



# Advancing Health Equity: An Academic Perspective

Laura Magana, PhD  
*President & CEO*

**ASPPH** ASSOCIATION OF  
SCHOOLS & PROGRAMS  
OF PUBLIC HEALTH

I.

# **Advancing Health Equity:** The Conditions that Shape Our Health

# What Do We Mean When We Talk About Health?

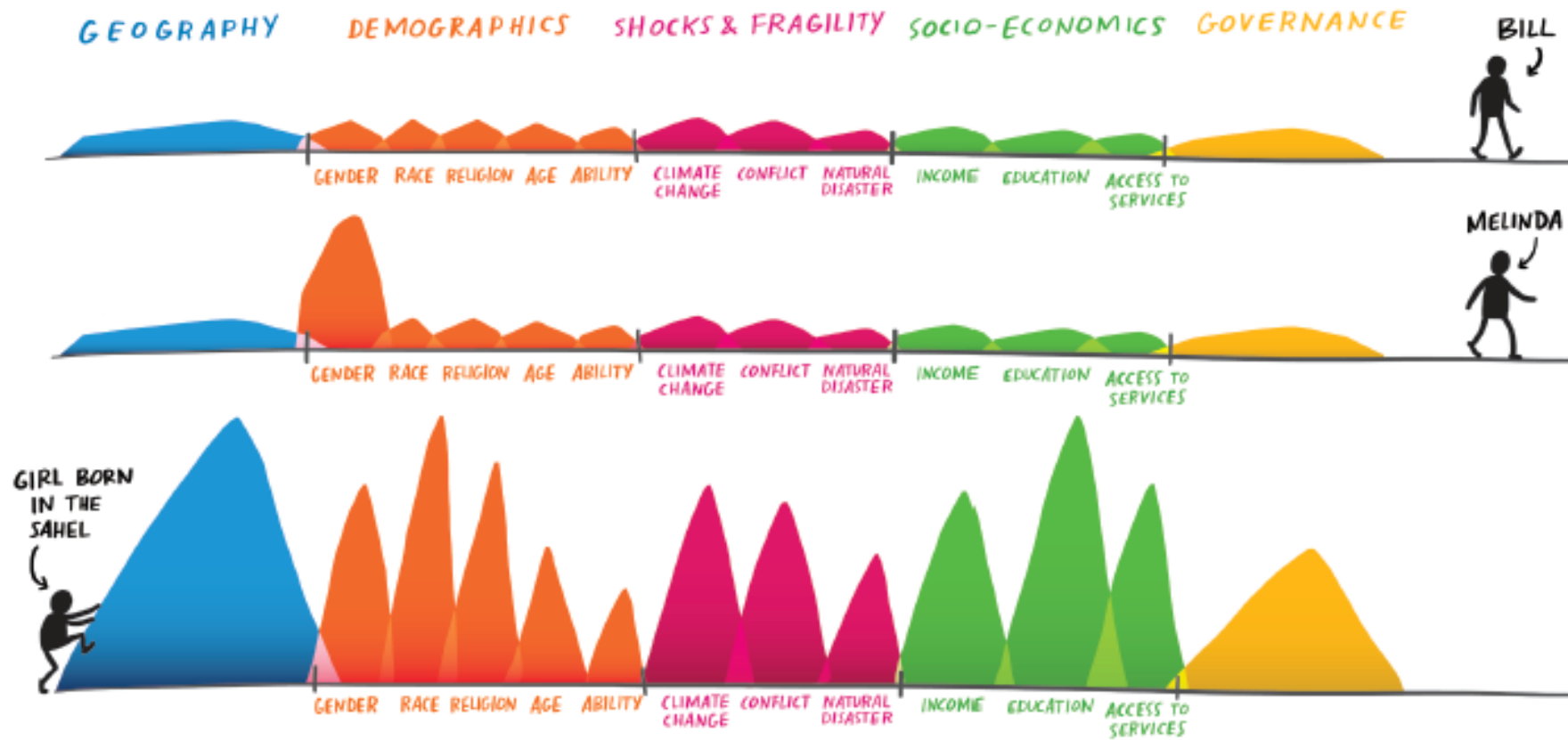


# The Conditions in the Places Where We Live, Learn, Work, and Play Affect Our Health and Outcomes



# Starting Out Ahead

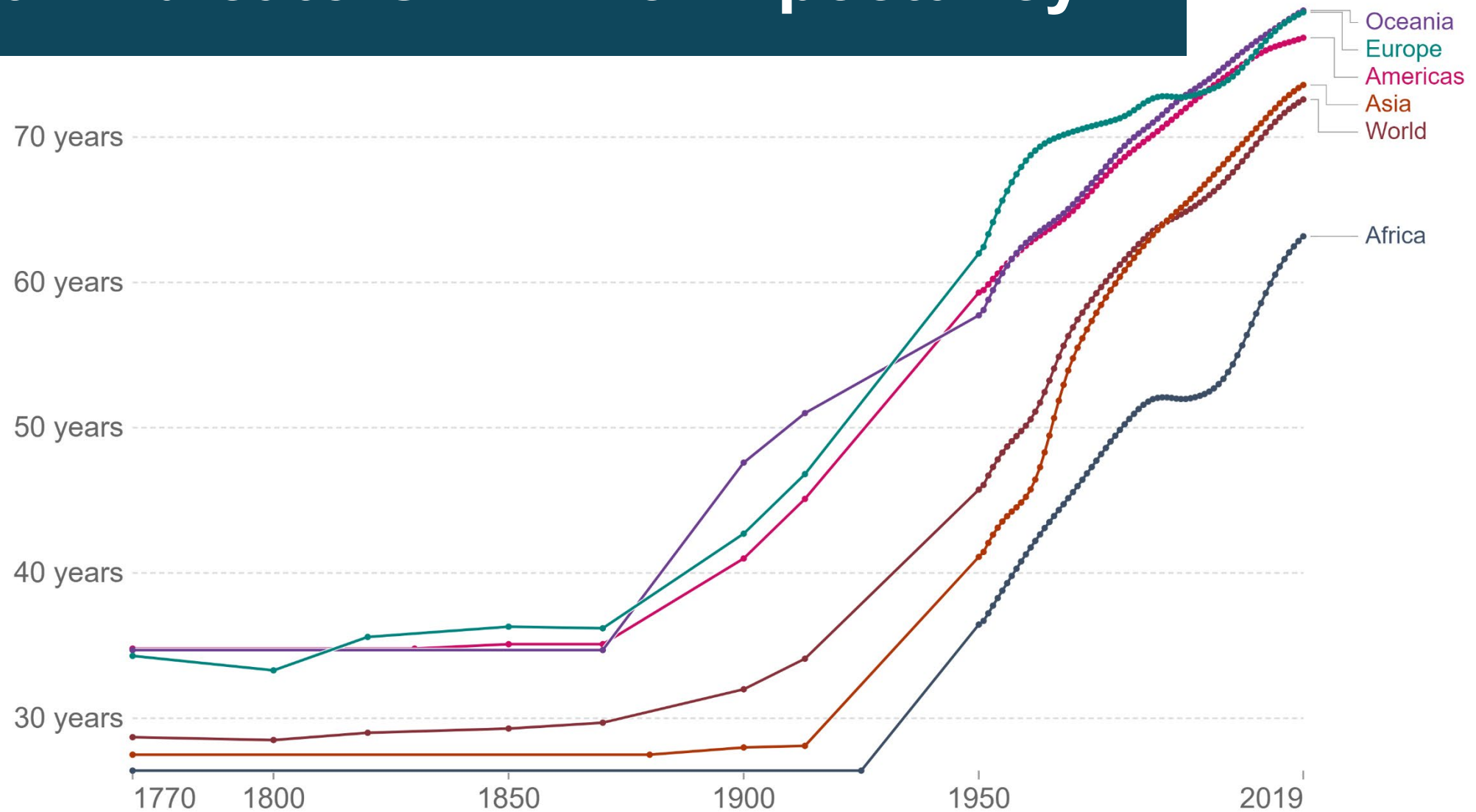
If you think about life as a journey, every single disadvantage makes the journey harder. As the illustration below shows, our path forward has been relatively clear of obstacles. For a girl born in the Sahel, one of the poorest regions in the world, getting to a healthy, productive life requires overcoming hurdle after hurdle after hurdle.



Source: Examining Inequality 2019

# Health indicators: 1. Life Expectancy

Our World  
in Data



Source: Riley (2005), Clio Infra (2015), and UN Population Division (2019)

OurWorldInData.org/life-expectancy • CC BY

Note: Shown is period life expectancy at birth, the average number of years a newborn would live if the pattern of mortality in the given year were to stay the same throughout its life.

# Huge Disparities Among Countries



53  
years

Central African  
Republic

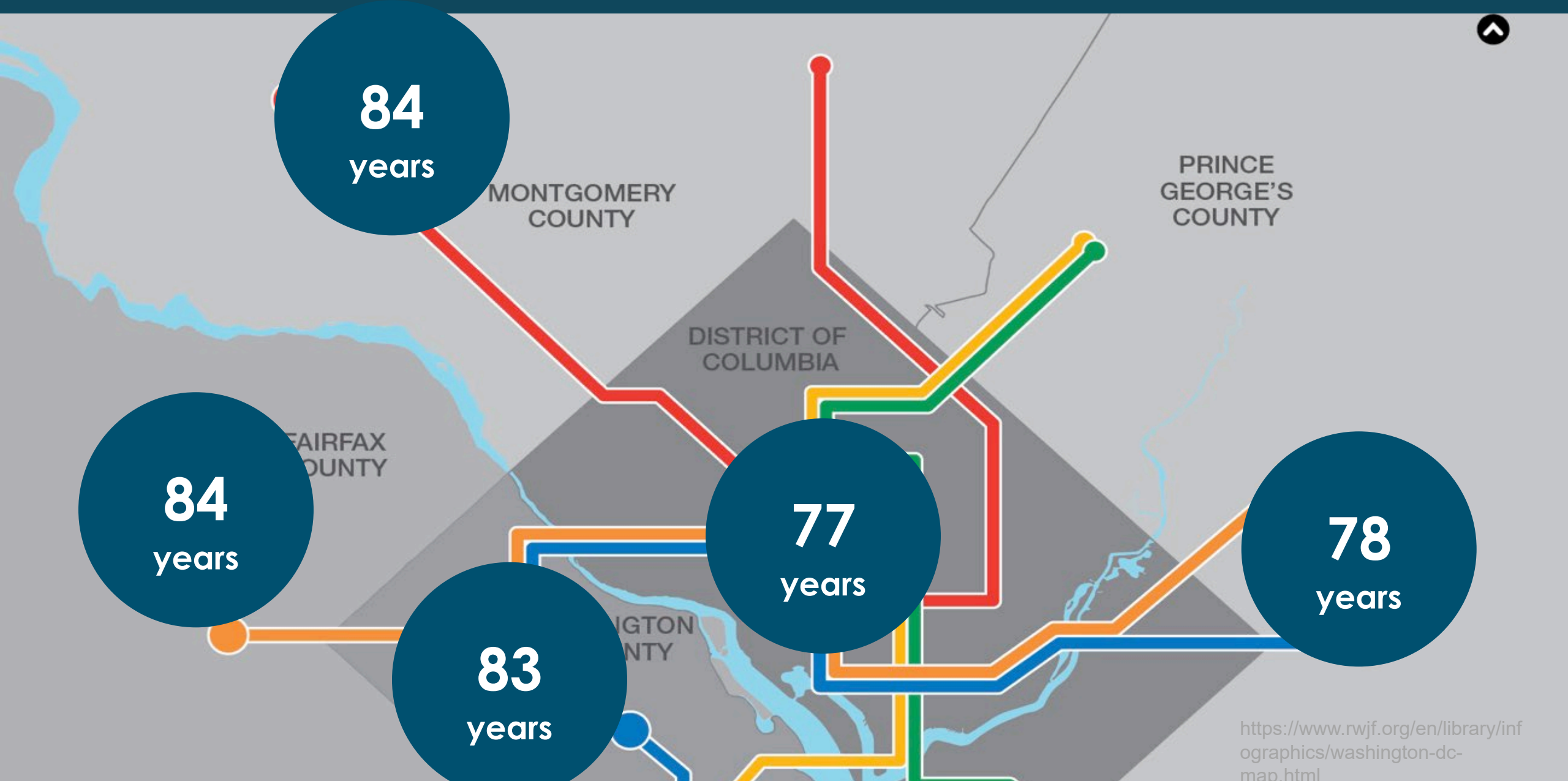


85  
years

Hong Kong

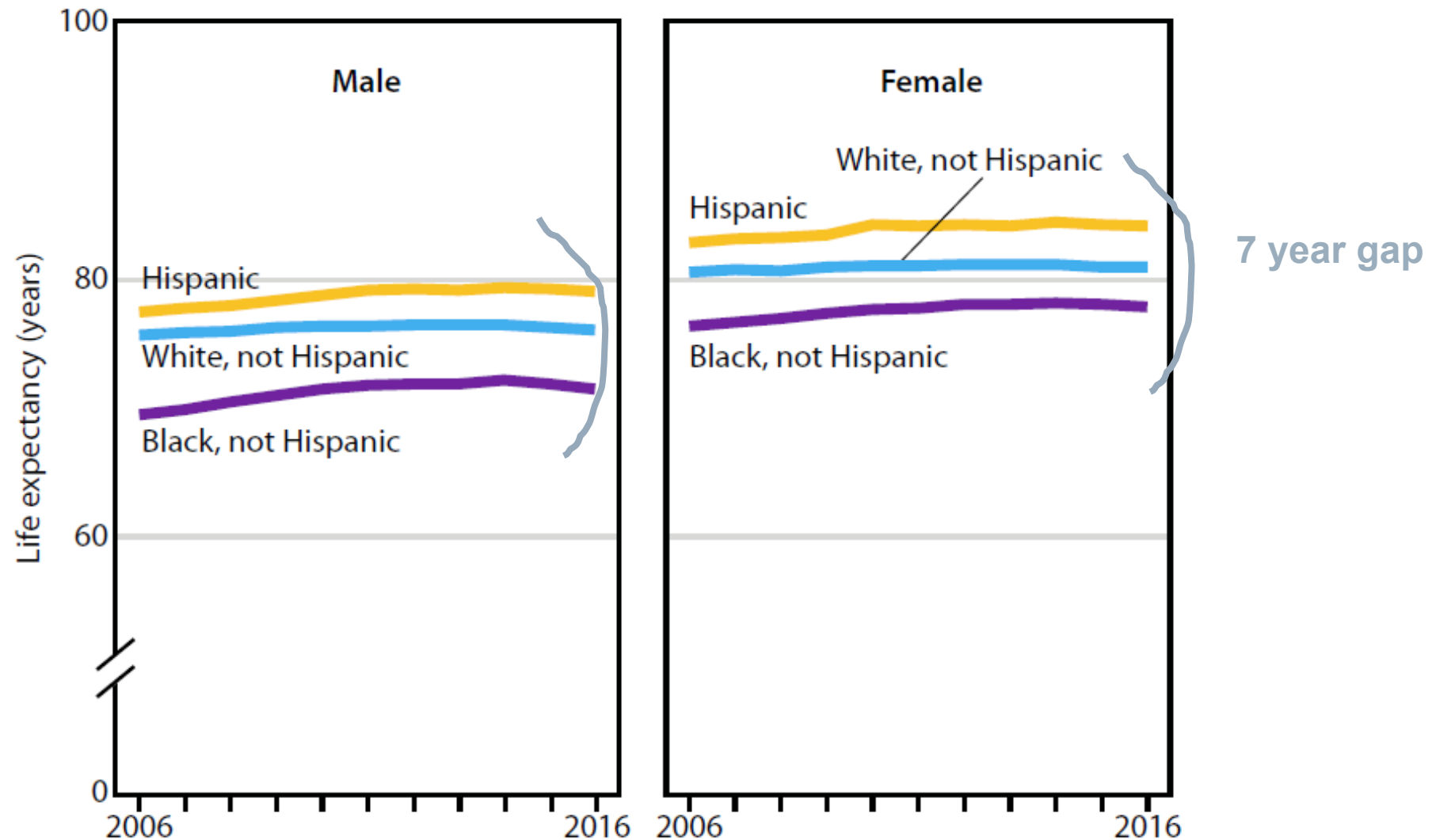
Source: World Bank

# Huge Disparities Within Countries





# 1.1 Huge disparities by race



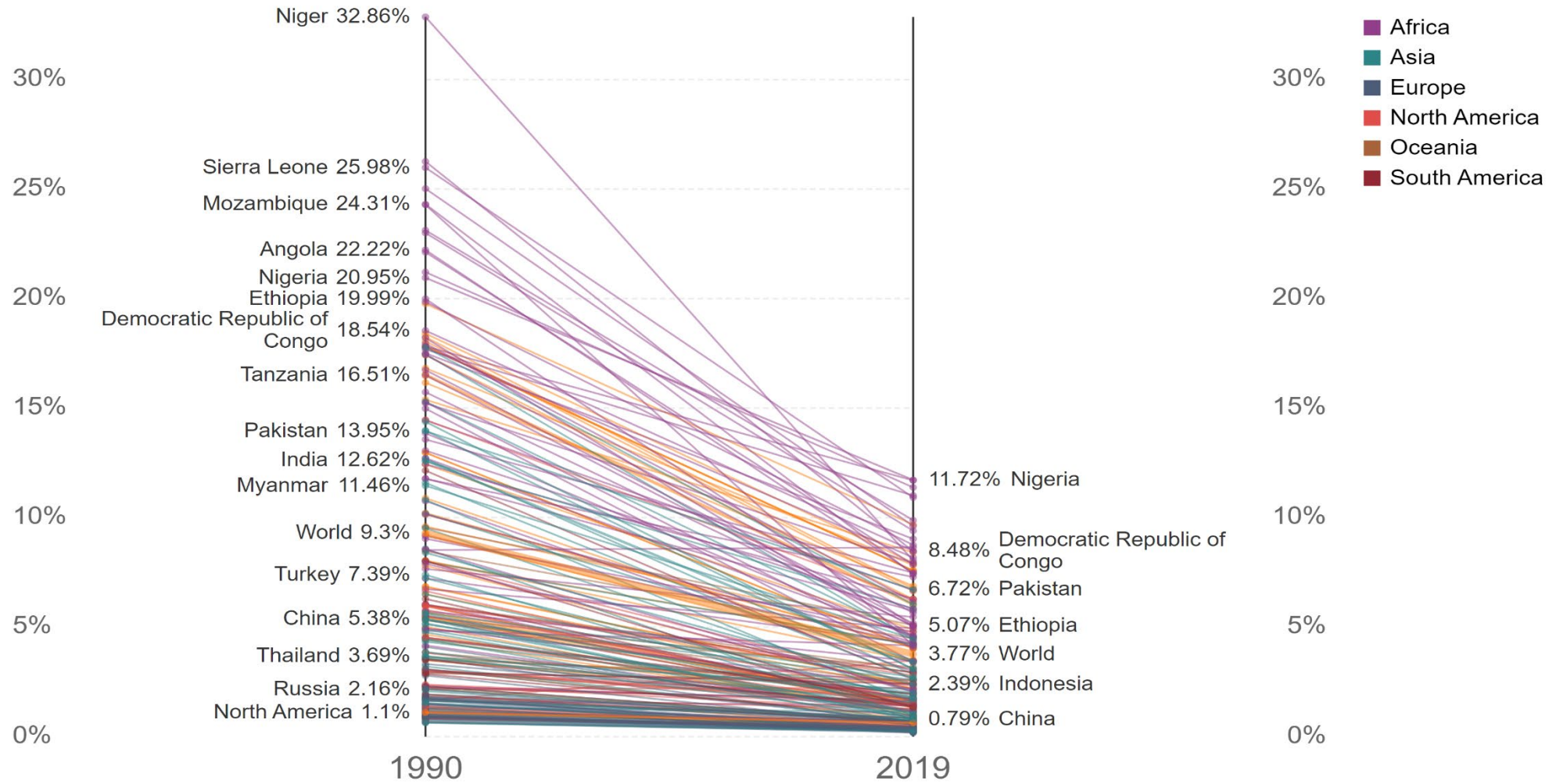
Health, United State, 2017 with a special feature on mortality. CDC 2018.

# 2. Child Mortality Rate by Country, 1990-2019

## Child mortality rate, 1990 to 2019

The child mortality rate is the share of children who die before reaching the age of five.

Our World  
in Data



Source: UN Inter-agency Group for Child Mortality Estimation (via World Bank)

# The Chance of a Child Dying Before Age 5 in Angola...



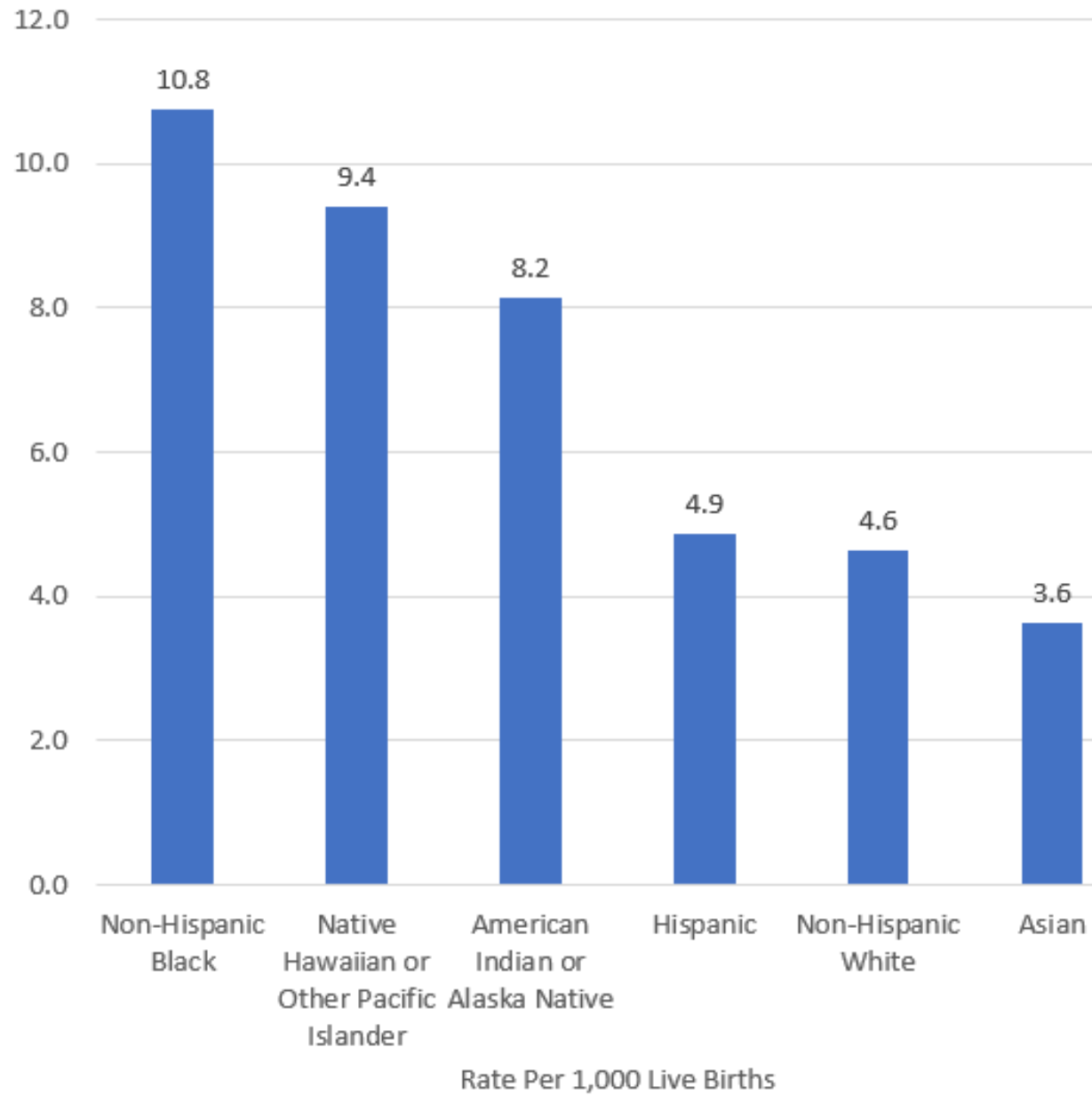
...is Higher than in Finland.



90

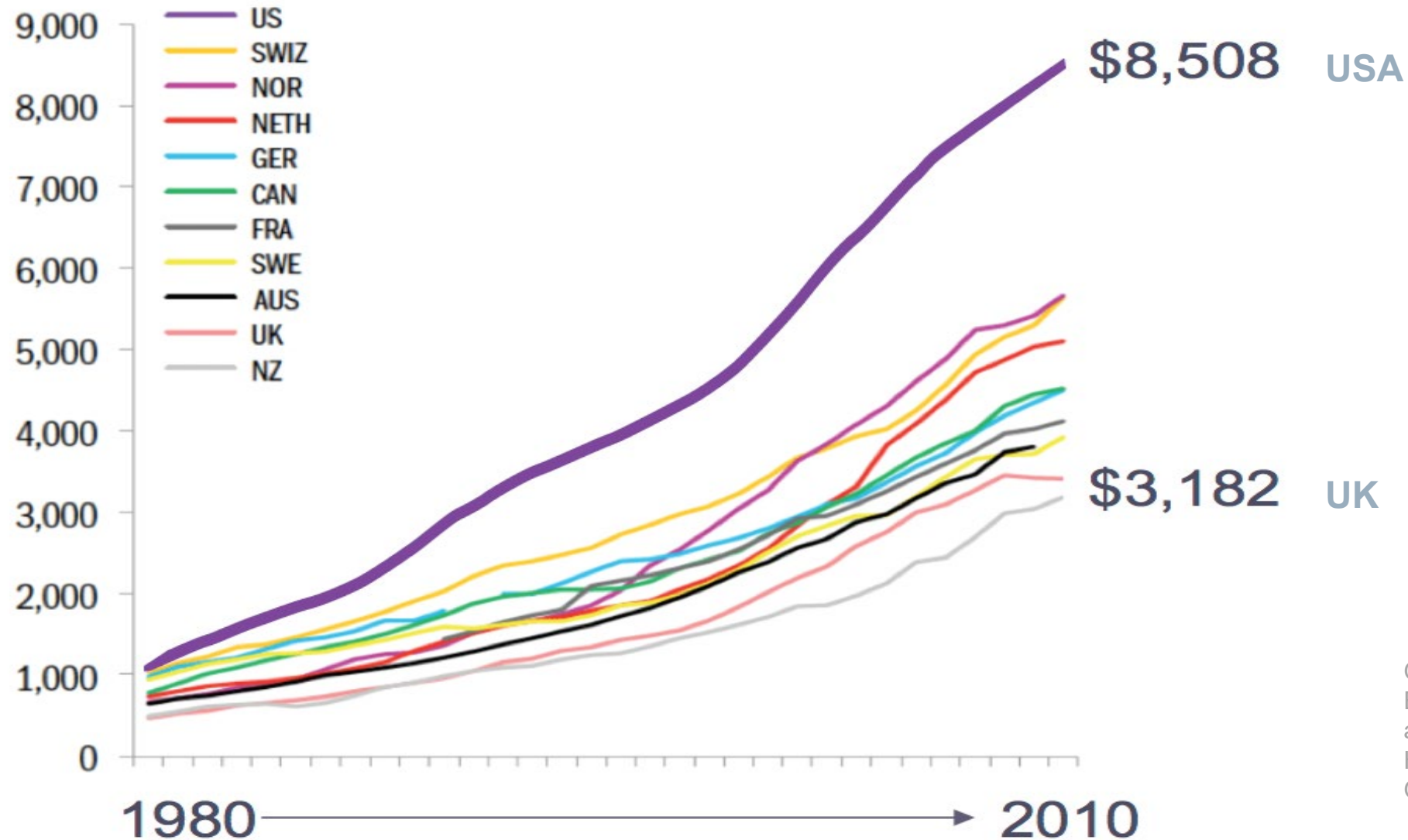
times

# Infant Mortality Rates by Race and Ethnicity, US, 2018



<https://www.cdc.gov/reproductivehealth/maternalinfanthealth/infantmortality.htm>

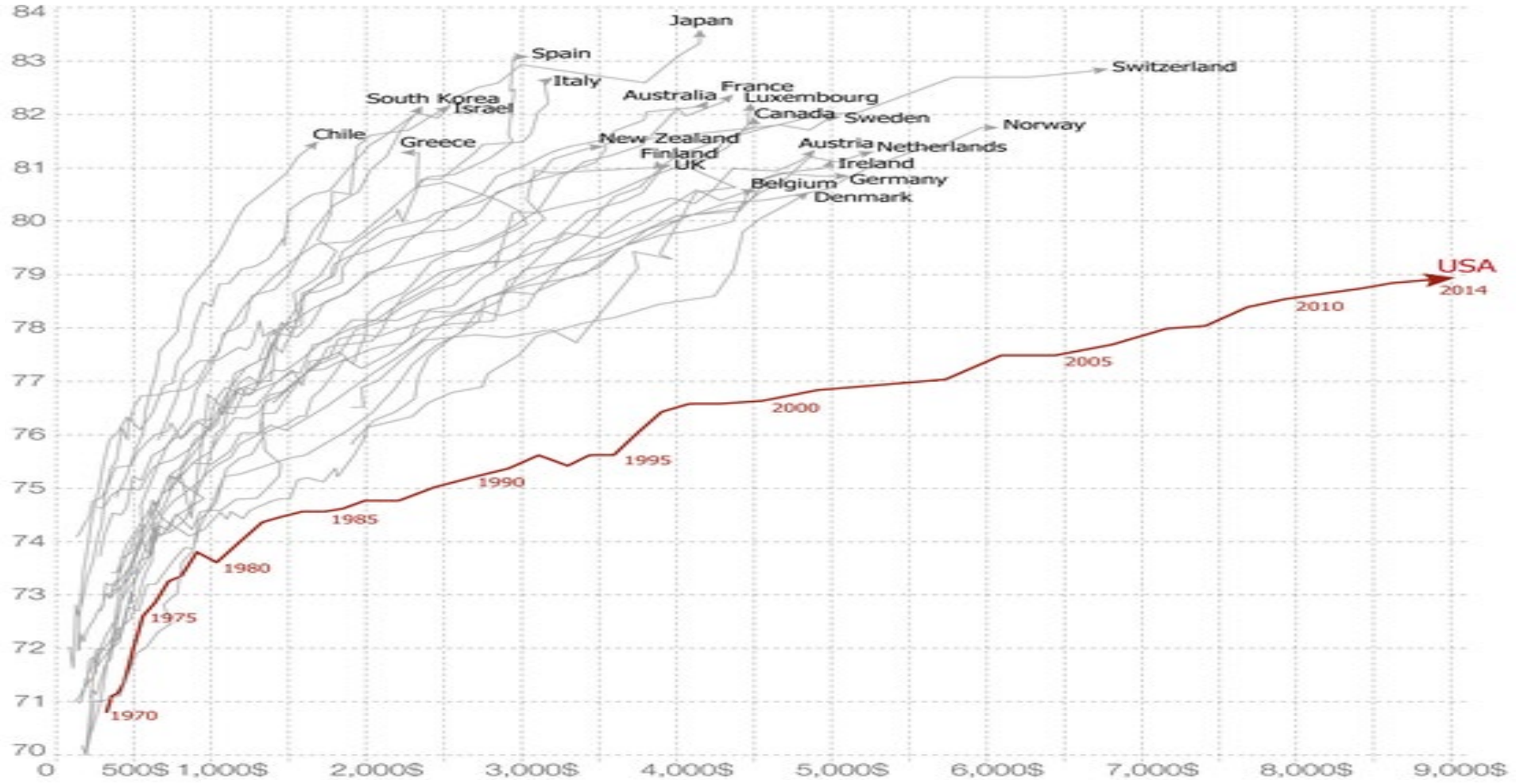
# Average Spending on Health per Capita



Organization for  
Economic Cooperation  
and Development, OECD  
Health Data, 2013 (Paris;  
OECD, Nov 2013)

# Health Care Spending in USA

Life Expectancy

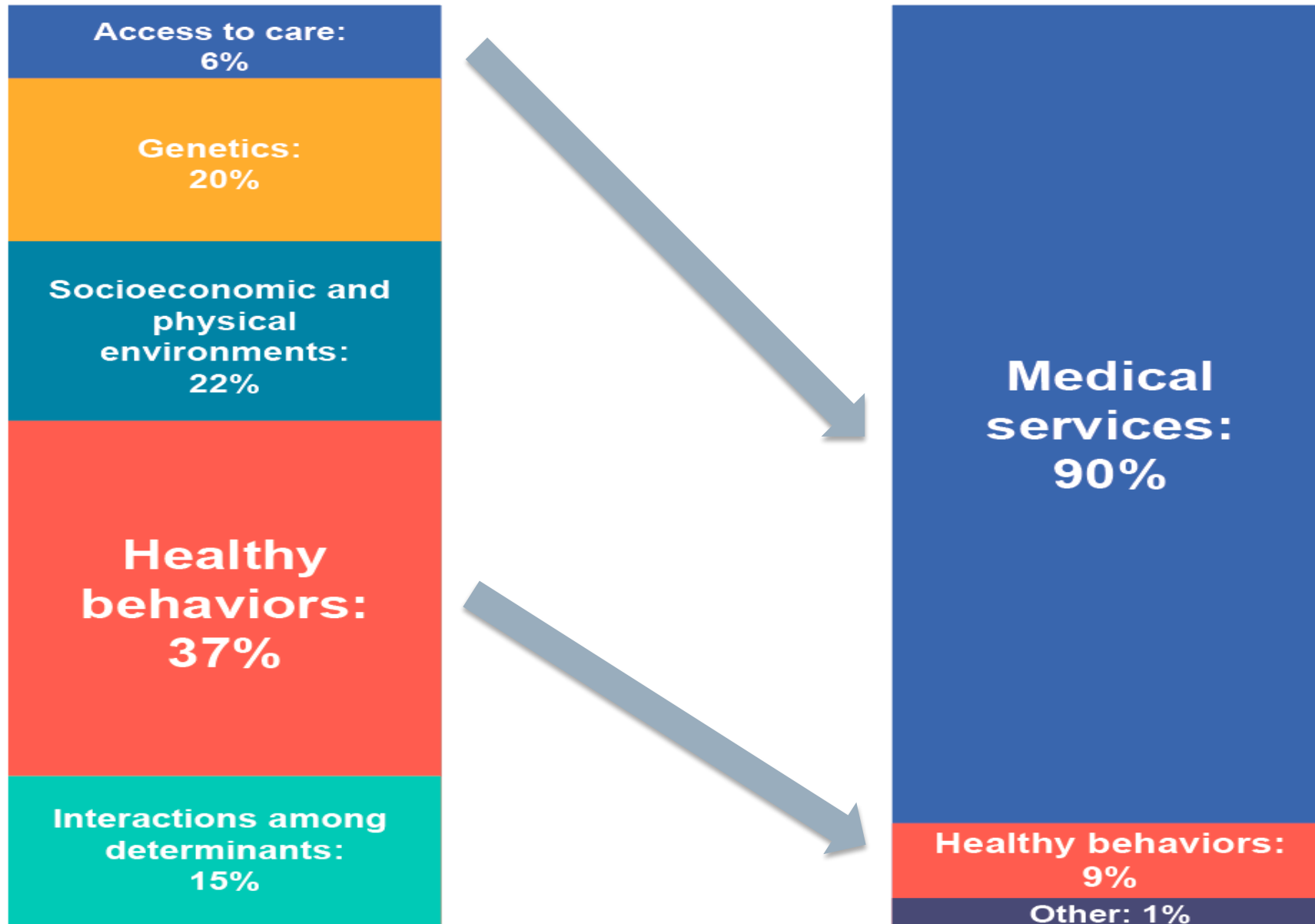


<https://ourworldindata.org/>

Health Expenditure

# Risk Factors

# Health Expenditures

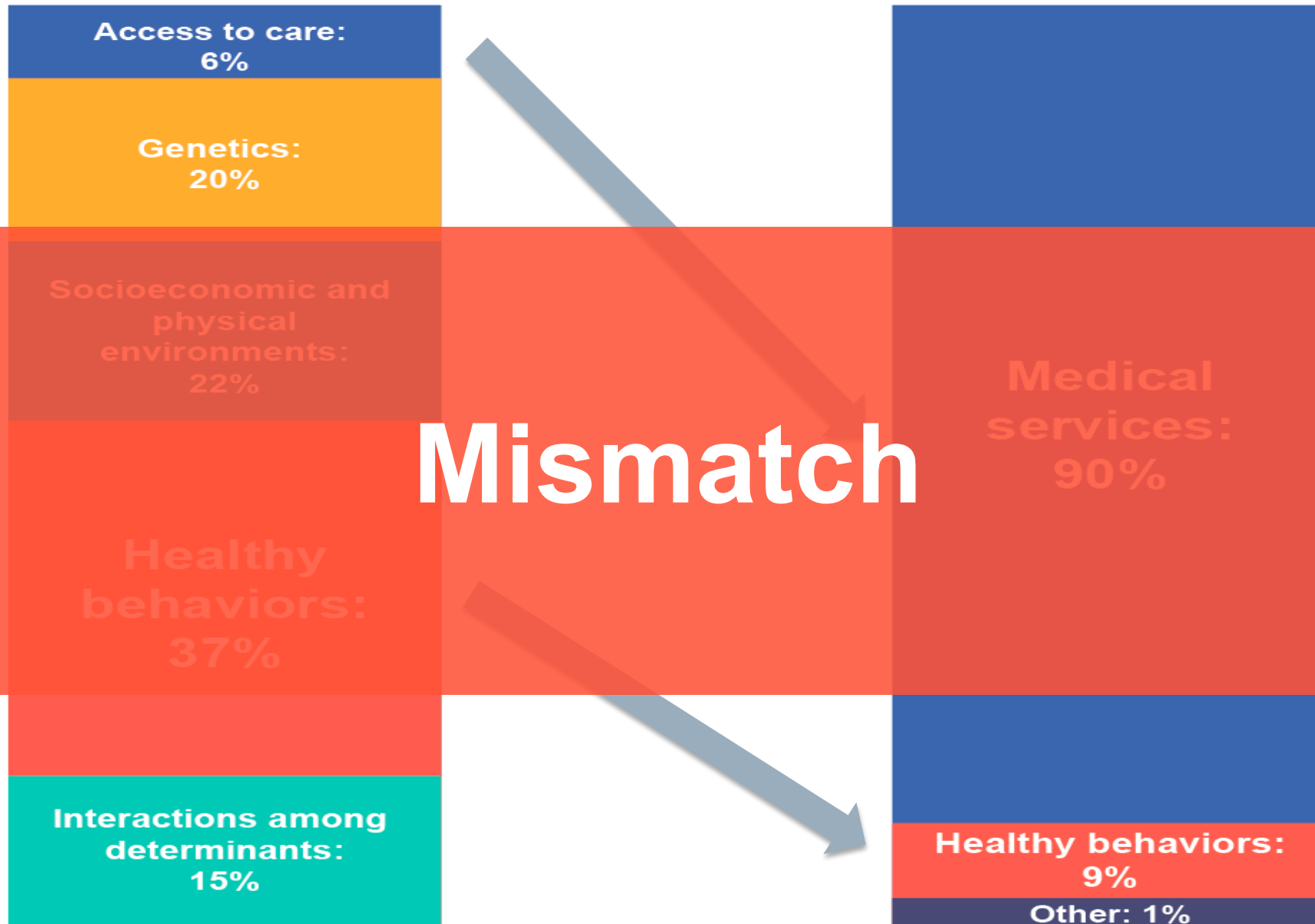


[https://www.nehi.net/writable/publication\\_files/file/healthy\\_people\\_health\\_economy.final1.pdf](https://www.nehi.net/writable/publication_files/file/healthy_people_health_economy.final1.pdf)



# Risk Factors

# Health Expenditures

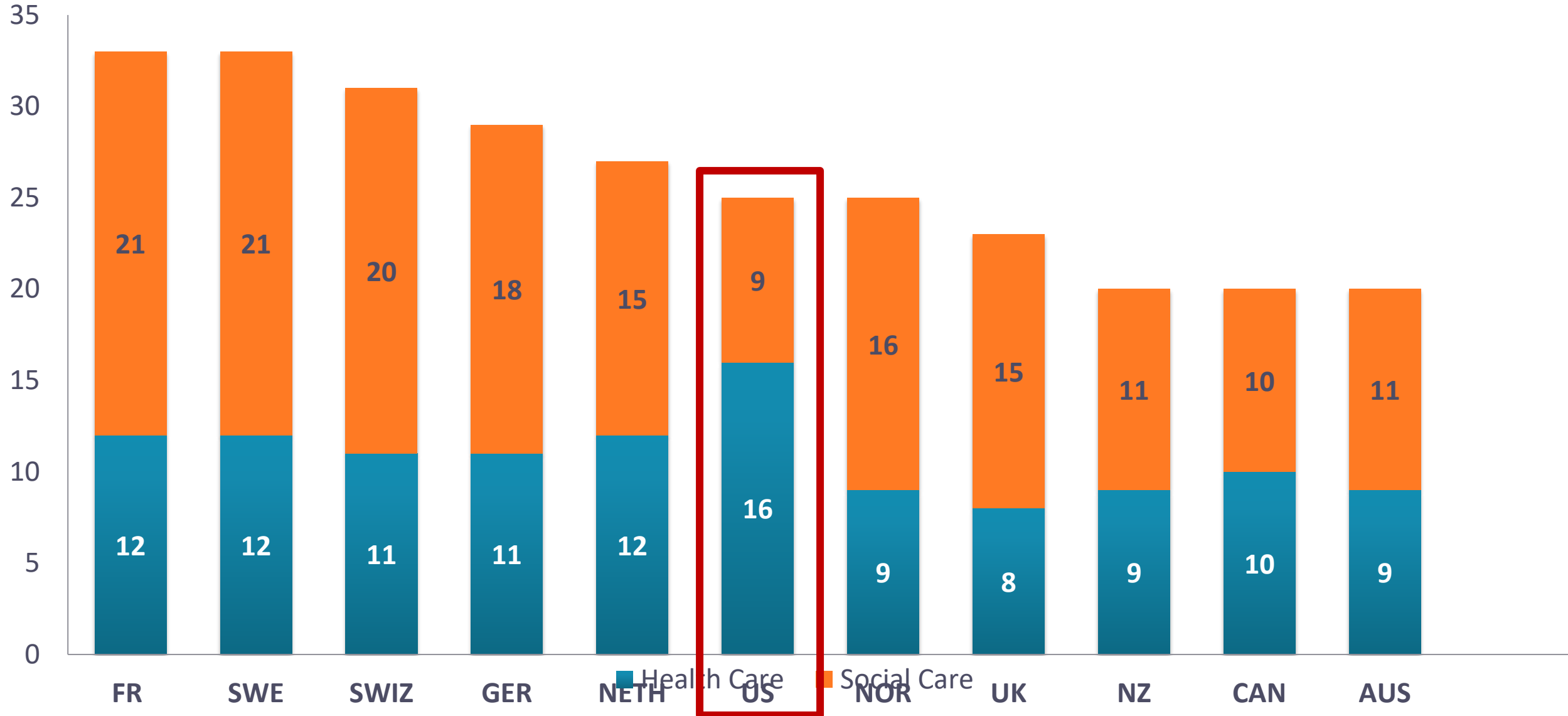


**Mismatch**

[https://www.nehi.net/writable/publication\\_files/file/healthy\\_people\\_health\\_economy.final1.pdf](https://www.nehi.net/writable/publication_files/file/healthy_people_health_economy.final1.pdf)

# Health and Social Care Spending as a Percentage of GDP

The Commonwealth Fund. 2015. U.S. Health Care from a Global Perspective: Spending, Use of Services, Prices, and Health in 13 Countries.



# We have Fail to Correct the Existing and Growing Social Gaps





**Health Equity aims to ensure that all people have full and equal access to opportunities that enable them to lead healthy lives**





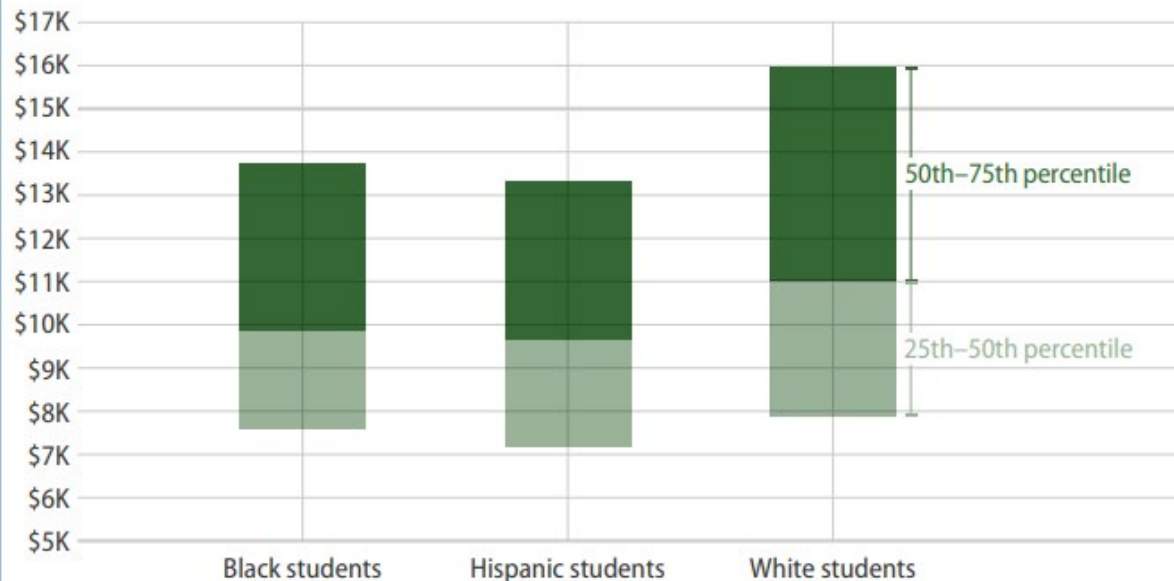
**II.**

**Advancing Health Equity:  
the Antiracist Academic Institution**

# Higher Ed is Failing at Ensuring Equity

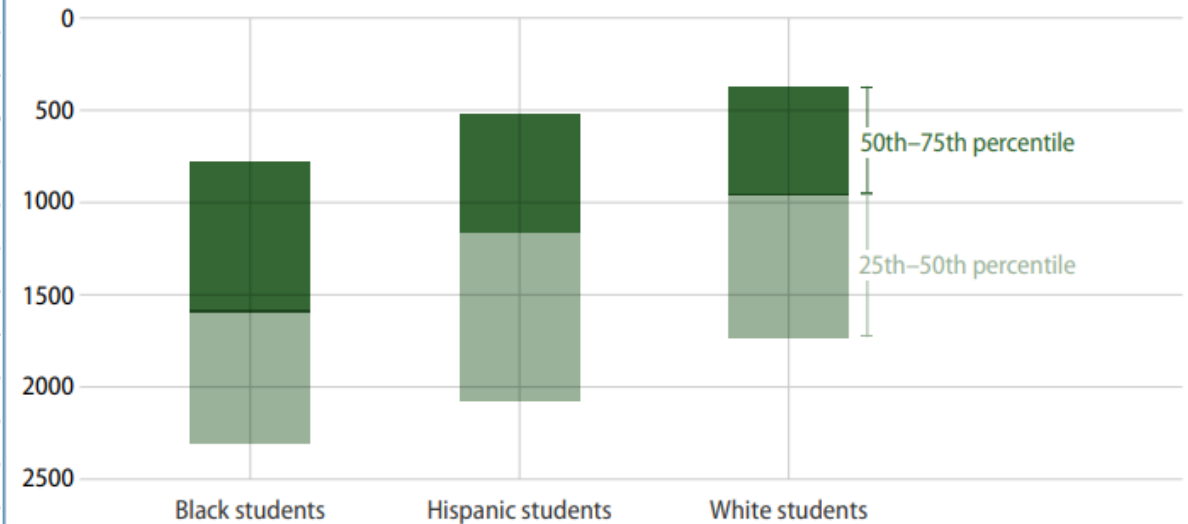
## Institutions where black and Hispanic students disproportionately get their credentials spend less per student

Interquartile range of spending per full-time equivalent (FTE) for institutions where students complete their degrees, by race, 2015



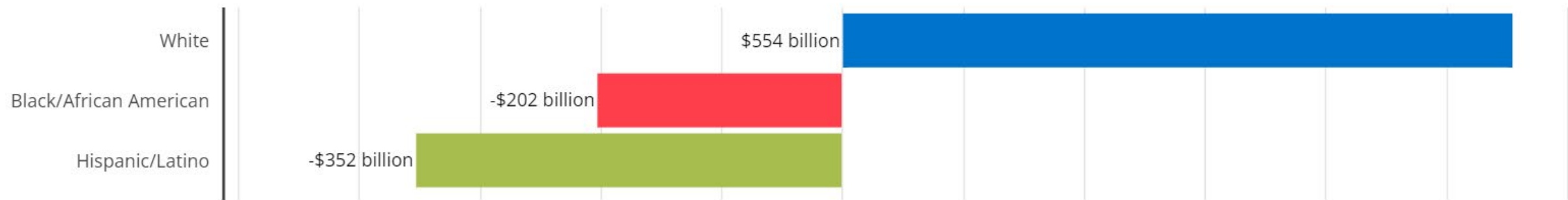
## Institutions where black and Hispanic students disproportionately get their credentials are less selective and less well-resourced

Interquartile range of the selectivity and resources index (SRI) rank of institutions where students completed their degrees, by race, 2013 through 2015



# Racial Inequities in the Job Market

**White workers** with good jobs **earn \$554 billion more annually** than they would if good jobs and good jobs earnings were equitably distributed in the workforce



[Download data](#)

Source: Georgetown University Center on Education and the Workforce analysis of data from the US Census Bureau and Bureau of Labor Statistics, Current Population Survey, 2017.





# We Need Antiracist Higher Ed Institutions

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# ASPPH Statement: Racism is a Public Health Crisis

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As an academic public health community, we recommit to our deeply held tenets of public health: human rights, social justice, and health equity.

ASPPH will never be silent on racial injustices. We will use our platform to advance our mission of improved health for everyone, everywhere.

<https://www.aspph.org/about/>





# Institutional Policies

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- **Take responsibility** for your institution's historical participation in racism and discrimination
- Develop **funded, mandatory** antiracism workshops, reading groups and teach-ins
- **Denounce** all racism, hate, discrimination and bias
- Follow transparent procedures for **removing faculty, staff and students** who perpetuate discrimination, hate, and/or bias
- Implement a university-wide hate and bias **incident reporting system**
- **Increase funding** for social justice, critical race, queer, ethnic, and gender studies classes and workshops



# Institutional Policies

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- Create visible, well-funded and continuing **partnerships with HBCUs**
- Support graduate student workers and adjunct faculty **unions**
- **Lower tuition fees** and create sliding-scale tuition structures
- **Eliminate the use of standardized test scores** in college admissions



# Institutional Policies

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- Pay a **living wage** with health care, paid sick leave and paid maternity leave
- **Fight internal corruption** and discriminatory hiring, firing, and promoting practices
- **Eliminate legacy and donor considerations** in applications
- Build **accessible pathways** to enter your institution for BIPOC communities
- Create **dual-enrollment programs** in partnership with high schools that serve BIPOC and working-class communities
- Make all on-campus housing, meal plans and extracurricular institutional activities **optional and affordable**



# Student Field Experiences

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- **Fund trips for students** to historical sites to learn the histories of racism and colonialism
- Build and fund **student internship opportunities** with organizations fighting against systemic racism
- Engage students in antiracist **activism/advocacy**
- Expose all students to situations in which they will **interact with diverse populations**
- Require students to participate in **community-engaged research**



# Faculty Development and Support

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- **Hire** researchers and educators who do critical race, ethnic and gender studies work
- **Increase tenure-track faculty positions** to 80 percent or higher
- Identify antiracist intercultural and trauma-informed **teaching competencies**
- **Engage community partners** to understand health equity and identify antiracist solutions
- Monitor student mentoring and **advising workloads** for underrepresented faculty





# Courses and Curricula

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- Develop and assess **competencies** in inclusion, diversity, equity, and antiracism
- **Recognize excellence** in faculty teaching that address the impact of racism
- Establish or expand **postdoctoral fellowship programs** for underrepresented students
- Train students on principles of **community-engaged research**





# Supporting Local Communities

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- **Support local** Black- and brown-owned businesses
- Build **local food system** infrastructures in communities
- Invest in **affordable housing** infrastructure in communities
- Offer **free or low-cost community education** programs in BIPOC communities
- Establish **community advisory boards** to guide health equity and antiracism efforts
- Study **community-based interventions** that address racism



**DISMANTLING RACISM AND  
STRUCTURAL RACISM IN  
ACADEMIC PUBLIC HEALTH**

**A FRAMEWORK**

**October 28, 2021**

**ASPPH** ASSOCIATION OF  
SCHOOLS & PROGRAMS  
OF PUBLIC HEALTH



# Envisioning Higher Education as Antiracist

Krishni Metivier

July 2, 2020





**III.**

# **Advancing Health Equity: Principles to Enable Change**





1

**Rights,  
Restorative  
Justice, Dignity,  
and Respect**





2

## Cohesive and Comprehensive Approach





3

## Participatory and Shared Decision Making





4

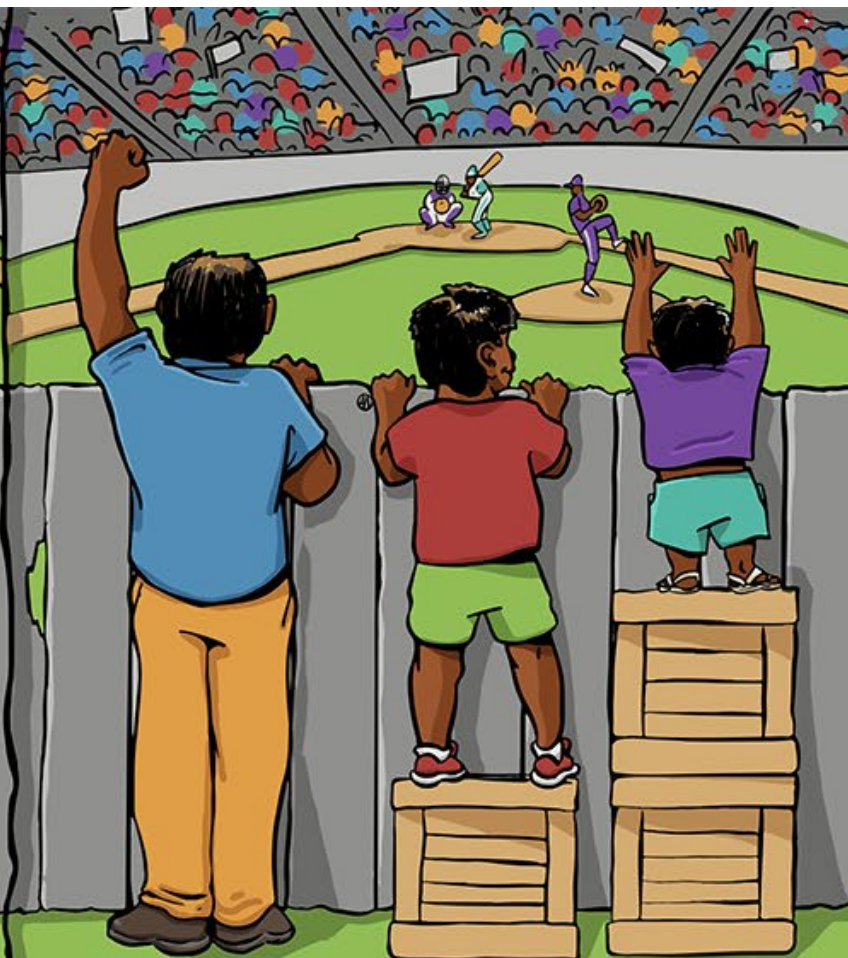
# Intersectoral







**EQUALITY**



**EQUITY**



**JUSTICE**



“

**Justice too long delayed  
is justice denied**

**- Martin Luther King Jr.**

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