

**Beyond the Numbers:
Rethinking Race, Research, and Health Equity
September 12, 2019 1:00 pm**

Speakers:

Altinay Cortes, Equal Measure

Kim Glassman, Equal Measure

Tasha Golden, University of Louisville

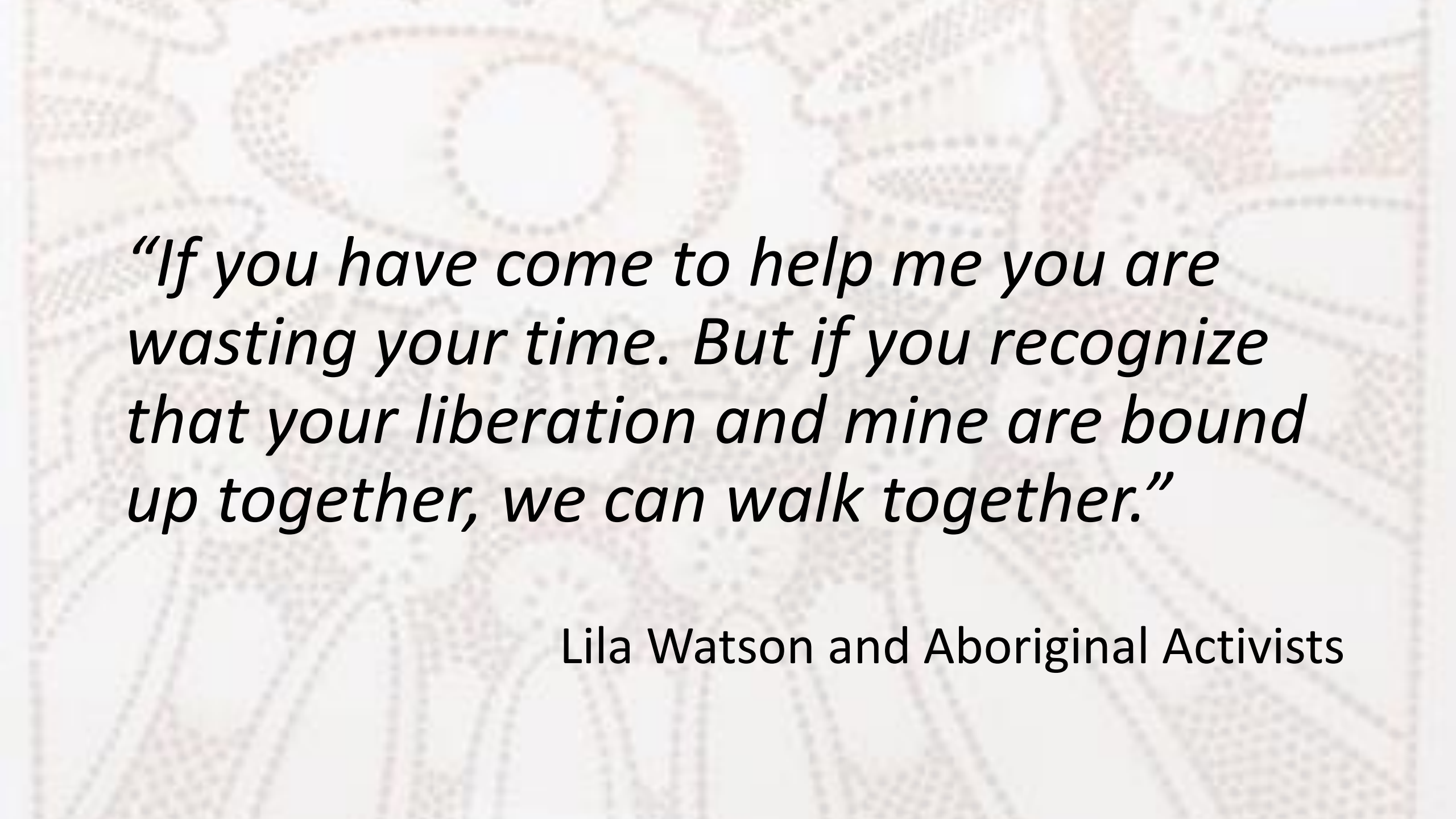
Beyond the Numbers: Rethinking Race, Research, and Health Equity Webinar

Kim Glassman, Senior Director

Altinay Cortes, Consultant

EQUAL
MEASURE

FINDING
PROMISE
FUELING
CHANGE



“If you have come to help me you are wasting your time. But if you recognize that your liberation and mine are bound up together, we can walk together.”

Lila Watson and Aboriginal Activists



Recent and Past Clients

New Connections

Increasing Diversity of
RWJF Programming

EQUAL
MEASURE

FINDING
PROMISE

FUELING
CHANGE

D5 Advancing diversity,
equity, and inclusion
in philanthropy

Smarter giving. Greater good.

philanthropy
NETWORK
GREATER PHILADELPHIA

LuminaTM
FOUNDATION

THE ANNIE E. CASEY FOUNDATION

The
BUILD
HEALTH
Challenge

COUNCIL *on* FOUNDATIONS

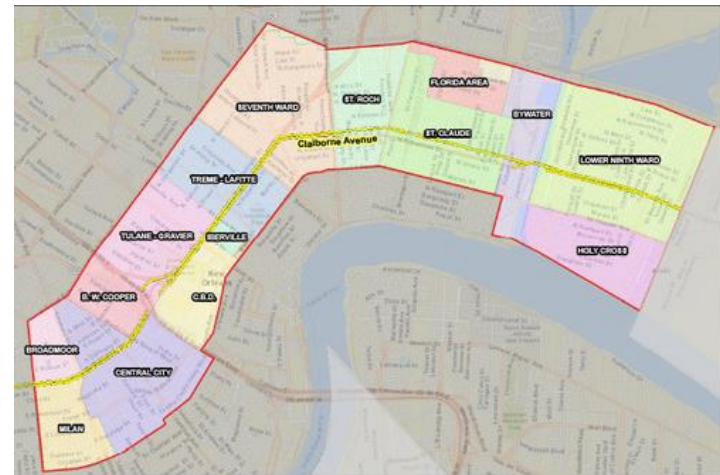


How do we embed equity in grantmaking?

Serving community priorities

- ❖ Shift power dynamics
- ❖ Examine and support the process for deciding the issue
- ❖ Identify root causes
- ❖ Ensure solutions are sustainable

From the Field:
BUILD Health Challenge, New Orleans





Many tools to measure alignment with community priorities

IAP2 Spectrum of Public Participation



IAP2's Spectrum of Public Participation was designed to assist with the selection of the level of participation that defines the public's role in any public participation process. The Spectrum is used internationally, and it is found in public participation plans around the world.

INCREASING IMPACT ON THE DECISION

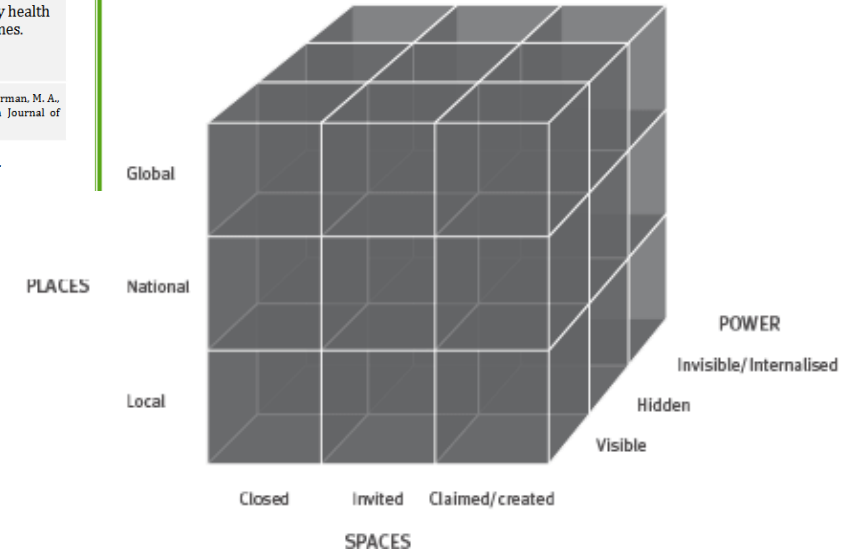
	INFORM	CONSULT	INVOLVE	COLLABORATE	EMPOWER
PUBLIC PARTICIPATION GOAL	To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions.	To obtain public feedback on analysis, alternatives and/or decisions.	To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.	To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.	To place final decision making in the hands of the public.
PROMISE TO THE PUBLIC	We will keep you informed.	We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision.	We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.	We will look to you for advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.	We will implement what you decide.

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Community Engagement Continuum				
Increasing level of community involvement, impact, trust and communication flow				
Increasing ownership, empowerment, skills, opportunities and supports of both staff and community				
Participation		Engagement		Partnership
Outreach	Consult	Involve	Collaborate	Share Leadership
Communication flows from the program or initiative to inform community members.	Community members provide one-time or periodic feedback.	Communication flows both ways and community members provide ongoing participation.	Community members influence decision-making.	Community members share power and responsibility making decisions together.
Outcome: To establish communication and outreach channels, while sharing information with the community.	Outcome: To develop connections.	Outcome: To establish visibility of the partner and increased cooperation.	Outcome: Increased trust and partnership-building	Outcome: A strong partnership, with bidirectional trust, that affects broader community health outcomes.

Adapted from CDC's Report "Principles of Community Engagement: Concepts and Definitions from the Literature and Wong, N.T., Zimmerman, M.A., & Parker, E.A. (2010). A typology of youth participation and empowerment for child and adolescent health promotion. American Journal of Community Psychology, 46, 100-114.

It should be noted that each level in the process has value, regardless of where it falls on the continuum.





Who can we work with on research, evaluation and data?

Be expansive in identifying partners

- ❖ Reconsider criteria to find and hire researchers and evaluators
- ❖ Don't just contract; cultivate
- ❖ Keep a future focus
- ❖ Check your implicit and explicit bias



RWJF New Connections Program



August 2017 by veronica terriques University of California Santa Cruz

BUILDING HEALTHY COMMUNITIES THROUGH YOUTH LEADERSHIP

The Comprehensive Developmental Outcomes of Youth Organizing



Supported by The California Endowment since 2010, the Building Healthy Communities (BHC) initiative has sought to promote community well-being through youth leadership in grassroots organizing and advocacy campaigns. To this end, youth-serving organizations in 14 low-income communities have developed a comprehensive approach to expanding the capacities of young people of color to make a positive difference in their economically distressed communities.

BHC-affiliated youth organizations differ in their foci, strengths, resources, and track-records of working with youth. Despite these differences, the BHC initiative has facilitated cross-site learning, collaboration, and shared technical assistance that has generated overlap in how groups engage their members. As such, this

analyze social policies, and understand the experiences of diverse community members. By engaging youth in collective efforts to change social policy, BHC-affiliated groups have expanded members' **CAPACITY FOR CIVIC ACTION** through meetings with decision-makers, collaboration with diverse stakeholders, collective action, and voter engagement efforts. Finally, BHC groups support their young members' **PERSONAL GROWTH AND WELL-BEING** by providing them with strategies for healing from trauma, self-care, academic achievement, degree attainment, and professional growth. Featuring findings based on indicators of these four themes, Figure 1 shows youth members' self-reports indicating the degree to which they believe their organizational involvement impacted their personal development.



NEW CONNECTIONS

Increasing Diversity of RWJF Programming





Why is disaggregation important?

- ❖ Acknowledge challenges
- ❖ Bring funder resources
- ❖ Prioritize data and disaggregation
- ❖ *The Center for Urban Education's Equity Scorecard is an example of how postsecondary education is disaggregating and visualizing disaggregated data and helping stakeholders set more relevant goals*



g Afro-Latino Health Disparities In The U.S.

OPINION

02/05/2018 05:45 am ET

It's Time We Stop Ignoring Afro-Latino Disparities In The U.S.



Adolfo G. Cuevas
Guest Writer



JAMIE SALDARRAGA / REUTERS

Afro-Colombian women

“It’s important [that] people recognize the racial diversity that exists within the Latino community. We are not a monolithic group.”

“Despite common misperceptions of their isolation from violence, victimization, and incarceration given their aggregated outcomes of “happiness,” AAPI males report high levels of violence and victimization, and particular ethnic subgroups are disproportionately likely to be incarcerated or involved in gangs.”

The Significance of Data Disaggregation in the Study of Boys and Men of Color:

Perspectives from the Asian American and Pacific Islander Student Population



ROBERT T. TERANISHI & BACH MAI DOLLY NGUYEN

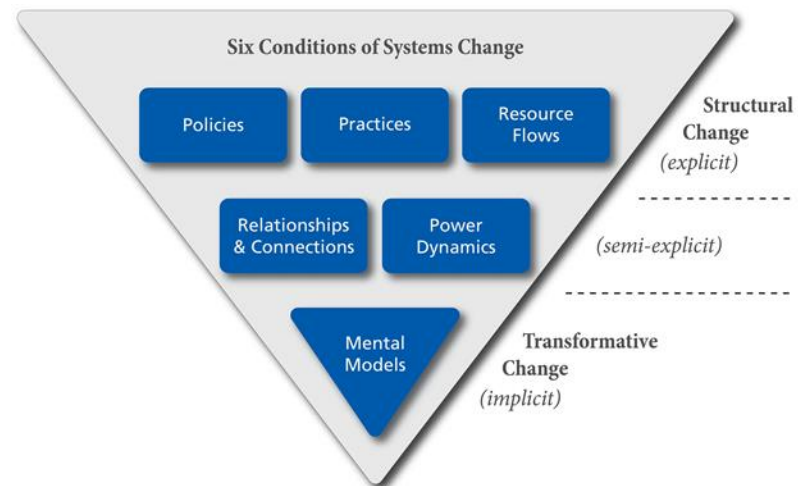
Institute for Immigration, Globalization, and Education
University of California, Los Angeles





How can we stay system focused?

- ❖ Recognize limitations of program evaluation and research
- ❖ Examine deeply the conditions “holding the problem in place”
- ❖ Evaluate the efforts to change system conditions





Be the change!

- ❖ Pursue organizational efforts
- ❖ Pursue individual efforts
- ❖ Take the journey
- ❖ Institutionalize (beyond data)
 - Training
 - Equity audits
 - Learning and discussion groups
 - Guidelines
 - Public statements



Rethinking race matters

The social sector is posed to grow in our:

- ❖ Focus on community priorities and empowerment for long term sustainability
- ❖ Embrace of new and mixed methods as demographics rapidly shift
- ❖ Attention to systems and how they perpetuate the issues we seek to address
- ❖ Commitment at institutional and systemic levels



Resources

- ❖ Equal Measure's DEI Commitment: <http://www.equalmeasure.org/about/our-dei-commitment/>
- ❖ BUILD Health Challenge New Orleans: <https://buildhealthchallenge.org/communities/2-build-health-mobility/>
- ❖ Community participation tools: https://cdn.ymaws.com/www.iap2.org/resource/resmgr/pillars/Spectrum_8.5x11_Print.pdf, <http://tools.sparkpolicy.com/wp-content/uploads/2016/02/Community-Engagement-Continuum.pdf>, <https://www.powercube.net/analyse-power/what-is-the-powercube/>
- ❖ Identifying researchers and evaluators: Program for Environmental and Regional Equity (PERE) https://dornsife.usc.edu/assets/sites/242/docs/BHC_YouthOrganizing_2pgr_August2017.pdf; New Connections Portal: <http://rwjf-newconnections.org/areas-of-research-expertise/>
- ❖ Disaggregating data resources: <https://cue.usc.edu/tools/data/>, https://www.huffpost.com/entry/opinion-cuevas-afrolatino-health_n_5a6fd72ee4b00d0de22343eb, <http://www.equalmeasure.org/rise-issue-briefs/>
- ❖ Systems Change, FSG report: https://www.fsg.org/publications/water_of_systems_change

Innovating Research Practices: *New Methods Can Advance Health Equity and Community Engagement*

Tasha Golden, PhD
tasha@tashagolden.com

The Social Ecological Model of Health



Adapted by Tasha Golden © 2019

© Tasha Golden 2019

How do we integrate this awareness not only into health interventions & goals, but also into our research designs, methods, and even epistemologies?

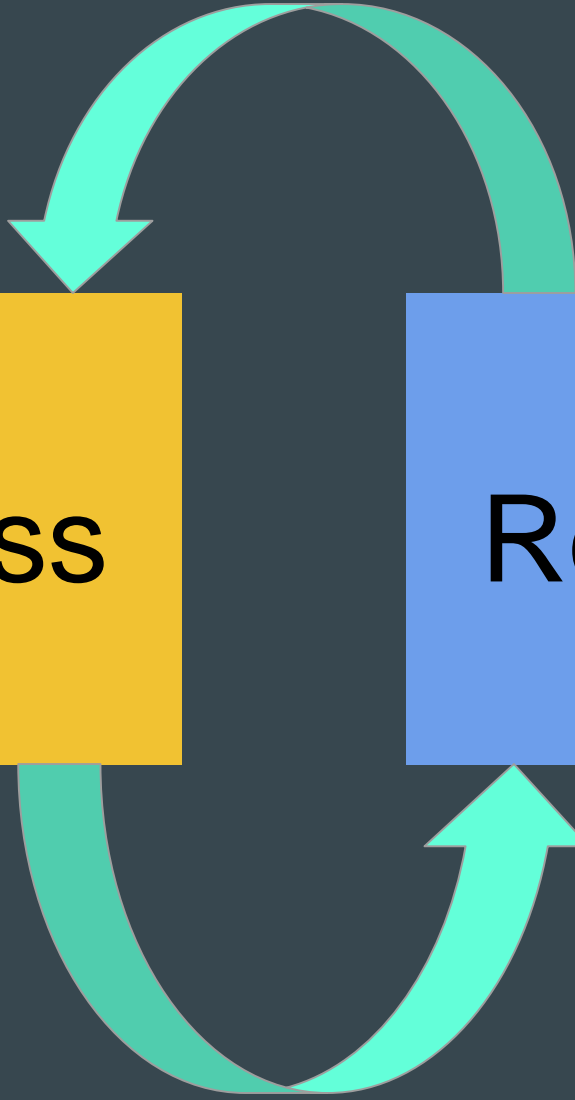


CULTURE

TRAUMA

Trauma
Responsiveness

Cultural
Responsiveness



Health equity will not be realized without innovation toward:

Increasing inclusivity and access

Eliciting and valuing diverse ways of knowing

Increasing research reciprocity

Addressing histories of researcher intrusion among marginalized populations

(intros)



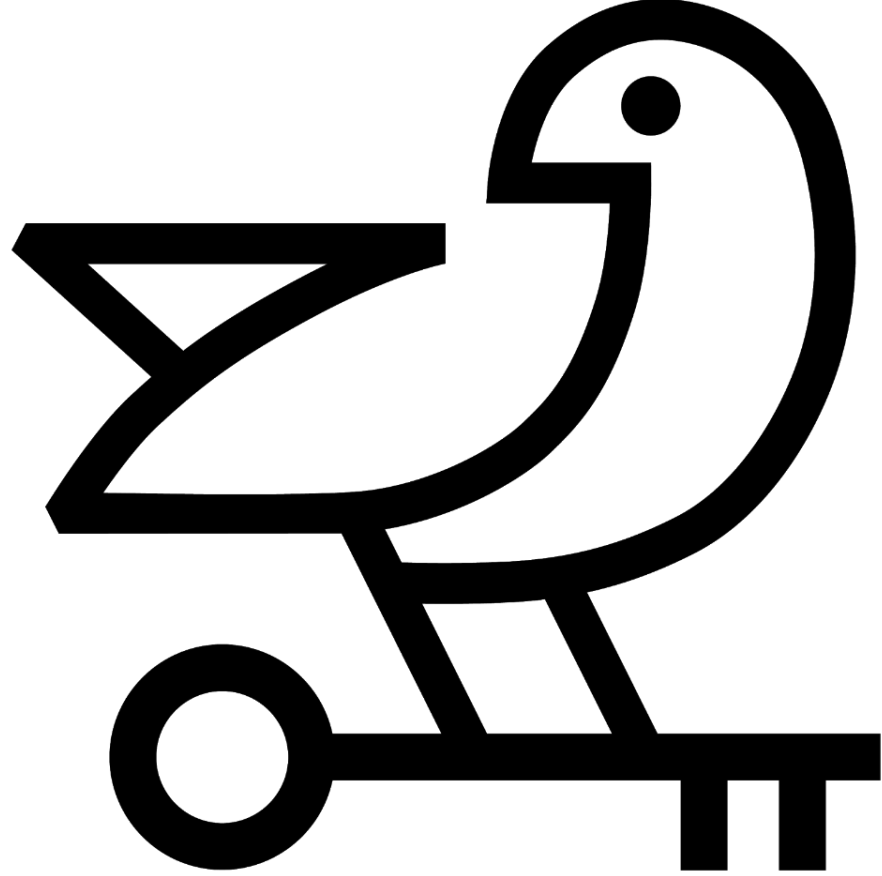
(questions)

What do we *not know* about a population because they're unable to share experiences in the ways we expect/demand?

What do we miss when our methods and communications can't reach across cultural difference? Across trauma?

When they can't accommodate stigma, or varied abilities?

How might failures to gather better information be affecting resource decisions? Health care? Programs? Services?



**PROJECT
UNCAGED**

“The artist cannot and must not take anything for granted, but must drive to the heart of every answer and expose the question the answer hides.”

- James Baldwin

Art

Innovation, Creativity

Cultural & Trauma
Responsiveness

Equity

Art + Health Equity: 3 Benefits

1

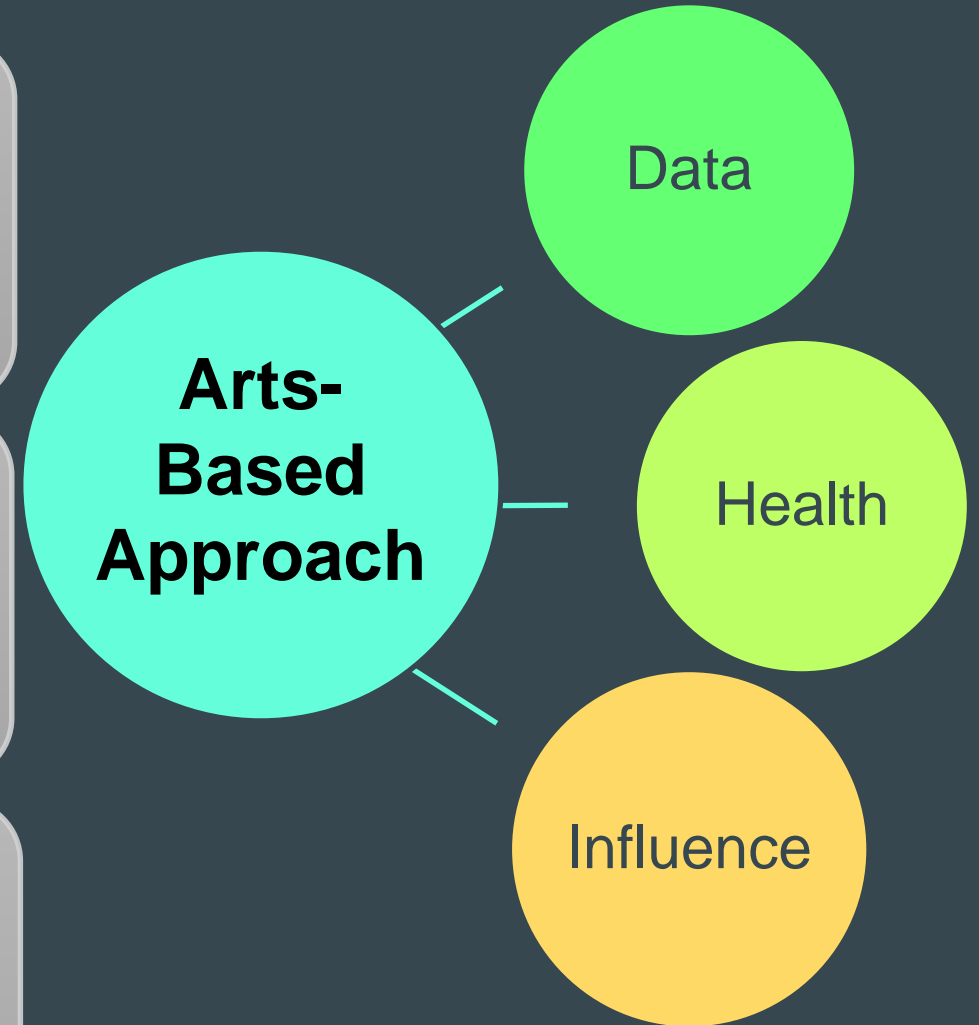
Increases disclosure & participation
(better data)

2

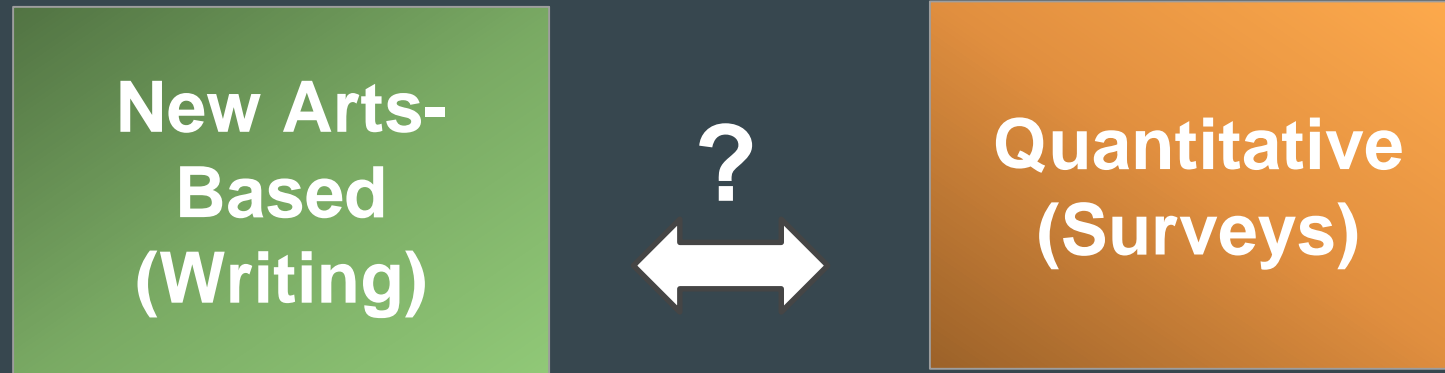
Provides direct benefits
(participant health, research reciprocity)

3

Creates new opportunities for public education, awareness



Developed, Tested, & Compared 3 New Methods



for each of **three** samples

Developed, Tested, & Compared 3 New Methods



Juvenile Justice

- Arts-Based Intervention (Ongoing)



City-wide

- Writing Contest (Sarabande Books)



University

- Play Script (written/performed by students)

Art + Health Equity: 3 Benefits

1

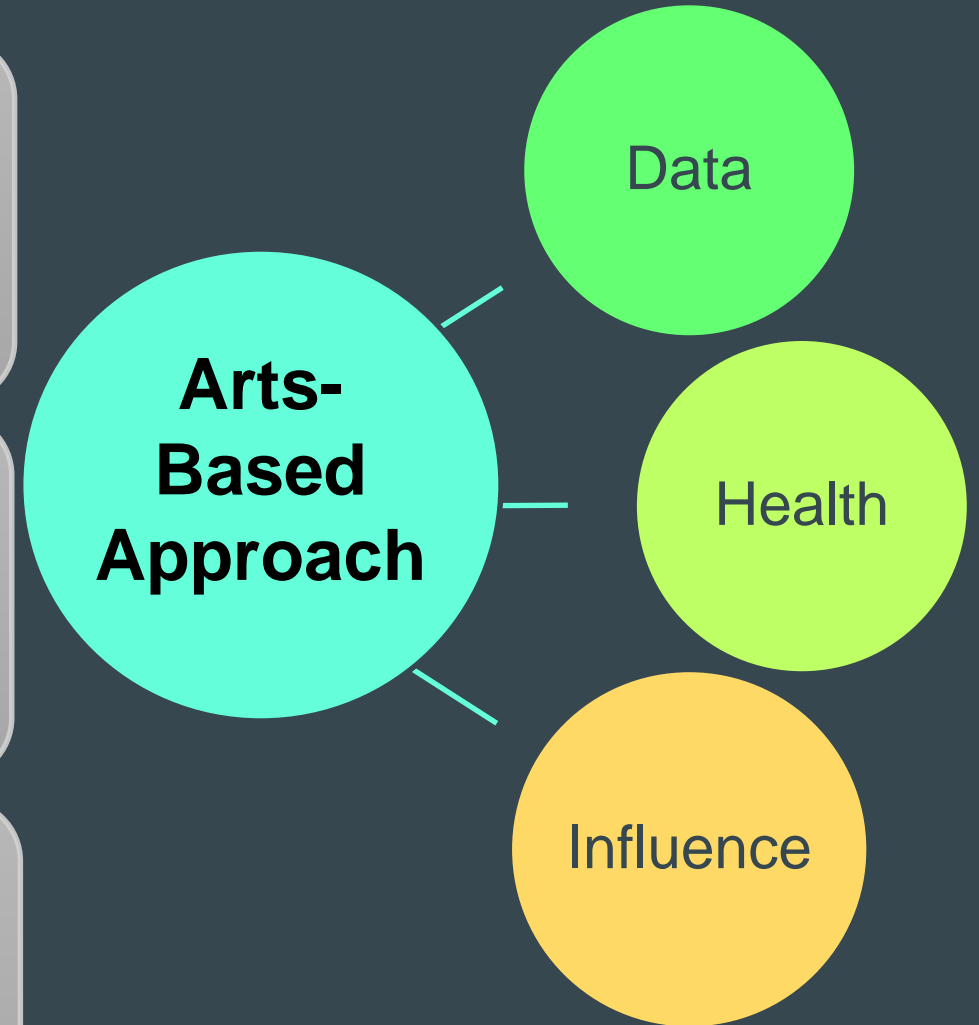
Increases disclosure & participation
(better data)

2

Provides direct benefits
(participant health, research reciprocity)

3

Creates new opportunities for public education, awareness



Incarcerated Girls Are Letting Their Voices Soar With Poetry

Twice a week Tasha Golden walks through six secure doors to the classroom where she teaches poetry to the young women as part of their school day at Louisville Metro Youth Detention Services downtown.

Feb. 23, 2019

BY MAGGIE MENDERSKI, Courier Journal

LOUISVILLE, Ky. (AP) — "guidance was a lack

hurt was a fact

My mother was a loss



Incarcerated girls are letting their voices soar with poetry. And it's powerful [courier-journal.com]

Top Stories Topics Video Listen

Incarcerated girls are letting their voices soar with poetry

By MAGGIE MENDERSKI today

PEOPLE

Incarcerated girls are letting their voices soar with poetry

BY MAGGIE MENDERSKI COURIER JOURNAL

FEBRUARY 23, 2019 10:35 AM

EDUCATION

Incarcerated girls are letting their voices soar with poetry

By MAGGIE MENDERSKI, Courier Journal | February 23, 2019



arm poems by

HOME NEWS INVESTIGATIONS OPINION

Incarcerated girls are letting their voices soar with poetry

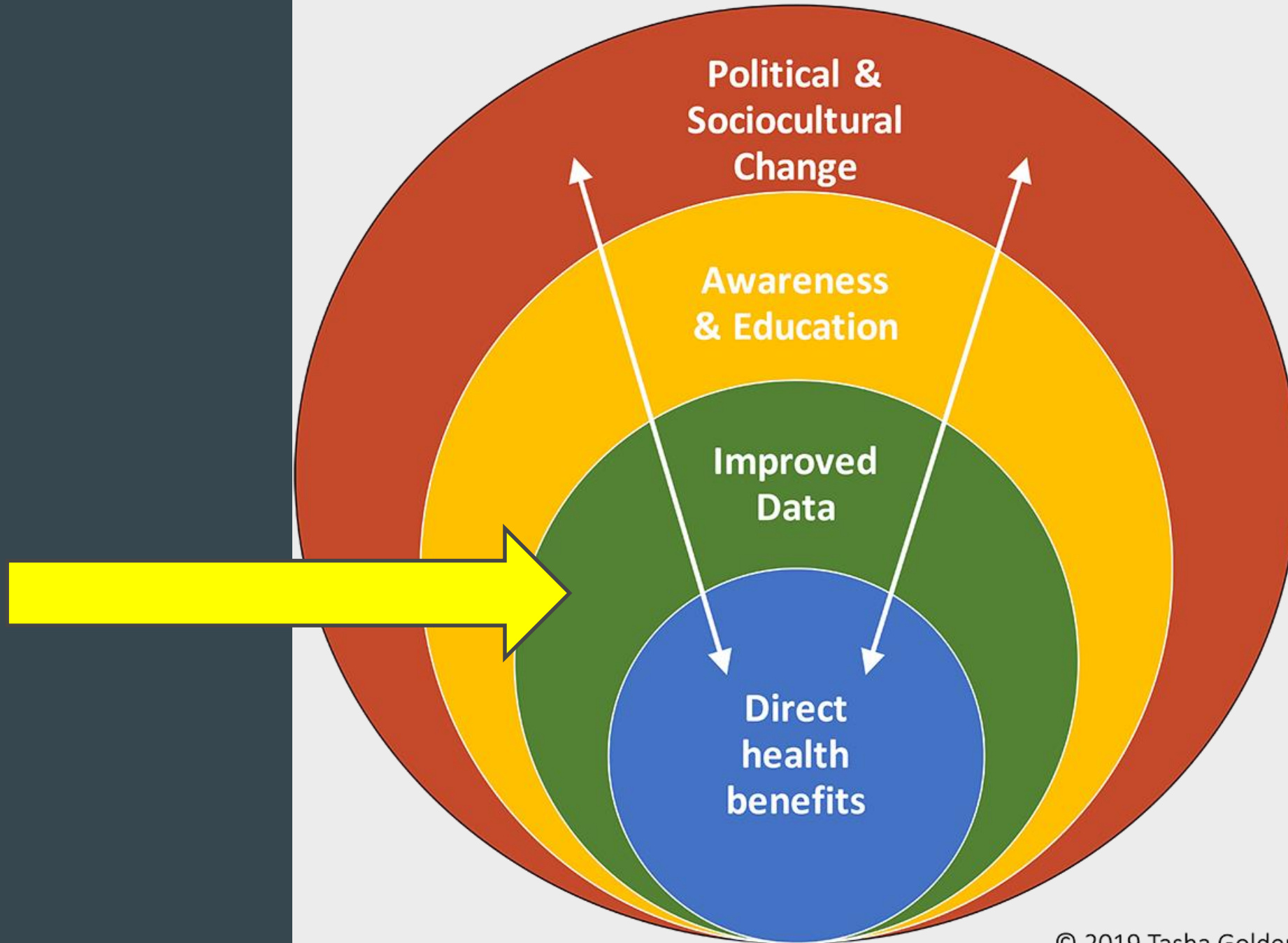
By MAGGIE MENDERSKI - Associated Press - Saturday, February 23, 2019

NEWS

Incarcerated girls are lettin

band Ellery was asked to

Arts in Public Health: Opportunities for Impact



Compared to the Surveys, the Arts-Based Methods:

1. Were more culturally and trauma responsive
2. Were more inclusive, accessible
3. Offered more opportunities for public engagement, dissemination
4. Identified actionable issues, experiences, and concerns that the surveys completely missed
5. Offered 30% more information regarding types of violence experienced or prioritized
6. Included participant descriptions of structural/upstream/root causes
7. Included participant descriptions of *assets*, *attributes*, and claimed *identities*

In General, Arts-Based Strategies:

- Can expand terms
- Increase interest, participation, retention
- Offer an **assets-based approach**
- Are more time- and cost-effective
- **Require minimal researcher intrusion**

The arts can also:

- Increase trauma- and cultural responsiveness
- Increase accessibility
- Increase inclusion



INCLUSION

Implications

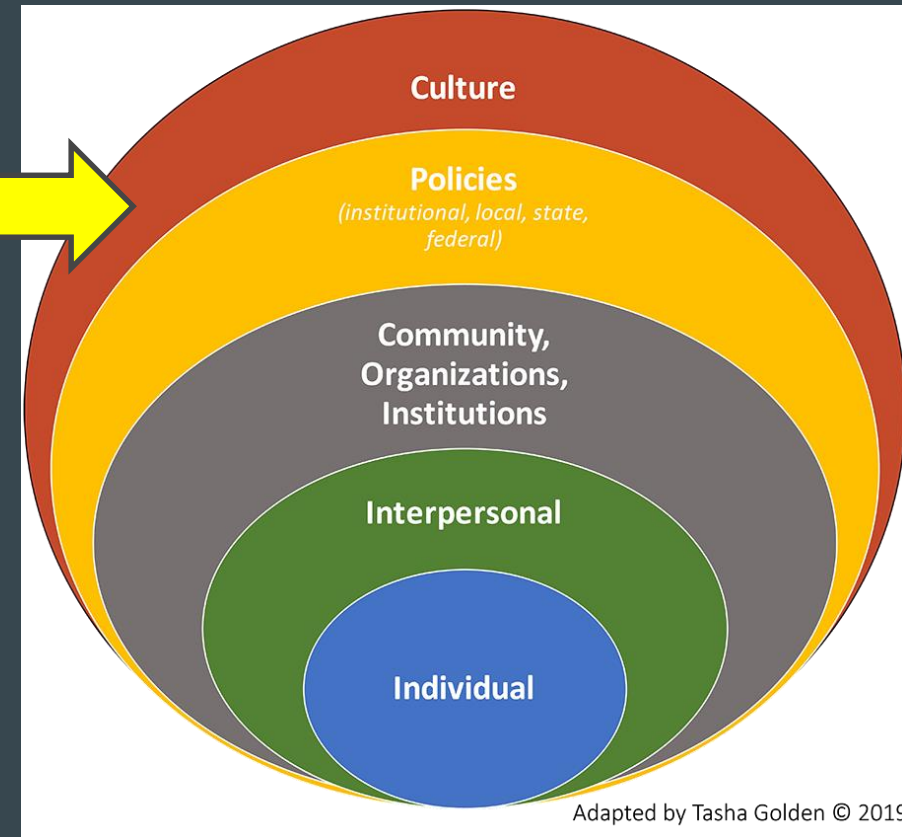
For Research and Evaluation Design:

- When we expand options for communication, we expand the kinds of knowledge and insight available for health research & analysis.



Implications

For the Social Ecological Approach...



Implications

For Ethical Considerations...





entries into a population, we're assuming that the population wasn't *already* expressing and documenting relevant info.



Implications

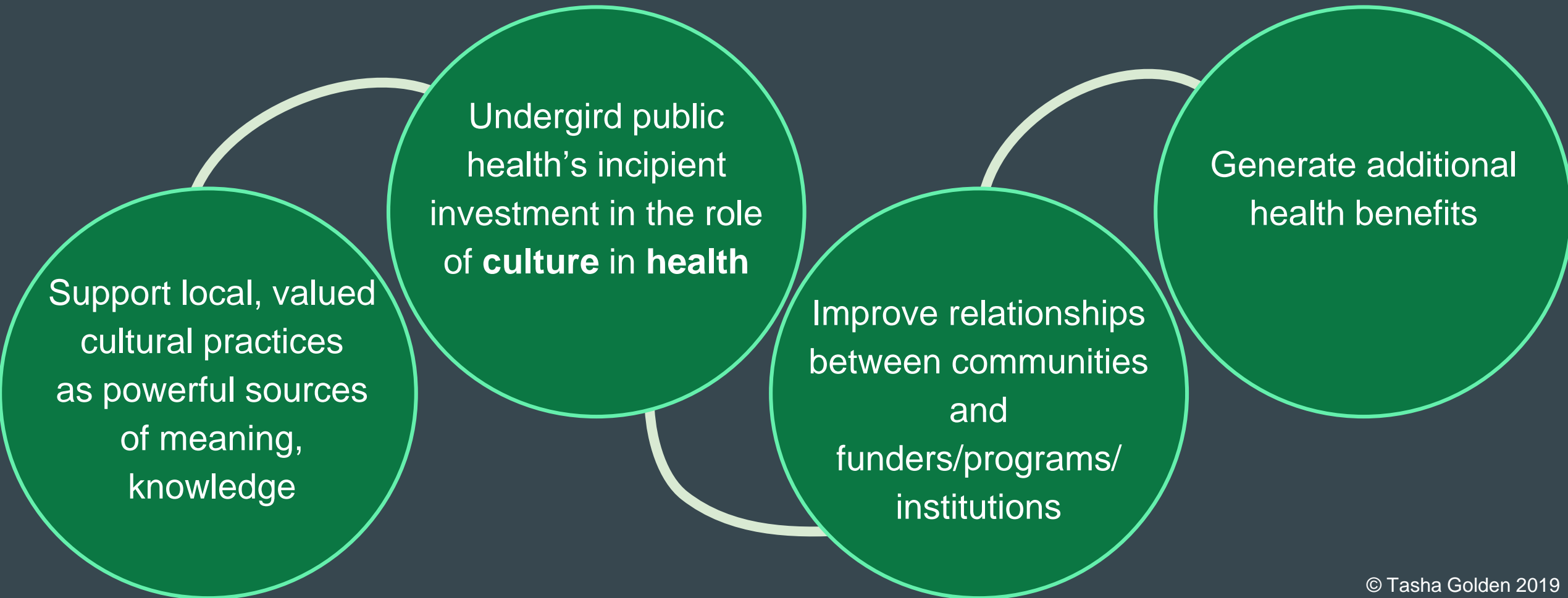
For Research Funding:



Implications

For Research Funding:

Directing research/evaluation funds to arts-inclusive practices would:



Implications

For Health Communications:

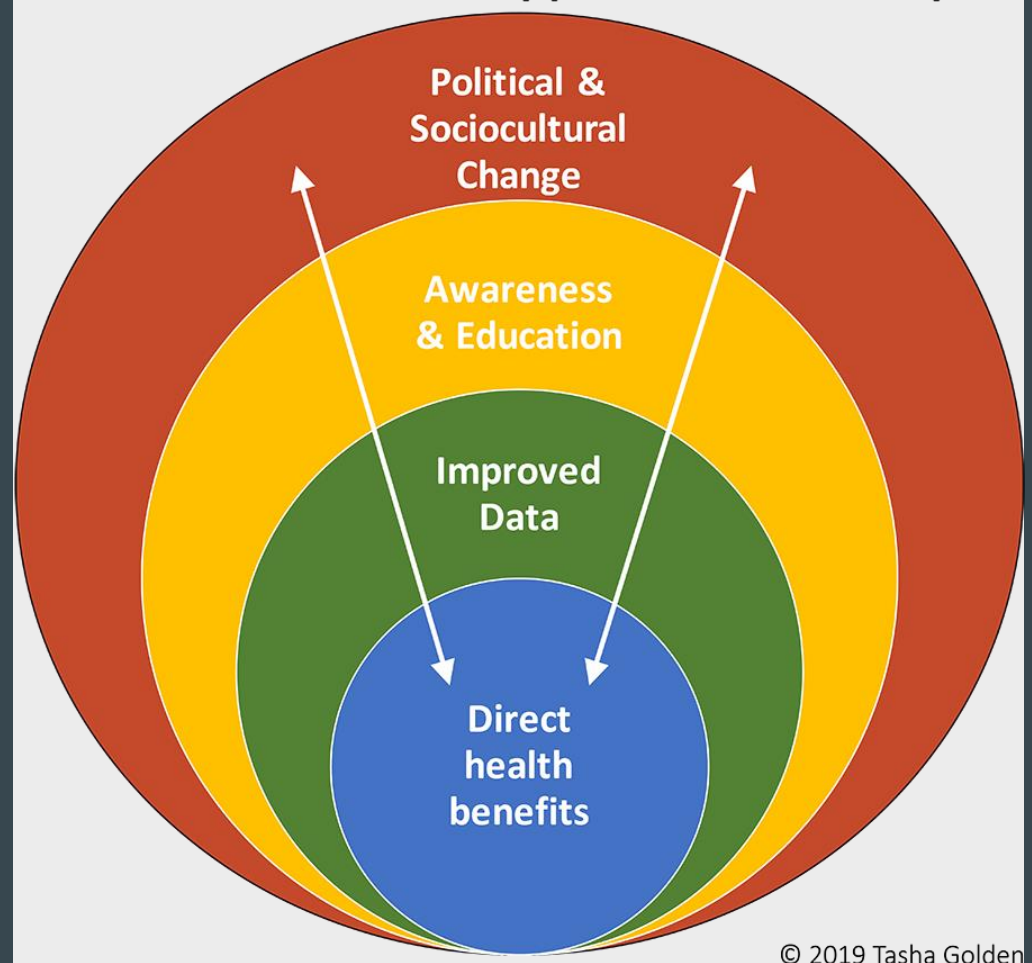
- Arts-based approaches can improve dissemination and reception of study results among leaders, policymakers, and publics

It's not only possible but imperative that we become strategically creative about the ways in which we listen, speak, depict, and discover.

“I don’t believe any longer that we can afford to say that it is entirely out of our hands. We made the world we’re living in and we have to make it over.”

James Baldwin

Arts in Public Health: Opportunities for Impact



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For More Information:

- The [Creating Healthy Communities](#) initiative (University of FL; ArtPlace America). White paper coming September 2019.
- “[Arts, Culture, and Community Mental Health](#),” in *Community Development Innovation Review* (Federal Reserve Bank of San Francisco)
- “[The Arts and Health Equity: Four Opportunities for Impact](#),” written for Grantmakers in the Arts
- Information about [Project Uncaged can be found here](#).
- More articles coming out soon; updates at tashagolden.com

Tasha Golden, PhD

Get in touch: tasha@tashagolden.com | www.tashagolden.com | [@goldenthis](https://twitter.com/goldenthis)

- More webinars on this topic?
- New topics you want to tackle or learn more about?
- Innovative work that you want to share?
- A question you want to pose to your colleagues?

Contact GIH at equity@gih.org.

GIH 2019 Fall Forum



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