



## Health Equity and Anti-Racism Lesson Plan

Duration: Approximately 30 minutes. See the recommendations at end of the lesson for ways to expand.

### Learning Objectives

Participants will be able to:

- Define the terms “equity” and “antiracism” (knowledge)
- Identify conditions that contribute to inequity in their place of work (awareness)
- List two ways in which they plan to practice antiracism in their work (action)

### Content | 5 minutes

Present definitions of “equity” and “antiracism.”

Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

- Equity is a solution for addressing imbalanced social systems. Justice can take equity one step further by fixing the systems in a way that leads to long-term, sustainable, equitable access for generations to come.
- In contrast, equality means that each individual or group of people is given the same resources or opportunities.
- Proportional distribution or parity of desirable outcomes across groups.
- Sometimes confused with equality, equity refers to outcomes, while equality connotes equal treatment.

Anti-racism is the work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach, and set up in opposition to individual racist behaviors and impacts.

Describe examples of health equity and anti-racism.

#### Anti-racism

- Report any acts of discrimination to the institution dean of students or Title IX Officer.
- Review your institution’s budget to advocate for funding of fellowships, internships, scholarships, etc., for Black, Indigenous, and people of color, and continued antiracist efforts.

#### Equity

- Provide students with certain disabilities accommodations so they can thrive in their classes and earn the same outcomes as students without similar disabilities.
- Provide needed services and resources for Black, Indigenous, and people of color students to achieve outcome rates for graduation, homeownership, and wealth-accumulation that are similar to outcome rates of white students.

- Opportunities in your workplace for Black, Indigenous, and people of color to achieve promotions, professional development, and leadership opportunities.

**Activity** | approximately 10 minutes

Discuss as a group or with a partner:

- What would health equity and antiracism look like in your place of work?

**Content** | 5 minutes

Causes of inequity

- Root causes of inequity, like institutional practices and policies, are underlying reasons for poor health.
- These structures influence differences in living conditions or opportunities that groups of people experience within the same community.
- At the root of inequities are unfair, discriminatory, and racist practices and policies in:
  - Education
  - Employment
  - Housing
  - Transportation
  - Urban and regional planning

Action steps: how to be an antiracist

- Confront racism
- Analyze policies and systems
- Remove racist policies
- Replace racist with policies that strive for equity
- Seek diverse representation in groups and leadership
- Do not rely on standard measures of success if there is a more equitable option
- Create programs and systems where members from diverse backgrounds feel that they belong and have opportunity

**Assessment** | Approximately 10 minutes

Reflect in a journal either private or to be shared with peers:

- What are two steps you can take to practice antiracism at your place of work?
- Option to creative/accessible mode of assessment: video journal or arts-based method (drawing, poetry, dance, etc.)

**Closure**

Call to action with suggested quotations:

“Antiracism is not an identity or a checklist; it’s a practice.” – Andrea Ranae

“You can’t say you care about people and not care about the systems and structures that negatively impact them.” – Rev. Dr. Brenda Salter McNeil

“Like fighting an addiction, being an antiracist requires persistent self-awareness, constant self-criticism, and regular self-examination.” – Ibram X. Kendi

Recommended options to expand the lesson:

- Assign a reading(s) or video from the Health Equity & Anti-Racist Toolkit resource list prior to the lesson. Then, open with a discussion of what participants learned and answer questions participants have.
- Assign participants to interview or talk with someone they know well about what anti-racism and health equity would look like in their place of work. Participants can share the discussion during the next session.
- Add a Q&A period.

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References:

County Health Rankings and Roadmaps. (2022). Understand and Identify Root Causes of Inequities. <https://www.countyhealthrankings.org/resources/facilitation-guide-understand-and-identify-root-causes-of-inequities>.

Pokrel, R., Muhammad, M., Jimenez, J., et al. (2021). Antiracism glossary for education and life. *Journal of College Academic Support Programs*, 4(1), 75-92. <https://doi.org/10.36896/4.1sc1>.