HEALTH EQUITY AND SYSTEMS LEADERSHIP

ICS Webinar Series
June 4, 2020
A Mission
Based in
Equity

The success of all young children.
Equity Is…

The state, quality, or ideal of being just, impartial and fair.

Trying to understand and give people what they need to enjoy full, healthy lives.

Source: Race Equity & Inclusion Action Guide Annie E. Casey Foundation, 2014
What is Health Equity?

Health equity exists when:

- **All people have access** to opportunities to thrive, both physically and mentally
- **No one is limited** in achieving health and wellness because of their race, ethnicity, nationality, gender, sexual orientation, age, income, or zip code.

Source: Mary Black Foundation’s Health Equity Framework
Social Determinants of Health

<table>
<thead>
<tr>
<th>Economic Stability</th>
<th>Neighborhood and Physical Environment</th>
<th>Education</th>
<th>Food</th>
<th>Community and Social Context</th>
<th>Health Care System</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment</td>
<td>Housing</td>
<td>Literacy</td>
<td>Hunger</td>
<td>Social integration</td>
<td>Health coverage</td>
</tr>
<tr>
<td>Income</td>
<td>Transportation</td>
<td>Language</td>
<td>Access to healthy options</td>
<td>Support systems</td>
<td>Provider availability</td>
</tr>
<tr>
<td>Expenses</td>
<td>Safety</td>
<td>Early childhood education</td>
<td>Community engagement</td>
<td>Discrimination</td>
<td>Provider linguistic and cultural competency</td>
</tr>
<tr>
<td>Debt</td>
<td>Parks</td>
<td>Vocational training</td>
<td>Stress</td>
<td></td>
<td>Quality of care</td>
</tr>
<tr>
<td>Medical bills</td>
<td>Playgrounds</td>
<td>Higher education</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Support</td>
<td>Walkability</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Zip code / geography</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Health Outcomes**
Mortality, Morbidity, Life Expectancy, Health Care Expenditures, Health Status, Functional Limitations

Evolving from the Status Quo

Picture Source: Internet/unknown source
The Urgency of a Health Crisis
Today’s Agenda

- Equity and Our Mission
- Overview of Systems Thinking
- COVID-19 and Health in Crisis
- Working Toward Changing Systems
Parable of the River

A Mental Model for Social Services and Systems Change
The Social Ecological Model

A Mental Model for the Relationship Between Related Systems

Source: Health Equity Resource Toolkit for State Practitioners Addressing Obesity Disparities, Centers for Disease Control,
Frameworks for Systems Change

The Waters Foundation’s Fourteen Habits

Peter Senge’s Eleven Laws
The Eleven Rules

Causes are not always closely related in time or space

The harder you push, the harder the system pushes back
The Eleven Rules
Small changes can produce big results, but the sources of leverage are often not obvious

Today’s problems come from yesterday’s solutions
The Eleven Rules

Behavior grows better before it grows worse

Faster is slower
Today’s Agenda

- Equity and Our Mission
- Overview of Systems Thinking
- COVID-19 and Health in Crisis
- Working Toward Changing Systems
COVID-19 in South Carolina
1. What is the average age of residents diagnosed with COVID-19 in South Carolina?

   37
   48
   65


2. What is the average age of residents who died from COVID-19 in South Carolina?

   60
   75
   80

COVID-19’s Disproportionate Impact in South Carolina

Source: SC Demographic Data (COVID-19)
Black People Die From COVID-19 at a Higher Rate in South Carolina

Source: SC Demographic Data (COVID-19)
1. In South Carolina, do men or women have a higher rate of COVID-19 diagnosis?

   Men
   Women


2. In South Carolina, do men or women die at a higher rate from COVID-19?

   Men
   Women

   Source: SC Demographic Data (COVID-19) Reported Deaths. Race and Gender
Higher Rates of Women with COVID-19, Men More Likely to Die in South Carolina

Source: SC Demographic Data (COVID-19)
1. What is the top pre-existing condition among those who died from COVID-19?

- Asthma
- Diabetes
- **Cardiovascular Disease**
- Kidney Disease

Source: COVID-19 in South Carolina: Pre-existing Conditions
Pre-Existing Conditions in South Carolina’s COVID-19 Fatalities

<table>
<thead>
<tr>
<th>Condition</th>
<th>Rate of Occurrence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cardiovascular Disease</td>
<td>62%</td>
</tr>
<tr>
<td>Diabetes</td>
<td>53%</td>
</tr>
<tr>
<td>Lung Condition, Not Asthma</td>
<td>27%</td>
</tr>
<tr>
<td>Intellectual Disability</td>
<td>25%</td>
</tr>
<tr>
<td>Kidney Disease</td>
<td>23%</td>
</tr>
</tbody>
</table>

Source: COVID-19 in South Carolina-Pre-existing Conditions
COVID-19 Cases by County

Number of Cases

Rate of Cases

Source: SC Demographic Data (COVID-19)

Source: Rate Per 100K
1. After Greenville County, which county had the most reported cases?

Lee
Richland
Spartanburg

2. Not taking into account Greenville and Richland counties, which county has the greatest number of estimated cases?

Fairfield
Chester
Lexington


3. Which county has the highest rate of diagnosis?

Clarendon
Lee
Saluda

Poverty as a Barrier to Health Equity
## 2020 Household Poverty Guidelines

<table>
<thead>
<tr>
<th>per household</th>
<th>100%</th>
<th>130%</th>
<th>133%</th>
<th>185%</th>
<th>200%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$12,760</td>
<td>16,588</td>
<td>16,971</td>
<td>23,606</td>
<td>25,520</td>
</tr>
<tr>
<td>2</td>
<td>$17,240</td>
<td>22,412</td>
<td>22,929</td>
<td>31,894</td>
<td>34,480</td>
</tr>
<tr>
<td>3</td>
<td>$21,720</td>
<td>28,236</td>
<td>28,888</td>
<td>40,182</td>
<td>43,440</td>
</tr>
<tr>
<td>4</td>
<td>$26,200</td>
<td>34,060</td>
<td>34,846</td>
<td>48,470</td>
<td>52,400</td>
</tr>
<tr>
<td>5</td>
<td>$30,680</td>
<td>39,884</td>
<td>40,804</td>
<td>56,758</td>
<td>61,360</td>
</tr>
<tr>
<td>6</td>
<td>$35,160</td>
<td>45,708</td>
<td>46,763</td>
<td>65,046</td>
<td>70,320</td>
</tr>
</tbody>
</table>

Interpreting Poverty Guidelines

In South Carolina, a household of 4 is in poverty if the annual income is at or below $26,200

Single mother of 3 working at a fast food restaurant
Population Below Poverty Level by U.S. State

The poverty rate is the portion of the population with income below the government's official poverty level, which is the same nationwide but is adjusted each year for inflation.

Federal Poverty Level (FPL) in 2018:
- $12,140 for individuals
- $16,640 for a family of 2
- $20,780 for a family of 3
- $25,100 for a family of 4
- $29,240 for a family of 5
- $33,740 for a family of 6

Source: FactsMaps: Population Below Poverty Level by U.S. State
<http://factsmaps.com/population-below-poverty-level-line-rate-united-states/>
1. In 2016, South Carolina’s poverty level was at 14.1%. What do you think South Carolina’s poverty level was by July 2019?

13
14
15

Source: QuickFacts South Carolina, persons in poverty, percent

https://www.census.gov/quickfacts/fact/table/SC/IPE120218
Population Not Covered by Health Insurance by U.S. State

1. In 2016, 10% of South Carolina residents 65 years of age and younger did not have health insurance. What was the rate of South Carolinians without health insurance by July 2019?

10
11
12
13

SOURCE: QuickFacts South Carolina, persons without health insurance, under age 65, percent
https://www.census.gov/quickfacts/fact/table/SC/HEA775218
Poverty Rates and the Case for Urgency in Rural South Carolina

21.8% Rural

14.0% Urban

Source: 2018 American Community Survey <https://www.ruralhealthinfo.org/states/south-carolina>
Racial Disparities in Poverty and Healthcare Nationwide

Coronavirus

Black people make up a larger share of US Covid-19 deaths

13% of population 23% of Covid-19 deaths

Health care

A larger share of black Americans lack health insurance compared to whites

Poverty

A larger share of black population lives in poverty

The poverty rate for black Americans is more than double that of whites.

Source: U.S. Black-White Inequality in 6 Stark Charts
https://www.cnn.com/2020/06/03/politics/black-white-us-financial-inequality/index.html
Racial Discrimination and Health
A Long History of Discrimination: Dr. James Marion Sims

- Experimented on enslaved women and children in the 1800’s
- Provided no anesthesia
- Known as the “father of modern gynecology”

Illustration Source: Pearson Museum, Southern Illinois University School of Medicine
“At Risk: Mothers and Childbirth”

Source: CBS Sunday Morning. At Risk: Mothers and Childbirth. <https://www.youtube.com/watch?v=47m9P7eqv44>
Maternal Mortality Case Study: Racial Discrimination & Health

“We, [doctors/medical professionals] believe black women less when they express the symptoms they are having, particularly around pain.”

~Dr. Neel Shah
Harvard Medical Professor & Obstetrician

Source: CBS Sunday Morning. At Risk: Mothers and Childbirth. <https://www.youtube.com/watch?v=47m9P7eqv44>
Black Women Are...

3-4 times more likely to die from pregnancy or childbirth related complications

Less likely to give birth in the safest hospitals: 23% v. 63%

Source: Childbirth is Killing Black Women: ‘This is a National Problem.
A System of Inequities
COVID-19 Highlights a Deadly Access Issue

Reginald Self, IL

Kyle Brown, IA

Rana Zoe Mungin, NY
Barrier or Catalyst?

<table>
<thead>
<tr>
<th>Economic Stability</th>
<th>Neighborhood and Physical Environment</th>
<th>Education</th>
<th>Food</th>
<th>Community and Social Context</th>
<th>Health Care System</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment</td>
<td>Housing</td>
<td>Literacy</td>
<td>Hunger</td>
<td>Social integration</td>
<td>Health coverage</td>
</tr>
<tr>
<td>Income</td>
<td>Transportation</td>
<td>Language</td>
<td>Access to healthy options</td>
<td>Provider availability</td>
<td></td>
</tr>
<tr>
<td>Expenses</td>
<td>Safety</td>
<td>Early childhood education</td>
<td></td>
<td>Provider linguistic and cultural competency</td>
<td></td>
</tr>
<tr>
<td>Debt</td>
<td>Parks</td>
<td>Vocational training</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Medical bills</td>
<td>Playgrounds</td>
<td>Higher education</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Support</td>
<td>Walkability</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Zip code / geography</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Health Outcomes**
Mortality, Morbidity, Life Expectancy, Health Care Expenditures, Health Status, Functional Limitations

Access Does Not Equal Inclusion!

INCLUSION

Experience  Voice  Belonging
How Can We Promote Health Equity During COVID-19 and Beyond?

Source: “5 Actions to Promote Health Equity During the COVID-19 Pandemic”
Rethinking Advocacy

“Vote this way on this bill.”

Grassroots organizing
Advocacy

What do communities say that they need?

Educate others. Talk to your neighbors!
Equitable Policies Champion

✓ Access to High-Quality Healthcare
✓ Parent Supports
✓ Early Interventions
✓ Race-Conscious Measures
✓ Income-Based Measures
Assessing Equity in Policy

Evolving from the Status Quo

Status Quo  Equity  Systems Change
Health Equity Resources

COVID-19 in South Carolina-Pre-existing Conditions

Beyond Health Care: The Role of Social Determinants in Promoting Health and Health Equity, Kaiser Family Foundation

CBS Sunday Morning. At Risk: Mothers and Childbirth.
https://www.youtube.com/watch?v=47m9P7eqv44

Childbirth is Killing Black Women: ‘This is a National Problem.

“5 Actions to Promote Health Equity During the COVID-19 Pandemic”

U.S. Black-White Inequality in 6 Stark Charts
https://www.cnn.com/2020/06/03/politics/black-white-us-financial-inequality/index.html
The Impact of COVID-19 on South Carolina’s Child Care Sector