

Disparity

Disparities are simple differences in outcomes that don't fall into the categories on the left

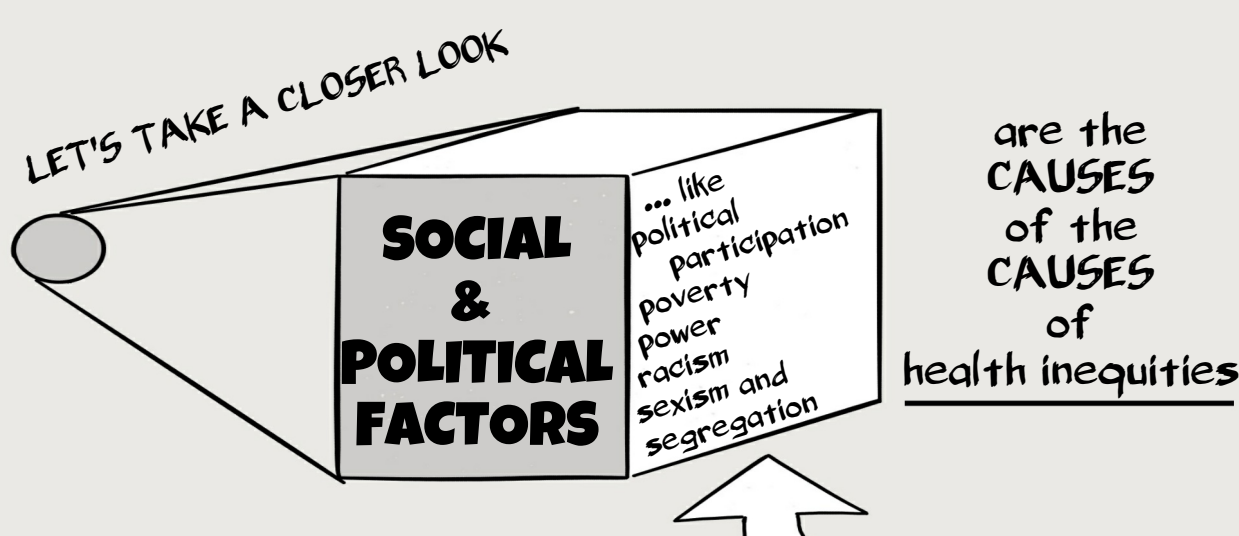


cancer at higher rates than children is a *health disparity*, but is **NOT** an inequity.

SO WHY DOES THIS HAPPEN?

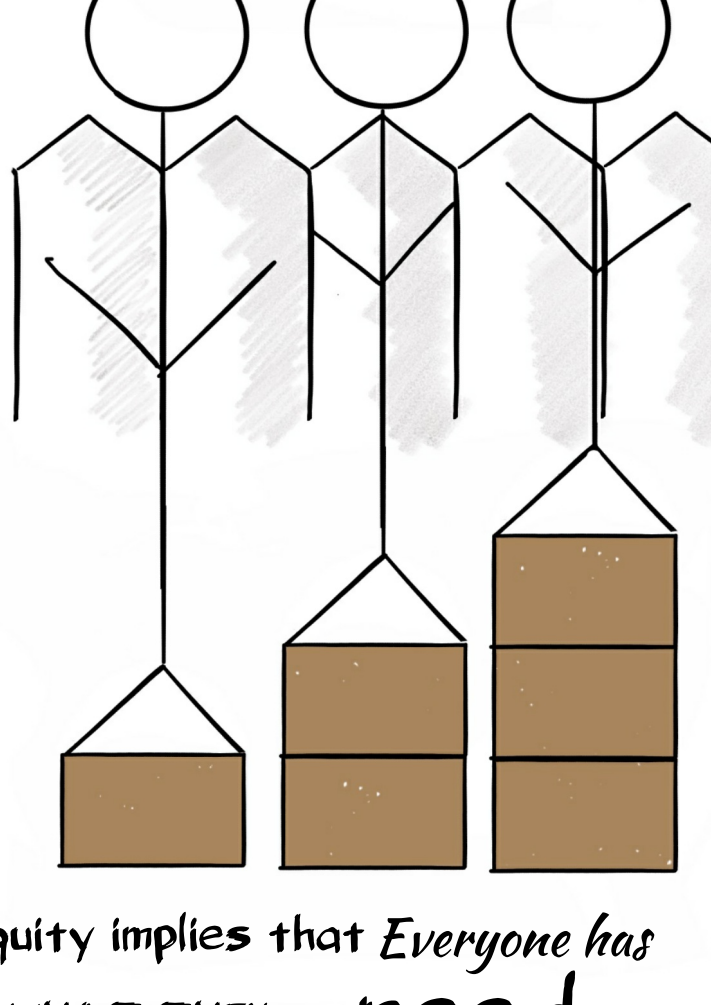
that **social, economic, and environmental**

SO, THOSE ARE THE CAUSES, RIGHT?



If we want to address equity in a significant & lasting way, our work must address these factors.

EQUITY



WHAT THEY NEED

...will only work if everyone...

is starting in the **SAME PLACE** and needs the **SAME THINGS**

this is

But alas, **NOT** reasonable expectation in the

WHAT DO WE MEAN BY "ISMS"?

PERSONAL
BIOLOGY is on

INSTITUT
BACTERIOLOGY is BI

an agency, for example, in the policies and practices of a

and practices of a school system.

STRUCTURAL RACISM
is **BIAS**
that is
CUMULATIVE

across multiple
institutions and
society - durable and
multi-generational.

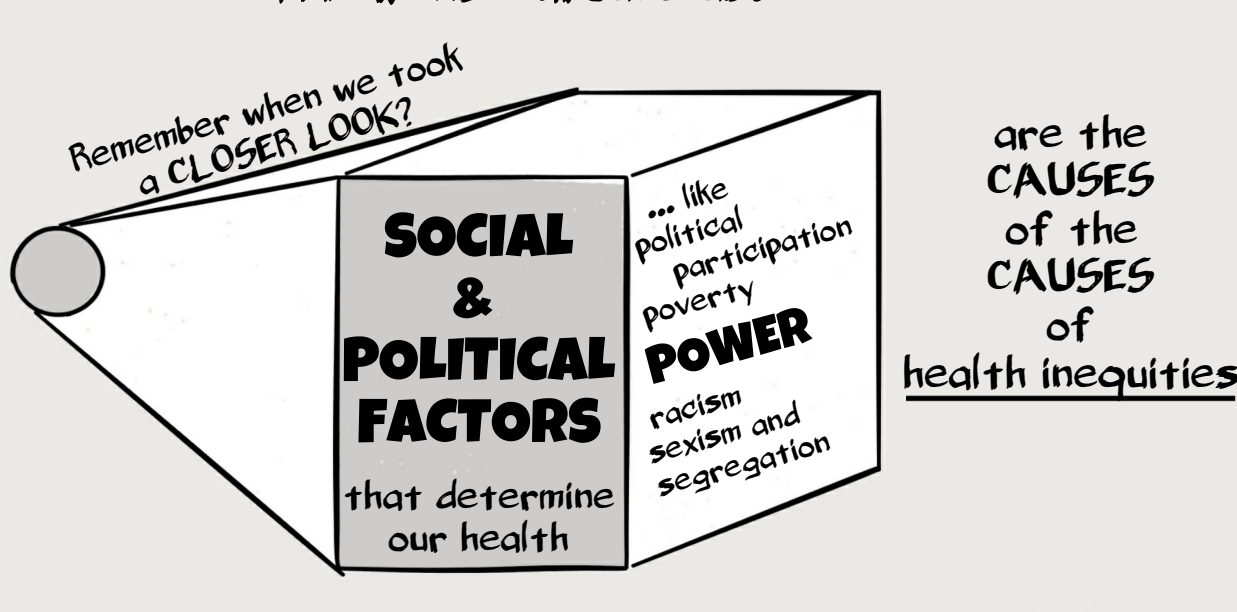
HIGH-LEVEL TAKEAWAY

to address
INEQUITY
we need to address
FORMS OF RACISM

It's "a set of
processes that may
GENERATE
[INEQUITIES]
or depress life
outcomes without any
RACIST ACTORS."

Answers

Power means having the potential to shape OUR LIVES and



We need to CHANGE the distribution of POWER

WHY IS THE DISTRIBUTION OF POWER SO IMPORTANT?

the *status quo*.

For example...

DONATE

LARGE SUMS OF \$

in local elections
because they want
land use policies
that maximize
what they can do
with their land.

profit more
when they don't
have to provide
benefits and when
the minimum wage
is

LOW

CONTINUED

don't want pricing regulations, so they use their power to influence Health Care

Laws

those who face the **greatest** inequities have the **least** power and ability to influence decision-making in ways that benefit them.

decision-making in ways that benefit them.

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health equity