

Health Equity starts with ME!

Children's Hospitals and Clinics of MN
2015 Wave 2 Course

Presented by: Lor Lee,
Director of Inclusion and Equity

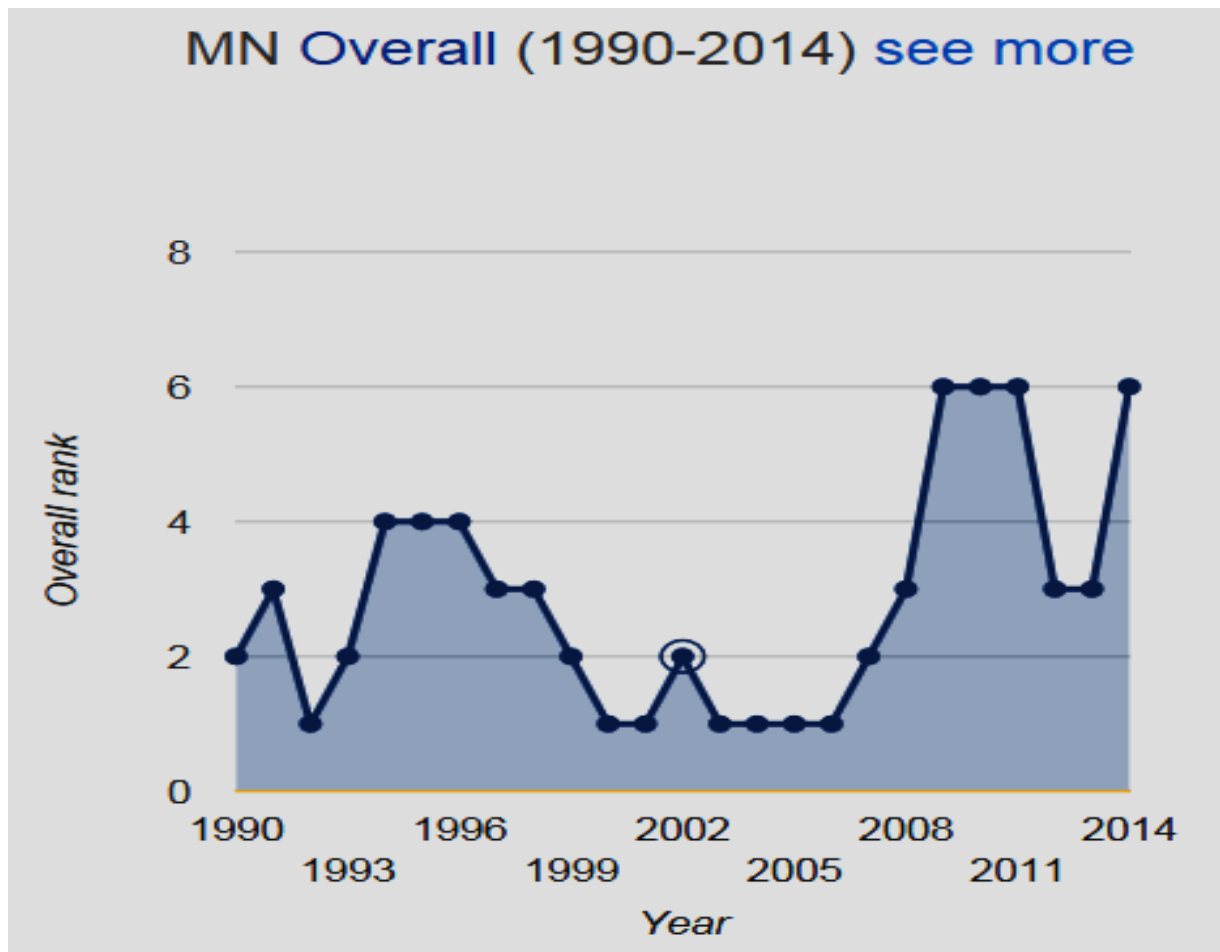


Objectives...

- Understand health equity and why is it important
- Identify factors within individual interactions that could lead to inequities
- Identify personal strategies to advance health equity

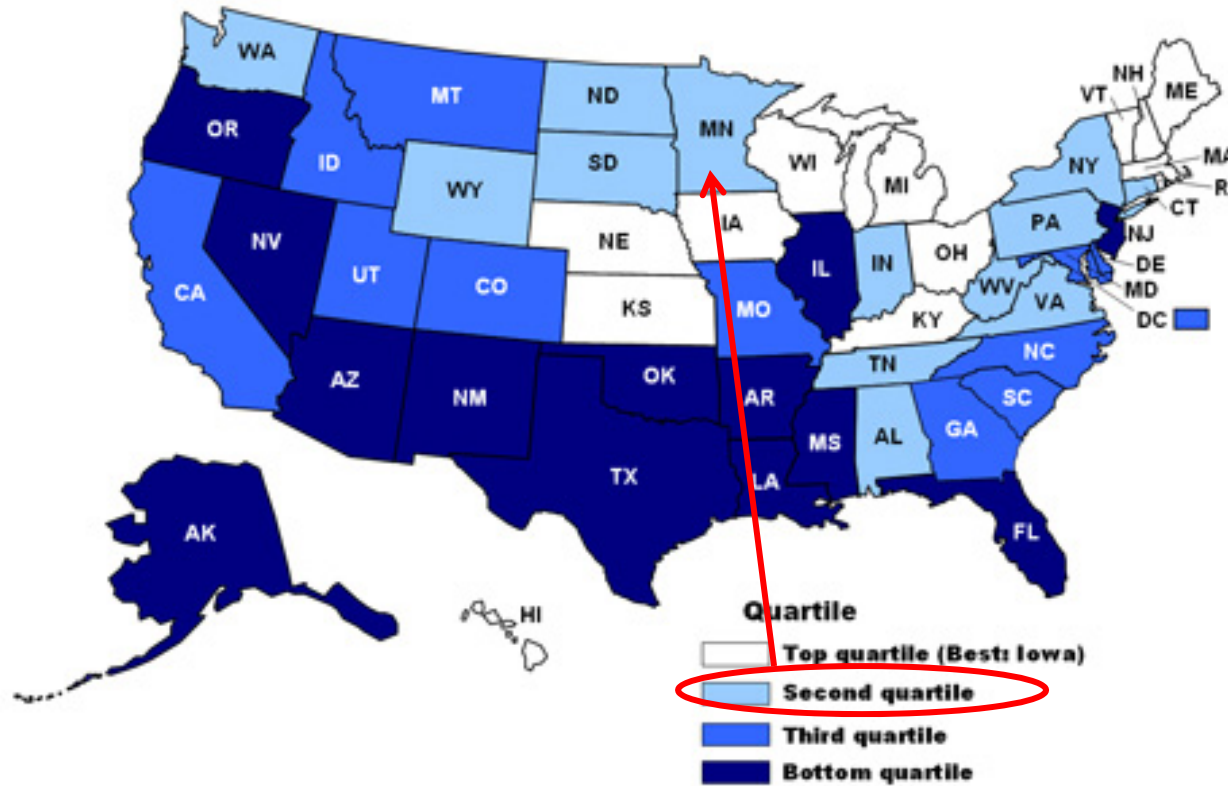


MN a Top 10 State!



Great Pediatric Health!

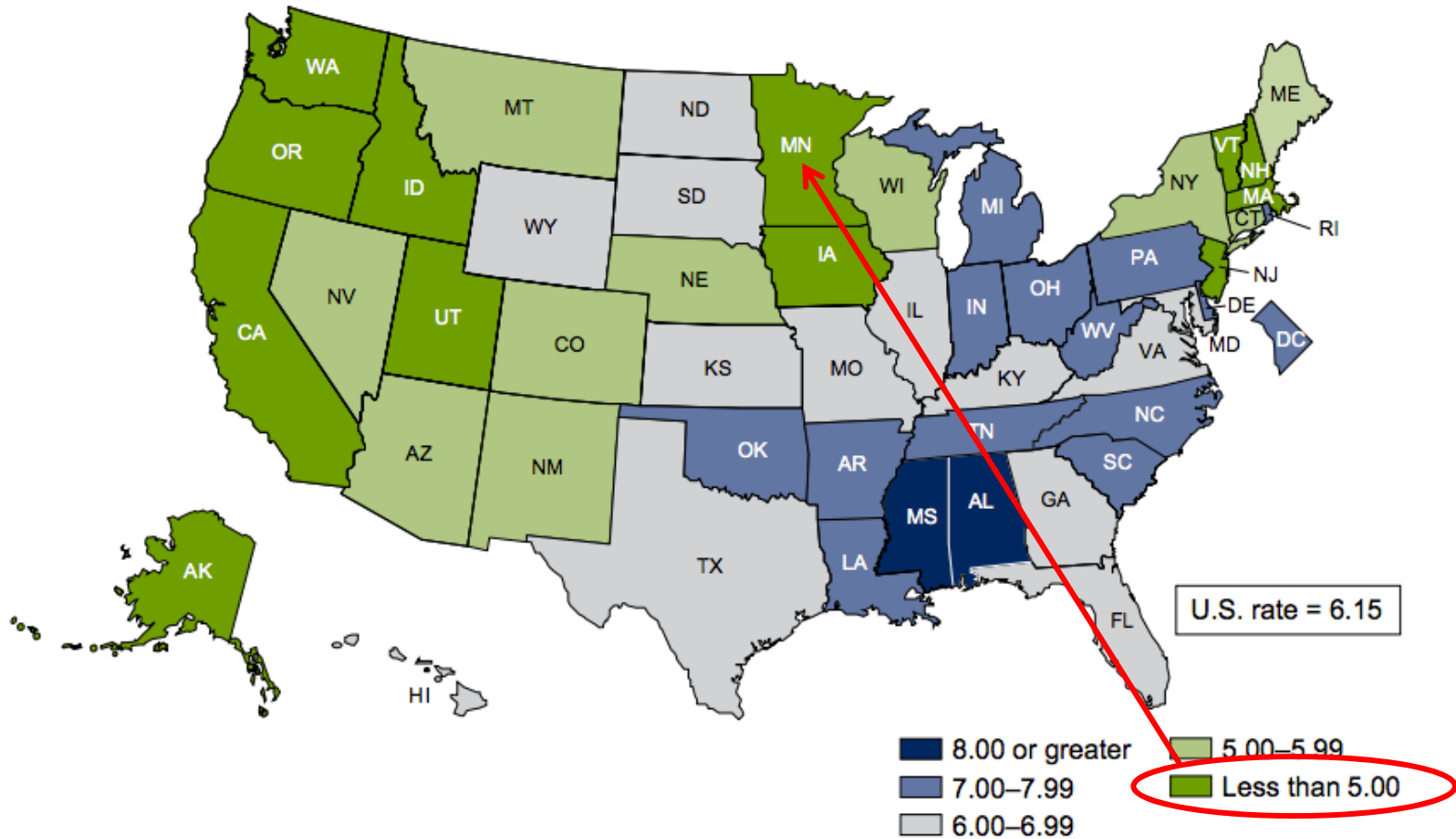
Figure ES-2. State Ranking on Child Health System Performance

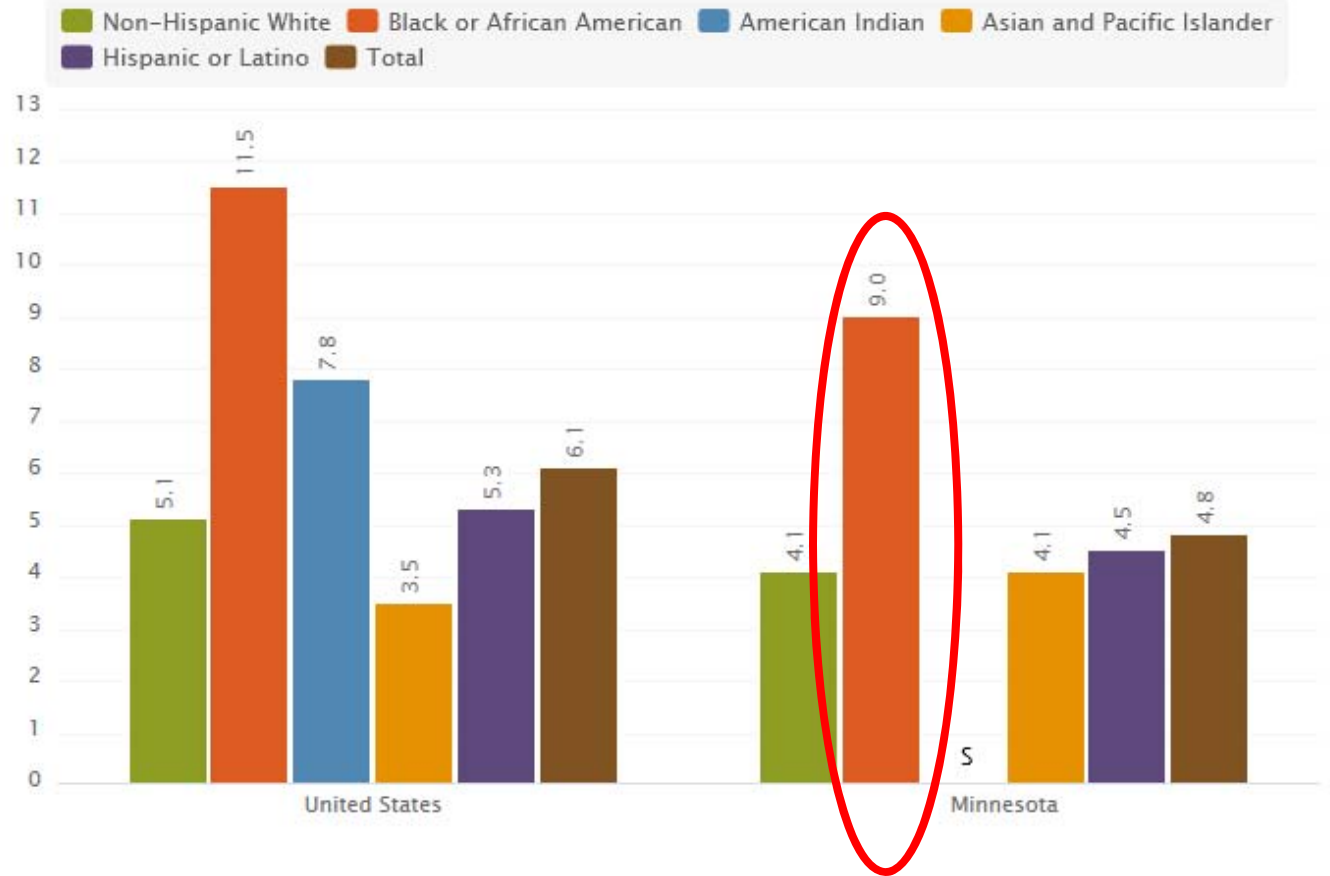


Source: The Commonwealth Fund calculations based on state's rankings on access, quality, cost, healthy lives, and equity dimensions.



Tops in Infant Mortality!





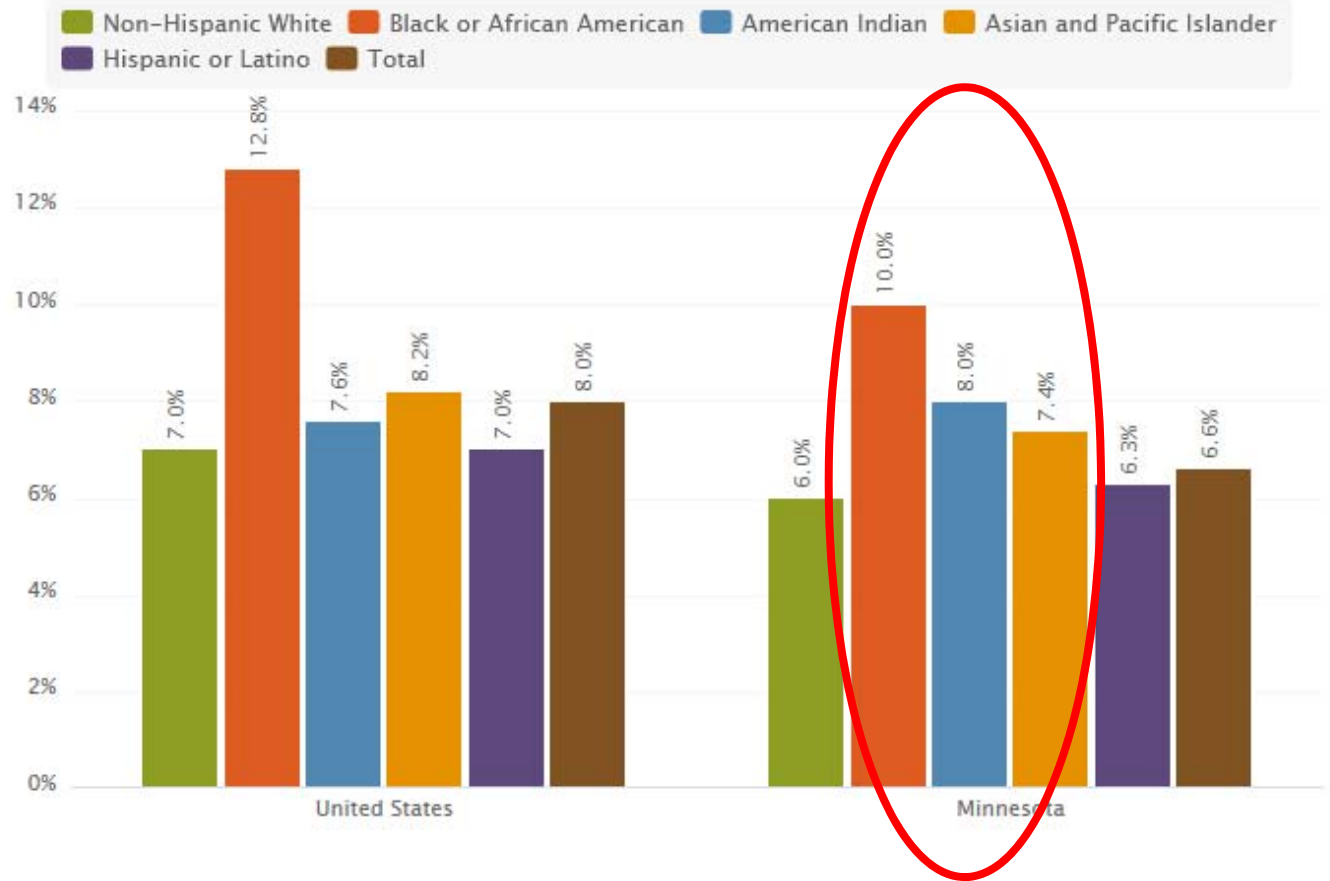
INFANT MORTALITY BY RACE: ALL (RATE PER 1,000) - 2011

National KIDS COUNT

KIDS COUNT Data Center, datacenter.kidscount.org

A project of the Annie E. Casey Foundation





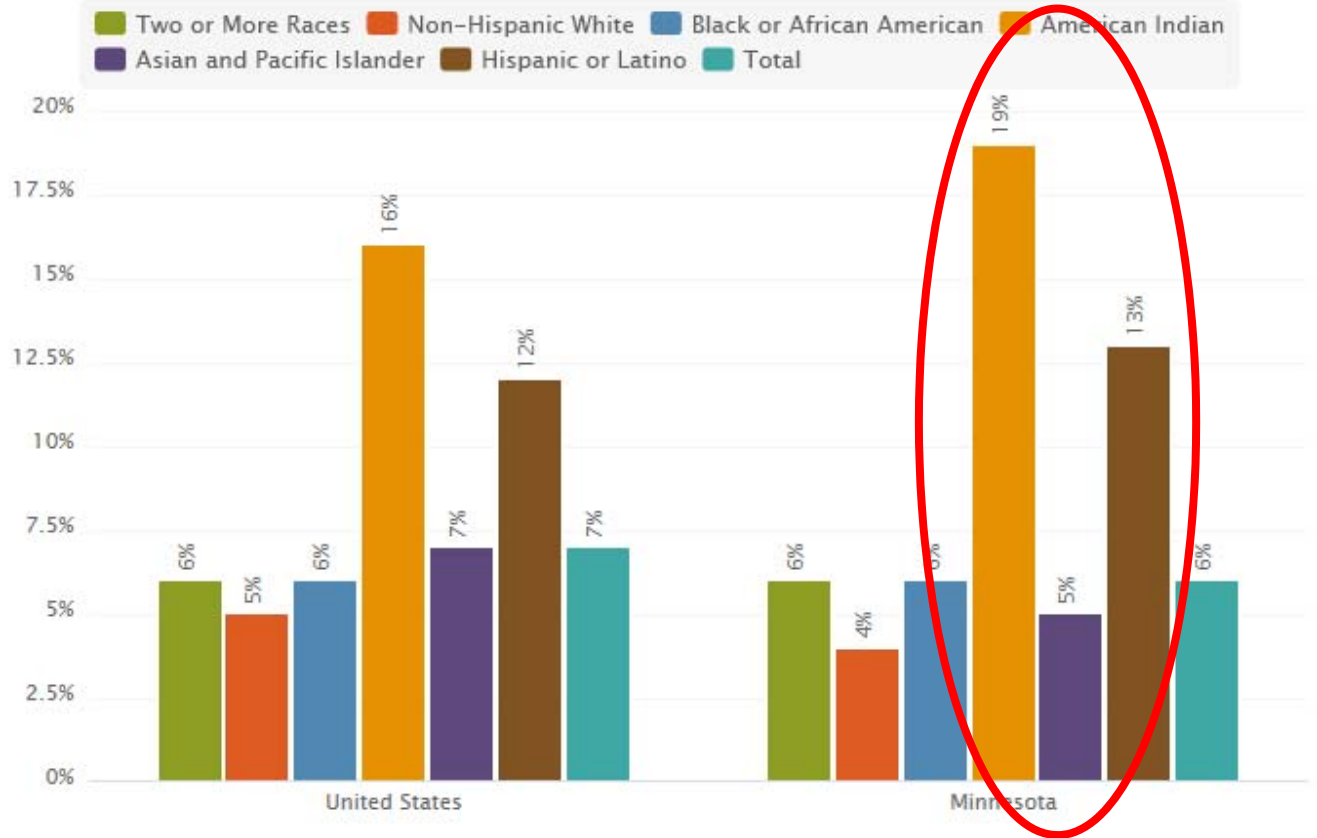
LOW-BIRTHWEIGHT BABIES BY RACE: ALL (PERCENT) - 2012

National KIDS COUNT

KIDS COUNT Data Center, datacenter.kidscount.org

A project of the Annie E. Casey Foundation





CHILDREN WITHOUT HEALTH INSURANCE BY RACE AND ETHNICITY: ALL (PERCENT) - 2013

National KIDS COUNT

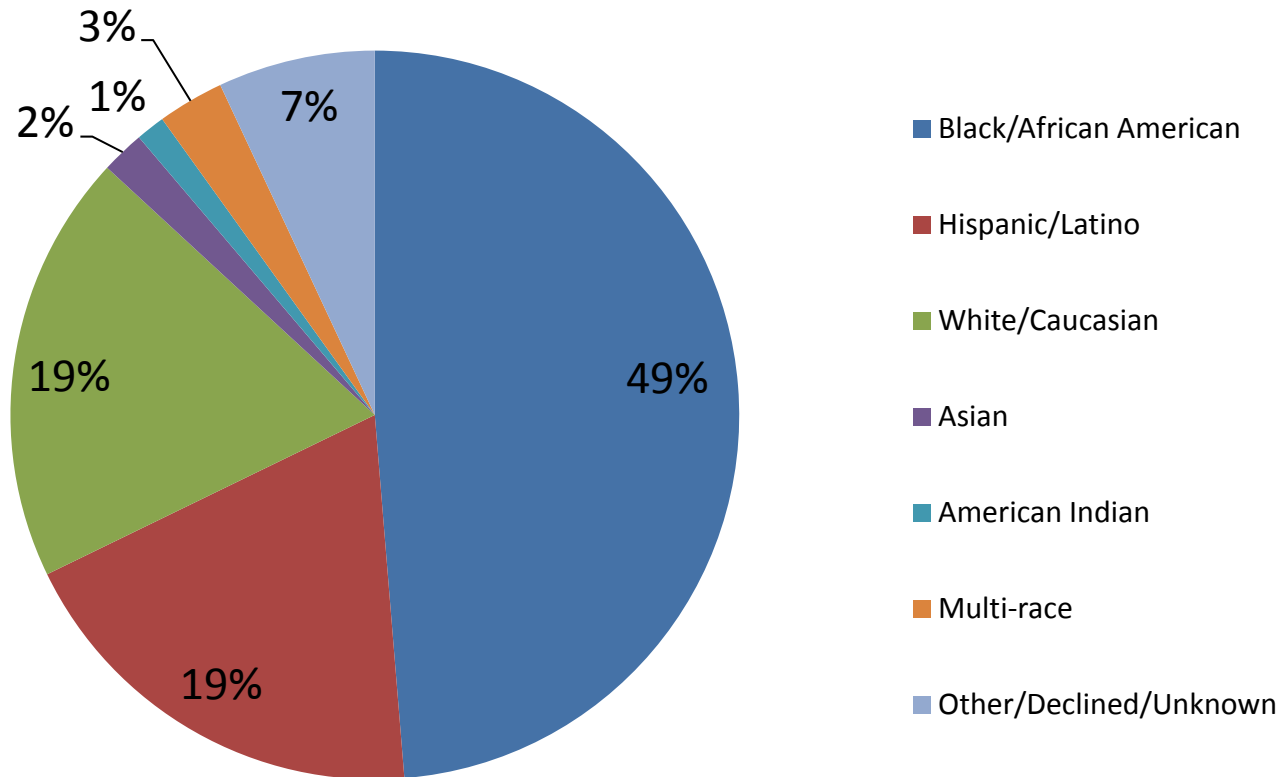
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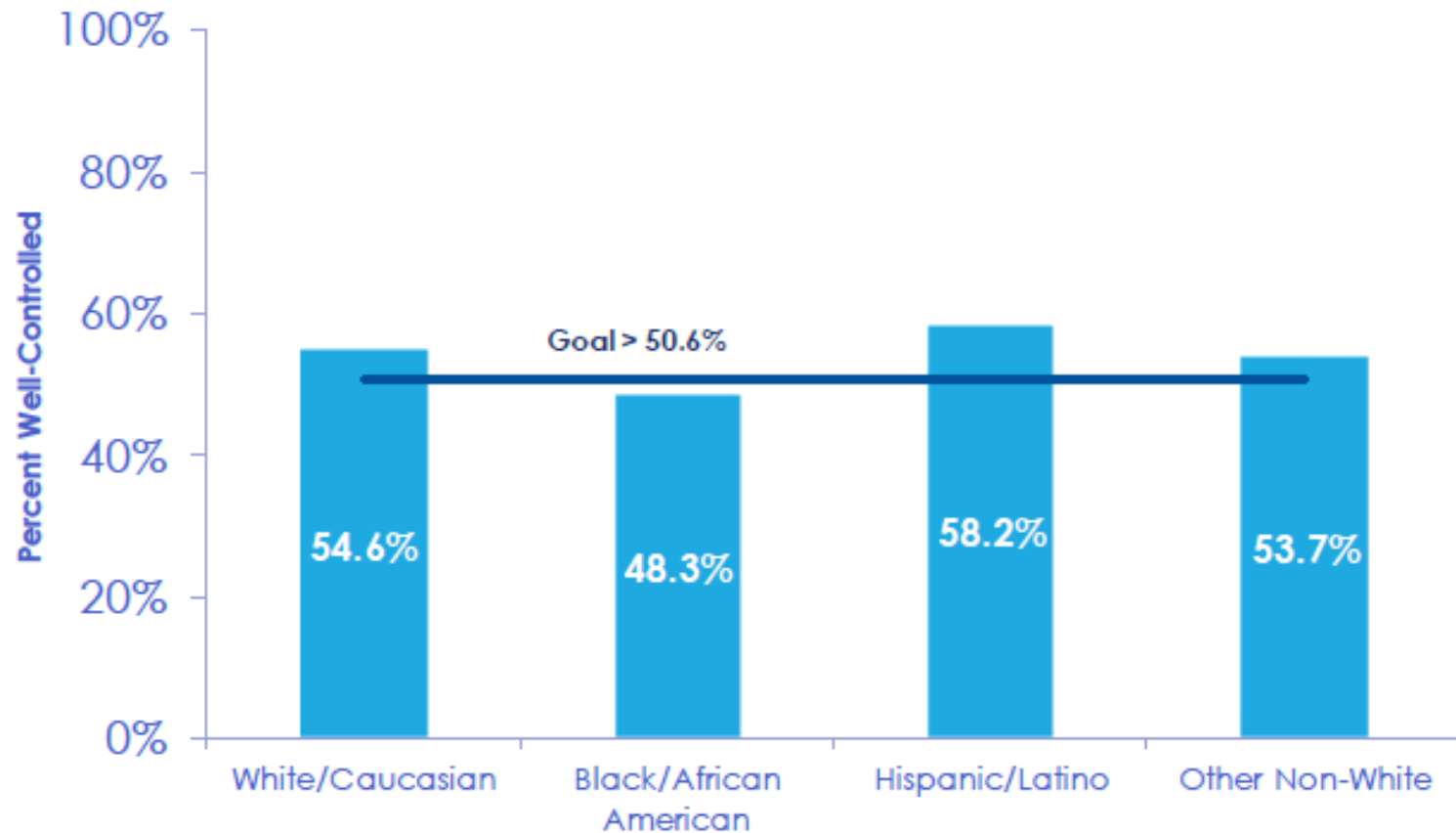
Differences @ Children's?

2014 Patients in Asthma Registry



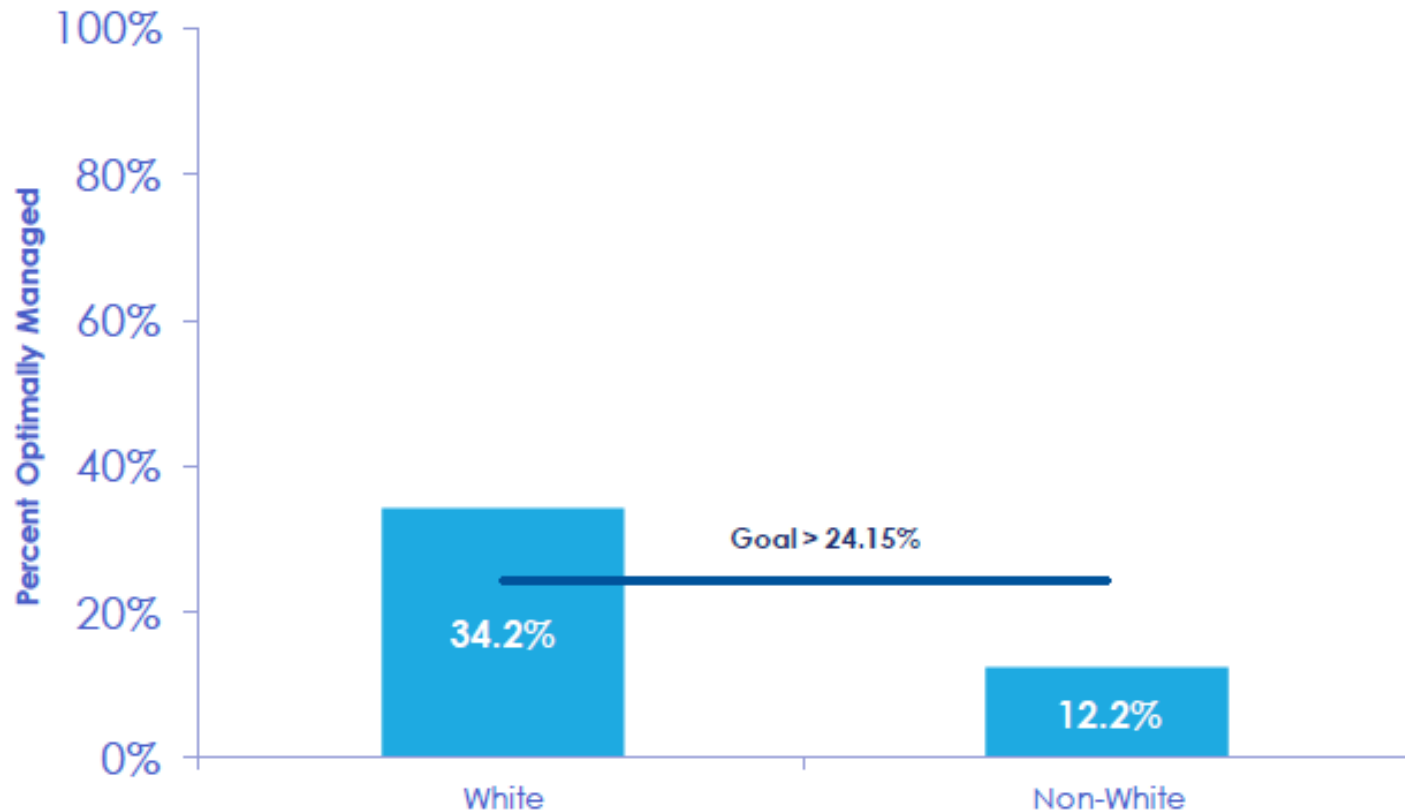
Differences @ Children's?

**Asthma Patients Well-Controlled by Race
April 2014 – March 2015**



Differences @ Children's?

**Diabetes Patients Optimally Managed by Race
April 2014 – March 2015**



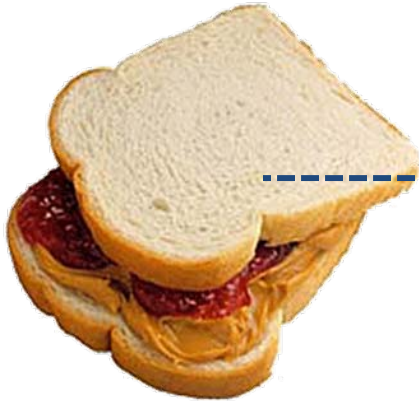
What is health disparity?

“Differences in health outcomes
among groups of people.”

<http://healthequity.sfsu.edu/content/defining-health-equity>



Equality Equity?



Peanut Allergies

1-2% of American Children

(<http://www.reuters.com/article/2010/05/19/us-nut-allergies-idUSTRE64I5E420100519>)



Lactose Intolerance

15% of persons of northern European descent,

80% of Blacks and Latinos, and

Up to 100% of Native Americans and Asians

(American Academy of Family Physicians, May 2002)



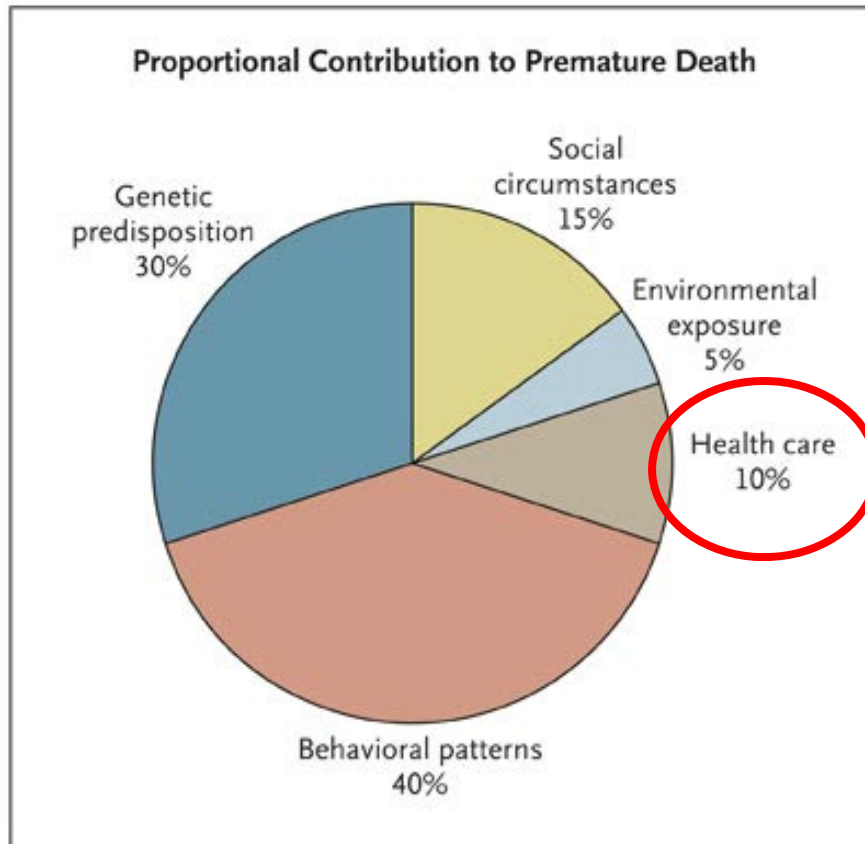
What is Health Equity?

“Attainment of the highest level of health for all people. Health Equity means efforts to ensure that all people have full and equal access to opportunities that enable them to lead healthy lives.”

<http://healthequity.sfsu.edu/content/defining-health-equity>



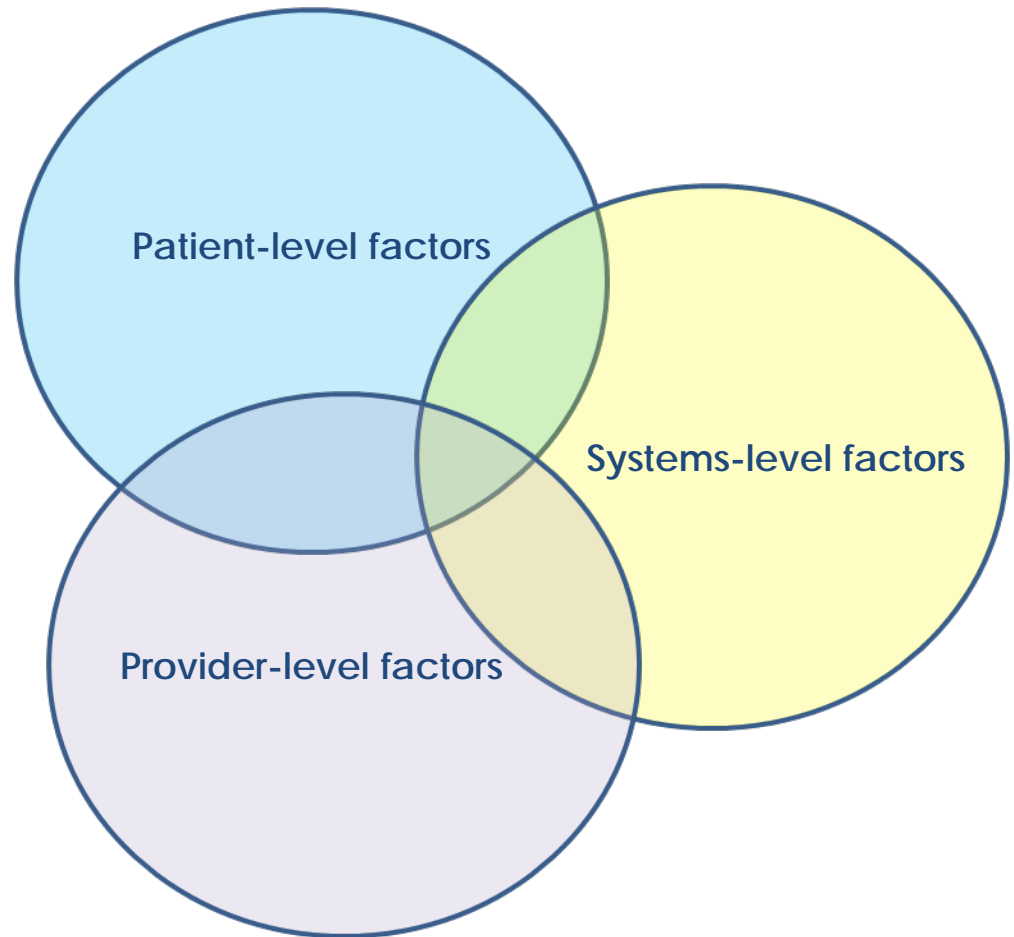
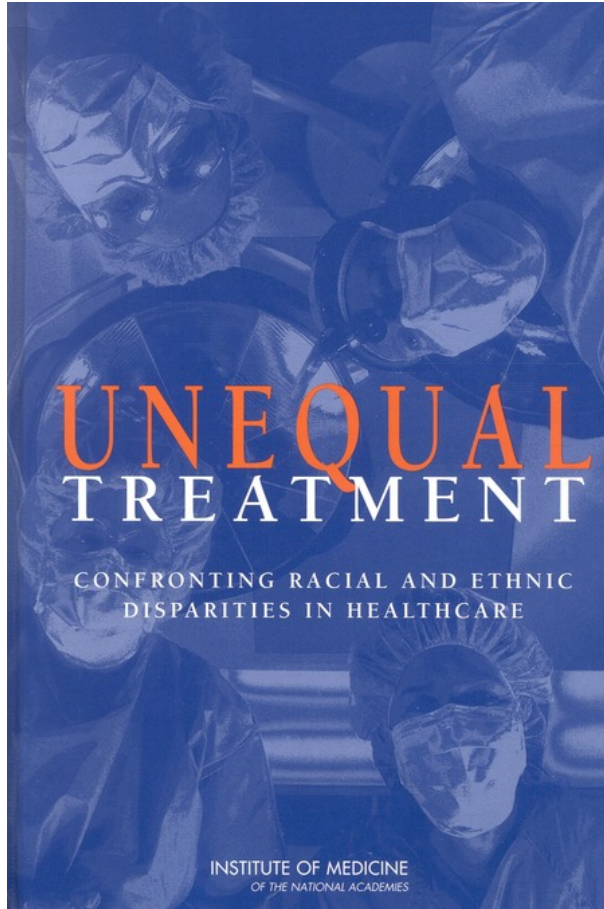
What Impacts Health Equity?



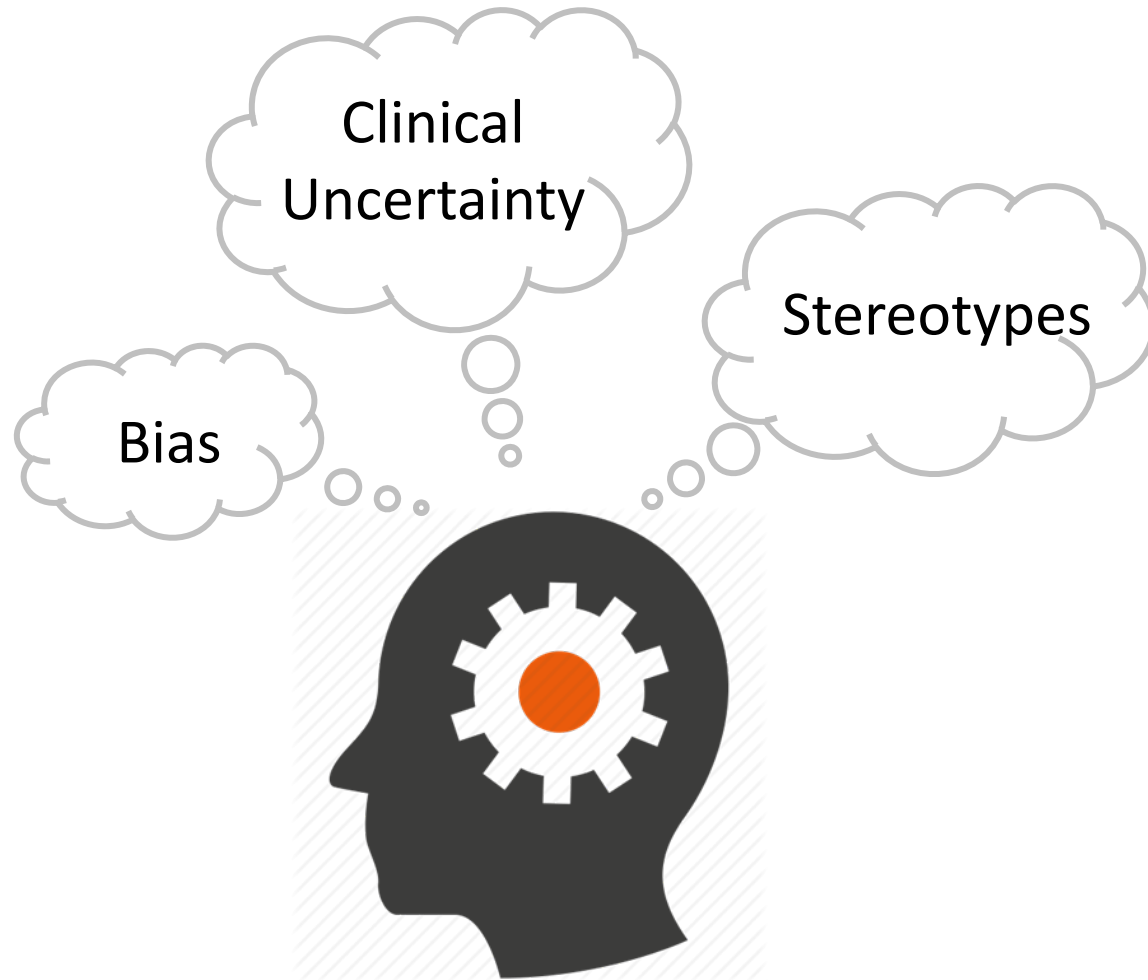
Schroeder, S. (2007). We Can Do Better — Improving the Health of the American People. *New England Journal of Medicine*; 357:1221-1228. DOI: 10.1056/NEJMsa073350



Sources of Inequities



Provider Level Factors



Address Clinical Uncertainty



African Americans and Hispanics received less-frequent coronary artery bypass grafts than whites with similar diagnoses



Tone Down Stereotypes

Stereotyping can be defined as the process by which people use social categories (e.g., race, sex) in acquiring, processing, and recalling information about others.

-IOM, “Unequal Treatment”



Bias

“...a strong inclination of the mind or a preconceived opinion about something or someone...may be favorable or unfavorable...in favor of or against an idea.”

Explicit

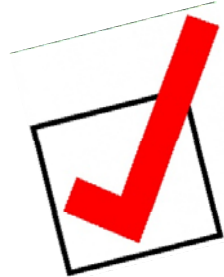
- Usually aware of his/her evaluation of a group
- Believes evaluation is correct in some manner
- Has time and motivation to act on it in the current situation

Implicit

- Unintentional
- Doesn't require endorsement by individual
- Can be activated quickly and unknowingly by situational cues
- Can impact behavior in interaction without knowing
- Hard to control



What can you do?



Check your biases!

- What are the biases you are aware of?
- What are those implicit biases you may have?

Project Implicit

Implicit Association Test:

<https://implicit.harvard.edu/implicit/>

- Understand how those biases may impact your interactions with patients, families, and even co-workers!



“Health equity is achieved when every person has the opportunity to achieve their full potential for health.”

-Amartya Sen



Questions???

Please contact:

Lor Lee, Director of Inclusion and Equity

612-813-6725 or email at lor.lee@childrensmn.org



Assessment

After you have completed this course please don't forget to complete the assigned assessment that accompanies this course.

