

The logo features a large, stylized red graphic element on the left side, resembling a thick, L-shaped bar. The year '2018' is written vertically in light blue text within the vertical part of this bar. To the right of the bar, the word 'NATIONAL' is written in light blue, uppercase letters. Below 'NATIONAL', the name 'RYAN WHITE' is written in large, bold, white, uppercase letters. Underneath 'RYAN WHITE', the text 'CONFERENCE ON HIV CARE & TREATMENT' is written in light blue, uppercase letters. The entire logo is set against a dark blue background with a vertical red bar on the far left and a horizontal red bar at the bottom.

**2018** NATIONAL  
**RYAN WHITE**  
CONFERENCE ON HIV CARE & TREATMENT

# Roots of Health Inequity: Training the Public Health Workforce to Address the Fundamental Causes of Health Inequities

**Gretchen Weiss**

*Director of HIV, STI, and Viral Hepatitis  
National Association of County and City Health Officials (NACCHO)*

# About NACCHO

- The National Association of County and City Health Officials (NACCHO) represents the nearly 3,000 local health departments across the country.
- NACCHO strives to be a leader, partner, catalyst, and voice for local health departments.
- Our efforts focus on promoting health and equity, combating disease, and improving the quality and length of all lives.

# Social Justice and Public Health

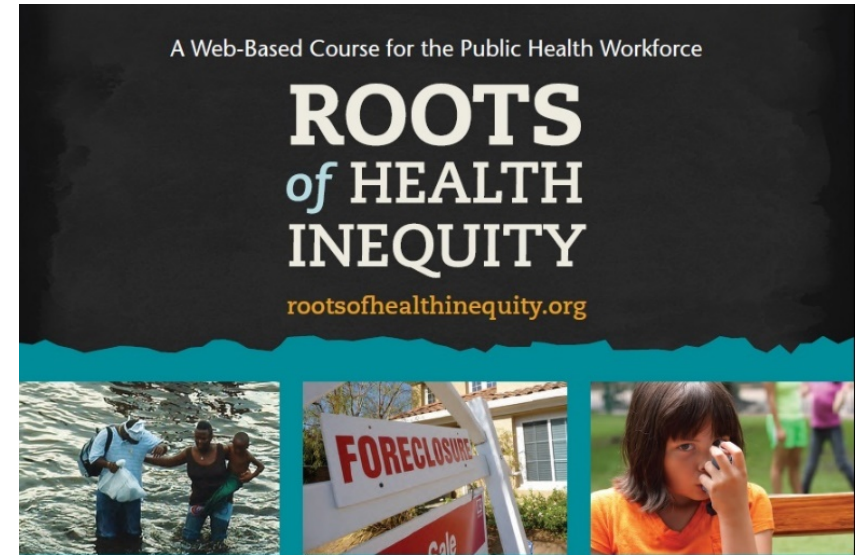
**“Social justice is a matter of life and death. It affects the way people live, their consequent chance of illness, and their risk of premature death.”**

WHO Commission on Social Determinants of Health final report, entitled *Closing the Gap in A Generation: Health Equity Through Action on the Social Determinants of Health*

- Deep connection between lived experience, social injustice, and systematic inequities in rates of mortality, morbidity, and life expectancy among different groups
- Can public health influence the unequal structuring of life conditions?
- NACCHO thinks public health can reach the heart of the matter: the core social injustices associated with class oppression, racism, and gender inequity.
- Advances can occur, even if only incrementally, by thinking differently about possibilities for practice.

# Roots of Health Inequity Course

- An educational website and collaborative learning course for public health professionals
- Offers a starting place for those who want to address systemic differences in health and wellness that are actionable, unfair, and unjust
- Seeks to ground participants in the concepts and strategies that could lead to effective action




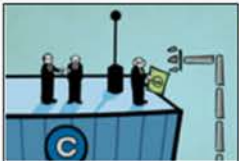



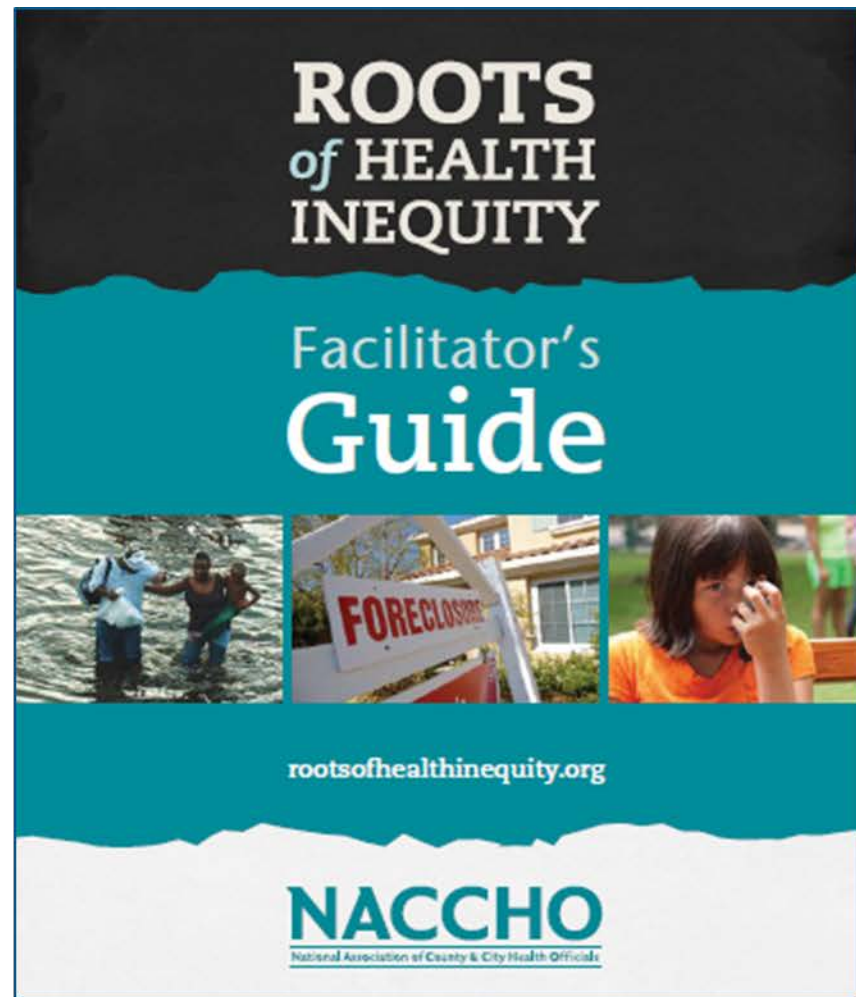
Funded by the National Center for Minority Health and Health Disparities at the National Institutes of Health and the California Endowment

# Course Overview and Expectations

- The course provides:
  - A conceptual frame that links social justice to public health practice
  - Resources and insights learners can share with others
  - Reflections and actions for confronting health inequities
  - Opportunities to collaborate and strategize with colleagues across the country
- As a result of taking the course, participants will be able to:
  - Identify social processes that produce health inequities in the distribution of disease and illness
  - Strategize more effective ways to act on the root causes of health inequity

# Course Content

|   |  |
|---|--|
|    | <b>Unit 1: Where Do We Start?</b><br>Assess the relationship between internal capacity building and authentic community engagement, reflect on the impact of political pressures, and explore possibilities. This unit offers Continuing Education.<br><b>Includes:</b> Polluting Sites in N. Manhattan and West Harlem's Battle for Clean Air |
|    | <b>Unit 2: Perspectives in Framing</b><br>Consider how "mental models" or frames influence practice. Consider how values, assumptions, and interests impact public health work and the capacity for tackling health inequity effectively.<br><b>Includes:</b> Top Priorities Poll and The Smallville Case Study                                |
|    | <b>Unit 3: Public Health History</b><br>Explore the transformation of public health over the last 150 years, the forces that influenced its advances and limits, and the implications for contemporary transformation to address health inequity.<br><b>Includes:</b> The Evolving Role of Public Health Timeline                              |
|    | <b>Unit 4: Root Causes</b><br>Examine the importance of class structure, racism, and gender inequity on tackling health inequities.<br><b>Includes:</b> How Class Works Animation and Anatomy of an Un-natural Disaster Interactive  |
|  | <b>Unit 5: Social Justice</b><br>Explore the principles of social justice and ways to influence the institutions and agencies that generate health inequity.<br><b>Includes:</b> The Five Faces of Oppression Slideshow  |



**ROOTS**  
of **HEALTH**  
**INEQUITY**

Facilitator's  
**Guide**

[rootsofhealthinequity.org](http://rootsofhealthinequity.org)

**NACCHO**  
National Association of County & City Health Officials

# Taking the Course

- Interactive and customizable
- Participate as a group or an individual
- Signing-up is free and you can get started any time
- Register at <https://members.rootsofhealthinequity.org>

The screenshot shows the registration page for the 'Roots of Health Inequity' course. The page header includes the NACCHO logo and the course title 'ROOTS of HEALTH INEQUITY: A Web-Based Course for the Public Health Workforce'. Navigation links for 'Create new account', 'Log in', and 'Request new password' are visible. The main content area features a 'Welcome, please log in.' message and a brief description of the course. A registration form is present with sections for 'Account information' (E-mail address) and 'Personal information' (First Name, Last Name, Organization, Organization Type). A 'Help Guides' sidebar on the right offers additional resources like 'Main Features of this Course' and 'About the Course'.

NACCHO

**ROOTS**  
of HEALTH  
INEQUITY

A Web-Based Course  
for the Public Health Workforce

[Create new account](#) | [Log in](#) | [Request new password](#)

[Home](#) » [Welcome, please log in.](#) » Welcome, please log in.

## Welcome, please log in.

**"The Roots of Health Inequity" is an online course for the public health workforce.**  
This course contains five units that present different aspects of social justice as it relates to public health. Each unit provides an in-depth look at a specific topic by using interactive maps and timelines, slideshows, resource libraries, videos and interviews with practitioners.

**Account information**

**E-mail address \***

A valid e-mail address. All e-mails from the system will be sent to this address. The e-mail address is not made public and will only be used if you wish to receive a new password or wish to receive certain news or notifications by e-mail.

**Personal information**

**First Name \***

Enter your first name.

**Last Name \***

Enter your last name.

**Organization \***

Enter your organization.

**Organization Type \***

Choose an organization type.

**Help Guides**

Download these visual help guides to learn how to use this online course.

**Main Features of this Course**

- [Create & Lead a Group](#)
- [Navigating the Units](#)
- [Index of Course Units](#)
- [Frequently Asked Questions \(FAQs\)](#)

**About the Course**

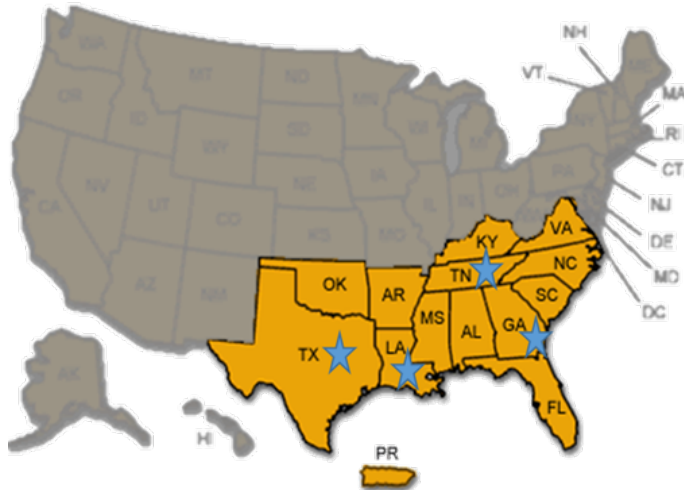
Learn more about the course here.

- [Technical Requirements](#)
- [Continuing Education](#)
- [About This Project](#)
- [Contact NACCHO](#)
- [Preview The Course](#)
- [How To Register](#)



# Southern Initiative

- Supported by the Secretary's Minority AIDS Initiative Fund and administered by the HRSA HIV/AIDS Bureau, Division of Metropolitan HIV/AIDS Programs
- NACCHO, in partnership with CAI, provide service delivery funding and technical assistance to four organizations in Part A jurisdictions in the South



# Southern Initiative Goals

- Support implementation of innovative models of service delivery that result in improvements in the HIV care continuum for minority populations
- Increase awareness of the health inequities and social injustices which impact the health outcomes of minority populations
- Build capacity to engage and serve minority populations by addressing the social, structural, economic, and environmental issues that impact the implementation and success of clinical and behavioral interventions to improve HIV outcomes

# Offering *Roots* Through the Southern Initiative

- Developed customized materials for project participants
  - Facilitator Guide
  - Participant Guide
- Selected a facilitator from each site to lead their site's learning group
- Provided initial training to the four facilitators and ongoing support via a Community of Practice to discuss facilitation strategy, work through challenges, share best practices and lessons learned, and address questions
- Evaluated the experience and impact of the course for facilitators and participants
  - After action reports completed by each facilitator upon unit completion
  - Participant satisfaction surveys following each unit

# Satisfaction Survey Results

- 85% reported they gained new insights about their work through the Southern Initiative
- 92% reported they were able to relate course materials directly to their work through the Southern Initiative
- 87% reported that they would implement concepts/ideas learned through the course to their work with the Southern Initiative
- 64% reported that as a result of the taking the course they would change how they conduct their work through the Southern Initiative
- 90% reported they would begin to address or change how they address health inequity in their community
- 84% reported that they would talk to their colleagues about the course
- 83% reported they would recommend the course to colleagues

# Participant Feedback

- Provided insight on ways that one's biases affect how we work and how we provide services to others
- Greater awareness of one's privileges
- Group discussions were a safe space to be honest, and provided benefit both professionally and personally; overall value of dialogue with colleagues
- Need to look at the whole client, not just their HIV status, in order to provide the most effective and competent care
  - *You cannot talk about HIV work without talking about health equity.*
- Group discussions highlighted the need for accountability to clients in regard to addressing health inequity

# Facilitator Feedback

- **Benefits of *Roots* learning groups:**
  - Opened up important conversations with staff across the agency; sparked dialogue
  - Better understanding of the challenges (racism, class oppression, gender inequity) and their impact on uptake of medical care
  - Being more mindful of frames and language
  - Identifying actions to maintain focus on addressing health inequities
- **Words to describe the experience of facilitating a *Roots* learning group:**
  - Enriching
  - Transformative
  - Eye-opening
  - Connecting
  - Gratifying
  - Fun

# Key Takeaways for NACCHO

- Demonstrated the value of utilizing the *Roots of Health Inequity* course to inform approaches to reducing HIV-related disparities and addressing health inequities
- Need to provide more training and guidance to facilitators about how to apply lessons learned and insights gained through the course to discussions about:
  - Power, privilege, and oppression within one's organization
  - Experiences of the communities served by one's organization
  - Social justice approaches to improving HIV outcomes among minority populations
- Support or encourage engagement of senior leadership within organizations early on

# Acknowledgements

**Sarah Getachew**

## **Southern Initiative *Roots* Course Facilitators**

- Jean Redmann, CrescentCare
- Linda White, Friends for Life
- Jon Hoekstra, Positive Impact Health Centers
- Oscar Perez, Avenue360 Health and Wellness



# Q&A

# Thank you!

**For questions, contact:**

*Gretchen Weiss at [gweiss@naccho.org](mailto:gweiss@naccho.org)*