



**STATE PARTNERSHIPS**  
— IMPROVING —  
**NUTRITION & EQUITY**

# "Foundations of Health Equity"

April Special Topic Learning Opportunity

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April 13, 2022 | 2:00-3:30 PM ET

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NATIONAL ASSOCIATION OF  
**CHRONIC DISEASE DIRECTORS**  
Promoting Health. Preventing Disease.



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# WELCOME!

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# Agenda

2:00-2:05 PM	Welcome
2:05-2:20 PM	Opening Activity
2:20-2:25 PM	Kickoff Meeting Recap
2:25-2:40 PM	Large Group Discussion
2:40-3:05 PM	Small Group Activity
3:05-3:15	Large Group Debrief
3:15-3:25	Q&A
3:25-3:30 PM	Closing/Next Steps

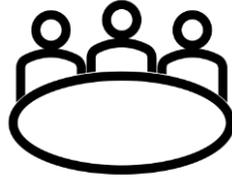




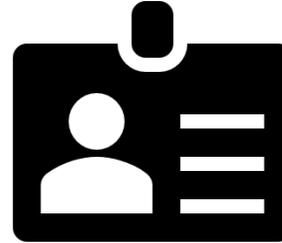
# A few reminders...



This meeting will **be recorded**



We **encourage you to share**



Please use the same **display name** as the one you used for register. Display your **pronouns** if you wish.



Please take a moment to complete the **survey, at end of today's meeting**

Ask **questions via Chat**



Use **Chat** for comments and reactions





# SPINE Meeting Norms

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- Remain emotionally, intellectually, and socially engaged
- Listen to understand
- Practice being vulnerable. It's ok to speak in rough draft.
- Feel free to speak *your* truth, while knowing it's only part of the truth
- Be ok with not having all of the answers and be honest about your capacity
- Be willing to assume best intentions while simultaneously be working to build trust
- Aim to be constructive rather than critical
- Have fun!





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# Kickoff Meeting Recap

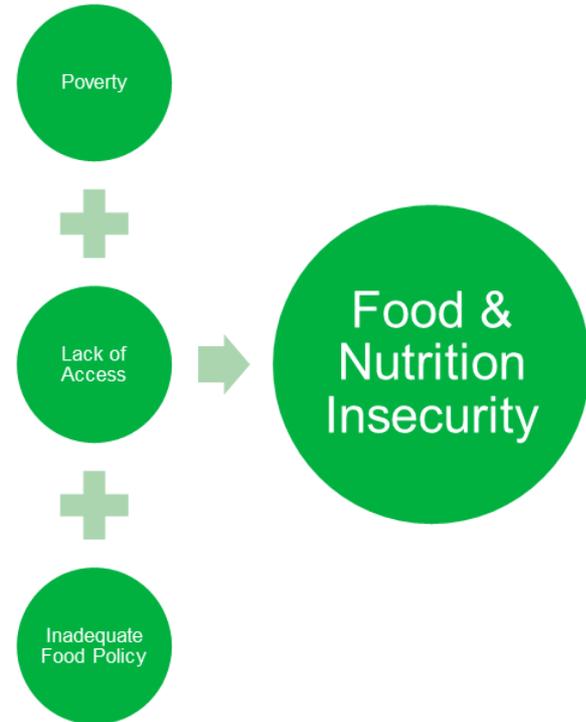
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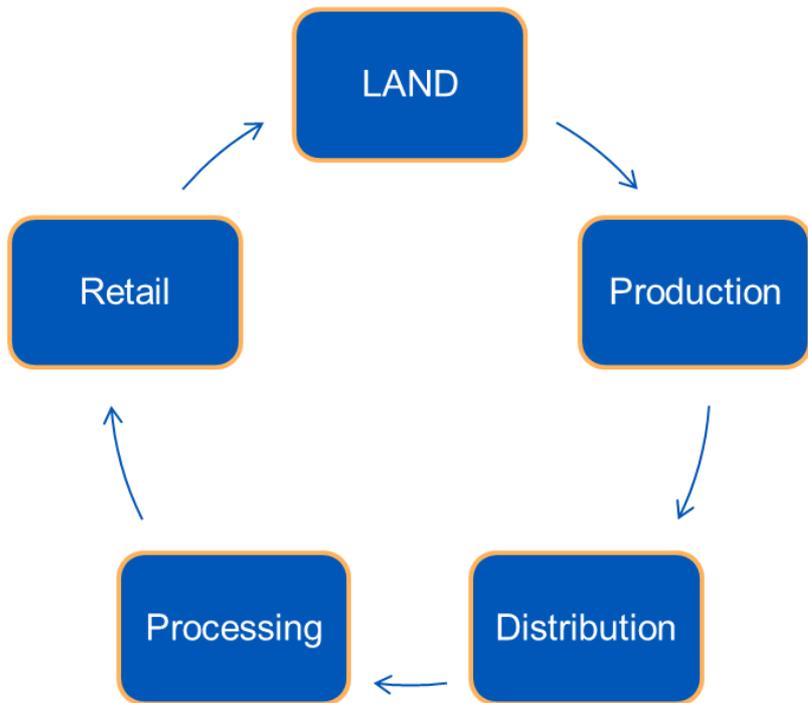
# F&N Insecurity is a Key Part of Food Justice

- Addressing food and nutrition insecurity is a MAJOR part of the Food Justice Movement
- The root causes of Food and Nutrition Insecurity:
  1. Poverty
  2. Lack of access to **land**, capital, and resources needed to get food
  3. Inefficiencies in our food system, often reflected in inadequate food policy





# Our Food System is Dependent on the Land



- Land is an **integral** part of our Food System.
- Indigenous Peoples tended to and produced food on this land for tens of thousands of years before Europeans set foot on it.
- Land is also a monumental part of the relationship Indigenous Peoples have with their:
  - Spiritual beliefs and cosmology
  - Food culture
  - Capacity to access food and thrive as a community
- European Colonization, Chattel Slavery, and Settler Colonialism during the 16th-19th Century severed the sacred and vital relationship Indigenous Peoples had to the land





# Understanding and Reckoning with our History helps us move Forward

- This severed relationship has largely contributed to the inequities in chronic disease rates we see in American Indian and Alaskan Native communities, including the ability to access nutritious food on a consistent basis.
- Part of our work in Food Justice means acknowledging the history of the land and reckoning with the reality that historical and present-day policy and legislative decisions have played a critical part in undermining a communities' ability to obtain food
  - REMINDER: Native Americans are citizens of the United States and are eligible to participate in all public, private, and state health programs available to the general population. In addition, they also have treaty rights to federal and state health care services.
- Land Acknowledgements help facilitate the process towards repair (while also knowing that this isn't near enough).





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# OPENING ACTIVITY

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# Intersectionality

The complex, cumulative way the effects of different forms of discrimination or privilege combine, overlap, or intersect.

- ❑ *There are no vacuums.*
- ❑ *There is no isolation of social identities.*
- ❑ *We are the sum of every social identity we have, which can often lead to compounded privilege or oppression.*

## INTERSECTIONALITY a fun guide

this is Bob. Bob is a stripey blue triangle. AND SHOULD BE PROUD.

Hi!

Yay!

SADLY SOME PEOPLE DO NOT LIKE BOB. BOB FACES OPPRESSION FOR BEING A TRIANGLE, & FOR HAVING STRIPES.

SO THEY LOOK LIKE THIS

WELCOME AS!

WELCOME ES!

THEY DON'T TALK TO EACH OTHER. IN FACT, THEY COMPETE.

BOB CAN'T WORK OUT WHERE TO GO.

AM I MORE STRIPE OR TRIANGLE?

OPPRESSION OF ONE AFFECTS ALL.

NO LIBERATION WITHOUT EQUAL REPRESENTATION!

BOB WISHES THAT THE TRIANGLES AND STRIPES COULD WORK TOGETHER.

INTERSECTIONALITY IS THE BELIEF THAT OPPRESSIONS ARE INTERLINKED AND CANNOT BE SOLVED ALONE.

OPPRESSIONS ARE NOT ISOLATED.  
**INTERSECTIONALITY NOW!**







# Challenge Self

- Leave time for self-reflection.
- Be open to difficult and courageous conversations
- Lean into your discomfort and fear
- Be honest with yourself and others
- What have you believed about people who aren't like you and why?
- Does what you believe uphold justice and promote equity for all?
- Is there any evidence that negates your beliefs?
- What social identities and groups do I belong to?  
How might they **color the lens** through which I view the world?
- What **privileges and power** do I have in this situation? How am I different from other project stakeholders?
- Am I approaching my work in a way that's **equitable vs. equal**?





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# Envisioning Social Justice & Health Equity in our Communities

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# What does Social Change Require

Downstream/Individual/Micro-Level



Reflection  
Examination  
Awareness

Midstream/Institutional



Review the 3 P's  
Leadership  
Representation

Upstream/Macro-Level

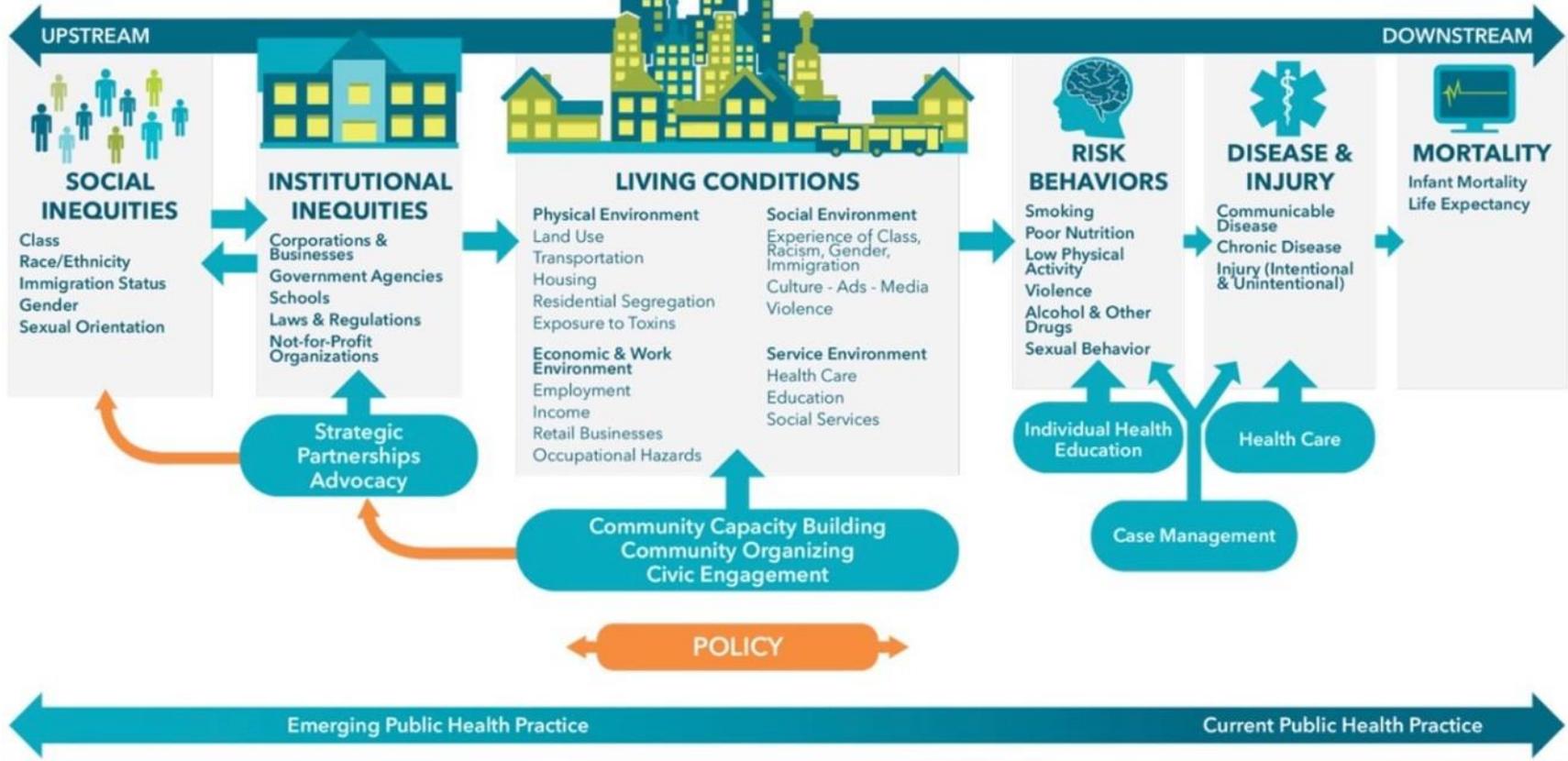


Dismantle  
Shift Power  
Advocate



# A PUBLIC HEALTH FRAMEWORK FOR REDUCING HEALTH INEQUITIES

## BAY AREA REGIONAL HEALTH INEQUITIES INITIATIVE



# The Principles of Social Justice

## Equity

- To ensure fair distribution of available resources across society.

## Access

- Ensure all people have access to goods and services regardless of age, gender, ethnicity etc.

## Participation

- Enable people to participate in decisions which affect their lives.

## Rights

- To protect individual liberties to information about circumstances and decisions affecting them and to appeal decisions to people feel are unfair.



# Building our Social Justice and Equity Muscle

- Understand how racism (and other forms of oppression) work. Start with an understanding of history and structural conditions.
- Take responsibility for eliminating institutional racism.
- Confront your own biases
- Acknowledge and elevate intersecting oppressions.
- Remember institutional racism favors White people at the expense of Black, Latinx, Asian Americans, and Indigenous People.
- Continuously dialogue about how racism (and other forms of oppression) harms all of us.
- Stay curious. Shift the culture.
- Make it a life practice.





# Competency vs Humility

## CULTURAL COMPETENCY

A learning process that builds knowledge, awareness, skills and capacity to identify, understand and respect the unique beliefs, values, customs, languages, abilities and traditions of all people in order to develop policies to promote effective programs and services.

(Mosher, Hook, Farrell, Watkins, & Davis, 2017)

## CULTURAL HUMILITY

A lifelong motivation to learn from others that includes:

- Critical self-examination of cultural awareness
- Interpersonal respect
- Developing mutual partnerships that address power imbalances, and
- An other-oriented stance open to new cultural information





# Anti-Racism: A Path to Social Justice

The work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach, set up in opposition to individual racist behaviors and impacts. *(Definition taken from Racial Equity Tools)*

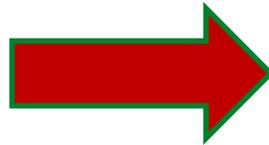




# The Goal: Transformation

## Performative

Supporting a cause or issue to garner attention, support or monetization from others rather than actually caring about making a difference in the cause.



## Transformative

Looks beyond the short-term and toward the deeper cultural change that's required for true sustainability and social justice and incorporates wisdom from psychology, health, spirituality, and other non-traditional activists.





# Becoming an Equitable Organization

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- Remember there is no destination or finish line. This is a life-long journey. Stay curious
- Data: Determine where you are and where you want to go (Benchmarks)
- Establish shared language
- Align equity work to mission, vision, and values
- Don't be afraid to try something new. Don't be afraid to fail.

**Boldness. Bravery. Intentionality. Curiosity. Accountability.**





# Social Justice in YOUR Community

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- What do social justice and health equity look like in the communities where you live and work?
  - What are the work/actions that need to be done?
  - Who is responsible for the work?
  - What will happen if this work doesn't get done?





# The Communities: Who?

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- Who is **most adversely affected** by the issue being addressed by the program?
- Who faces racial barriers or bias, or **exclusion from power**, related to this issue?
- Who should be part of a community advisory group? What should the **racial composition of the group** be?





# The Communities: History

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- What is the community's **history**, specifically its history of racism? How does the project design incorporate an understanding of this history?
- What factors may be **producing and perpetuating racial inequities** associated with the issues the project/program seeks to address? How did the inequities arise? Are they expanding or narrowing? Will the project/program address root causes? If so, how?
- What **past experiences** have the community had with those in government/social services?





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# Applying Equity: Case Study Examination and Discussion

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# Instructions

- Participants will be broken up into small groups and be sent to breakout rooms
- Groups will be assigned one of two case studies:
  - An individual in an urban setting
  - A community in a rural Setting
- Groups will read the case study and discuss the following questions:
  1. Who needs to be at the table when planning to address Food and Nutrition Insecurity in an equitable way?
  2. How can we leverage existing resources and offer no cost/low cost solutions?
  3. What is one population-level policy change that can occur? One systems change? One environmental change?





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# Debrief

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# 90 Second Share Out

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- When sharing, please answer:
  - The case study you were assigned: Rural or Urban
  - One-way existing resources can be leveraged towards a low cost or no cost solution
  - One example of a population-level change either on the policy, systems, or environmental level.





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# Q&A

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# Closing & Next Steps

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# Office Hours Tomorrow!

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April 14, 2022 at 2:00-3:00 PM ET

Join us to ask additional questions from today's session and offer any reflections. Attendees will also have the opportunity to share resources about food justice, food apartheid, historical injustices that have led to food insecurity and more.

We will also take 10 minutes to review the SPINE PM Hub and Q1 Reporting Guidance.





# Announcements/Reminders

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- Q1 Report due on April 15 (this Friday)
- Please take a few moments to fill out the [Engagement & Satisfaction Survey](#)

**Visit the [SPINE Internal Hub](#) for additional announcements, reminders, and deadlines!**





**Thank you!**

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