



Planning for Equity in NC: Who's at the Table?

Planning for Healthy Communities Conference
November 5, 2019
Gastonia Conference Center



yes!
YOUTH EMPOWERED
SOLUTIONS



Let's
Connect!

Meet Your Keynote Presenters



Cornell P. Wright, MPA
Executive Director
Office of Minority Health and
Health Disparities



Pam & Cornell @
UNC Minority Health
Conference 2019



Pam Diggs, MPH
Director of Programs
& Racial Equity
Youth Empowered Solutions



Today's Discussion

The Dinner Party



#YES4Change

INTRODUCTIONS: Building of the Table

IDENTITY: The Guest List

DIVERSITY: The Invitation

INCLUSION: A Seat at the Table

EQUITY: A Meal Everyone Can Enjoy!

LIBERATION: The Dance

Vision

#YES4Change

We envision a world that elevates and invests in the power of youth. We imagine healthy and safe communities where all people have an equal opportunity to thrive.



Equity
Intersectionality
Truth-Telling
Transparency
Vulnerability
Collaboration

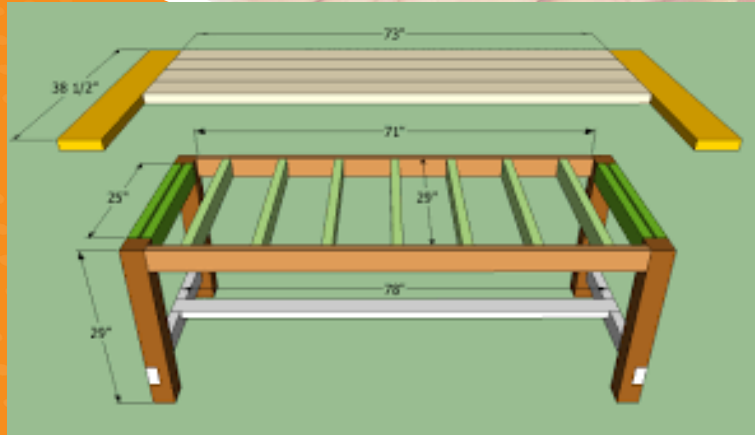
10 Reasons Why

YOUTH EMPOWERMENT DOESN'T WORK WITHOUT RACIAL EQUITY

1. Our mission depends on it.
2. Power is not balanced.
3. Economic factors are correlated to race because of structural racism.
4. Economic factors do not explain all inequities.
5. Racial equity facilitates youth equity.
6. Intersectionality.
7. Youth demand it.
8. Youth are experiencing “death by racism”
9. It is urgent.
10. To enhance our model.



INTRODUCTIONS





We were a people before “We the People.”

Jefferson Keel (Chickasaw), 20th President of the National Congress of American Indians, 2013

Land Acknowledgment



Marchers at Standing Rock 2016; Photo by Nicholas Ward



1. Our Mission Depends on It.

The Problem

By the end of the decade, the majority of Americans under age 18 will be people of color. Young people under the age of 18 make up more than a quarter of the U.S. population, yet their potential as a generation to contribute to a better society is systematically ignored. Our nation is suffering economically, socially, and civically as a result.

The Solution: Our Mission

YES! supports the power of youth to challenge injustice and advocate for community transformation.

Tagline: Together, we learn, unlearn, create, dream, and grow.



2. Power is not Balanced

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“The Ability to tell people what the problem is, who is responsible, and what should be done about it”

- Kevin Phillips

“Our ability to control the conditions that affect our communities and societies”

- FYCO

"The ability to decide who will have access to resources; the capacity to direct or influence the behavior of others, oneself, and/or the course of events"

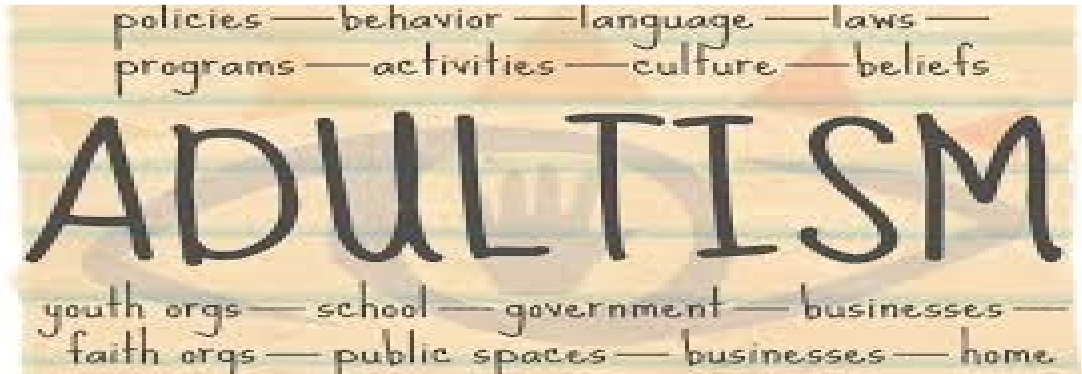
- Meyers & Ogino



Institutional Power: Historical & Present Day

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- Schools?
- Religious Spaces?
- Local Government?
- Communities?

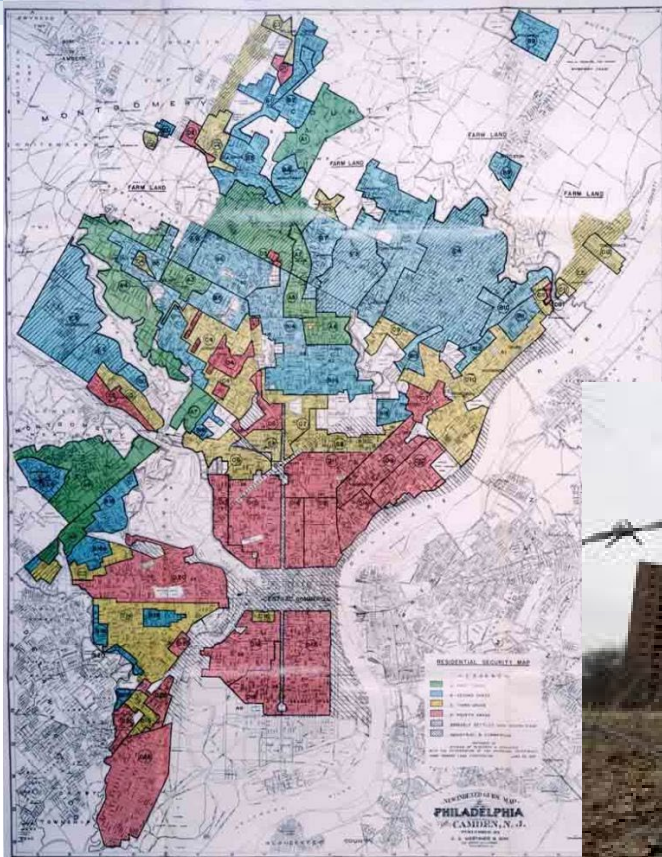


The societal belief in the adult as the norm, the ideal – the goal- is called **adultism**.

Put another way: **adultism** is the systematic power and privilege of adulthood over youth.

3. Economic Factors are Correlated to Race because of Structural Racism.

Segregation Shaped Neighborhoods Along Racial Lines – **Red Lining**



NPR: [A 'Forgotten History' Of How The U.S. Government Segregated America](#)

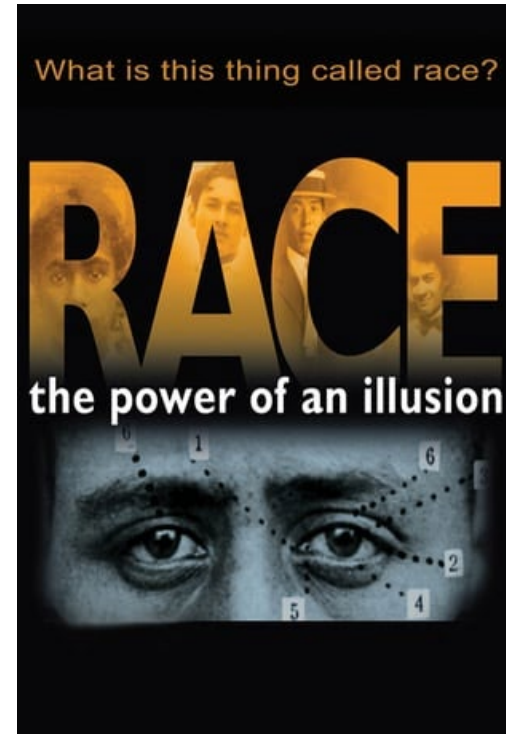
Public Housing Built in Part to Control Where People of Color Lived



What Is Race?

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A social and political construct
“created by Europeans during a period of worldwide colonial expansion, using themselves as the model for humanity, for the purpose of assigning and maintaining white skin access to power and privilege.”



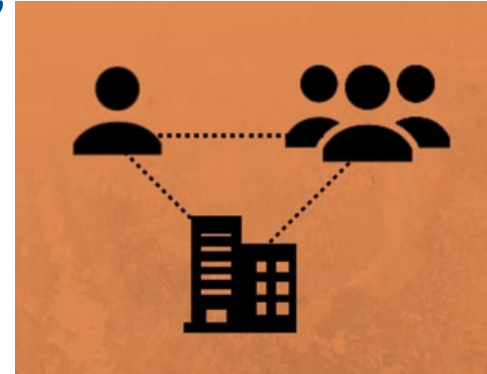
Racial Prejudice (mind),
Racial Discrimination (body),
Social Power,
+ Institutional Power (enforcement)

A system of *ADVANTAGE & OPPRESSION* based on
[the social construct of] *RACE*

3 Layers of Structural Racism

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1. **[Inter]personal: Bias, Prejudice, Values, Beliefs**
 - **Within & between individuals (i.e Colorism)**
2. **Cultural: White/Whiteness as “norm” in society**
 - **Devalue POC, “otherize”, make invisible**
3. **Institutional: Discriminatory practices, policies, inequitable opportunities based on race**
 - **Within & between institutions**



4. Economic factors do not explain all inequities.

MATERNAL AND CHILD HEALTH

| Maternal/Child Health Indicators | Total | White | African American | | American Indian | | Hispanic/Latinx | | Other | |
|---|--------|--------|------------------|-----------------|-----------------|-----------------|-----------------|-----------------|--------|-----------------|
| | %/Rate | %/Rate | %/Rate | Disparity Ratio | %/Rate | Disparity Ratio | %/Rate | Disparity Ratio | %/Rate | Disparity Ratio |
| Infant Death Rate (per 1,000 live births), 2012-16 ¹⁰ | 7.2 | 5.4 | 13.0 | 2.4 | 9.0 | 1.7 | 5.1 | 0.9 | 5.3 | 1.0 |
| Low Birth Weight (<=2500 grams) Births (%), 2014-16 ¹¹ | 9.1 | 7.5 | 14.1 | 1.9 | 12.0 | 1.6 | 7.0 | 0.9 | 8.6 | 1.1 |
| Late or No Prenatal Care (%), 2014-16 ¹¹ | 30.6% | 23.9% | 39.1% | 1.6 | 35.9% | 1.5 | 41.1% | 1.7 | 32.6% | 1.4 |
| Maternal Smoking During Pregnancy (%), 2014-16 ¹¹ | 9.4% | 11.9% | 9.0% | 0.8 | 23.1% | 1.9 | 1.7% | 0.1 | 1.6% | 0.1 |

■ Green indicates a group is faring better than the referent group

■ Red indicates a group is faring worse than the referent group

□ White indicates there is no significant difference between the referent and comparison group

Source: [NC Health Equity Report 2018](#)

IDENTITY



5. Racial Equity Facilitates Youth Equity and Health Equity



Health Equity is a Process

The assurance of the conditions for health for all people

How do we achieve health equity?

- 1) Valuing all individuals and populations equally
- 2) Recognizing and rectifying historical injustices
- 3) Allocating resources according to need

Dr. Camara Jones, NACCHO 2016



6. Intersectionality.

YES! works at
the
intersections of
AGE and **RACE**




Power of Identity: I (or my organization) show(s) up in spaces as...

Our ongoing examination of who we are in our full humanity, embracing all of our identities, creates the possibility of building alliances that may ultimately free us all.

– Beverly Daniel Tatum



| | | | | | |
|------------------|------------|-----------|-----------------------|-------------------|---|
| Race / Ethnicity | Complexion | Location | Gender Identity | Gender Expression | Sexuality |
| Religion | Employment | Education | Socio economic Status | Wealth | Citizenship |
| Nationality | Language | Ability | Values | Roles |?  |

Reflect > Pair > Share

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- What gives me pride?
- What is frustrating?
- What was surprising to me?
- What specific intersections do I work to address?
- What 3 WE statements can we form together? (RELATIONSHIP)



“Boxes can become cages if we are not careful”

DIVERSITY

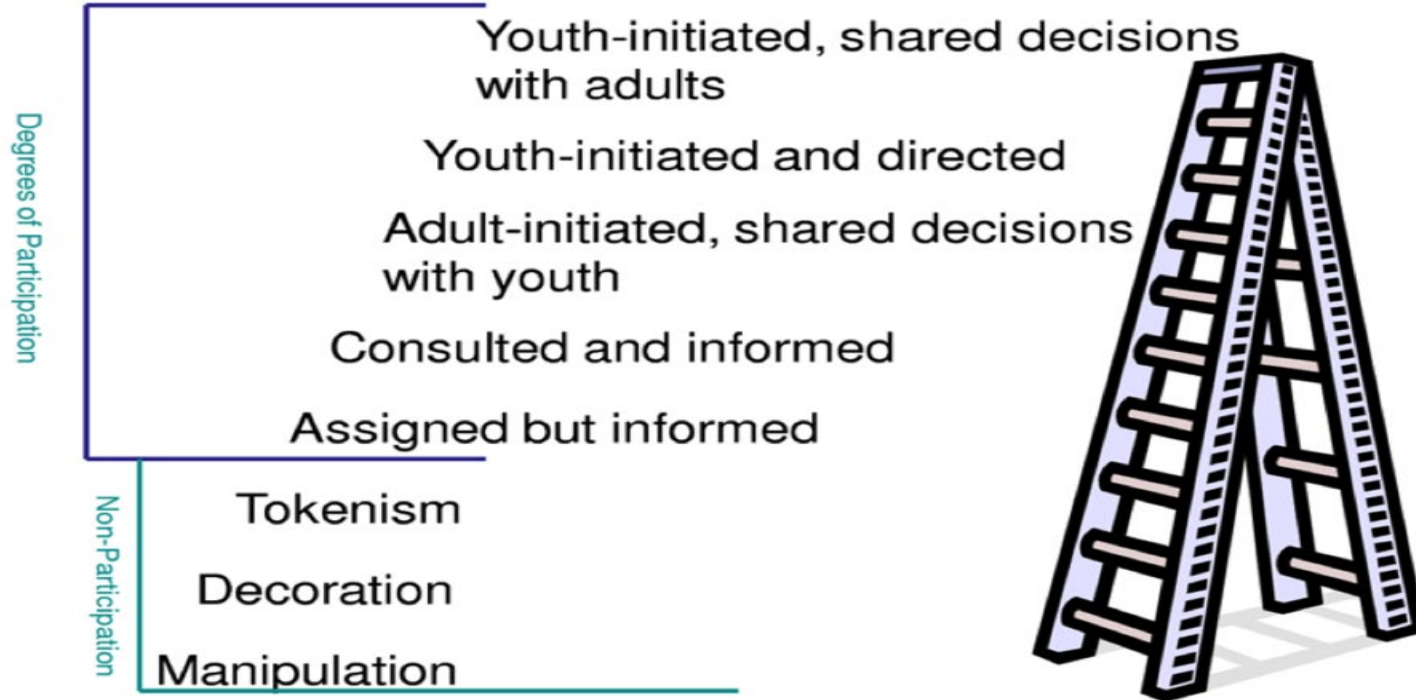


7. Youth Demand It.

Youth expect **multi-culturalism** and have a passion for **social justice**



Ladder of Youth Participation



Adapted from Hart, R. (1992). *Children's Participation from Tokenism to Citizenship*
Florence: UNICEF Innocenti Research Centre.

NC Demographics

DEMOGRAPHICS

| 2016 Population Estimates ⁴ | Total | | White | | African American | | American Indian | | Hispanic/Latinx | | Other | |
|--|------------|-------|-----------|------|------------------|------|-----------------|------|-----------------|------|---------|------|
| | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % |
| Total | 10,146,788 | 100.0 | 6,539,036 | 64.4 | 2,243,994 | 22.1 | 121,630 | 1.2 | 932,221 | 9.2 | 309,907 | 3.1 |
| Gender | | | | | | | | | | | | |
| Male | 4,932,952 | 48.6 | 3,191,245 | 48.8 | 1,049,934 | 46.8 | 58,386 | 48.0 | 484,263 | 51.9 | 149,124 | 48.1 |
| Female | 5,213,836 | 51.4 | 3,347,791 | 51.2 | 1,194,060 | 53.2 | 63,344 | 52.0 | 447,958 | 48.1 | 160,783 | 51.9 |
| Age Group | | | | | | | | | | | | |
| Under 18 | 2,298,720 | 22.7 | 1,258,132 | 19.2 | 566,279 | 25.2 | 30,420 | 25.0 | 363,788 | 39.0 | 80,101 | 25.8 |
| 18-64 | 6,278,603 | 61.9 | 4,040,457 | 61.8 | 1,419,866 | 63.1 | 76,565 | 62.9 | 537,146 | 57.6 | 207,569 | 67.0 |
| 65 & Over | 1,569,465 | 15.5 | 1,240,447 | 19.0 | 260,849 | 11.6 | 14,645 | 12.0 | 31,287 | 3.4 | 22,237 | 7.2 |



INCLUSION



8. We are Experiencing Death by Racism.

Our young people are dying, both literally and figuratively...



“Racism saps the strength of the whole society through the waste of human resources.”

- Dr. Camara P. Jones



NC Mortality Rates

MORTALITY RATES

| Mortality Rates, 2012-2016 ²⁰ | | Total | White | African American | | American Indian | | Hispanic/Latinx | | Other | |
|--|------------|-------|-------|------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-------|-----------------|
| | | Rate | Rate | Rate | Disparity Ratio | Rate | Disparity Ratio | Rate | Disparity Ratio | Rate | Disparity Ratio |
| Heart Disease | | 161.3 | 159.0 | 187.1 | 1.2 | 182.0 | 1.1 | 56.6 | 0.4 | 76.0 | 0.5 |
| Stroke | | 43.1 | 40.6 | 56.0 | 1.4 | 39.5 | 1.0 | 21.7 | 0.5 | 36.4 | 0.9 |
| Diabetes | | 23.0 | 18.8 | 44.0 | 2.3 | 45.0 | 2.4 | 11.3 | 0.6 | 14.3 | 0.8 |
| Chronic Lower Respiratory Disease | | 45.6 | 50.7 | 27.6 | 0.5 | 43.8 | 0.9 | 8.6 | 0.2 | 12.5 | 0.2 |
| Kidney Disease | | 16.4 | 13.4 | 31.0 | 2.3 | 19.6 | 1.5 | 8.2 | 0.6 | 10.5 | 0.8 |
| HIV Disease | | 2.2 | 0.8 | 7.5 | 9.4 | 1.6* | ◆ | 1.1 | 1.4 | ◆ | ◆ |
| Cancer | Total | 166.5 | 165.0 | 190.7 | 1.2 | 158.7 | 1.0 | 72.9 | 0.4 | 104.4 | 0.6 |
| | Colorectal | 14.0 | 13.3 | 18.9 | 1.4 | 13.1 | 1.0 | 5.0 | 0.4 | 8.0 | 0.6 |
| | Lung | 47.5 | 49.1 | 46.3 | 0.9 | 51.2 | 1.0 | 13.1 | 0.3 | 23.5 | 0.5 |
| | Breast | 20.9 | 19.4 | 28.3 | 1.5 | 20.2 | 1.0 | 9.9 | 0.5 | 13.2 | 0.7 |
| | Prostate | 20.1 | 17.2 | 39.1 | 2.3 | 28.5 | 1.7 | 6.8 | 0.4 | 6.5 | 0.4 |

■ Green indicates a group is faring better than the referent group

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□ White indicates there is no significant difference between the referent and comparison group

◆ Symbol indicates reliable rates could not be calculated

* Rates based on fewer than 20 cases may be statistically unstable and should be interpreted with caution. Rates based on fewer than five cases are suppressed in this report.

EQUITY



9. It is Urgent.

#TimesUp

#MeToo Movement

#BlackLivesMatter

#Blacksummer19

#Toowoketosmoke



Equity vs Equality



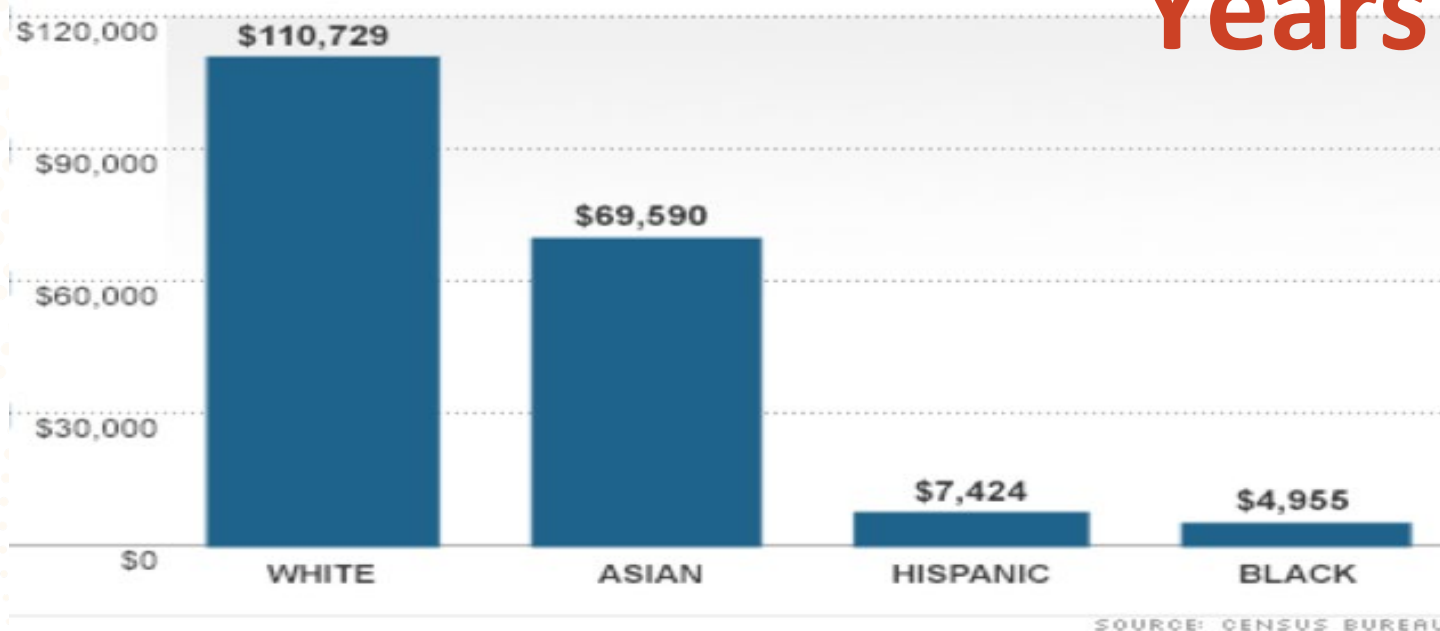
“An equitable society would be one in which there are **fair opportunities and improved outcomes for all** and the distribution of resources, opportunities, and burdens is **not determined, predictable, or disproportionate by identity or zip code.**” - Open Source Leadership Strategies

Where are the Resources?

228

Years!

The Racial Wealth Gap

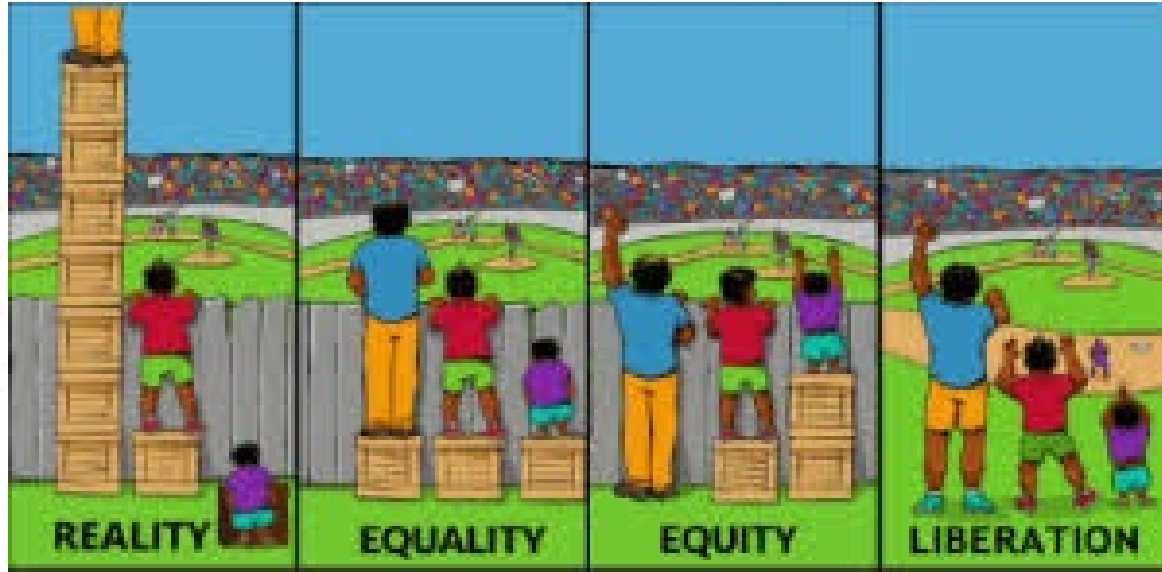


LIBERATION



What Would You Put in the #4thBox?

How can we plan for equity in our communities?



Incorporating Health Equity

“Health Equity is not the sole responsibility of one individual or one agency, but is the collective responsibility of us all to do better, be better, and help others...”

N.C. Office of Minority Health and Health Disparities



Incorporating Health Equity

N.C. Healthy Opportunities

All North Carolinians should have the opportunity for health. To meet our mission of improving the health, safety and well-being of all North Carolinians while being good stewards of resources, DHHS is addressing the conditions in which people live that directly impact health, known as “social determinants of health,” or SDOH. Our initial focus is on housing stability, food security, transportation access and interpersonal safety.



10. To Enhance our YES! Youth Empowerment Model®



- Critical Awareness
- Skill Development
- Opportunities



System

YES! advocated for the inclusion of youth voice in the statewide North Carolina Institute of Medicine



Policy

NC Child Youth Advisory Council advocates for more clarity on 100% TFS Policy concerning Juuls and e-cigs



Environment

Changing tobacco-free school signs to include e-cigarettes and chewing tobacco pictures

2014

2018

2019

Types of Change

A History of Success in North Carolina!

**WELCOME TO OUR
TOBACCO-FREE
SCHOOL**



School Policy prohibits the use of tobacco products, including electronic cigarettes: Everywhere, By Everyone, At ALL Times. THANK YOU FOR YOUR COOPERATION.





Outcomes

From 2017 - 2018 YES! Youth and Adult staff supported...

58 policy,
system, &
environmental
changes

across 20
states with
50+ partners

impacting
3,957,968
people.



#YES4Change



A “Seat at the Table” Starter Kit:

What Adults Need to Know....

#YES4Change

- Who is/is not at the table?
- Get to know the youth at the table
- When, Where and How is the table created?
- What happens when youth want to stand on the table?
- Provide youth the tools to create their own table
- What does shared power look like at the table?



Take Action:

YOUTH EMPOWERMENT AND YOUR ORGANIZATION'S WORK

#YES4Change

- Be clear about why you are engaging young people in the first place.
- Short and long-term goals and strategies within your programs.
- Authentic decision-making power.
- Create deliberate linkages to other organizations in the community.
- Expand the range of concrete opportunities for meaningful youth participation.
- Create clear channels for youth to present their findings, recommendations, and ways to take action.



**Forum for Youth Investment: Core Principles for Engaging Young People in Community Change*

“We’re not a healthy community unless we’re taking care of everybody”

-Edgar Villanueva, Decolonizing Wealth



Little Rock Nine



INTERNATIONAL INDIGENOUS YOUTH COUNCIL
Standing Rock Sioux



Parkland, FL Students



Blair Ryan Photography ©

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THANK YOU!

For more information contact:

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