



Why we lead with race?

hadley morrow

(they/them) (white)

Director of Movement Building



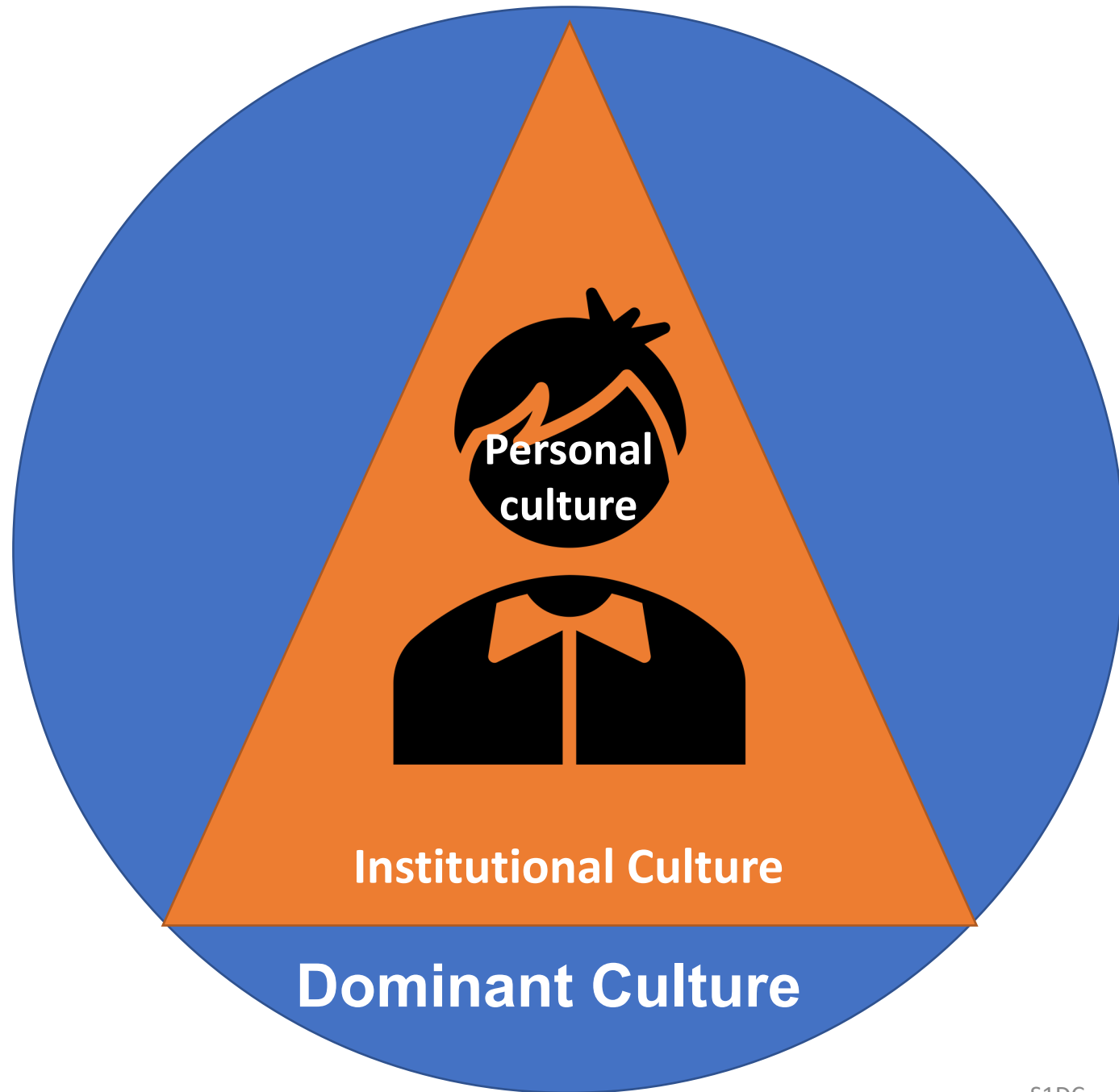
+

•

○

What is Health Equity?

- We achieve health equity ***when institutions support*** every person in achieving their individual full health potential, so that no person experiences negative health outcomes as a result of identity, environment or experiences.



Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice

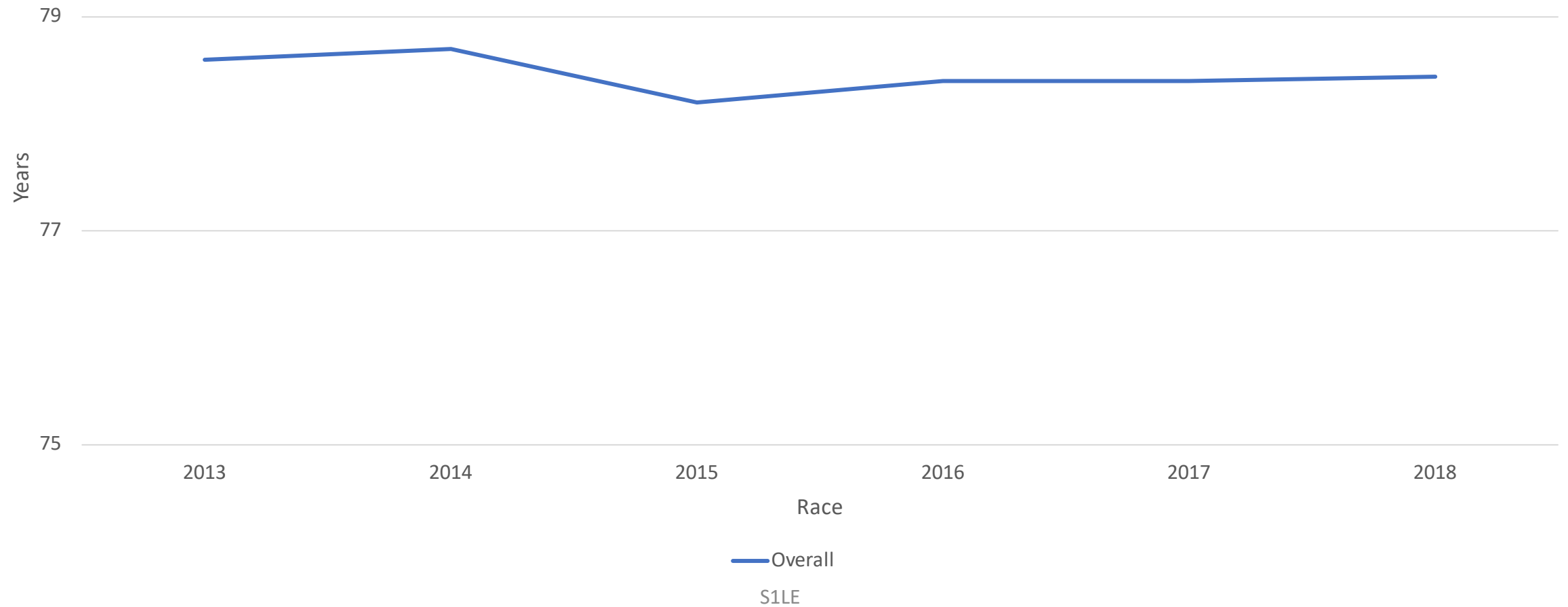


All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

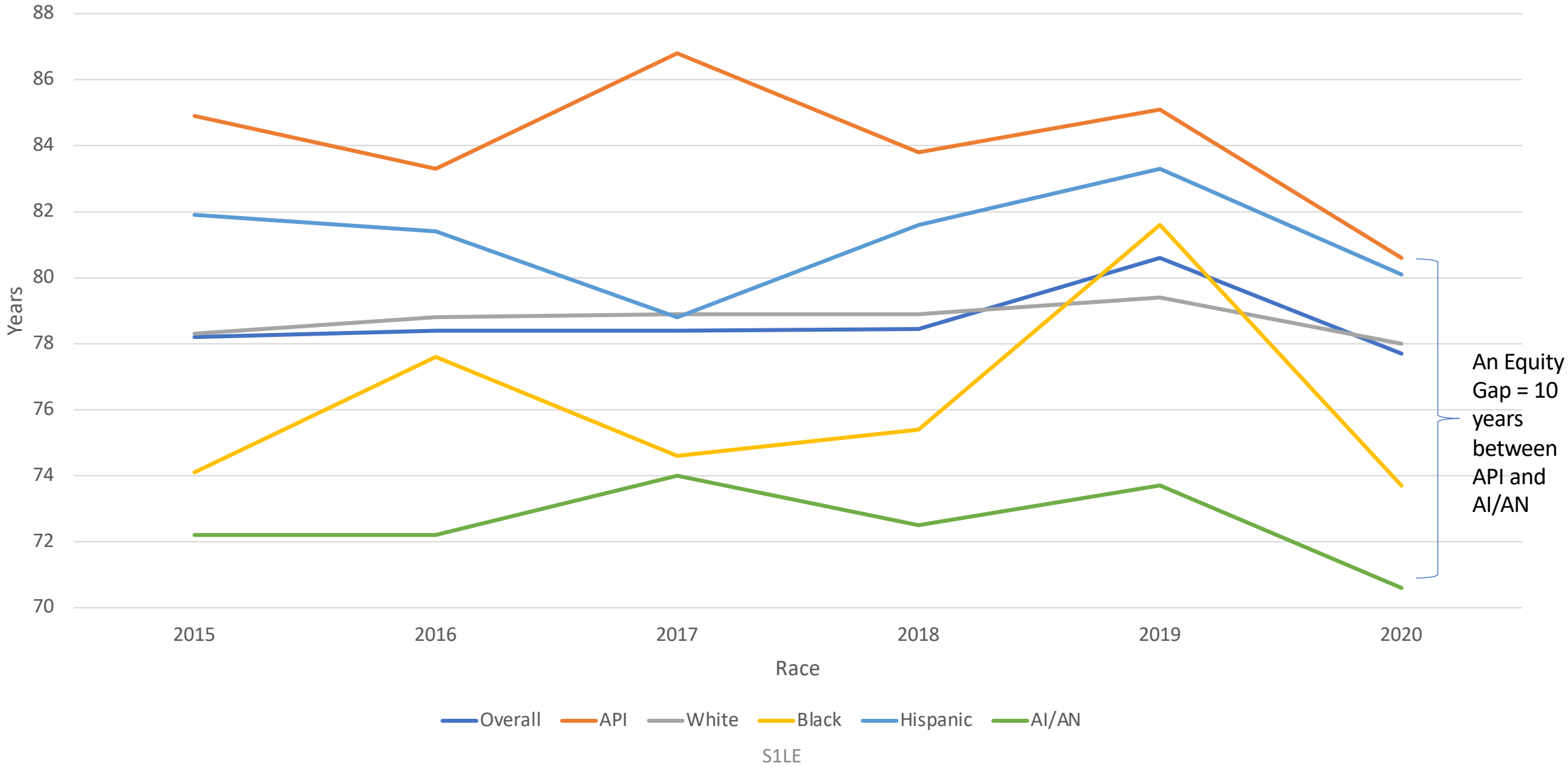
Understanding complex
issues requires looking
through multiple lenses
of analysis



Life Expectancy in Spokane

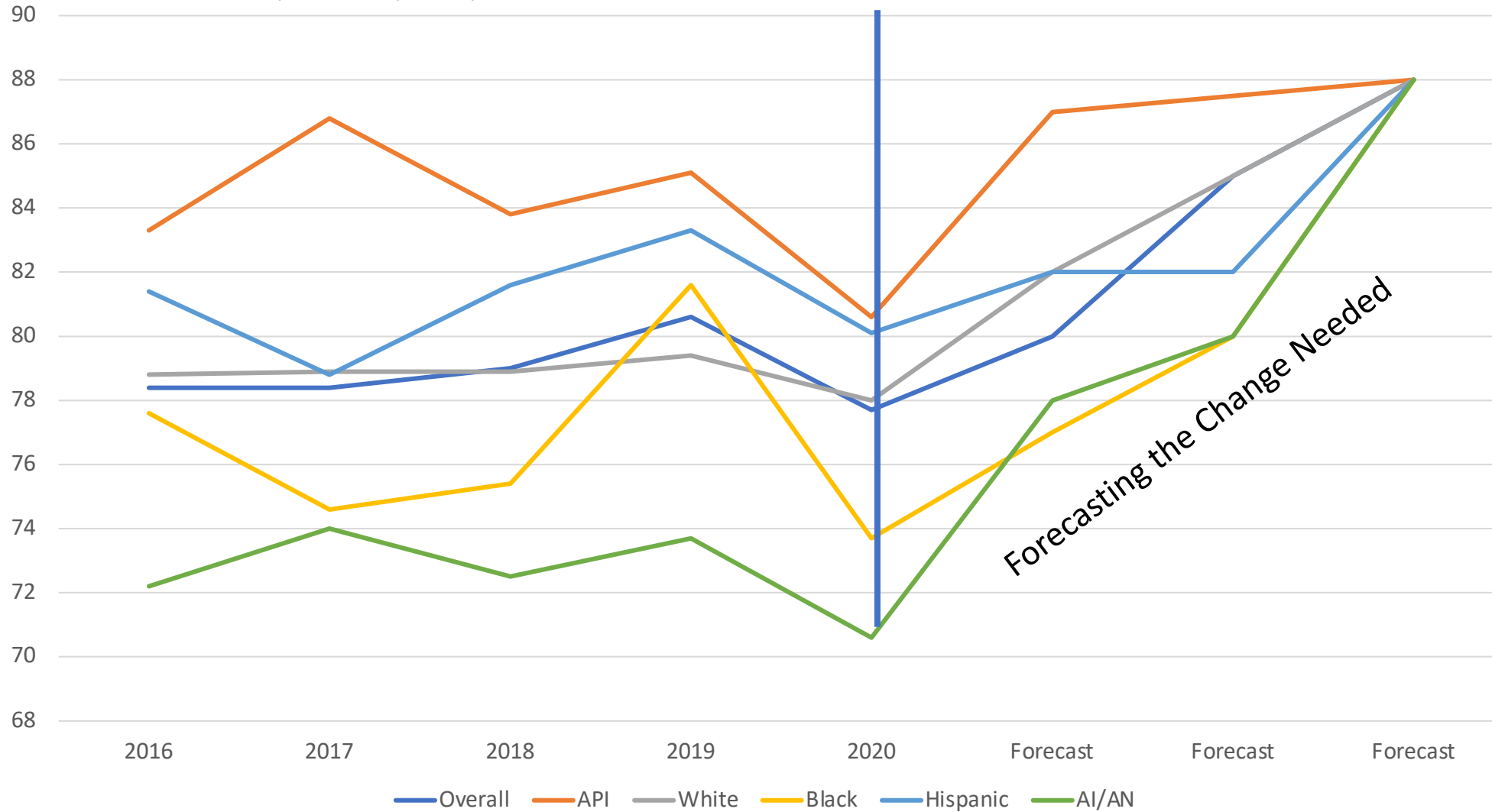


Life Expectancy in Spokane

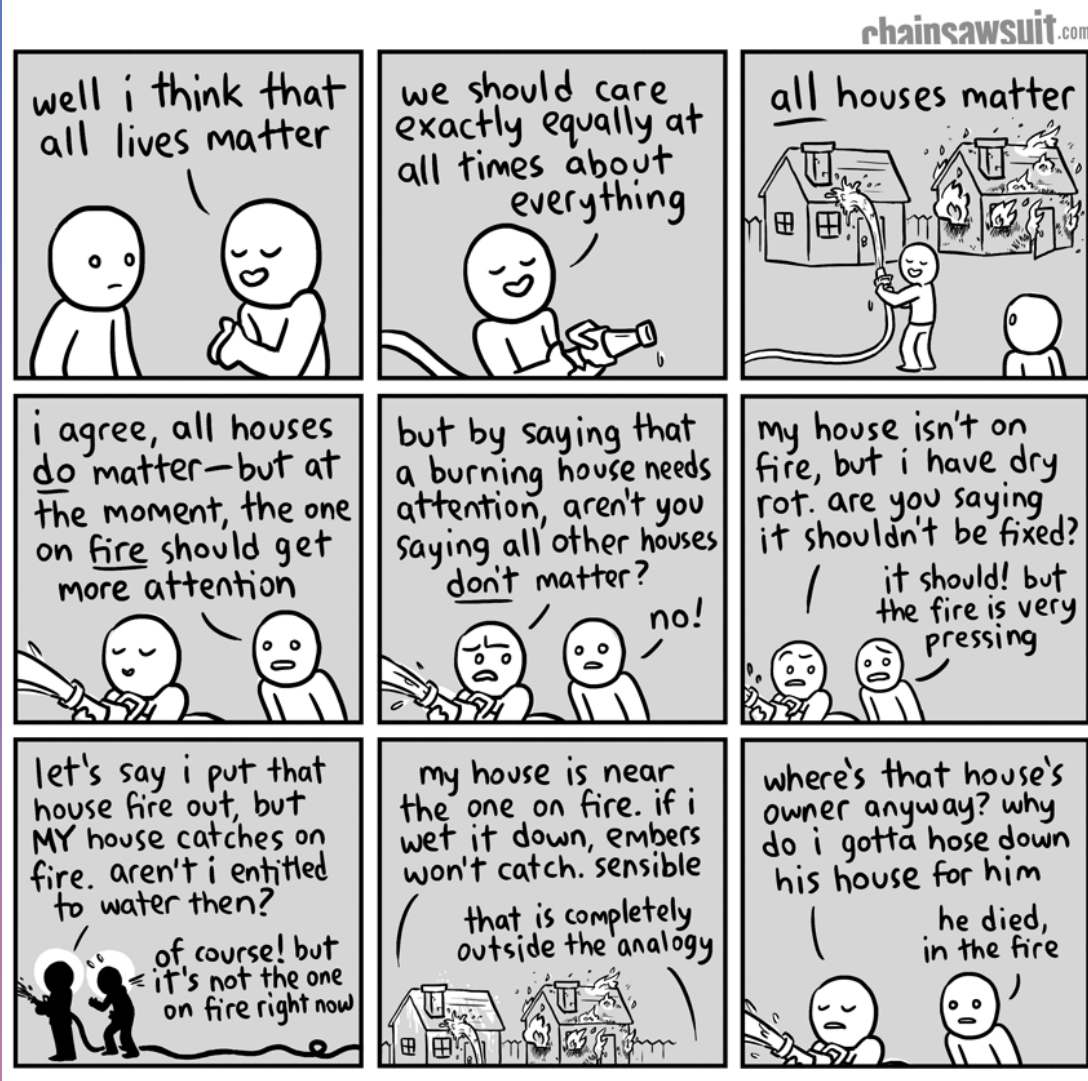


Turning the Curve and Closing the Gap

Life Expectancy in Spokane

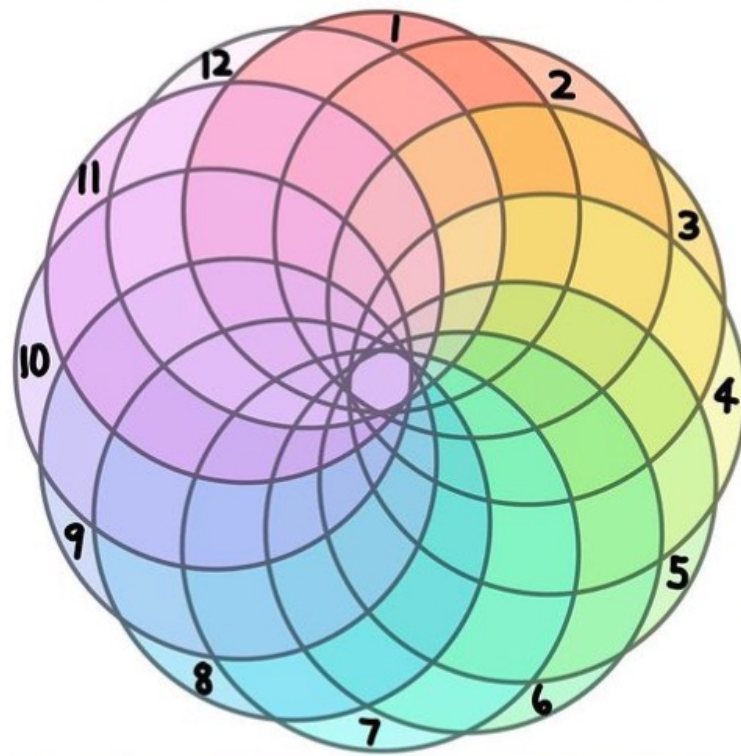


Why Lead with race



- To recognize and disrupt how white supremacy culture – or the falsely curated idea that people of color exist to have less so white people can have more* - is baked into all the policies and procedures that govern human institutions today
- To address what is an absolute emergency in public health

INTERSECTIONALITY



- 1 Race
 - 2 Ethnicity
 - 3 Gender identity
 - 4 Class
 - 5 Language
 - 6 Religion
 - 7 Ability
 - 8 Sexuality
 - 9 Mental health
 - 10 Age
 - 11 Education
 - 12 Attractiveness
- (...and many more...)

Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.

- Kimberlé Crenshaw -



It's a "Yes, and" not a "one or the other" approach

- While addressing an inequity requires an intentional and unique approach, strategies to address racial inequities also lift outcomes for interconnected struggles for access – poverty, ability, gender, language, etc... - especially when they apply an **intersectional lens**