Racial Justice = Equity

Structural Racism:
“A system of advantage based on race” - David Wellman

Refining Healthcare: A Racial Justice Lens
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Impact of Our History on Current Health Care Outcomes

Structural and institutional racism impact health outcomes.

Health Outcomes: Medical Care & Social Determinants of Health (SDoH)

<table>
<thead>
<tr>
<th>Health Care</th>
<th>Social Determinants of Health</th>
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<tbody>
<tr>
<td>10%-20%</td>
<td>80-90%</td>
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SDoH include health-related behaviors and socioeconomic and environmental factors

Impact of Our History


The odds are stacked against some of us more than others, due to structural and institutional racism. This has direct impact on health inequities and outcomes.

- Paul Riff, UC Berkeley

Example Problem:

- Southern Jamaica Plain Community Health Center (SJPHC)

Traditional Approach

The Traditional Approach may offer a temporary solution but no lasting change.

Example Problem:

- Latinx patients worse health outcomes than white counterparts.

Traditional Framework:

- Patient as needy
- Nutrition classes
- Individual therapy

Traditional Solution:

- Send patient to appropriate specialists.

Incorporate Racial Justice Tenets into your organization

SJPHC Tenets:

- Racism is structural in our country.
- Lead with racism explicitly, but never exclusively.
- This is not just an academic exercise. It is both head and heart work.
- White people and people of color each have roles to play.

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Call to Action: What can we do?

1. Adopt a Racial Justice Approach

The patient is not the problem. The system is the problem.

A Racial Justice approach gets to the root cause of problems and creates solutions that make a lasting difference for individuals and communities.

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