



WISCONSIN DEPARTMENT
of **HEALTH SERVICES**

New Public Health Employee Orientation Intro to Implicit Bias and Health Equity

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To protect and promote the health and safety of the people of Wisconsin

Overview

- Community Agreement & Acknowledgements
- Introductions
- Understanding and Recognizing Implicit Bias
- Addressing Implicit Bias
- Health Equity Primer
- Resources
- Questions?
- Wrap up

Community Agreement & Acknowledgements

- We have all come to this space to learn, share, and grow.
- It is okay not to know the answers to the questions asked today.
- We encourage active listening and seeking to understand.
- Please speak from your own experiences and respect the experiences of others.

**"We are all Teachers.
We are all Learners."**

-Drew Faust,
Harvard President 2007-2018

Breakout Room Instructions

- **Decide which level of health equity work you have been doing based on your survey answer***
 - I'm new to this work (beginner)
 - I've been doing some of the work but want to do more (intermediate)
 - I've been doing this work for a while and want to sustain it (advanced)
- **You will enter the same breakout room our entire session**

*If you did not complete the survey, please choose the room that most accurately depicts your level of health equity work

Who are we?

**Benjamin Johnson, B.S.,
Health Equity Project
Manager**



**Lexy Richardson, MPH,
Strategic Initiatives Coordinator &
Health Equity Strategist**



Breakout Rooms: Who are you?

- Lived/Inherited Experiences
 - Where are you from?
 - How do you identify?
- Learned Experiences
 - What is your current job?
 - What is your formal education background?

*Reminder: Enter the same breakout room the whole

Understanding and Recognizing Implicit Bias

What is bias?



Explicit Bias

vs.



Implicit Bias

"Biases are the stories we make up about people before we actually know who they are."

-Verna Myers

[Video: How to Overcome Our Biases TED Talk by Verna Myers](#)

Impact of Implicit Bias



<https://www.cdc.gov/publichealthgateway/sdoh/index.html>

Impact of Implicit Bias

Black patients are *more likely* to receive *less desirable* treatments.

(American Bar Association, *Implicit Bias and Racial Disparities in Health Care*)

Unrecognized bias against members of a social group, such as racial or ethnic minorities, may affect communication or the care offered to those individuals.

(Institute of Medicine, *Unequal Treatment*, pub. 2003)

Forty-two studies that investigated correlations found a significant positive relationship between level of implicit bias and lower quality of care

(BMC Medical Ethics, *Implicit Bias in Healthcare Professionals –A Systematic Review*, 2017)

Unlearning to Learn

- It is possible to unlearn implicit bias.
- The key to unlearning implicit bias is learning to recognize it.

"We are letting the bias of our truth drive the conversation, and then we're not listening."

-Alanzo Kelly

[Video: Intersections of Health Equity, Access, and Advocacy - Implicit Bias Conference, Prevea Health by Alanzo Kelly](#)

Addressing Implicit Bias

Breakout Rooms: What Can You Do?



<https://www.cdc.gov/publichealthgateway/sdoh/index.html>

Come back
with ideas!

*Reminder: Enter the same breakout room the whole session

Examples

- Language & terminology choice
- Educate yourself and others
- Expand your social circles
- Get involved in your community
- Bring equitable decision making to the work you do

Questions and Reflections

Use the chat to
type your
question

Raise your hand
and unmute
your microphone

Health Equity Primer

Health Equity Defined

“Everyone has a fair and just chance to be as healthy as possible.”
-Paula Bravemann, 2017

“Health equity means providing opportunities for every Wisconsinite to live a long and healthy life regardless of race, ethnicity, disability, gender, socioeconomic status, neighborhood, education, or any other social condition.”
- Minority Health Report, 2020

Why Equity?

- A large, long-standing, and growing body of evidence demonstrates stark differences in health outcomes when data are stratified by race/ethnicity, income, education level, and more.
- There is a long history in our state and in our nation of unequal treatment and intentional disenfranchisement of certain population groups.
- As intentional efforts were made to worsen the living conditions of certain population groups, intentional efforts must be made to improve such conditions for such groups.
- DHS' mission is to protect and promote the health and safety of the people of Wisconsin. We mean all of them.

Disparity in Wisconsin

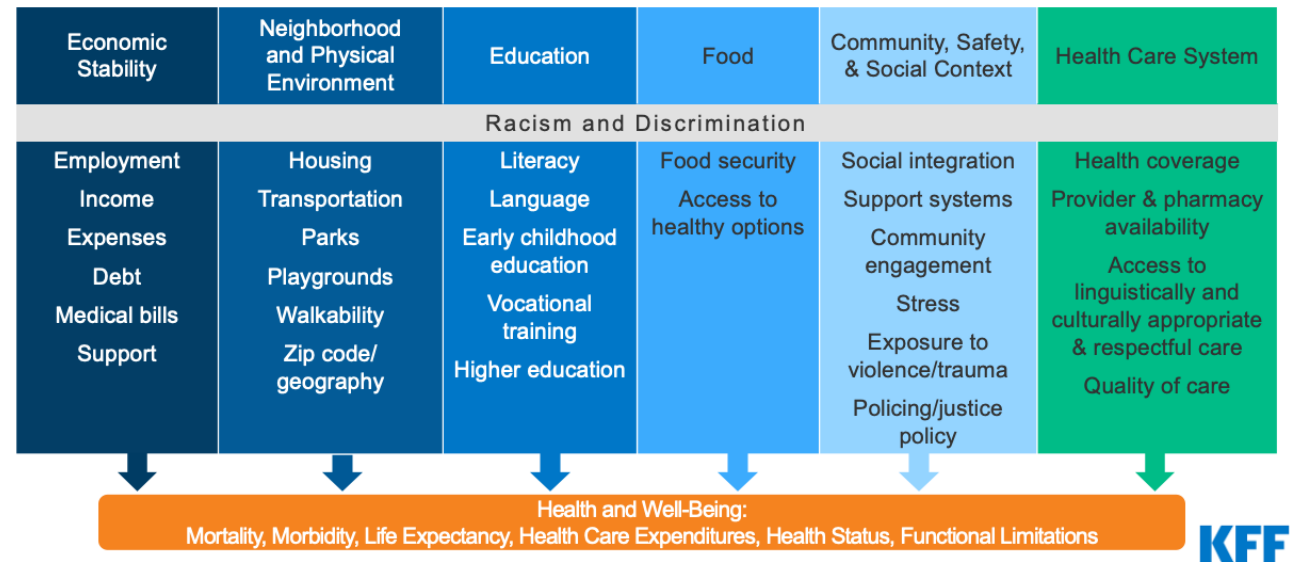
Health Disparities:

“Preventable differences in the burden of disease, injury, violence, or opportunities to achieve health that are experienced by socially disadvantaged populations.”

-Centers for Disease Control and Prevention

Figure 1

Health Disparities are Driven by Social and Economic Inequities



Inequities in Wisconsin

Race/Ethnicity	Educational Attainment	Income below FPL
African-Americans have the shortest life expectancy of all racial/ethnic groups in WI. (CHR 2021)	Wisconsin has the largest racial gap in 4 th grade reading level of all states. (WDPI 2022)	Across the lifespan, residents of impoverished communities are at increased risk for mental illness, chronic disease, higher mortality, and lower life expectancy. (Healthy People 2030)
Pregnancy-related death rates for African-American mothers are 5x higher compared to White mothers. (DHS 2020)	Mortality rates are nearly 3x higher for those with less than a high school education, as compared to those with a college degree. (CHR 2021)	Childhood poverty is associated with developmental delays, toxic stress, chronic illness, and nutritional deficits. (Healthy People 2030)
Wisconsin has the largest racial disparity in low birthweight of all states - 2.4:1 ratio between African-American newborns and White newborns. (AHR 2021)	Self reported fair or poor health is lowest among college educated Wisconsinites (5.3%) and highest among those with less than a high school education (34.3%). (CHR 2021)	At every level of income, white families are wealthier than black families: white households in the lowest income quartile had more than 400x the wealth of black households in the same quartile. (US Census 2000)

Breakout Rooms

- What factors contribute to positive health outcomes?
- How would you describe governmental public health's role in creating the conditions people need to be healthy?
- What can you do to improve inequitable health outcomes as an individual, organization member, family member, and community member?
- In an ideal Wisconsin, every citizen would have access to...

*Reminder: Enter the same breakout room the whole session

Pillars of Equity Work

- Multi-sector collaboration
- Community partnership and power-sharing
- Focus on, and prioritization of, the needs of those most impacted by an issue
- Resilience, Fortitude, Innovation, and Creativity

Advancing Equity in Wisconsin

- Health Equity Assessment and Resource Team (HEART)
 - Hosts monthly learning sessions for Local and Tribal Health Departments to strategize and learn more about pressing equity issues in Wisconsin
- Wisconsin Partnership Program ([WPP](#))
 - Supports and funds various organizations working to reduce health inequities across populations



Advancing Equity in Wisconsin

- Government Alliance on Racial Equity ([GARE](#))
- University of Wisconsin Population Health Institute ([UWPHI](#))
 - Mobilizing Action Toward Community Health ([MATCH](#))
 - County Health Rankings and Roadmaps ([CHRR](#))
 - What Works for Health ([WWFH](#))



Get Involved!

- Connect with Community-Based Organizations in your area.
- Learn more about the community in which you serve.
- Attend HEART learning communities.
- Review the latest resources from the CDC Foundation's Office of Health Equity.



Get Involved!

- Engage your colleagues in discussion surrounding equity issues of concern in your jurisdiction.
- Familiarize and involve yourself with organizations across the state and nationally that work towards an equitable future for us all.
 - Wisconsin Public Health Association ([WPHA](#))
 - National Association of County and City Health Officials ([NACCHO](#))
 - Wisconsin Association of Local Health Departments and Boards ([WALHDAB](#))

Local Agencies/Organizations

Agencies

Aging and Disability Resource Center (ADRC)

Health and Human Services (HHS)

Healthcare Emergency Readiness Coalition (HERC)

School Board

County Board of Supervisors

Housing Authority (HA)

Regional Planning Committee

Department of Transportation (DOT)

Tenant Resource Centers (TRC)

Questions and Reflections

Use the chat to
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question

Raise your hand
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your microphone

Thank you!

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