

# Grounding Principles of Health Equity for Infection Prevention & Control

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

## Health Equity & Social Justice Team

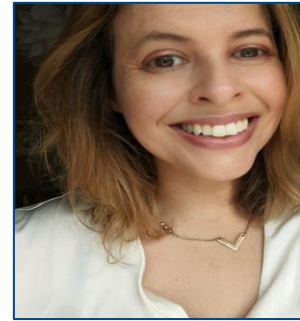
# Introductions



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# About NACCHO

NACCHO serves **3,300 local health departments** across the United States and is the leader in providing cutting-edge, skill-building, professional resources and programs.

Our mission is to improve the health of communities by **strengthening and advocating for local health departments.**



Support health departments



Advocate on behalf of local public health



Encourage NACCHO member engagement



Optimize strategic alliances and partnerships

# What is Health Equity?



# Health Disparities vs Health Inequities

## Health Disparities are...

“...a particular type of **health difference that is closely linked with social, economic, and/or environmental disadvantage**”. ([Healthy People 2020](#))

“...preventable differences in the burden of disease, injury, violence, or opportunities to achieve optimal health that are **experienced by socially disadvantaged populations**.” ([CDC](#))

# Defining Health Equity

## Health Inequity refers to...

“...differences in the distribution of disease, illness, and death that are ***systematic, unjust, actionable, and associated with imbalances in political power.***”

Source: Margaret Whitehead, “The Concepts and Principles of Equity and Health,” *Intl Jrnl of Health Services* 3 (1992): 429. [paraphrased]

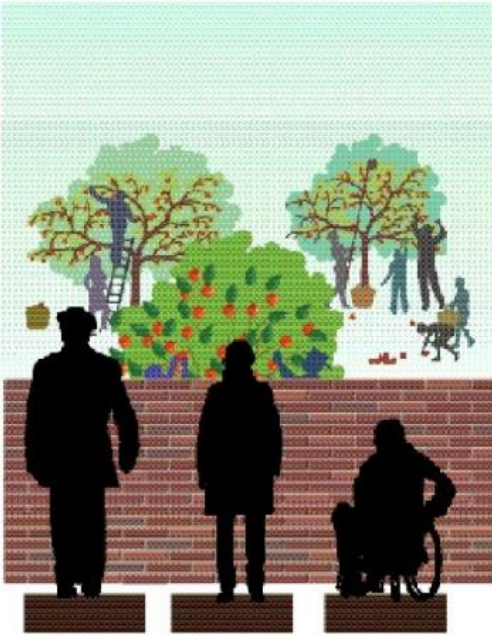
# Defining Health Equity

## Health Equity

“Health equity is **the assurance of the conditions** for optimal health for all people. Achieving health equity requires **valuing all individuals and populations equally**, recognizing and **rectifying historical injustices**, and **providing resources according to need.**”

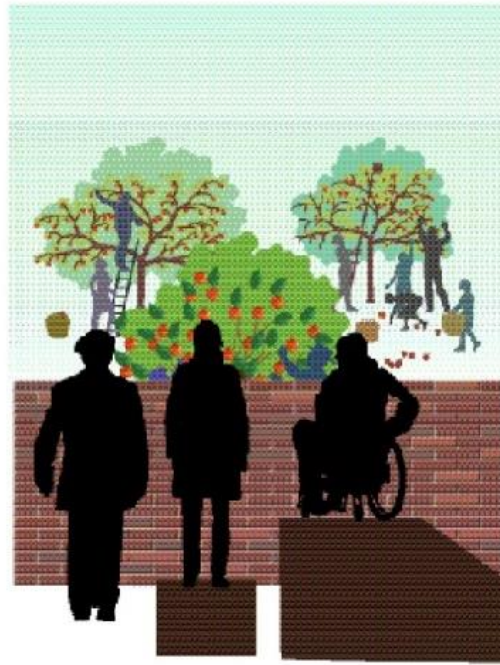
Source: Dr. Camara Jones, Morehouse College





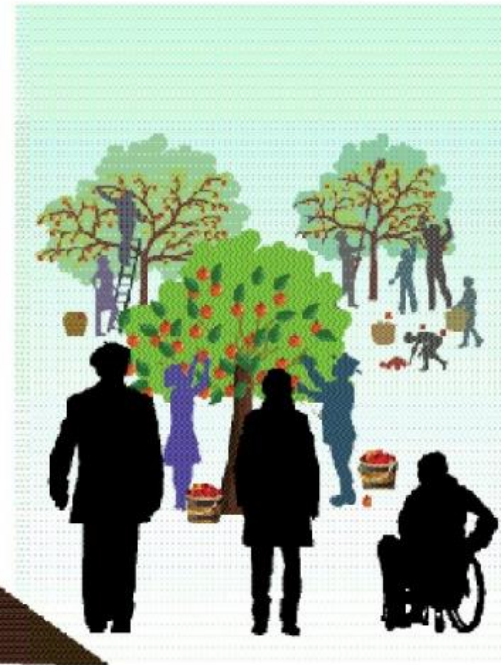
## EQUALITY

Treating everyone  
the same.



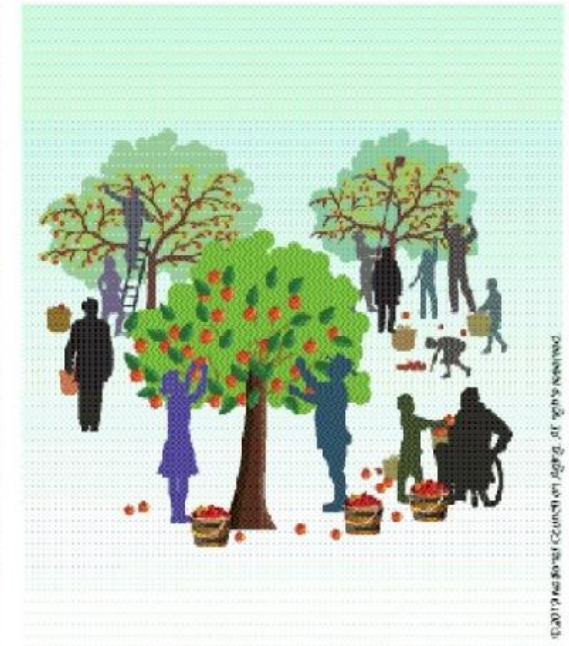
## EQUITY

Giving each person  
what they need  
to be successful.



## JUSTICE

Eliminating barriers  
so that everyone  
can succeed.



## INCLUSION

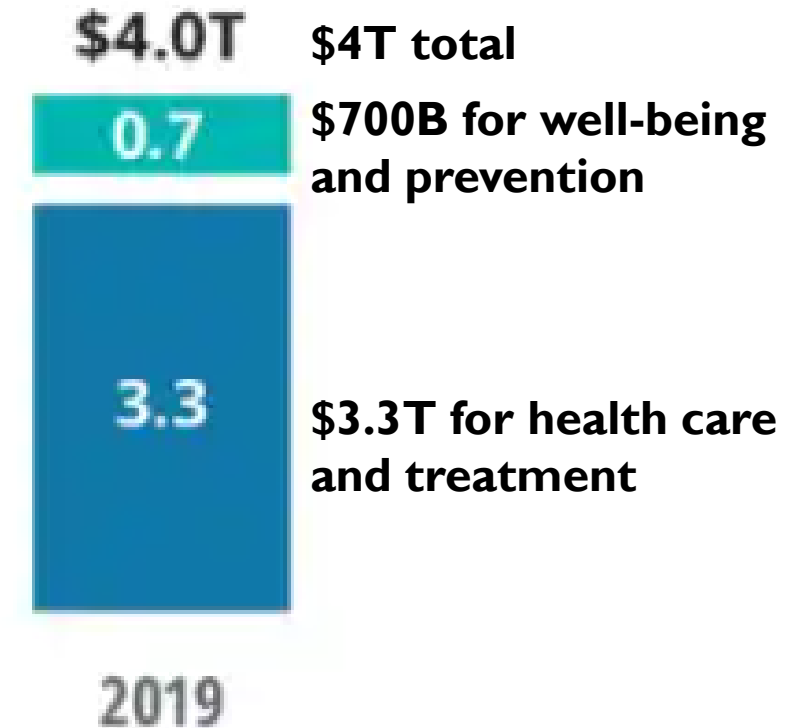
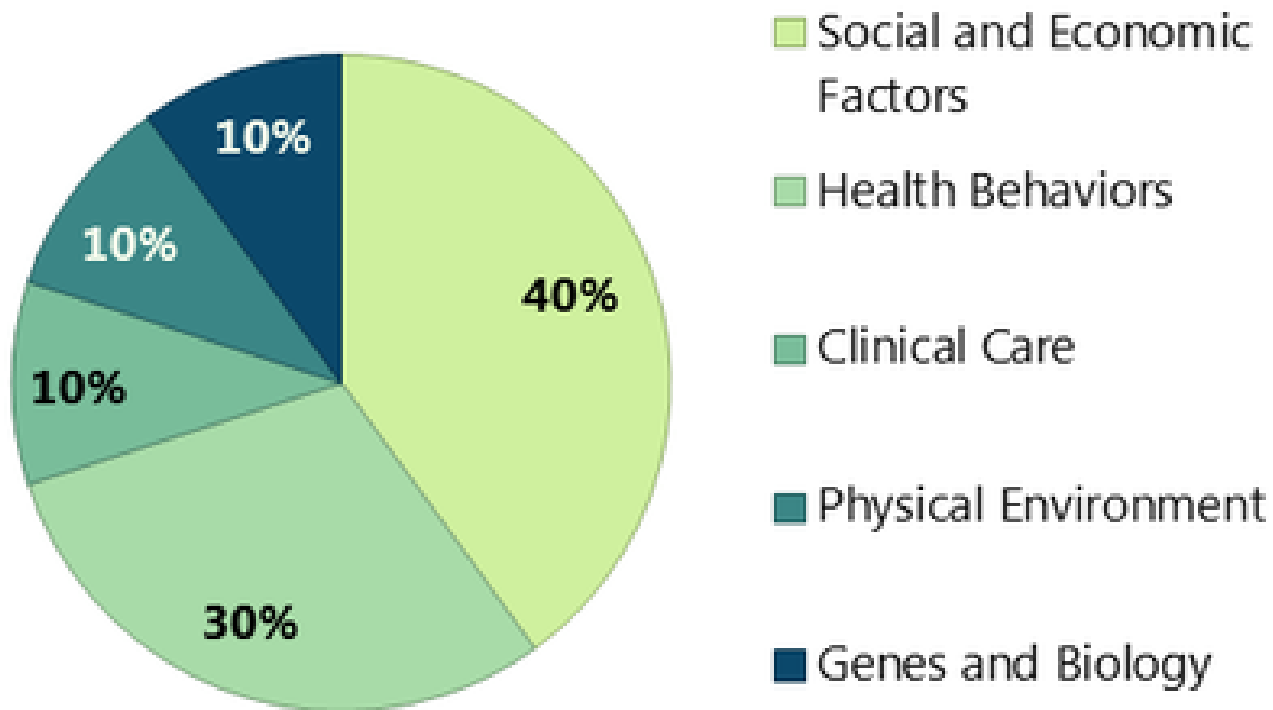
Creating environments in  
which everyone can be and  
feel welcomed, respected,  
supported, and valued to  
fully participate.

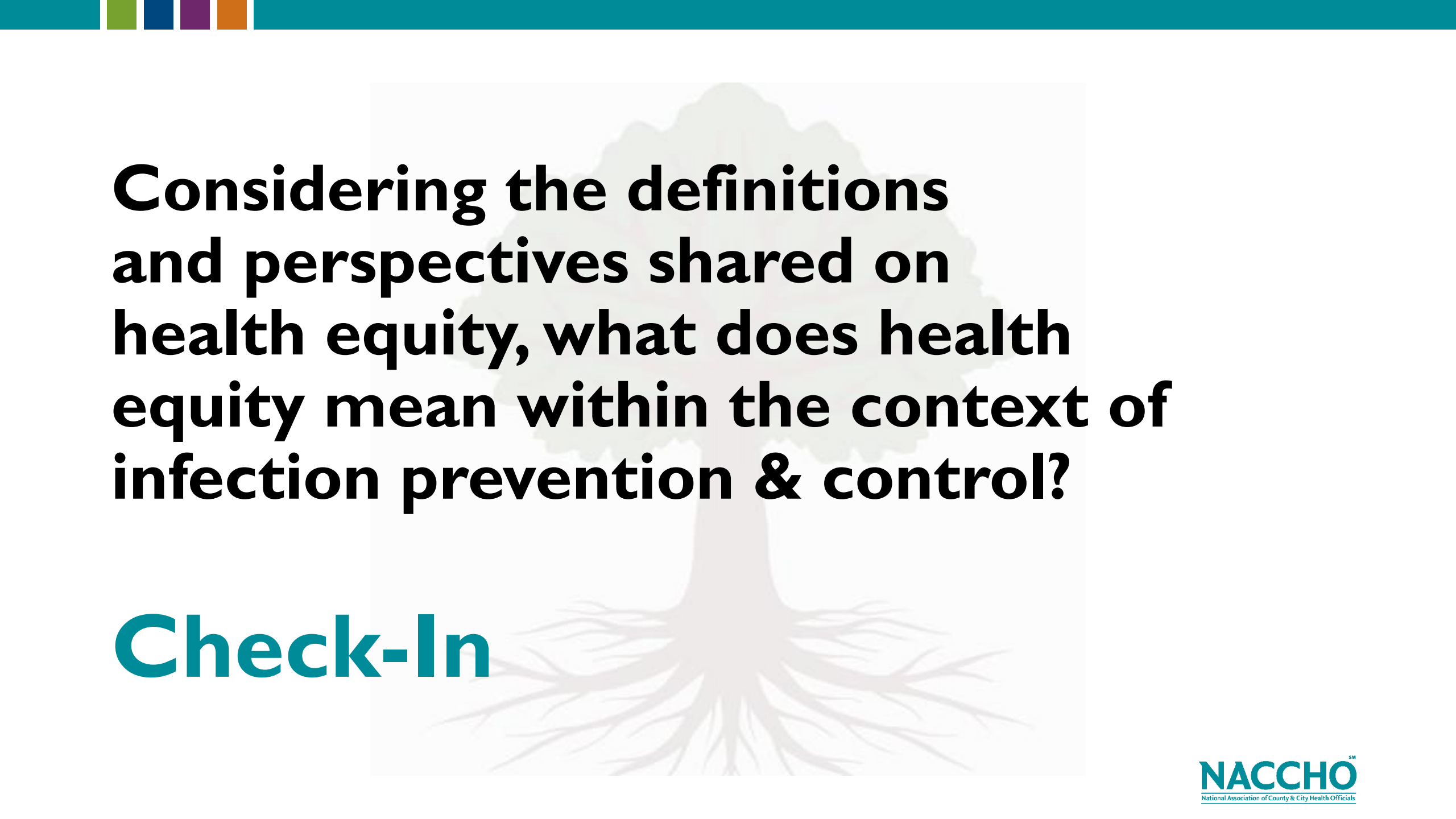
© 2017 National Council on Aging. All rights reserved.



# What Factors Determine our Health?

## Factors Influencing Health and Well-Being





**Considering the definitions and perspectives shared on health equity, what does health equity mean within the context of infection prevention & control?**

**Check-In**

# A Focus on Root Causes

## Root causes

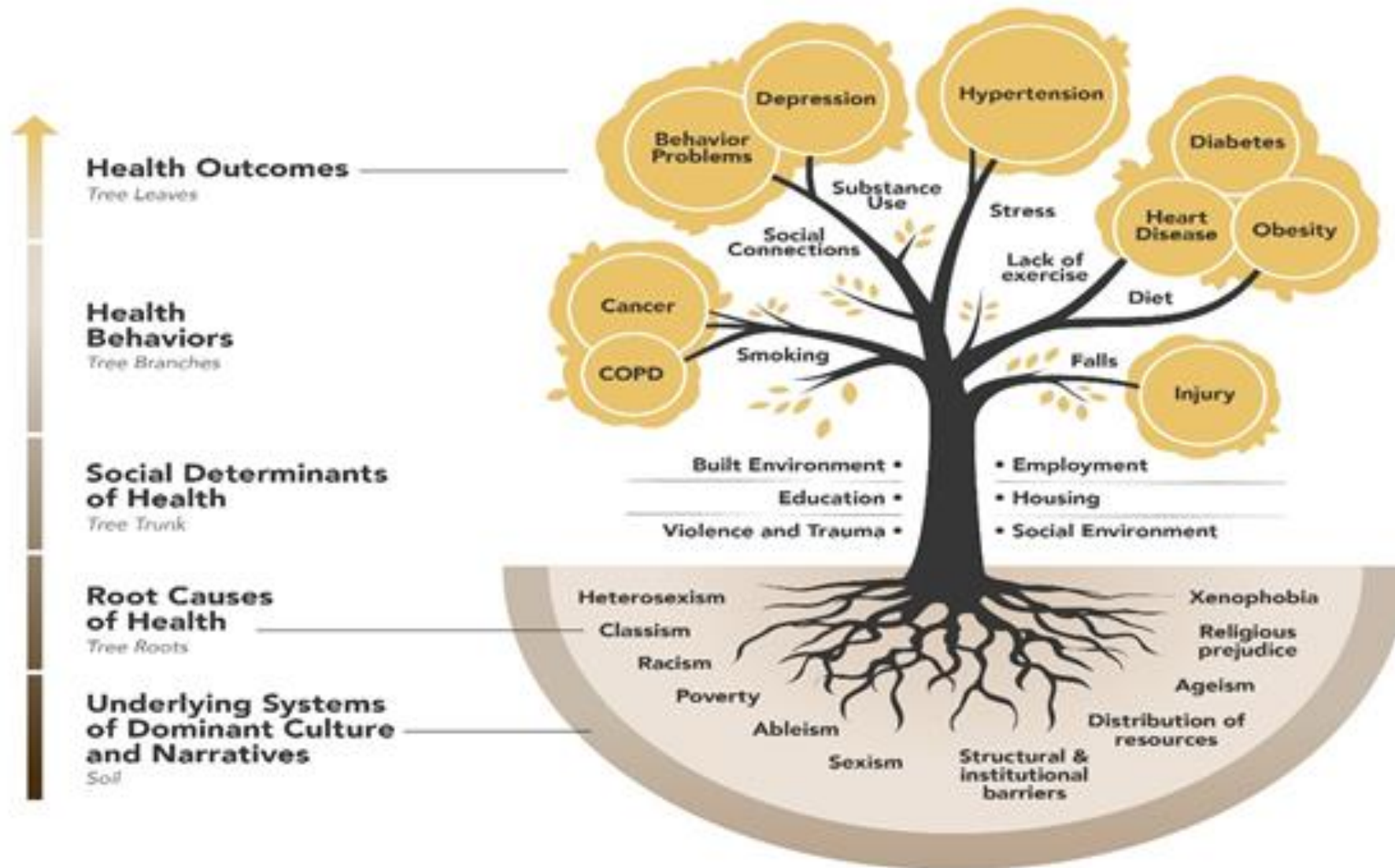
- Underlying social injustices that have accumulated over a long history that cause or drive health inequities
- Derived from fundamental social disadvantage, based on imbalances in political power or privilege<sup>1</sup>
- Racism, class oppression, and gender inequity

## Social determinants of health

- The results of injustice that produce the conditions in which people are born, grow, live, work, and age
- Examples: lack of education, limited access to transportation, accessibility of healthy foods

<sup>1</sup> Richard Hofrichter, "Health Inequity: A Charge for Public Health," white paper, NACCHO Annual, July 2016.

# ROOT CAUSES



Health Tree Model by Health Resources in Action (HRiA)



**What are root causes of health inequities in your community?**

**Check-In**



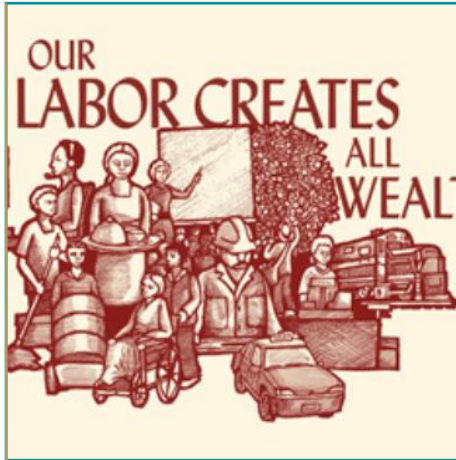
# Taking Action

PUBLIC HEALTH IS  
SOCIAL  
JUSTICE

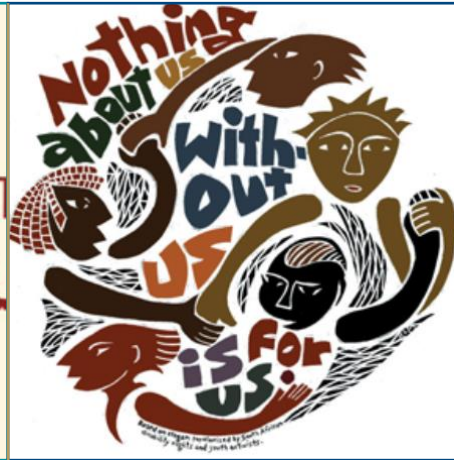


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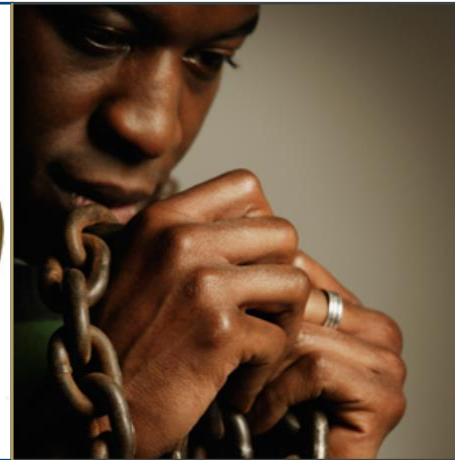
# Principles of Social Justice



Social and Economic Equality



Political Equality/  
Democracy

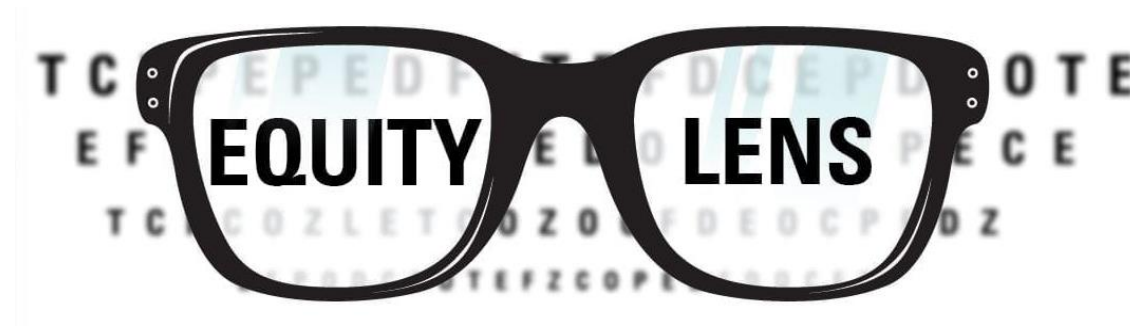


Liberation and Emancipation



Autonomy

# What does it mean to take on an Equity Lens?



"Taking on an equity lens means we systematically consider equity needs and implications at every step, at each stage of a process, within each decision, when examining each outcome, and when developing each new policy or practice. Taking on an equity lens should become second nature."

Source: Health Equity & Action Research Tools (HEART) (2021). *Health Equity in the Response to Drug Overdose*.



**What are steps you can take to address root causes of health inequities in your work?**

**Check-In**

# What We Do

# NACCHO

National Association of County & City Health Officials



# Technical Assistance

Providing targeted support to local health departments with development needs or problem,



**Midwest**  
Trust  
Outreach  
Communication

**Southwest**  
Trust  
Access  
Building Partnerships  
Community Relationship

**West**  
Access  
Funding  
Communication

**South/Southeast**  
Trust  
Access  
Funding  
Capacity

**Northeast**  
Mistrust  
Transparency  
Communication  
Community Engagement

# OT21-2103 Projects

## **Microlearnings**

- Break complex topics down into short-form, standalone units of study, to be consumed in about five minutes and address one skill or knowledge gap topic.

## **Resilience Catalyst**

- Reducing and eliminating adversity by fostering equity through policy, practice and program change to build resilience

## **Equity & Justice Resource Center**

- Provides documents, tools and related materials that can serve as resources to advance equity and justice nationally and beyond
- Free for All to Use

## **Rural Health Cohort**

- Convening a sub-cohort of rural/frontier LHDs to create equity- focused sustainability plans

# Roots of Health Inequity Online Course Series

A free educational website and collaborative learning course for current and future health professionals. As part of this course, you will take the first steps to learning how to:

- *Address the root causes of health inequities* and systemic differences in health and wellness that are actionable, unfair and unjust
- *Explore 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



The screenshot shows the NACCHO website interface. At the top, there is a navigation bar with links for LOGIN, FAQs, Resources, Site Requirements, and Home. Below this is a secondary navigation bar with links for ABOUT PROJECT, ABOUT COURSE, PREVIEW INTERACTIVES, HOW TO REGISTER, SITE CREDITS, and LEARN MORE CONTACT. The main content area features a large image of a diverse group of people. Overlaid on this image is the text "ROOTS of HEALTH INEQUITY" in a teal box. To the right, it says "NACCHO presents The Roots of Health Inequity A Web-Based Course for the Public Health Workforce" with a "LEARN MORE »" link. Below the image, there is a section titled "What's in this Online Learning Collaborative?" with a list of bullet points: "As part of the Roots of Health Inequity Learning Collaborative, participants will be able to: • Explore 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. • Form relationships with other local health departments who are working to ensure health equity." In the bottom right corner, there is a circular button that says "ENTER ROOTS COURSE SITE" with a right-pointing arrow.

# Why Root Causes?

Necessary to eliminate health inequities

Root-cause approach helps us identify **who** and **what** generates health inequity

Identify what **systems** that entrench health inequity

Understand how to reimaging public health work that combats these roots causes and allows for health equity

## ROOTS of Health Inequity



Presented By: **NACCHO**  
National Association of County & City Health Officials

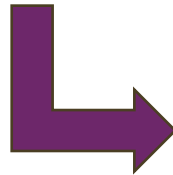


# Overarching Goals for the Revision

The goals of the course's revision are to:

1. Update the current course to reflect new developments and evolutions in the field over the past 10 years
2. Address existing gaps in content to provide a more comprehensive understanding of health inequity, its root causes, and potential pathways for addressing it
3. Continue supporting the public health workforce in their understanding, approach and capacity to address health inequities within their jurisdictions

# Revamped *Roots of Health Inequity* Course!



# Ten Courses!



01

Why  
Root  
Causes?



02

Social  
Justice



03

Public  
Health  
History



04

White Supremacy &  
Structural Racism



05

Capitalism  
& Class



06

Cisheteronormativity



07

Building  
Narrative  
Power



08

Power &  
Health Equity



09

Building  
Community  
Power



10

Reimagining Public  
Health Workforce

Expand your health equity knowledge with new courses about racism, class inequity, gender justice, narrative change, and community power!

**ROOTS**  
of Health Inequity

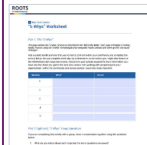
Presented By: [NACCHO](#)

# Interactives

## Course 1 Highlights



**INTERACTIVE: 6min**  
**Whose Knowledge?**  
 By expanding our methods of inquiry, public health can deepen our knowledge of what creates health inequity and what types of approaches can better serve marginalized communities.



**INTERACTIVE: 10min**  
**Why Is the Water Toxic?**  
 We can use the "5 Whys" exercise to get to the "root" of health inequity and develop more effective strategies to end root causes.

## Course 7 Highlights



**READING: 5min**  
**The Free-Market Narrative**  
 The free-market narrative obscures the role of corporate decision-making in shaping our social and economic conditions.

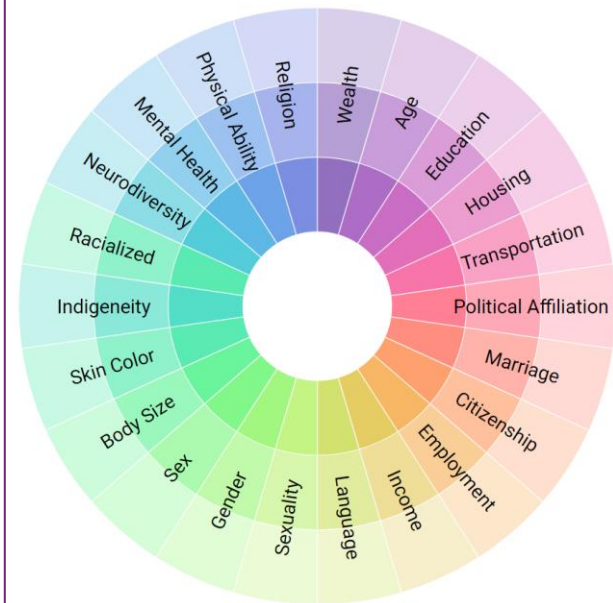


**READING: 5min**  
**Narratives in Public Health**  
 Public health's own narratives, informed by harmful dominant narratives, can make action against root causes difficult.

## Positionality Exercise

Explore the intersectionality wheel below. Consider where you fall within the wheel along each marker of identity. What are some areas where you hold privilege? What are some areas you experience oppression? What are some identities that have changed over time for you?

Click each wheel wedge to explore the wheel.



### WORKSHEET Positionality Exercise

After exploring the Positionality Exercise above, download this worksheet and consider where you fall within the wheel along each marker of identity. What are some areas where you hold privilege? What are some areas you experience oppression? What are some identities that have changed over time for you?

[Positionality Exercise Worksheet.pdf](#)

## Couse 8 Highlights



**INTERACTIVE: 10min**  
**Power Mapping Interactive**  
 Using a power map we can visually examine the positioning of decision makers and influential groups from Case Study: Paid Sick Days. Where are potential untapped sources of power?



**INTERACTIVE: 8min**  
**Reframing Assumptions**  
 Naming and reframing dominant assumptions can encourage Public Health practitioners to engage in work to shift power.

## Course 9 Highlights



**INTERACTIVE: 5min**  
**Community and Health Equity**  
 Shifting Power to Community is Necessary for Health Equity



**INTERACTIVE: 10min**  
**Spectrum Summary**  
 Considering Your Community Engagement Practice along the Spectrum



# New Voices!

**Over 30 Voices!**

**Representation from:**

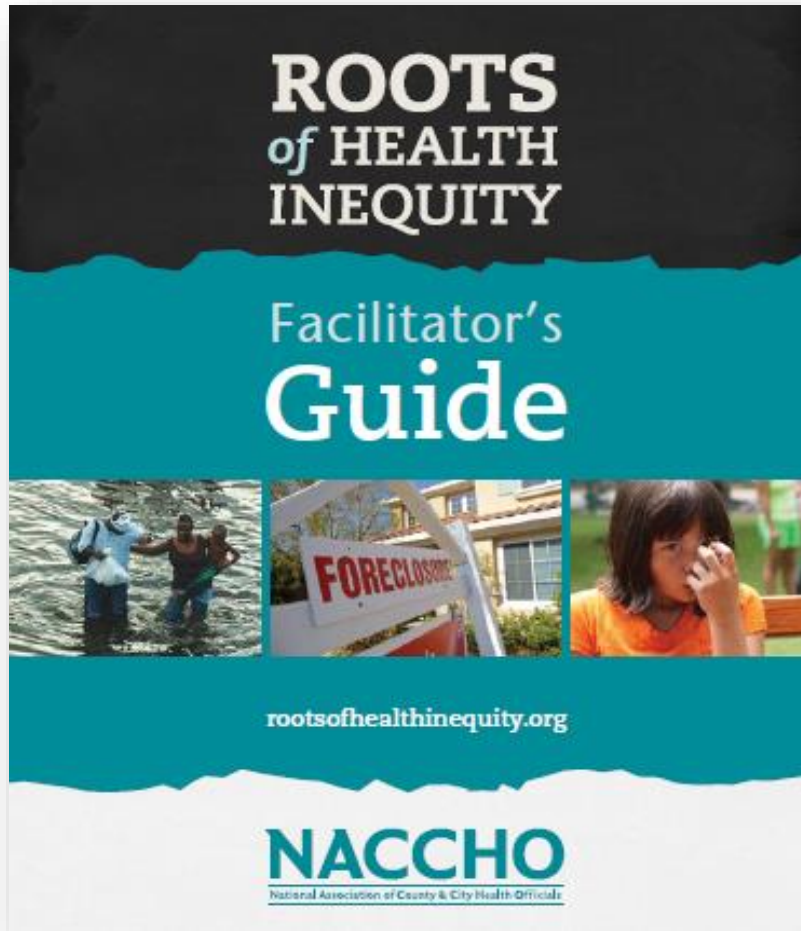
- **Academia**
- **Field**
- **Community**

**Roots of Health Inequity** is packed with insights from a diverse array of public health and community changemakers tackling root causes and injustices.

**ROOTS**  
of Health Inequity  
Presented By: **NACCHO**

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# Additional Updates



Health Justice

- Narration
- Translation Functions
- Detailed Glossary
- Interactives
- Continuing Education Credits (Pending)



# ROOTS

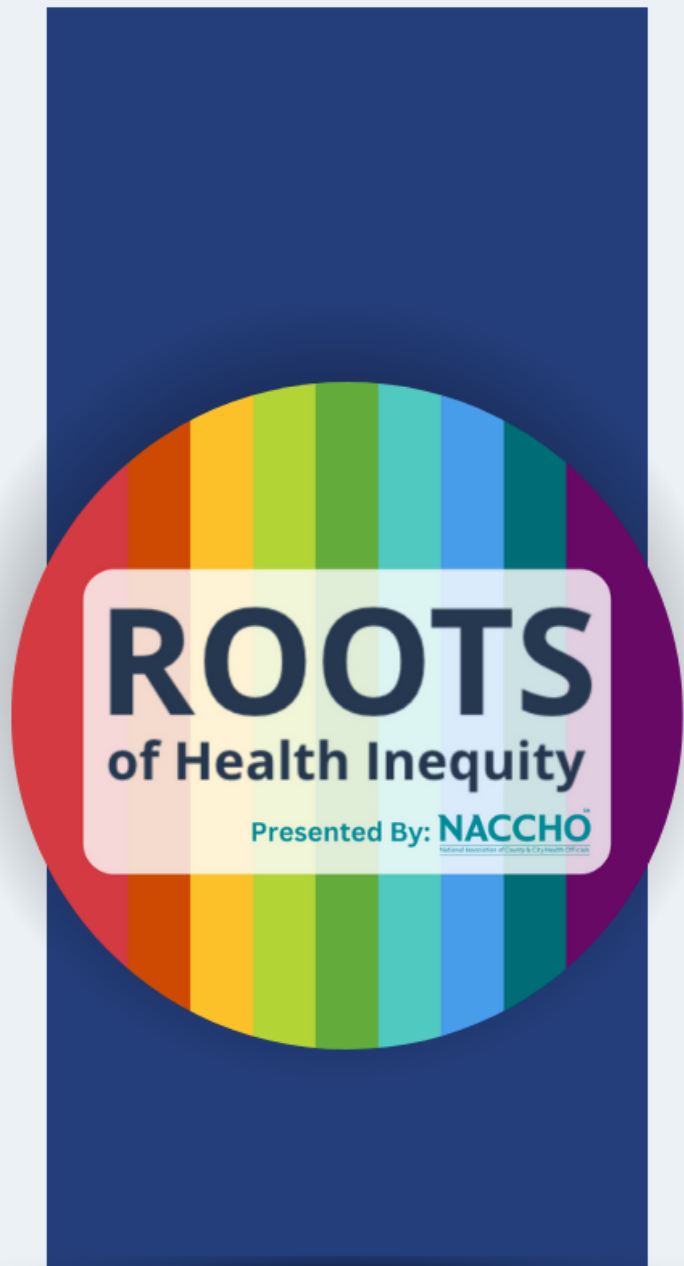
of Health Inequity



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**The Health Equity & Social Justice Team at NACCHO is preparing to unveil the revamped version of its signature guide, *Roots of Health Inequity*.**

**Launching  
July 2024**



# SAVE THE DATE **OFFICIAL LAUNCH**

Join us for the *Roots of Health Inequity* Official Launch and Reception at NACCHO 360 in July.

**Register & Learn More:** [linktr.ee/nacchoroots](https://linktr.ee/nacchoroots)

FOR QUESTIONS, PLEASE EMAIL [rootsofhealthinequity@naccho.org](mailto:rootsofhealthinequity@naccho.org)



# Questions?

**Charles Udeze**

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Data Equity, HE Tool Development,

& *Roots* Promotion

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# Thank You!



## **HESJ Inbox**

*General Inquiries, HE 101s,  
Programs, Funding Opportunities*

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## **Roots Inbox**

*General Inquiries about  
Roots of Health Inequity*

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