



Enhancing the Health of **Every Community**

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@AlisahahMD





You do not have to be me in order for us to fight alongside each other. I do not have to be you to recognize that our wars are the same. What we must do is commit ourselves to some future that can include each other and to work toward that future with the particular strengths of our individual identities. And in order for us to do this, we must allow each other our differences at the same time we recognize our sameness."

-Audre Lorde



goals

get
informed

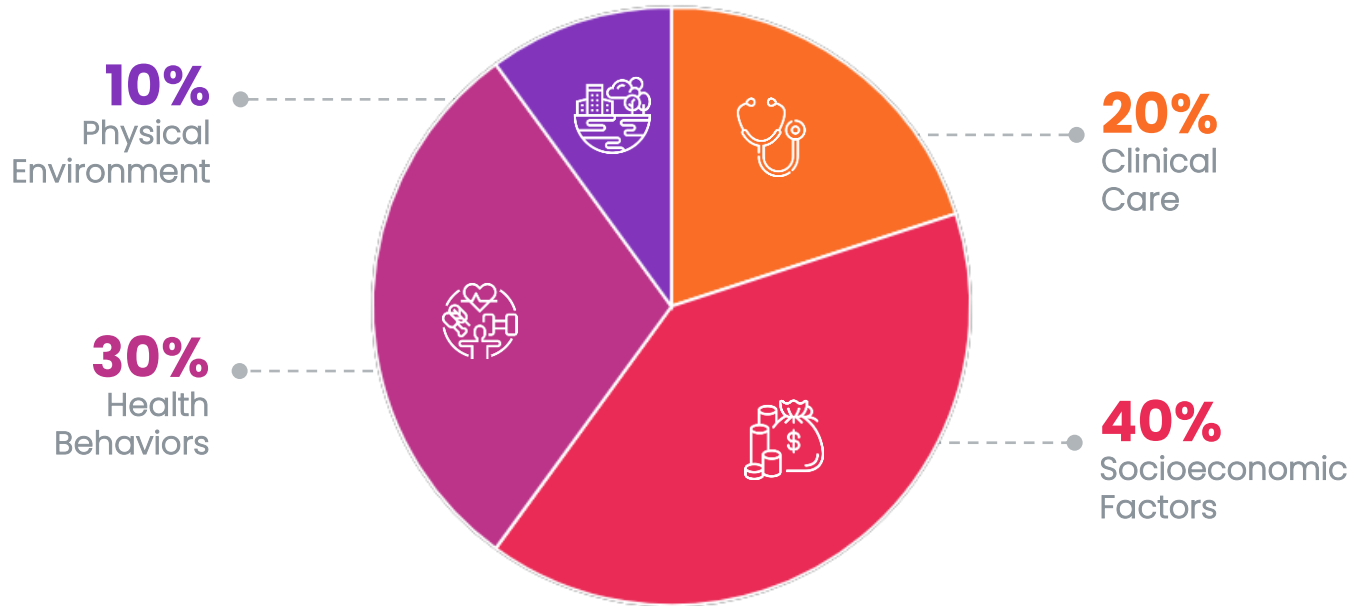
get
inspired

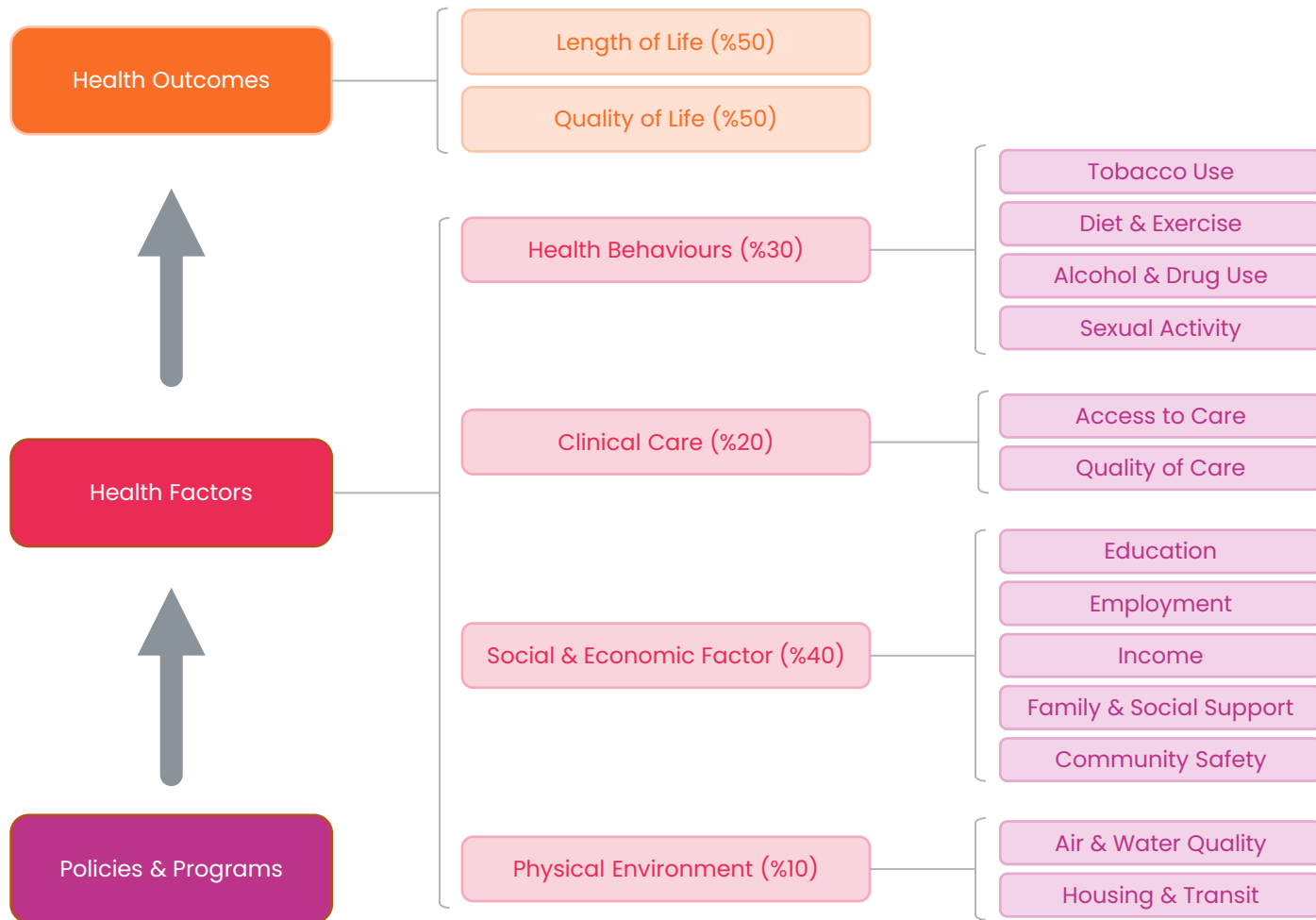


get
uncomfortable

get
activated

know what affects **health**





ready to get uncomfortable?

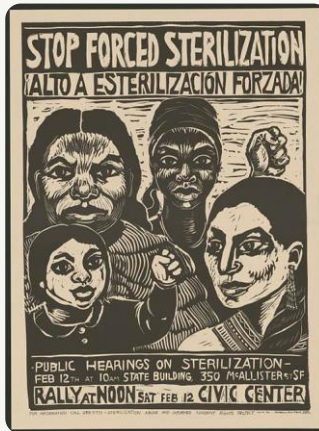


**"I suppose I'll be the one
to mention the elephant in the room."**

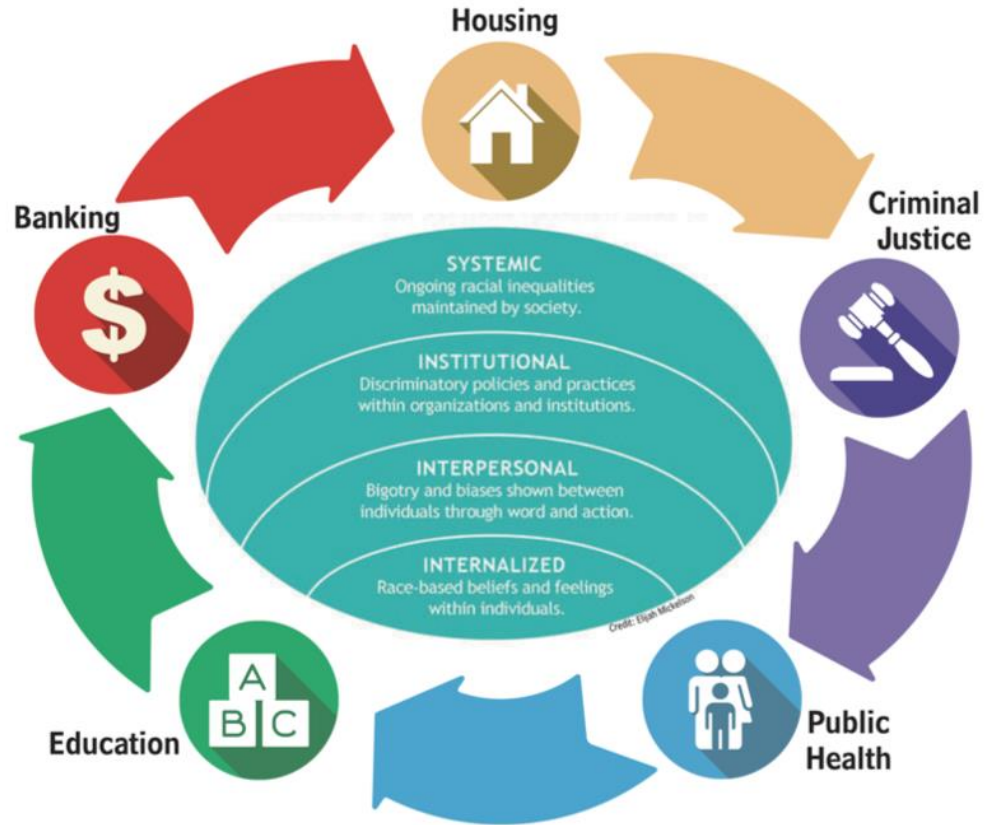
a comfort
zone is
a beautiful
place but
nothing
ever grows
there



The “Ism’s” in Medicine



racism explained



home ownership

Mecklenburg County, 2017

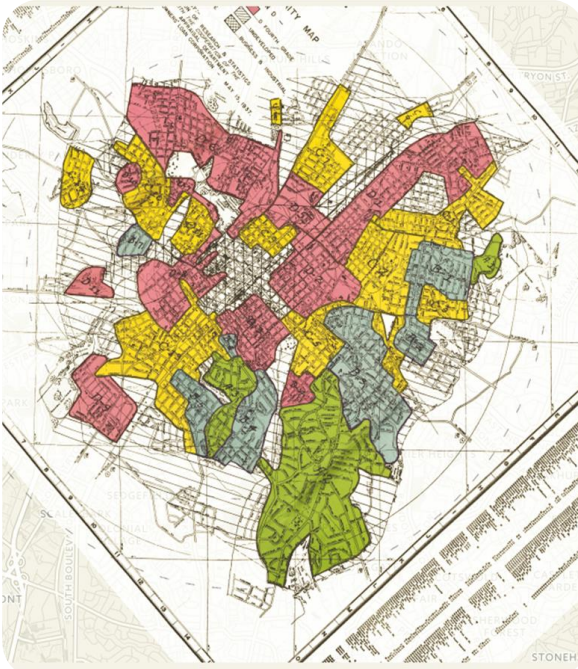
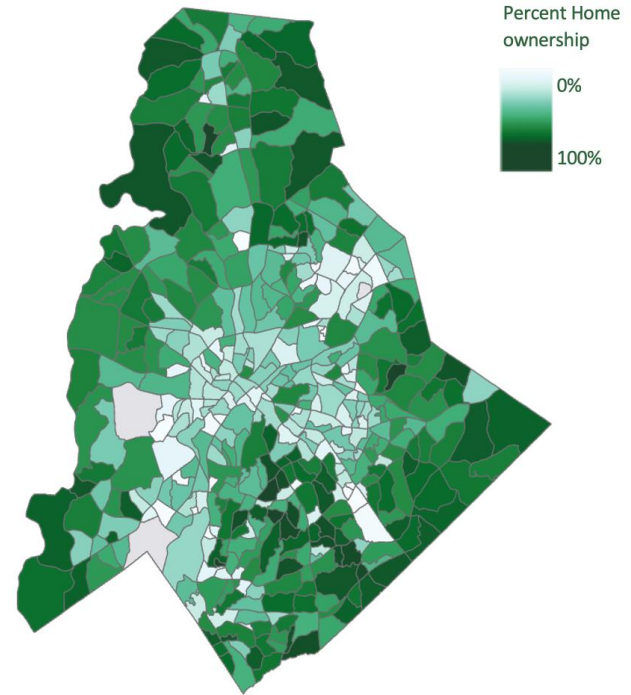
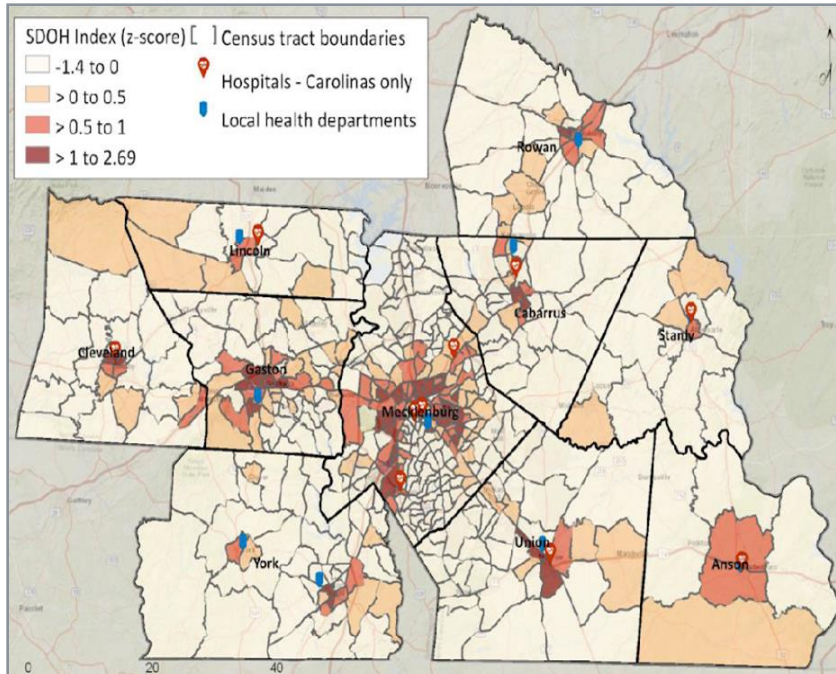


Photo credit: Home Owner's Loan Corporation Risk Map, Charlotte (1937)



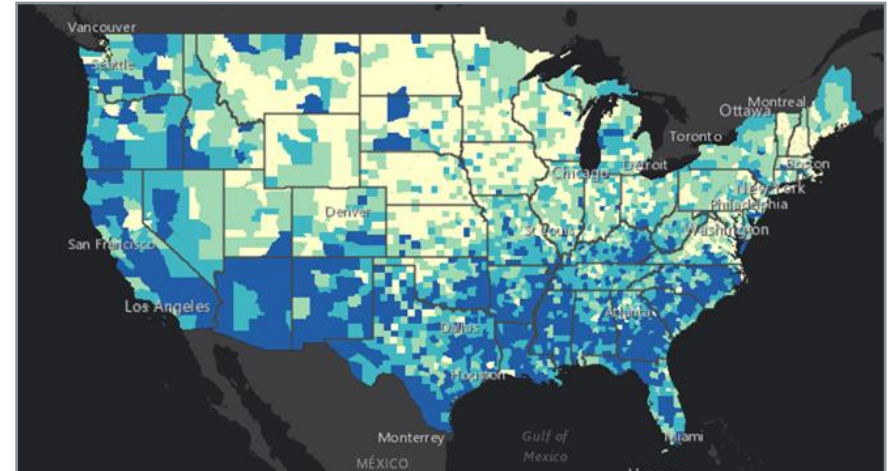
Source: Charlotte-Mecklenburg Quality of Life Explorer, 2017

Figure 8. Social Determinants of Health Index Map, CHS Region



High (red) values show neighborhoods with the highest disparities among the Social Determinants of Health.

<http://tinyurl.com/SDH-Story-Map>



<https://www.atsdr.cdc.gov/placeandhealth/svi/index.html>

- Interactive web map
- 10-county region
- 12 SDH indicators at the neighborhood level (Census Tracts)
- Index summarizing indicators into a single variable

Another moment for discomfort: **Operational Hesitancy**

Medicine's Privileged Gatekeepers: Producing Harmful Ignorance About Racism And Health

**PROMOTING RACE EQUITY IN BEHAVIORAL HEALTH AND
JUSTICE OUTCOMES: GATEKEEPER BIAS AS A BARRIER**

<https://www.healthaffairs.org/doi/10.1377/forefront.20210415.305480/full/>

<https://www.prainc.com/race-equity-p2/>

why should we care?



Moral Imperative

What if a 747
crashed everyday in
the US?



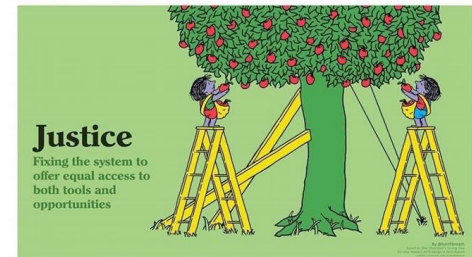
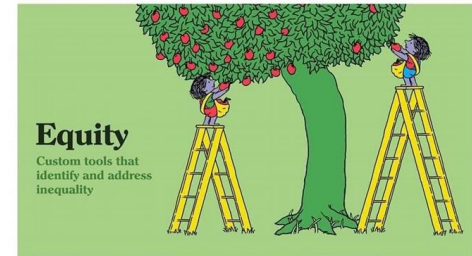
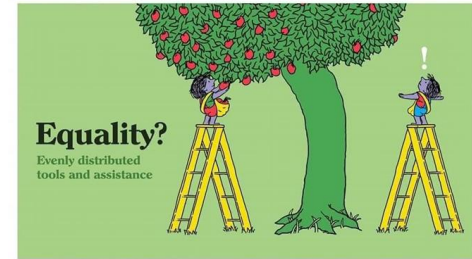
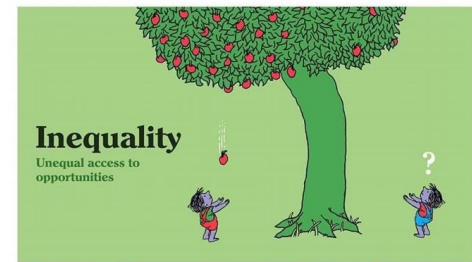
financial imperative

Joint Center Health Policy Institute

Found between 2003 & 2006 combined costs of health **inequalities** and **premature death** in US were **\$1.24 trillion**

Urban Institute

Projects **\$337 billion** to be spent 2009–2018 on health care related disparities



time to get inspired





zipcode statistics

- Average age of death is 7 years younger than those who live in other surrounding zip codes
- Since grew up here, a poverty stricken area, her ability to move out of poverty as an adult is less than 10%





“all black”
neighborhood



- Raised by her mother in a single parent household
- Always wanted to be a doctor

zipcode **statistics**

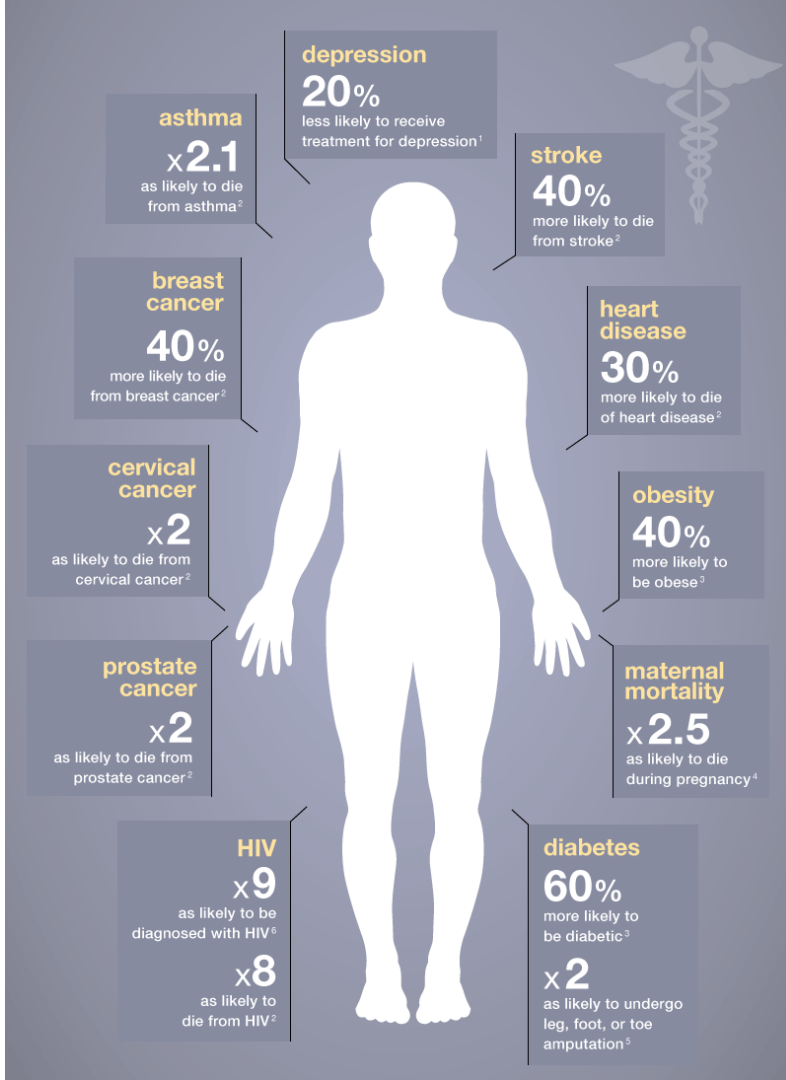
- Only 17% of 3rd graders are proficient in Math and Reading at End of Grade testing
- 63% of residents have HS diploma vs.86% in county





3x more
prevalent

black health disparities



my journey

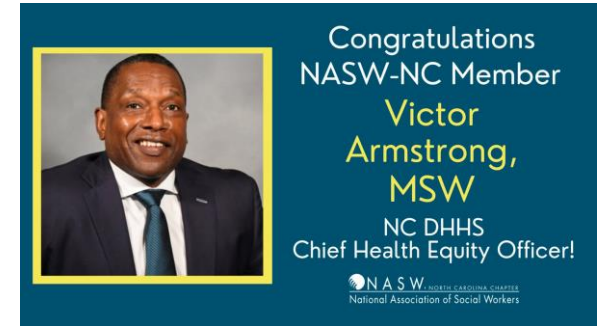


- Establishing Health Equity Institutes



What are Organizations Doing?

- Creating Senior Leadership Roles Dedicated to Health Equity



What are Organizations Doing?

- Partnering to Address Healthcare Workforce Diversity



Massachusetts General Hospital receives record gift from Kraft family benefitting community health and health equity

\$50 million gift is largest in support of community health and health equity in 211-year history of MGH.

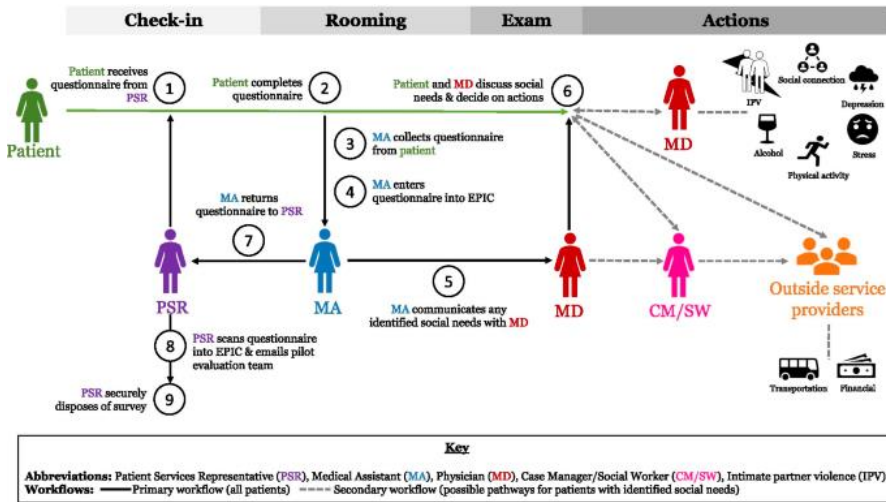
What are Organizations Doing?

- Forming new Partnerships to advance health equity



What are Organizations Doing?

- Addressing social determinants of health



ProMedica's "Market on the Green," a full-service grocery store, offers fresh and affordable healthy food choices in a designated food desert

get activated



get activated: design new systems



Create the Strategy



Resource the Operations



Implement Accountability



Measure Outcomes



Every system is
perfectly designed to
get results it gets.

-W. Edwards Deming

accelerate **research** to implementation

- Nurse Family Partnership Program
- Community Health Workers
- Diversifying the Healthcare Workforce (HCOP Program)
- Improve access to care
- Violence Intervention Programs
- Kindness, Compassion, Empathy, and Trust

requires...

motivation

collaboration

innovation

call to action



In a racist society, it is not enough to be non-racist, we must be anti-racist.

-Angela Davis



www.SurgeryRedesign.com

get activated: be anti-racist

- Stop being “colorblind.”
- Educate yourself.
- Do not contribute to micro-aggressions and call out others when they do.
- Listen to other people’s experiences without questioning their validity.
- Expand your social circle to include those who don’t look like you.
- Commit to improving social determinants of health.
- Take ownership: Be an ally and use your voice.



anti-racists

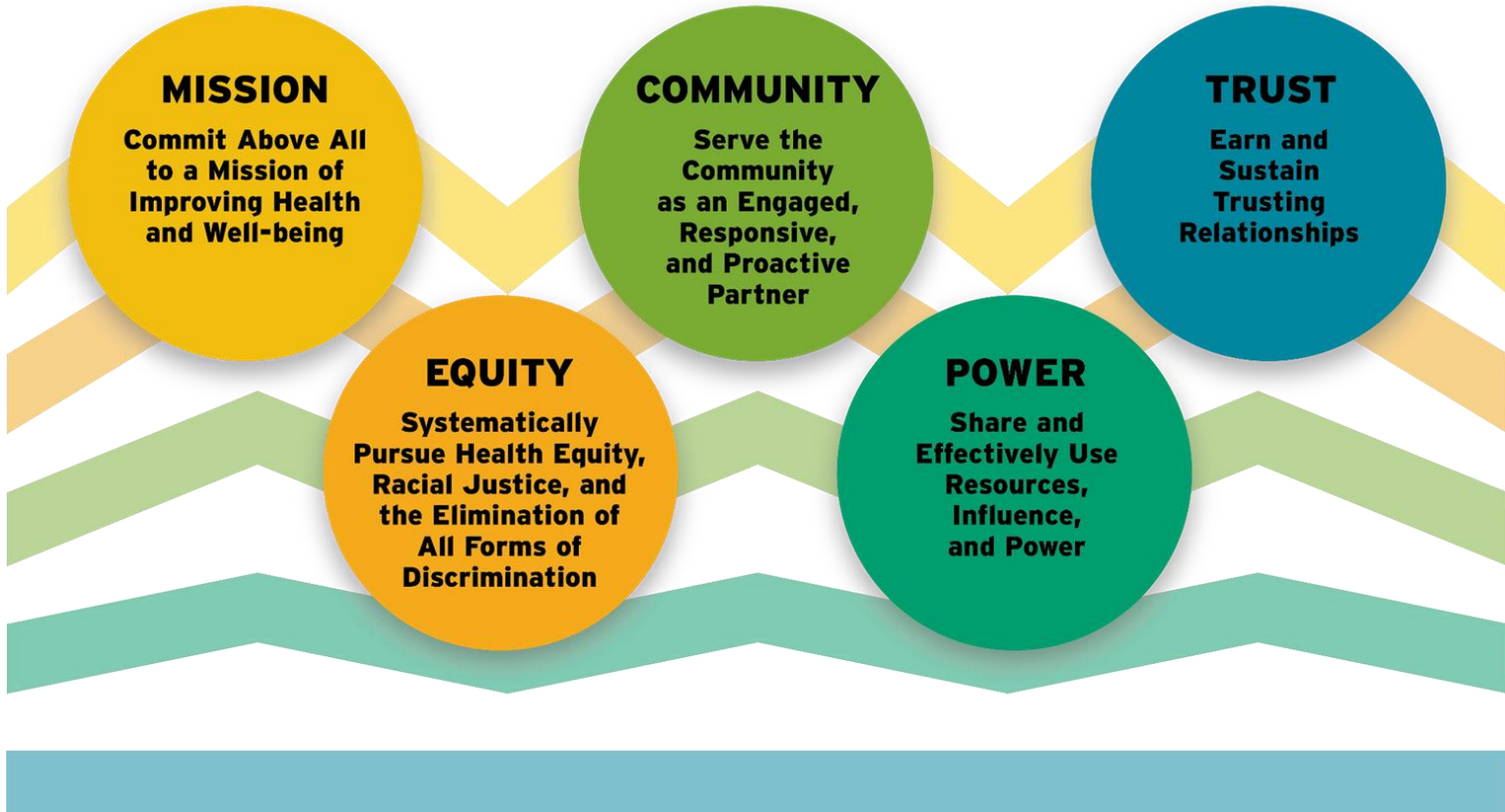


The most innovative thing that I've seen in healthcare yet is a simple and proven idea—that kindness has the power to heal.”

-Lloyd Dean



Are you a Gatekeeper or an Accelerator?



what
can you
do?



Start where you are.
Use what you have.
Do what you can.

–Arthur Ashe

get
informed

get
uncomfortable

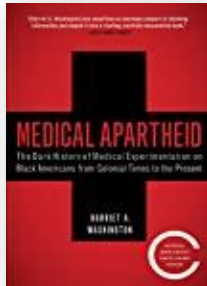
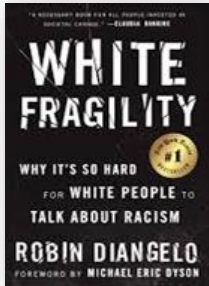
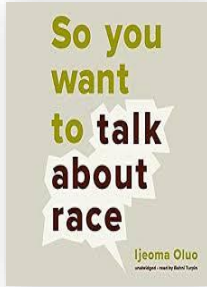
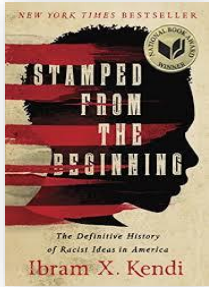
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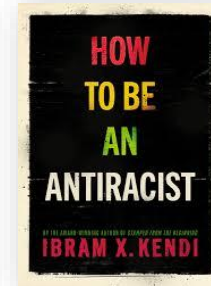
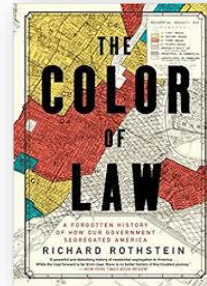
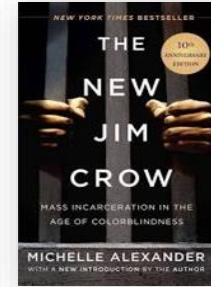
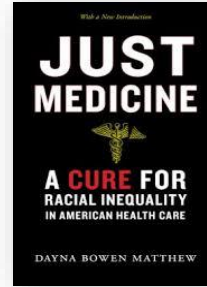
Questions?

resources

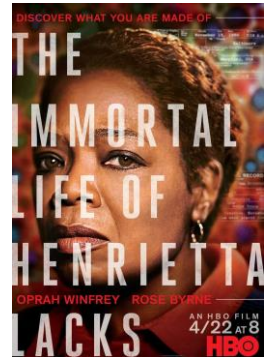
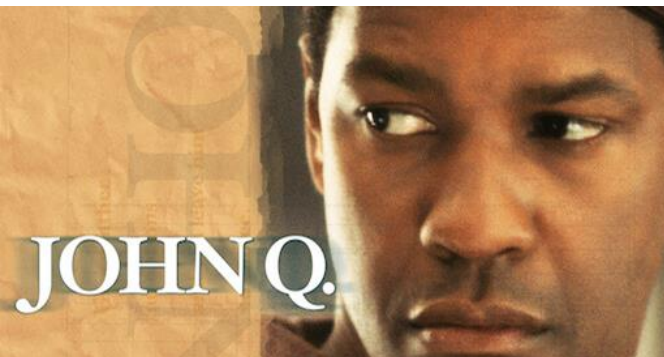
Starter Level



Intermediate Level



resources





whyhealth
matters