

# A Commitment to Advance Racial Equity and Social Justice In Health

***Aletha Maybank, MD, MPH***

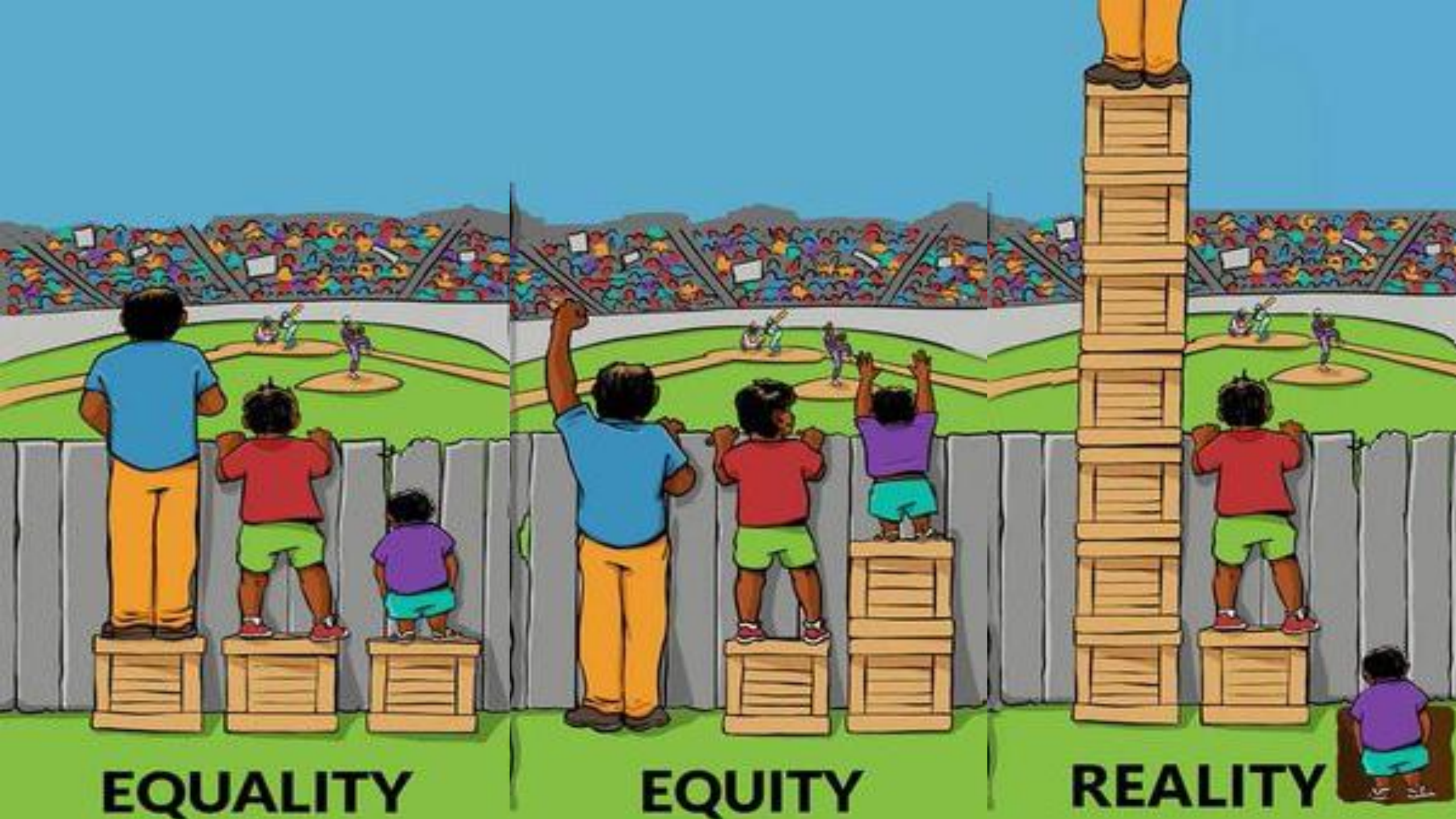
Deputy Commissioner

NYC Department of Health and Mental Hygiene

Director, Center for Health Equity

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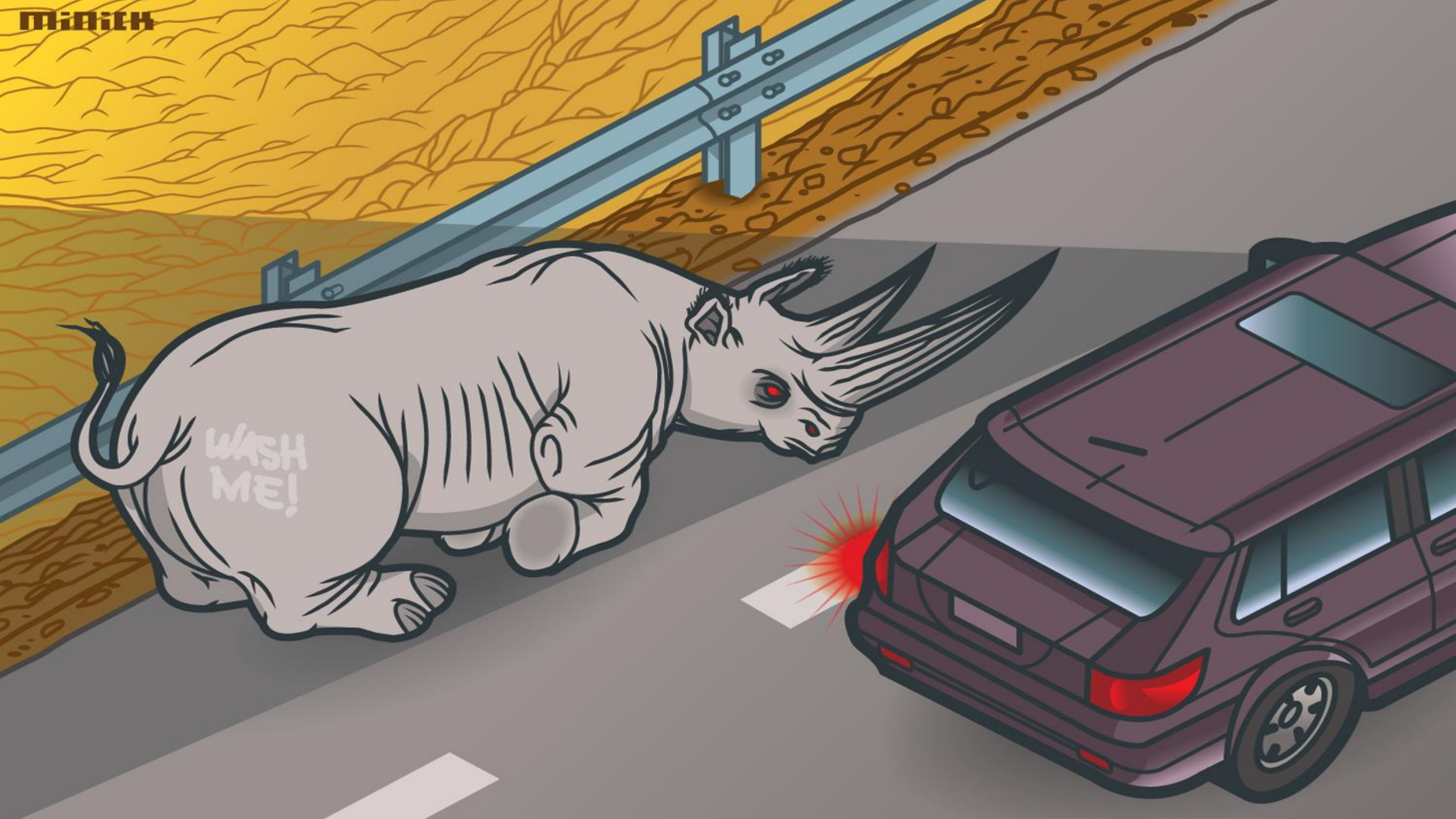
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**EQUALITY**

**EQUITY**

**REALITY**



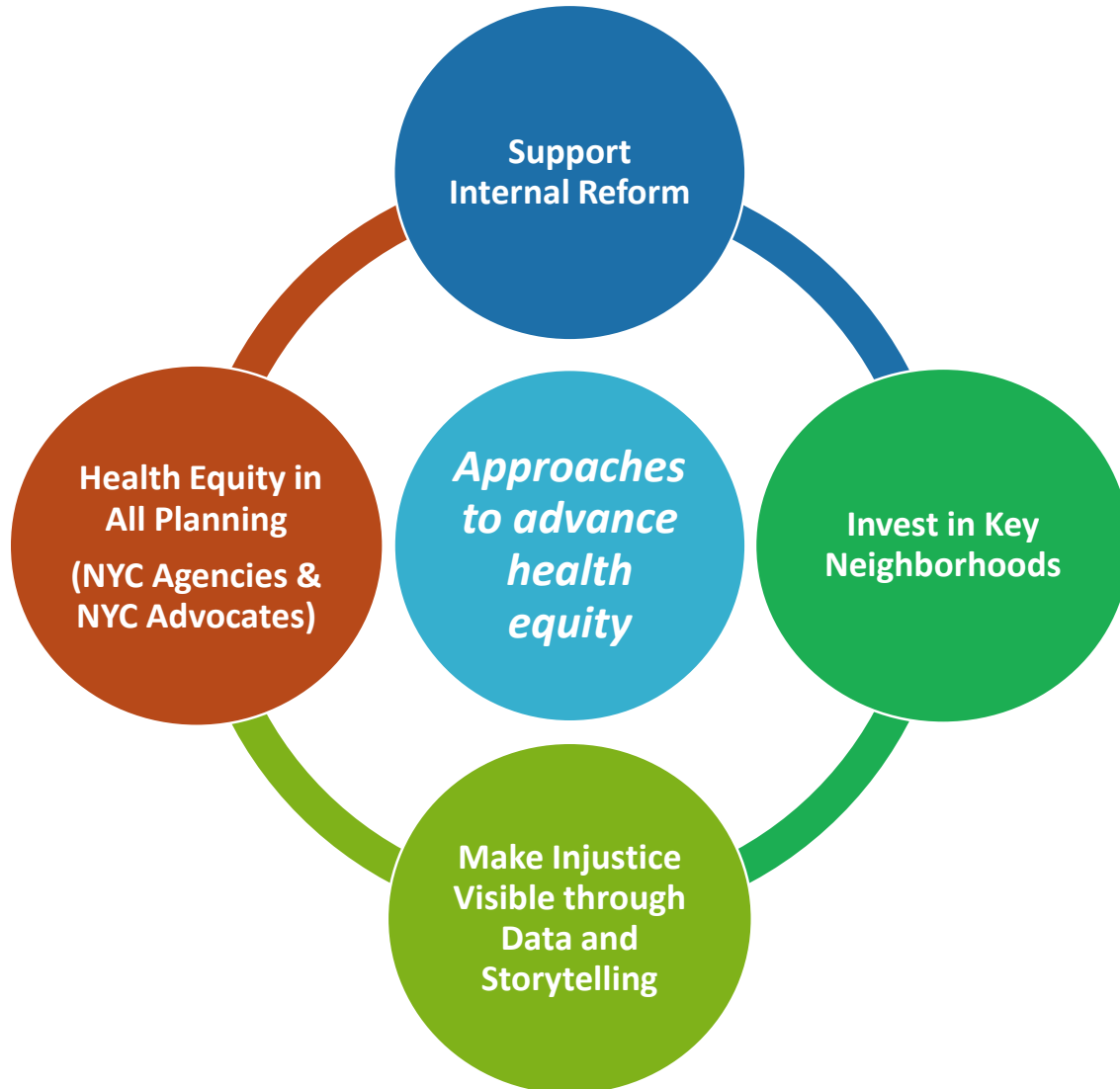
# Racial Equity & Social Justice as Priority

*“Inequities in health are unfair, unnecessary and avoidable. New York City is one of the most unequal cities in the United States and one of the most segregated. It is no surprise that these everyday realities are reflected in our health. A more deliberate effort to name and address these disparities will frame all that we do.”*

- NYC Health Commissioner Mary T. Bassett, MD, MPH, 2014



# Center for Health Equity



## ***Mission***

To strengthen and amplify DOHMH's work to eliminate health inequities, which are rooted in historical and contemporary injustices and discrimination, including racism.

## ***Core Values***

- Racial & Social Justice
- Community Power
- Accountability
- Diversity & Inclusion
- Data & Community-informed Practice

# Sounding the Alarm – Call to Action

**TEDMED**

Attend

Speakers

TEDMED Live

Talks

The Hive

Partnerships

About

Blog



The NEW ENGLAND JOURNAL of MEDICINE

## #BlackLivesMatter — A Challenge to the Medical and Public Health Communities

Perspective

MARCH 19, 2015



University of Vermont Medical Students during a “Die-In” Protest.

Bassett, Mary T. (2015). #BlackLivesMatter — A Challenge to the Medical and Public Health Communities. *New England Journal of Medicine*, 372(12), 1085-1087. doi:10.1056/NEJMp1500529



Mary Bassett

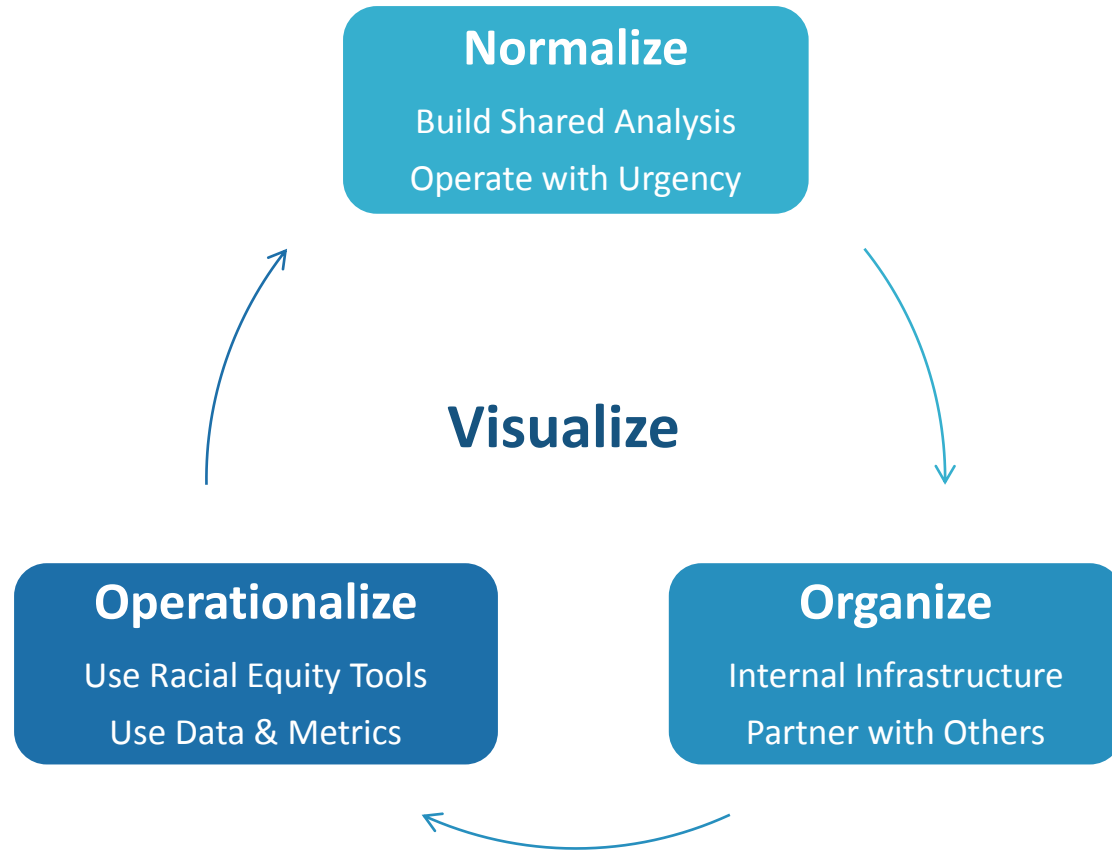
*Why your doctor should care about social justice*

**NYC**  
Health

Center for Health Equity

# Internal Reform Process

“Build DOHMH capacity to advance racial equity and social justice in all that we do”



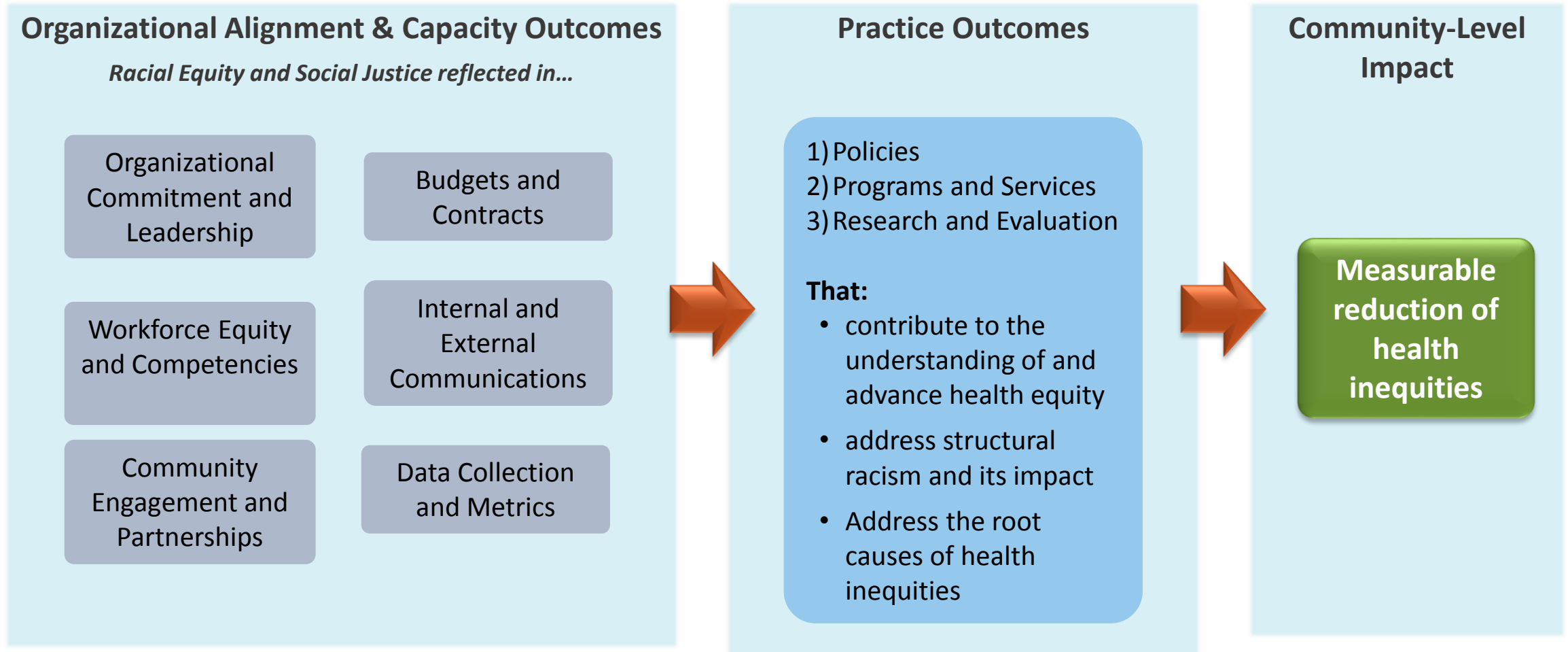
## National Best Practice

*From Center for Social Inclusion (CSI) and Government Alliance on Race and Equity (GARE)*

# Visualize

## Internal Reform Process Desired Outcomes

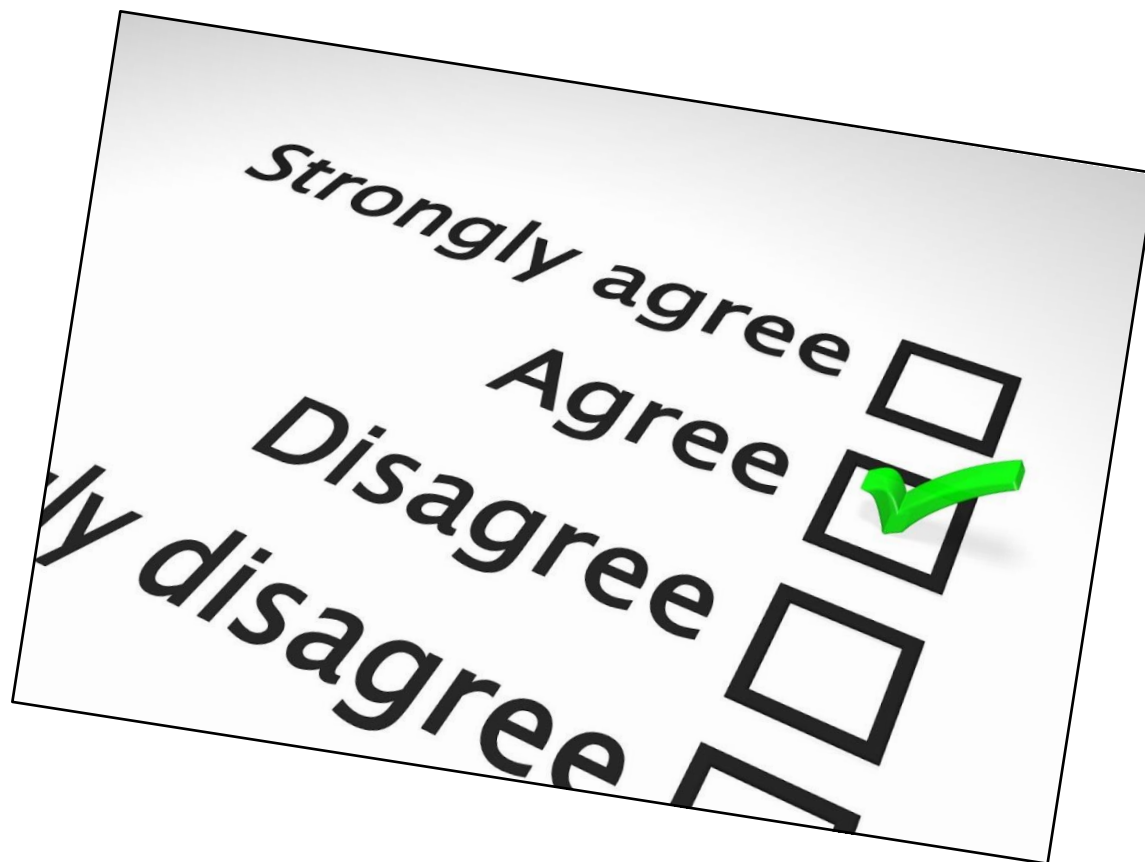
*Theory of Change: Building Organizational Capacity to Reduce Inequities and Advance Structural Change*





# All-Staff Survey

- Sent to over 6,000 employees
- **48% response rate**
- Helps establish baseline and inform strategies for racial equity action plans



# Normalize

*Build Shared Analysis; Operate with Urgency*

## Communications Strategy

- Core Narrative & Key Messages
- Name & Branding
- Common materials:
  - Definitions
  - Style Guide
  - Language guidance
- External Communications

## Staff Training

- Deputy Commissioner Trainings/Coaching
- CHE Staff Trainings
- Partners-Neighborhood Health Action Centers
- All staff training plan (*in development*)

# Organize

*Internal Infrastructure; Partner with Others*

## Internal Reform Core Team

### Structure

- Equally represented team
- Monthly full-day meetings

### Role and Responsibilities

- Guide action planning and infrastructure development
- Serve as liaison between Division and internal reform process
- Commit 12hrs/months for 6 months

### Selection Process & Guiding Criteria

- Open application; all staff eligible to participate
- Diversity along multiple dimensions

# Operationalize

*Use Racial Equity Tools; Use Data & Metrics*

## Core Team Action Planning Areas

1. Organizational Identity & Communications
2. Workforce Equity & Competencies
3. Community Engagement
4. Budgets and Contracts

# External Organizing

*Other NYC City Agencies*

## Government Alliance on Race and Equity

A national network of government working to achieve racial equity and advance opportunities for all.

- ✓ Supporting jurisdictions at the forefront
- ✓ Expanding jurisdictions – in 30 states and more than 100 cities – all levels of government
- ✓ Providing tools and resources to put theory into action

## Center for Social Inclusion

The Center for Social Inclusion’s mission is to catalyze grassroots community, government, and other institutions to dismantle structural racial inequity.



CENTER FOR SOCIAL INCLUS




LOCAL AND REGIONAL GOVERNMENT  
**ALLIANCE ON  
RACE & EQUITY**

# NYC Coalition to Dismantle Racism in the Health System

- Education & Curriculum Development
- Health Policy & Legislation**
- Access to Care
- Research
- Representation in the Field
- Community Engagement & Advocacy
- Narrative Healing
- Intersectionality
- Spirituality

NYC Coalition to Dismantle Racism in the Health System

**DISMANTLING RACISM IN THE NYC HEALTH SYSTEM: THE TIME IS NOW**  
 A day-long action-oriented forum sponsored by the  
**NYC Coalition to Dismantle Racism in the Health System**  
 8:30AM – 5:30PM  
 Saturday, March 12<sup>th</sup>, 2016  
 The Graduate Center, CUNY




"Inequities in health are unfair, unnecessary and avoidable. New York City is one of the most unequal cities in the United States and one of the most segregated. It is no surprise that these everyday realities are reflected in our health. A more deliberate effort to name and address these disparities will frame all that we do."  
 – NYC Commissioner Mary T. Bassett, MD, MPH

**FEATURED AGENDA ITEMS**

**Undoing Racism Workshop (Abbreviated)**  
 People's Institute for Survival and Beyond (PISAB)


We will engage in a comprehensive exploration of how racism leads to inequities in the health system. The analysis will move beyond a focus on the symptoms of racism to an understanding of what it is, where it comes from, how it functions, why it persists and how it can be undone. The workshop stresses learning from history, developing leadership, maintaining accountability to communities of color, creating networks, undoing internalized oppression, and understanding the role of organizational gatekeeping in perpetuating racism.

**An Overview of Racism in the NYC Health System**  
 NYC Commissioner Mary T. Bassett, MD, MPH



In her landmark NEJM op-ed, "#BlackLivesMatter: A Challenge to the Medical and Public Health Communities," Dr. Bassett calls upon health professionals and the health community to participate in the national debate on race. She will help us understand why race matters in the NYC health system.

**Translating Awareness into Action through the lens of a "Gardener's Tale"**  
 Camara Jones, MD, MPH, PhD



Dr. Jones is currently the president of the American Public Health Association. Trained as a family physician and epidemiologist, her large body of work focuses on the impacts of racism on health and wellbeing on individuals and communities. She will provide us with tools for naming racism, asking "How is racism operating here?", and organizing and strategizing to act.

**MEMBER ORGANIZATIONS**

- ◆ Center for Multicultural & Community Affairs, Icahn School of Medicine at Mt. Sinai
- ◆ Committee of Interns and Residents (CIR)/SEIU Healthcare
- ◆ Department of Family & Social Medicine, Montefiore-Einstein
- ◆ Doctors Council
- ◆ Doctors for America-NY
- ◆ Institute of Family Health
- ◆ Latino Medical Students
- ◆ Medical Education Department, Mount Sinai
- ◆ National Medical Association
  - ◆ Empire State Branch
  - ◆ Manhattan Chapter
- ◆ National Physicians Alliance
- ◆ New York City Department of Health & Hygiene
- ◆ People's Institute of Survival & Beyond Metro Chapter
- ◆ Student National Medical Association
- ◆ Student Leaders at Columbia
- ◆ Icahn School of Medicine at Mount Sinai
- ◆ College, NYU & WCMC
- ◆ White Coats for Black Lives

On November 18<sup>th</sup>, 2015, representatives from many NYC institutions and organizations got together and made a commitment to raise awareness of and combat racism in the NYC health system. Since then, the coalition has been growing. We welcome you to join us.



**NYC Health Department's Center for Health Equity, Medical, Public Health, and Academic Leaders, Student and Community Activists Host "Dismantling Racism in NYC's Health System - The Time is Now" Forum**

Participants discussed issues of race, racism and inequity in the health system

**March 12, 2016** – The Health Department's Center for Health Equity today joined the Icahn School of Medicine at Mount Sinai, the Institute of Family Health, Doctors for America-NY, White Coats for Black Lives, CUNY School of Public Health and several other organizations to co-host the forum "Dismantling Racism in the NYC Health System –The Time is Now." Driven by public health leaders, student activists, organizers, medical school leadership and community activists, the forum addressed racism and racial inequities in the health system that contribute to poorer health outcomes in communities of color. Health Commissioner Dr. Mary T. Bassett author of the groundbreaking article "#BlackLivesMatter – A Challenge to the Medical and Public Health



# Foundation Developed New Strategy to Focus on Systemic Challenges

## Assess:

- Engaged 1000+ Brooklynites Over 6 Months in 2014
- to determine priorities and approach

## Finding:

- Racial Justice = Priority for Brooklyn

## Initial process:

- Brought along board and donors into racial justice work
- Established Racial Justice Council to provide oversight



**EQUALITY**



**EQUITY**



**LIBERATION**



# Thank you!

*“The excitement is contagious – it has revitalized how I approach my daily activities!”*

*- Core Team Member*

**Aletha Maybank, MD, MPH**

Deputy Commissioner

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Director, Center for Health Equity

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