

A dark, high-contrast photograph of a large crowd of people. Many individuals have their right fists raised in the air, a gesture often associated with protest or solidarity. The lighting is dim, with some highlights on the raised arms and faces, creating a somber and powerful atmosphere. The text is overlaid in white, making it stand out against the dark background.

# Chaos, Privilege, and Bravery Health Equity Never Had a Chance

Natalie S. Burke



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# DIVERSITY & INCLUSION

**Diversity:** Differences and similarities that include individual and organizational characteristics, values, beliefs, experiences, backgrounds, and behaviors. It encompasses our personal and professional histories that frame how we see the world, collaborate with colleagues and stakeholders, and work with communities.

**Inclusion:** Active and ongoing engagement with diversity, including intentional policies and practices that promote the full participation and sense of belonging of every employee, customer, or client.

# DIVERSITY & INCLUSION

## Business

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# A DIFFERENCE OF OPINION

## DIVERSITY AND INCLUSION

Moral Imperative  
Boomers + Gen X



Business Imperative  
Millennials



## Diversity's Dividend

What's the likelihood that companies in the top quartile for diversity financially outperform those in the bottom quartile?

<http://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters>



15%

The infographic consists of two orange circles. The left circle contains the text '15% More Likely to Outperform' and is labeled 'Gender Diverse Companies' below it. The right circle contains the text '35% More Likely to Outperform' and is labeled 'Ethnically Diverse Companies' below it.

More Likely to  
Outperform

Gender Diverse  
Companies

35%

More Likely to  
Outperform

Ethnically Diverse  
Companies

# The 7 Most Diverse + Inclusive Companies

Clorox, Co.

Microsoft, Corp.

Proctor & Gamble, Co.

Cisco Systems, Inc.

Colgate-Palmolive, Co.

Eli Lilly and Co.

Johnson & Johnson

<http://www.businessinsider.com/here-are-the-top-7-most-diverse-and-inclusive-companies-in-the-us-2016-9>

## CEOs of 7 Most Diverse + Inclusive Companies in America



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# There are more CEOs named John or David than there are women CEOs of S&P 1500 Companies

<https://www.nytimes.com/2015/03/03/upshot/fewer-women-run-big-companies-than-men-named-john.html>



John  
5.3%



Women  
4.1%



David  
4.3%

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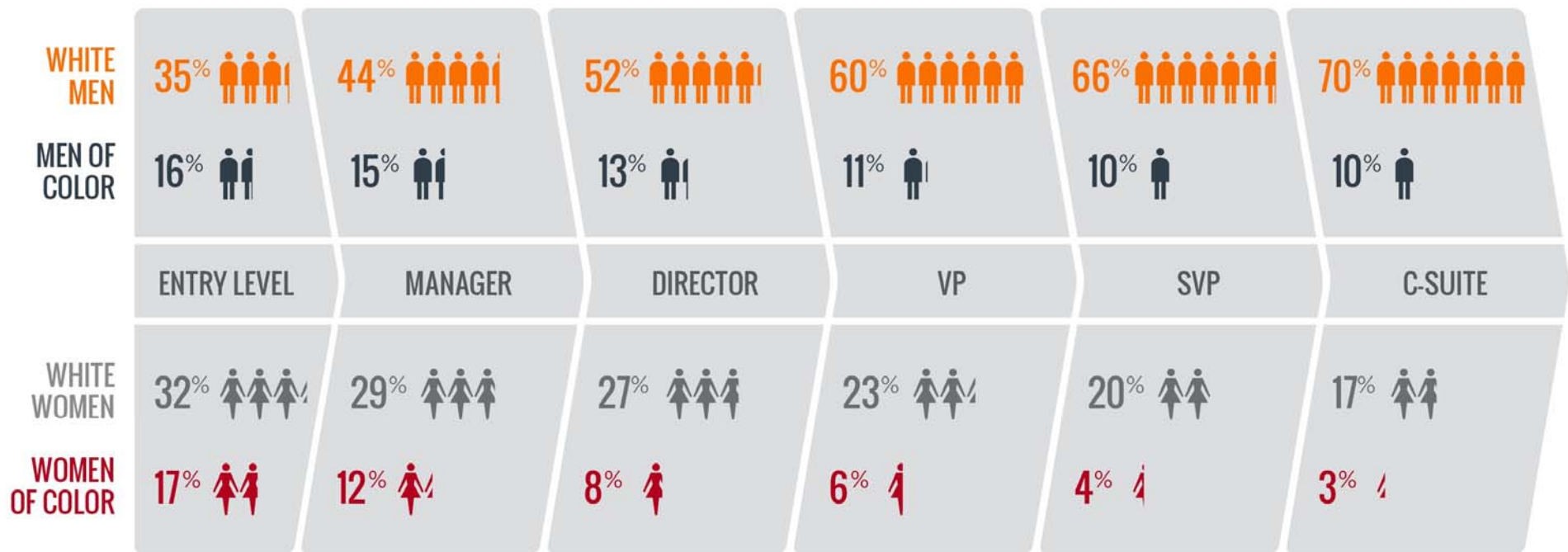


# Race and Gender Representation in the Corporate Pipeline

## % of Employees by Level

### Race and Gender Representation in the Corporate Pipeline

% of Employees by Level



McKinsey & Company and Leanin.org

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# FORTUNE 500 COMPANIES THAT INCLUDE SEX ORIENTATION PROTECTIONS

1998: 5%

2015: 91%

# # OF OPENLY GAY FORTUNE 500 CEOs (2015)

[http://www.huffingtonpost.com/2014/10/30/gay-ceos-fortune-500\\_n\\_6074768.html](http://www.huffingtonpost.com/2014/10/30/gay-ceos-fortune-500_n_6074768.html)



TIM COOK, CEO  
APPLE, INC.

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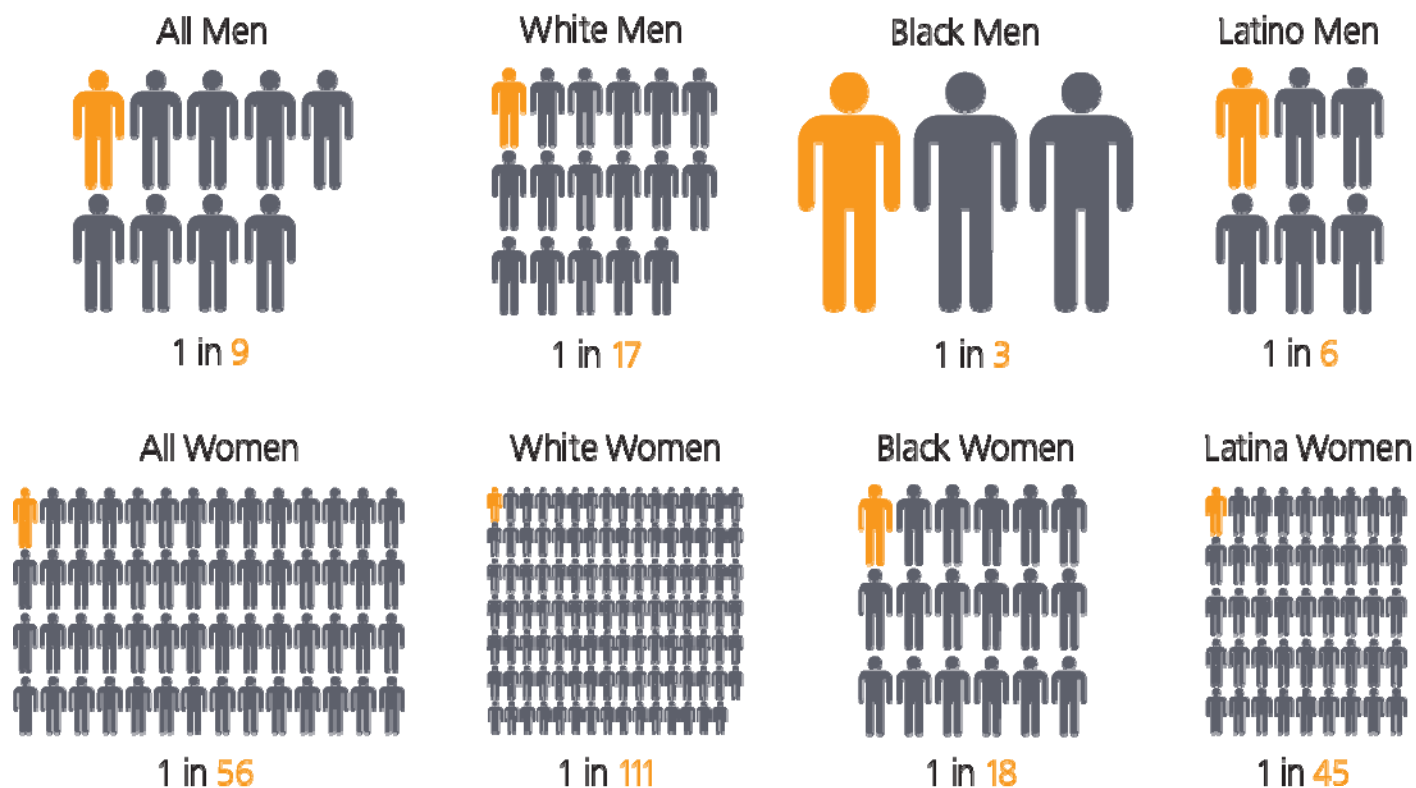
# DIVERSITY & INCLUSION

## Society

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## Lifetime Likelihood of Imprisonment If You Were Born in 2001



Source: Bonczar, T. (2003). *Prevalence of Imprisonment in the U.S. Population, 1974-2001*. Washington, D.C.: Bureau of Justice Statistics.



## HIGH SCHOOL GRADUATION RATES BY RACE (NOT GENDER)



American Indian/  
Alaskan Native

70%



Black

73%



Hispanic

76%



White

87%



Asian/  
Pacific Islander

89%

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## COLLEGE GRADUATION RATES BY RACE (NOT GENDER)



American Indian/  
Alaskan Native

39%



Black

41%



Hispanic

47%



White

60%



Asian/  
Pacific Islander

65%

# HEALTH DISPARITY

Differences in health status or health outcomes between groups of people.





## HEALTH INEQUITY

Disparities in health that are a result of systemic, avoidable, and unjust social and economic policies and practices that create barriers to opportunity.

National Cancer Institute



# HEALTH EQUITY

Attainment of the highest level  
of health for all people.

Healthy People 2020

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# EQUITY, DIVERSITY & INCLUSION

“Inclusion is the muscle of diversity,  
**equity** is its **conscience** and its **soul**.”

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# EQUALITY



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Equity requires us to provide all people with fair opportunities to achieve their full potential

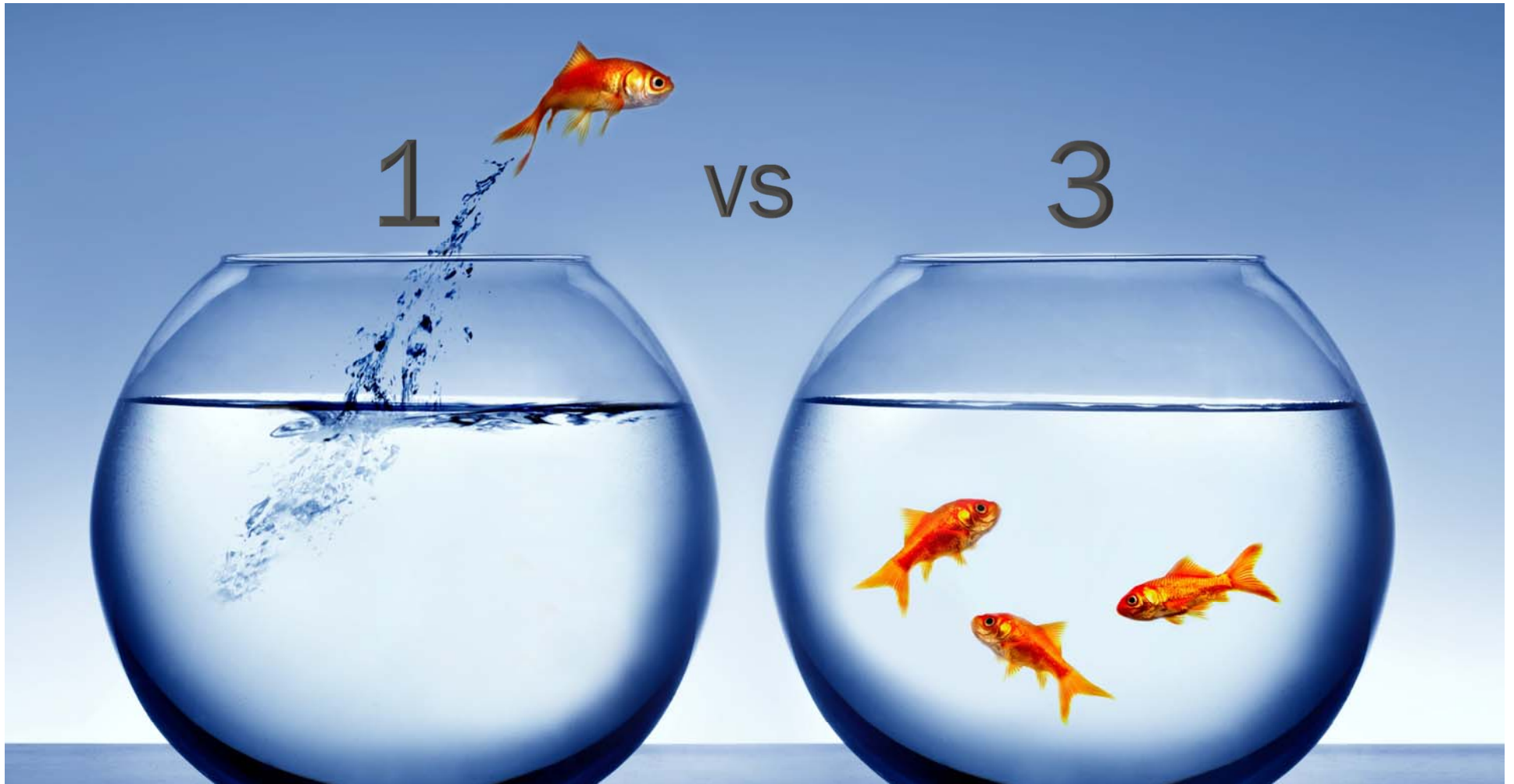
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# Human Beings are Hardwired for Fairness

What is Fair?

“Fair is not what you think it is or what I think it is.  
Fair is whatever is necessary for every individual, every population, and every community to achieve their full potential and have their best possible outcomes.”



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# UNCONSCIOUS BIASES

Stereotypes about certain groups of people.  
Those stereotypes exist outside of our  
conscious awareness.

Everyone holds unconscious beliefs about  
various social and identity groups.





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A balance scale is shown against a light gray background. The left pan is filled with numerous white crayons, while the right pan is filled with a variety of colorful crayons including red, blue, yellow, green, and purple. The word "PREJUDICE" is centered above the scale.

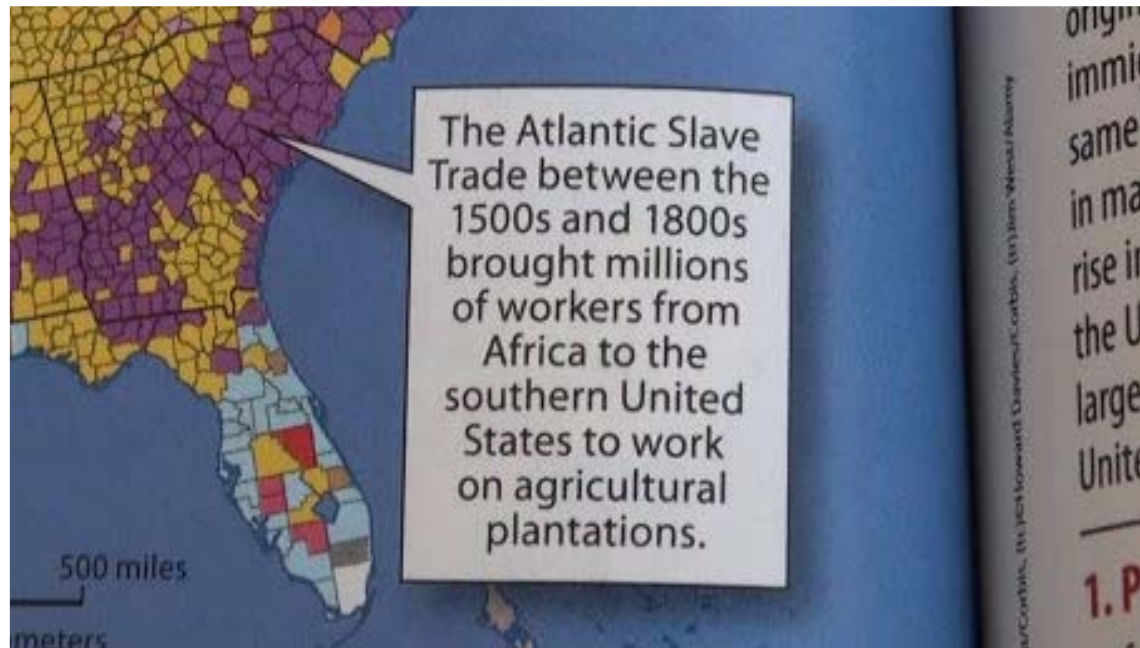
## PREJUDICE

A judgment or opinion, **usually but not always negative**, formed on insufficient grounds before facts are known or in disregard of facts that contradict it.

# POWER

Access to resources and decision makers as well as the ability to influence others and define reality for yourself and for others.

# POWER



<https://www.nytimes.com/2015/10/06/us/publisher-promises-revisions-after-textbook-refers-to-african-slaves-as-workers.html>

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- PREJUDICE
  - UNCONSCIOUS BIAS + POWER
  - IN-GROUP BIAS
- DECISIONS  
BEHAVIORS  
ACTIONS
- -ISMS

### -ISMS

- ✓ Systems of Privilege and Oppression
- ✓ Based on Social Identities
  - Gender, Race, Sex, Sexual Orientation, Education,
  - Age, Class, Language, and Country of Origin
- ✓ Rooted in Beliefs of Superiority and Inferiority



## PRIVILEGE AND OPPRESSION

**PRIVILEGE:** When one group has something of value that is denied to others simply because of the groups to which they belong rather than because of anything they have done or failed to do.

**OPPRESSION:** The systematic targeting or marginalization of one group by a more powerful group for the social, economic, and political benefit of the more powerful group.

# P R I V I L E G E

<https://medium.com/@natalie4health/why-i-wont-give-you-ten-tips-to-manage-your-privilege-9ba16cf31671#.1guebwf1c>

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# IDIOSYNCRASIES OF PRIVILEGE

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# PRIVILEGE IS KILLING THE PRIVILEGED



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# OPPRESSION IS KILLING THE OPPRESSED



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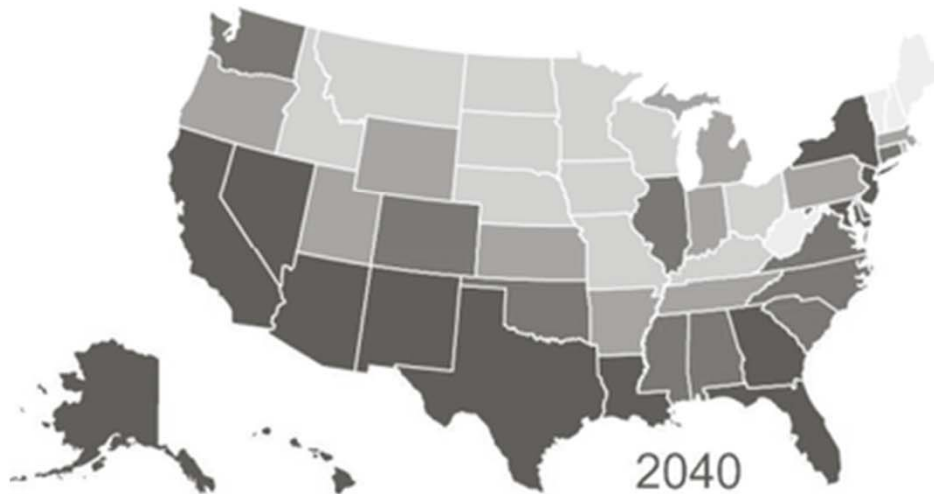
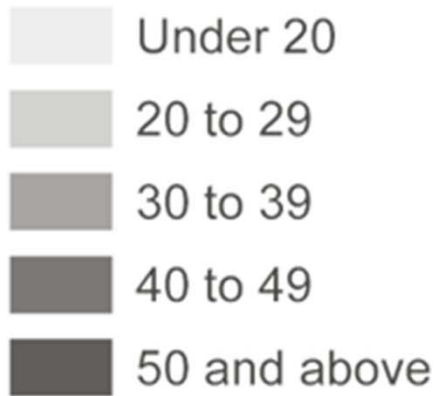
# CHRONIC STRESS



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## Total Population: Percent Minorities



Source: Desmond-Harris, J. (2015, February 25). Here's when you can expect racial minorities to be the majority in each state. Vox.



# READINESS

## 5 Dimensions of a community's readiness

- Community Knowledge of the Issue
- Community Knowledge of Efforts
- Community Climate
- Leadership
- Resources

Tri-Ethnic Center for Prevention Research

# LANGUAGE OF LEADERSHIP

Vulnerable

Empower

Under-Served

A Seat at the Table

<https://medium.com/@natalie4health/how-to-fix-a-broken-tongue-cade93816add#.qwitfa5jq>

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# PERSPECTIVE TRANSFORMATION

The process of becoming critically aware of how and why our assumptions have come to constrain the way we perceive, understand, and feel about our world; changing these structures of habitual expectation to make possible a more inclusive and integrating perspective; and, finally, making choices or otherwise acting upon these new understandings.

*Mesirow (1978)*



# PERSPECTIVE TRANSFORMATION



## Head

- Logic
- Data
- Facts

- Fairness
- Justice
- Meaning

## Heart



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The background of the slide is a close-up, artistic photograph of several camera lenses. The lenses are arranged in a circular pattern, with the central lens being the largest and most prominent. The lenses are dark, likely black or dark blue, and show various internal elements and reflections. The lighting is dramatic, with some lenses showing bright highlights and others in shadow, creating a sense of depth and focus. The overall color palette is dark with some warm, golden-brown highlights from the lens elements.

# EQUITY LENS

The lens through which you view conditions, circumstances, and processes to understand who experiences the benefits and burdens of a given program, policy, or practice.

CommonHealth ACTION

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# Ground Rules

- Respectful listening
- Respectful talking (W.A.I.T)
- “I” not “you” statements
- Principle of gratitude
- Be present
- Confidentiality
- Be honest
- Literacy moment
- Assume good intentions



A background image showing two hands cupped together, palms facing up, held over a body of water with ripples. The hands are light-skinned and the water is a dark teal color.

## REFLECT AND SHARE

- For which stakeholder did you identify an equitable solution?
- What benefits and burdens would they experience?
- Share one equitable solution.

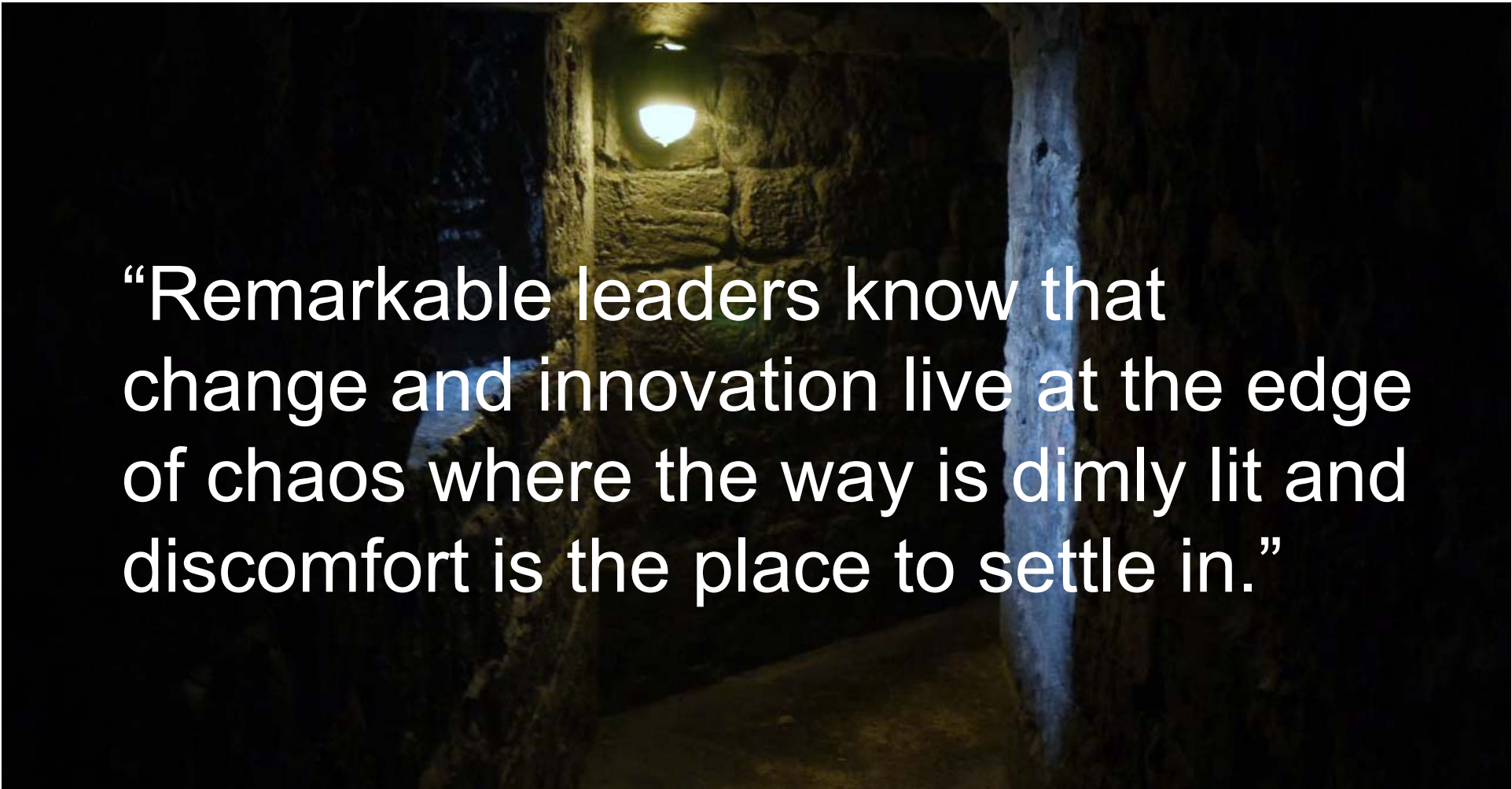


USE YOUR EQUITY LENS = USE YOUR PRIVILEGE




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“Remarkable leaders know that change and innovation live at the edge of chaos where the way is dimly lit and discomfort is the place to settle in.”

Thank you.  
Natalie S. Burke  
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