**2020 GEAR Group:**

**Foundations of Addressing Systemic Racism**

**as a Public Health Crisis**

***Resources and References Document***

**About NACDD GEAR Groups**

GEAR Groups, each with up to 12 states, explore their topic through case presentations, short didactic presentations, and active discussions throughout four 90-minute video conferences. A facilitator and subject matter expert guide each discussion to explore opportunities for improvement through partnerships, promising interventions or policies, data, and evaluation. The 2020 GEAR Groups focused on the social determinants of health and upstream factors to chronic disease.

**About the Foundations of Addressing Systemic Racism as a Public Health Crisis GEAR Group**

This GEAR Group explored the impact of and potential solutions for addressing systemic racism in the context of chronic disease prevention and control. Eating well, being physically active, avoiding tobacco and excessive drinking, and getting regular health screenings are all only as accessible as the systems in which people live, work, learn, pray, and play are designed to be. In light of growing evidence, consensus, and awareness that consciously and unconsciously racist policies, programs, and attitudes impact health outcomes at the population level, state and territorial chronic disease practitioners explored the role they are uniquely positioned to play in impacting change among their residents. Case presentations and proposals highlighted how chronic disease programs are working to acknowledge and address racism both institutionally and programmatically. Meetings were held on Oct. 6, 14, 20, and 27, 2020.

**Participating states**

* Alabama
* Arizona
* Colorado
* Georgia
* Kansas
* Louisiana
* Minnesota
* North Carolina
* Tennessee
* Utah

**Resources and References**

Participants shared the following resources and ideas during the four-week GEAR Group process in October 2020. These linked articles or resources do not necessarily represent the official views of these individuals, participants’ respective organizations, or NACDD.

**Leadership and Management**

1. [Leadership is Still Not Management](https://store.hbr.org/product/management-is-still-not-leadership/H009Y9), John Kotter, Harvard Business Review

**Organizational Measurement/Assessment**

1. NACDD: [Health Equity at Work, Skills Assessment of Public Health](https://chronicdisease.org/health-equity-at-work-skills-assessment-of-public-health-staff/)
2. [NACDD Competency Assessment tool](https://www.chronicdisease.org/resource/resmgr/workforce_development/competenciesassessmenttool.pdf)
3. [State Health Department Organizational Self-Assessment for Achieving Health Equity](https://www.barhii.org/state-toolkit#:~:text=The%20State%20Health%20Department%20Organizational,necessary%20to%20achieve%20health%20equity.)

**Examples of Statements on Racism as a Public Health Crisis**

1. [NACDD: Statement on Racism as a Public Health Crisis](https://chronicdisease.org/p3700/)
2. [APHA: Racism is an ongoing public health crisis that needs our attention now](https://www.apha.org/news-and-media/news-releases/apha-news-releases/2020/racism-is-a-public-health-crisis)
3. [State, City, and County Declarations of Racism as a Public Health Issue](https://www.apha.org/topics-and-issues/health-equity/racism-and-health/racism-declarations)
4. National Association of School Nurses: [Position Brief - Eliminate Racism to Optimize Student Health and Learning](https://www.nasn.org/nasn/advocacy/professional-practice-documents/positionbriefs/pb-racism)

**Thought Leadership in Equity**

1. [The New Way to Talk About the Social Determinants of Health](https://www.rwjf.org/en/library/research/2010/01/a-new-way-to-talk-about-the-social-determinants-of-health.html)
2. [Collaborating for Equity and Justice: Moving Beyond Collective Impact](https://nonprofitquarterly.org/collaborating-equity-justice-moving-beyond-collective-impact/)
3. [Blueprint for Changemakers: Achieving health equity](https://www.changelabsolutions.org/product/blueprint-changemakers)
4. [National Stakeholder Strategy for Achieving Health Equity](https://minorityhealth.hhs.gov/npa/files/Plans/NSS/NSSExecSum.pdf)

**Health Equity Language**

1. Aspen Institute: [11 Terms You Should Know to Better Understand Structural Racism](https://assets.aspeninstitute.org/content/uploads/files/content/docs/rcc/RCC-Structural-Racism-Glossary.pdf)
2. [APHA: What is Racism?](https://www.apha.org/topics-and-issues/health-equity/racism-and-health)
3. [Racial Equity Tools: Glossary](https://www.racialequitytools.org/resourcefiles/RET_Glossary_Updated_October_2019_.pdf)
4. [Building Healthy Places: Jargon Buster](https://www.buildhealthyplaces.org/jargon-buster/)

**Health Equity Knowledge Building**

1. [CDC Health Equity Guide](https://cdc.gov/healthequityguide)
2. [APHA Racial Equity Equity Webinars](https://www.apha.org/racial-equity)
3. [Unconscious (Implicit) Bias and Health Disparities: Where Do We Go from Here?](https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3140753/)
4. [Systems Thinking and Race](https://www.racialequitytools.org/resourcefiles/Systems_Thinking_and_Race.pdf)
5. [The Putting Racism on the Table Series](https://www.puttingracismonthetable.org/)
6. Upstream: The Quest to Stop Problems Before They Happen by Dan Heath
7. [Kirwan Institute for the Study of Race and Ethnicity](https://kirwaninstitute.osu.edu/)
8. [National Equity Atlas](https://nationalequityatlas.org/)
9. ASTHO: [Health in All Policies Toolkit](https://www.astho.org/Programs/Prevention/Implementing-the-National-Prevention-Strategy/HiAP-Toolkit/)
10. [CDC’s Social Vulnerability Index](https://www.atsdr.cdc.gov/placeandhealth/svi/index.html)
11. [Systemic Racism Explained](https://www.youtube.com/watch?v=YrHIQIO_bdQ&ab_channel=act.tv)
12. [Bay Area Regional Health Inequities Initiative (BARHII) infographic](https://www.barhii.org/barhii-framework)

**Implicit Bias**

1. Verna Myer’s TED Talk: [How to overcome our biases? Walk boldly toward them](https://www.ted.com/talks/verna_myers_how_to_overcome_our_biases_walk_boldly_toward_them?language=en))
2. [White Privilege: Unpacking the Invisible Knapsack Peggy McIntosh](https://www.racialequitytools.org/resourcefiles/mcintosh.pdf)
3. [Harvard Implicit Bias Tests](https://implicit.harvard.edu/implicit/takeatest.html):

**Organizational Equity in Public Health**

1. [Moving into Equity: The Public Health Journey](https://phnci.org/uploads/resource-files/PHNCI_Moving-into-Equity-Guide-Web.pdf)
2. [Awake to Woke to Work: Building a Race Equity Culture](https://equityinthecenter.org/aww/)
3. [Racial Equity Tools: Training and Popular Education](https://www.racialequitytools.org/act/strategies/training-and-popular-education)
4. [Training for Racial Equity and Inclusion: A Guide for Selected Programs](https://www.racialequitytools.org/resourcefiles/shapiro.pdf)

[The National Equity Project](http://www.nationalequityproject.org/)

**Local Level Partnerships, Community Engagement, & Engaging those with Lived Experience**

1. [King County: Community Engagement Guide (2011)](https://www.kingcounty.gov/exec/equity/~/media/5CCCBCFFBA8F405191A93BBD5F448CBE.ashx)
2. [Black Barbershop Health Outreach Program- Chicago](https://www.dhs.state.il.us/page.aspx?item=37747)
3. [Cardiovascular Disease Control Through Barbershops: Design of a Nationwide Outreach Program](https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3758504/)
4. [Literature review finds barber shops, beauty salons to be effective venues for promoting health education](https://sph.unc.edu/sph-news/literature-review-finds-barber-shops-beauty-salons-to-be-effective-venues-for-promoting-health-education/)
5. [Barbershop-Based Care Dramatically Trims Blood Pressure](https://www.ahajournals.org/doi/10.1161/CIRCULATIONAHA.118.034990)
6. Aaron Perry: [Rebalanced-Life Wellness Association](https://rebalanced-life.org/)
7. [Team-Based Care Advancing the Role of Pharmacists by Using Collaborative Practice Agreements and the Pharmacists’ Patient Care Process to Manage High Blood Pressure](https://www.cdc.gov/dhdsp/pubs/docs/Pharmacy_Case_Study-508.pdf)
8. [Engaging People with Lived Experience: A Toolkit for Organizations](https://www.sprc.org/livedexperiencetoolkit/about)
9. [Paying people with lived experiences in community based work: Challenges and opportunities for inclusion and equity](http://www.bccdc.ca/resource-gallery/Documents/Educational%20Materials/Epid/Other/Final%20Paying%20Peers%20Poster%20CPHA%202016%20%5BCompatibility%20Mode%5D.pdf)
10. [COMPENSATING PEOPLE WITH LIVED EXPERIENCE: HIGHLIGHTS FROM THE LITERATURE](https://atrium.lib.uoguelph.ca/xmlui/bitstream/handle/10214/17653/Feige_Choubak_PeerEngagementProject_FactSheet_2019.pdf?sequence=2&isAllowed=y)
11. [Arnstein’s Ladder of Citizen Participation](https://www.citizenshandbook.org/arnsteinsladder.html)
12. [Ladder of Citizen Participation](https://organizingengagement.org/models/ladder-of-citizen-participation/)

**Historical Reference Documents/Data**

1. [Mapping Inequality: Redlining in New Deal America](https://dsl.richmond.edu/panorama/redlining/#loc=5/39.1/-94.58)
2. [Summary of 1968 Kerner Commission Report](http://www.eisenhowerfoundation.org/docs/kerner.pdf) (26 pages) (Report of the National Advisory Commission on Civil Disorders)

**Youth Engagement**

1. [Youth Leadership: The Engine of Immigrant Civic Participation](https://nonprofitquarterly.org/youth-leadership-the-engine-of-immigrant-civic-participation-2/)
2. [TN Strong](https://www.tn.gov/health/health-program-areas/fhw/tn-strong.html): Tennessee youth advocacy for tobacco prevention
3. [Successful mentoring programs](https://youth.gov/youth-topics/mentoring/best-practices-mentoring-relationships-and-programs)

**Rural Health**

1. Rural Health Information: [Funding Opportunities (Alabama)](https://www.ruralhealthinfo.org/states/alabama/funding)

**Sexual Violence**

1. [STOP SV: A Technical Package for Preventing Sexual Violence](https://www.cdc.gov/violenceprevention/pdf/sv-prevention-technical-package.pdf)
2. Iris Bohnet: What Works: Gender Equality by Design