Evaluating Undoing Racism and Health Equity Training with a State Health Department

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Presenter Disclosure

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No relationships to disclose
PRIME
Practices to Reduce Infant Mortality through Equity

Enhance the capacity of the Michigan Department of Community Health’s (MDCH) Bureau of Family, Maternal & Child Health (BFMCH) to reduce racial disparities in infant mortality.

✓ Workforce Training
✓ State & Local Partnership Network
✓ Quality Assurance
State Agency Workforce Training

- Undoing Racism Workshops
- Health Equity and Social Justice Workshops
“Through dialogue, reflection, role-playing, strategic planning and presentations, this intensive process challenges participants to analyze the structures of power and privilege that hinder social equity and prepares them to be effective organizers for justice.”

(www.pisab.org)
Undoing Racism

Workshop Evaluation

• 163 Participants
• Participant Diversity
• Participants’ Previous Training
Undoing Racism
Workshop Evaluation

• Measured Outcomes:
  ✓ Self-Rated Competencies
  ✓ Participant Satisfaction
Undoing Racism
Workshop Evaluation

• Self-Rated Competencies:

✓ Racial prejudice and racism
✓ Racial privilege and power
✓ Institutional, cultural, and internalized racism
✓ Institutional norms and practices
✓ Racial health disparities
✓ Social determinants of racial health disparities
✓ Policies and practices in MDCH
Undoing Racism
Workshop Evaluation

Average Ratings

- Define internalized racism: Pretest = 3.55, Posttest = 4.41
- Identify institutional norms/practices: Pretest = 3.51, Posttest = 4.33
- Define institutional racism: Pretest = 3.63, Posttest = 4.46
- Define cultural racism: Pretest = 3.6, Posttest = 4.29
Comparing African Americans and European Americans

Defining Institutional Racism Ave. Rating

- Pretest
- Posttest

African American
White

1 2 3 4 5
Comparing Participants with and without Previous Racism Training

Defining Institutional Racism Ave. Rating

- Previous Training
- No Previous Training

Pretest | Posttest
Combined Effect of Race and Previous Training

Defining Racial Health Disparity Ave. Rating

- Afr Am/No Training
- Afr Am/Prior Training
- Eur Am/No Training
- Eur Am/Prior Training

Pretest vs. Posttest
Follow-Up Focus Groups Themes

✓ Growth in knowledge

“And I think that when I, before I went into the training, when I thought about institutional racism, I never thought about public health and MDCH and it potentially contributing to that.”
Undoing Racism
Workshop Evaluation

• Follow-Up Focus Groups Themes
  ✓ Reflecting on personal experiences and beliefs

  “…they asked “Are you privileged to be a white person?” And a lot of us white people got a little angry, ‘oh no I’m not privileged. I grew up poor.’…Then after a while you really had to say yes…as a white person you are probably more privileged than some.”
Undoing Racism
Workshop Evaluation

• Follow-Up Focus Groups Themes
  ✓ Frustration with Facilitation

“She explained that because I’m white I have privilege and because I have privilege that makes me racist. And I was extremely offended by that…”

“But then my question to her was, “Ok, how can I take this back? Make it practical for me. How can I take this back to my job? What are some of the things I can do?”
Health Equity and Social Justice Workshops

The Social Justice Project Purpose:

• To reclaim Public Health’s role in addressing health inequity through social justice

• To transform public health practice from its strictly regulatory and categorical functions to one that addresses root causes of health inequity:
  ✓ institutional racism
  ✓ class oppression
  ✓ gender discrimination and exploitation

Health Equity and Social Justice Workshops

- 74 Participants
- Participant Diversity
Health Equity Social Justice Workshop Evaluation

• Measured Outcomes:
  ✓ Self-Rated Competencies
  ✓ Content Knowledge
Health Equity Social Justice Workshop Evaluation

Self-Rated Competencies:

- Target and Non-Target Identities
- Four levels of Oppression
- Health Equity
- Public Health’s Historical Role in Social Justice
- Racial health disparities
- Social determinants of racial health disparities
Understanding Target and Non-Target Identities

![Graph showing competency ratings for African American and European American participants pretest and posttest.](image-url)
Health Equity Social Justice Workshop Evaluation

• Content Knowledge:

✓ Target and non-target identities.
✓ Unearned privilege.
✓ Social determinants.
✓ Public health’s historical role in social justice.
✓ Racial health disparities.
✓ Levels of oppression.
Effects of Race on Content Knowledge

![Graph showing the effects of race on content knowledge with African American and European American competencies rated on a scale from 2.5 to 9.5. The graph compares pretest and posttest scores for both groups, with African Americans showing an increase from 4.84 to 6.27, and European Americans showing an increase from 8.55 to 8.91.](image)
Discussion of Evaluation Results

• Increased Self-Rated Competencies

• Race Effects

• Prior Training
PRIME’s Future Directions

• Development and Implementation of Health Equity Learning Labs

• Complete workshop trainings throughout Michigan Department of Community Health

• Develop a health equity toolkit