



Health Equity & Anti-racism

By SOPHE's Health Equity And Anti-racism Task Force



Objectives

- Define the terms “equity” and “anti-racism” (knowledge)
- Identify conditions that contribute to inequity in their place of work (organizational, institutional, etc.) (awareness)
- List two ways in which they plan to practice anti-racism in their work (action)

Key Terms

Equity

- Recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.
- Addresses imbalanced social systems. Justice can take EQUITY one step further by fixing the systems that leads to long-term, sustainable, EQUITABLE access for generations to come.

Different from “equality” – each individual or group of people is given the same resources or opportunities; proportional distribution or parity of desirable outcomes across groups.

Equity refers to outcomes, while equality refers to equal treatment.

Key Terms

Anti-racism

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.

Examples

Equity

- Provide students with certain disabilities accommodations so they can thrive in 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.
- Provide opportunities in the workplace for Black, Indigenous, and people of color to achieve promotions, and access professional development and leadership opportunities.

Examples

Anti-racism

- Report acts of discrimination to the institution Title IX Officer, human resources department or equivalent.
- Audit your institution's budget to advocate for funding of fellowships, internships, scholarships, etc., for Black, Indigenous, and people of color, and continued anti-racist efforts.

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



Activity

Discuss

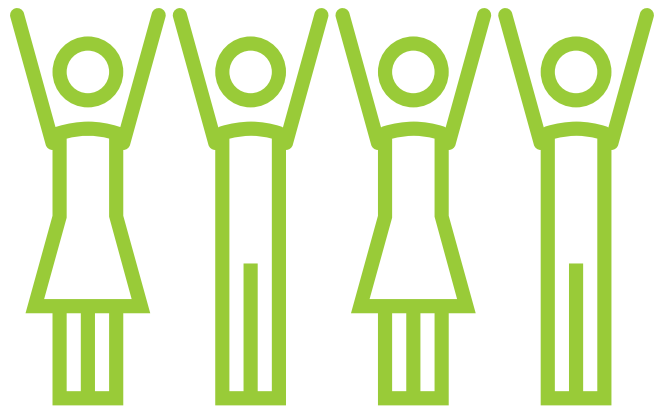
- What would health equity look like in your place of work?
- What would anti-racism look like in your place of work?

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 Anti-racist

- Confront racism
- Analyze policies and systems
 - Remove racist policies
 - Replace with anti-racist 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



Reflect

What are two steps you can take to practice anti-racism at your place of work?

Call to Action

“Anti-racism 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