

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

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UNDOING RACISM

The People's Institute
For Survival and Beyond



Ingham County
Health Department



Safe and Healthy Futures



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



UNDOING RACISM

The People's Institute
For Survival and Beyond

“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

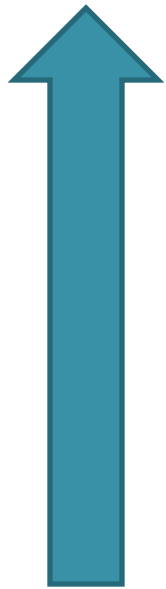
Workshop Evaluation

- Measured Outcomes:
 - ✓ Self-Rated Competencies
 - ✓ Participant Satisfaction

Undoing Racism

Workshop Evaluation

- Self-Rated Competencies:

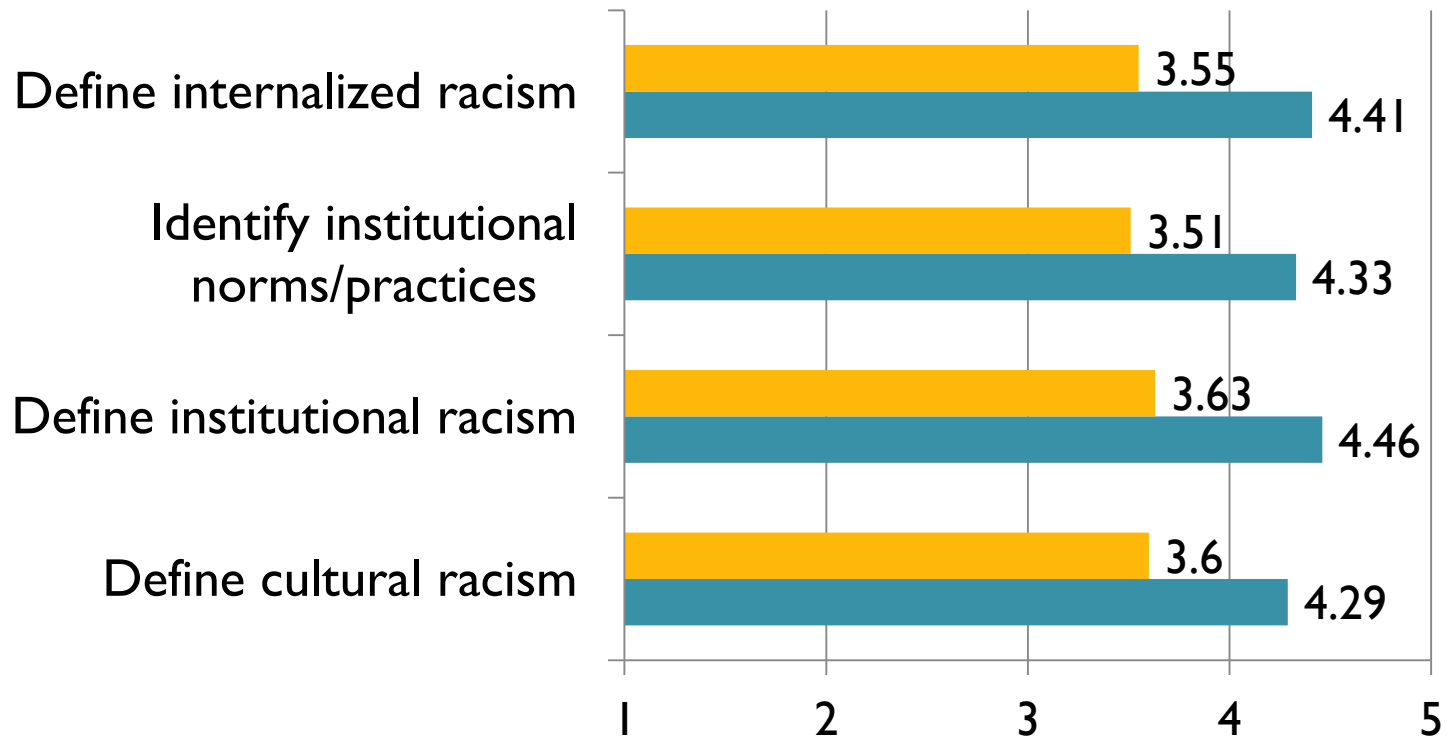


- ✓ Racial prejudice and racism
- ✓ Racial privilege and power
- ✓ Institutional, cultural, and internalized racism
- ✓ Institutional norms and practices
- ✓ Racial health disparities
- ✓ Social determinants of racial health disparities
- ✓ Policies and practices in MDCH

Undoing Racism Workshop Evaluation

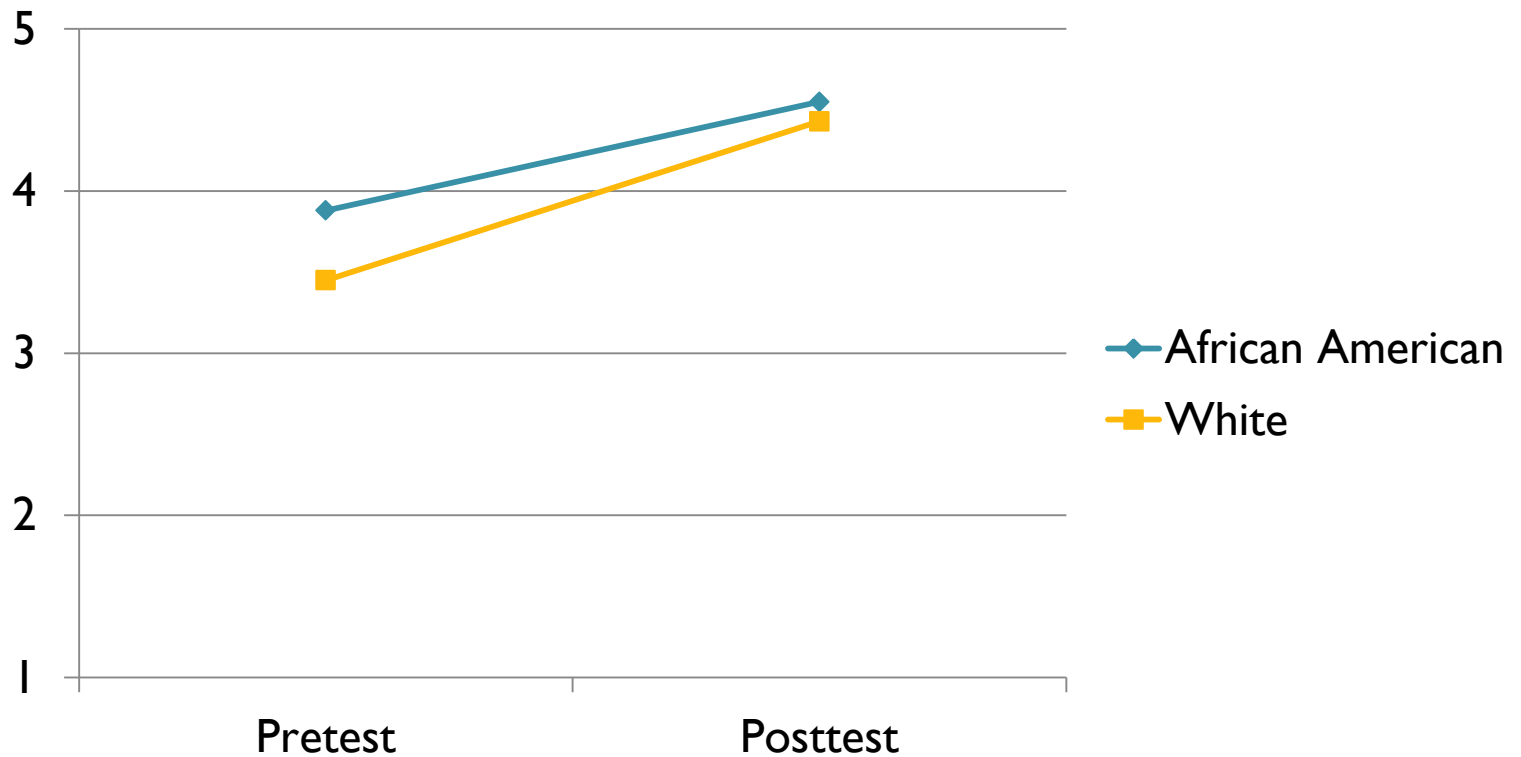
Average Ratings

■ Pretest ■ Posttest



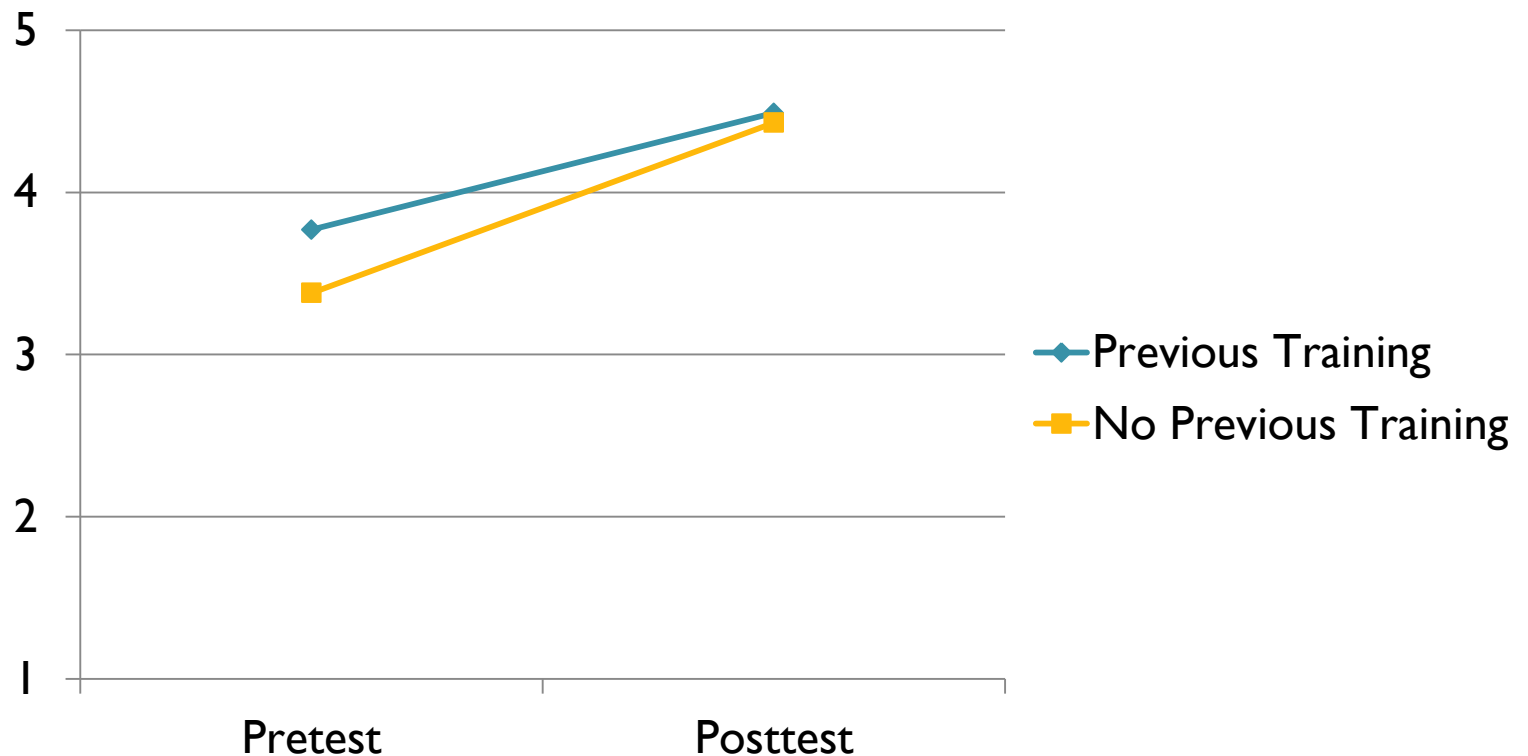
Comparing African Americans and European Americans

Defining Institutional Racism Ave. Rating



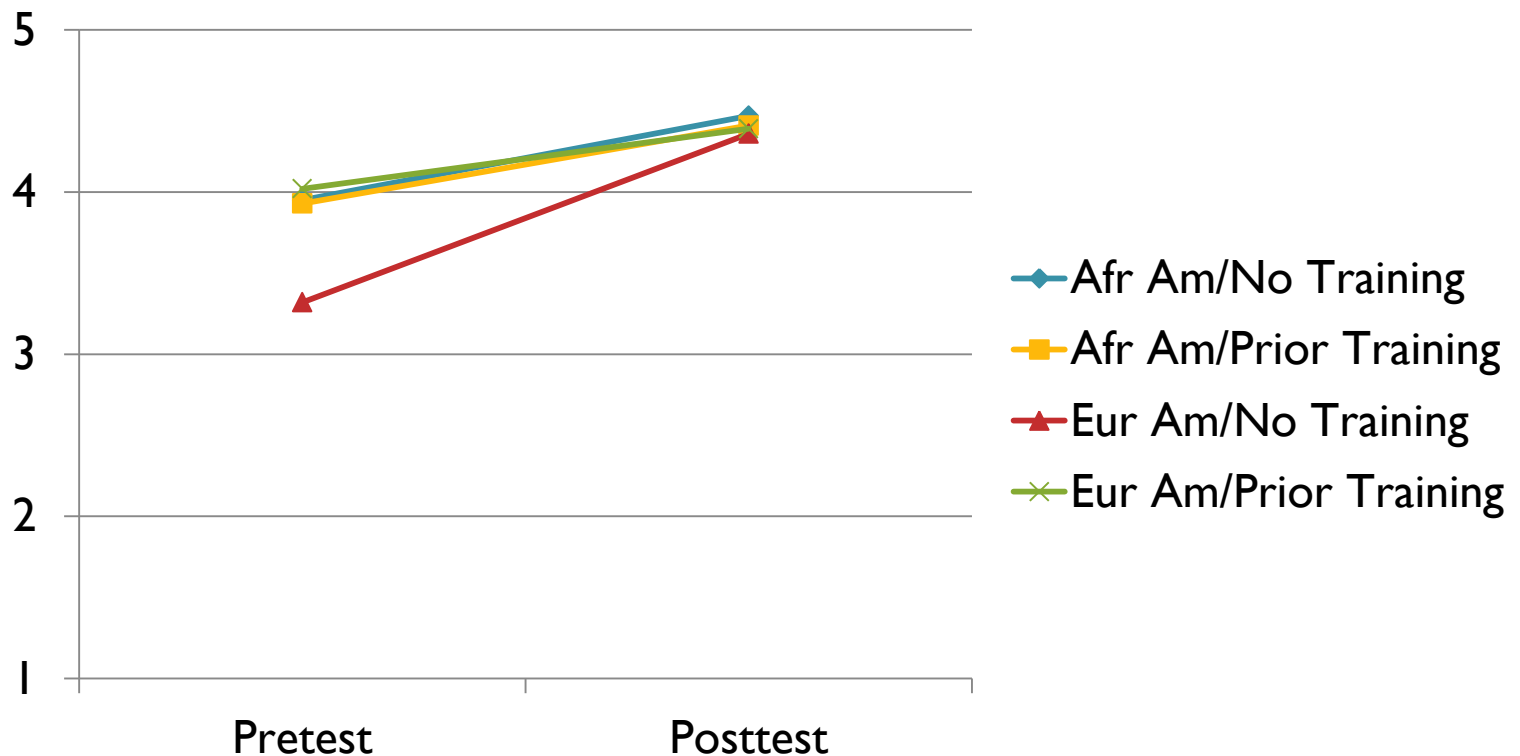
Comparing Participants with and without Previous Racism Training

Defining Institutional Racism Ave. Rating



Combined Effect of Race and Previous Training

Defining Racial Health Disparity Ave. Rating



Undoing Racism

Workshop Evaluation

- 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

From: Bloss, D. (2011). Under the skin: Preparing ourselves to tackle the root causes of health inequity explicitly. (www.dialogue4health.org)



Health Equity and Social Justice Workshops

- 74 Participants
- Participant Diversity

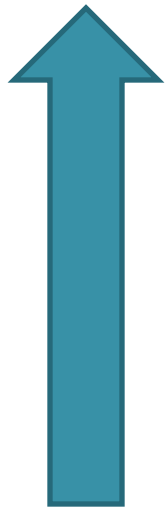


Health Equity Social Justice Workshop Evaluation

- Measured Outcomes:
 - ✓ Self-Rated Competencies
 - ✓ Content Knowledge

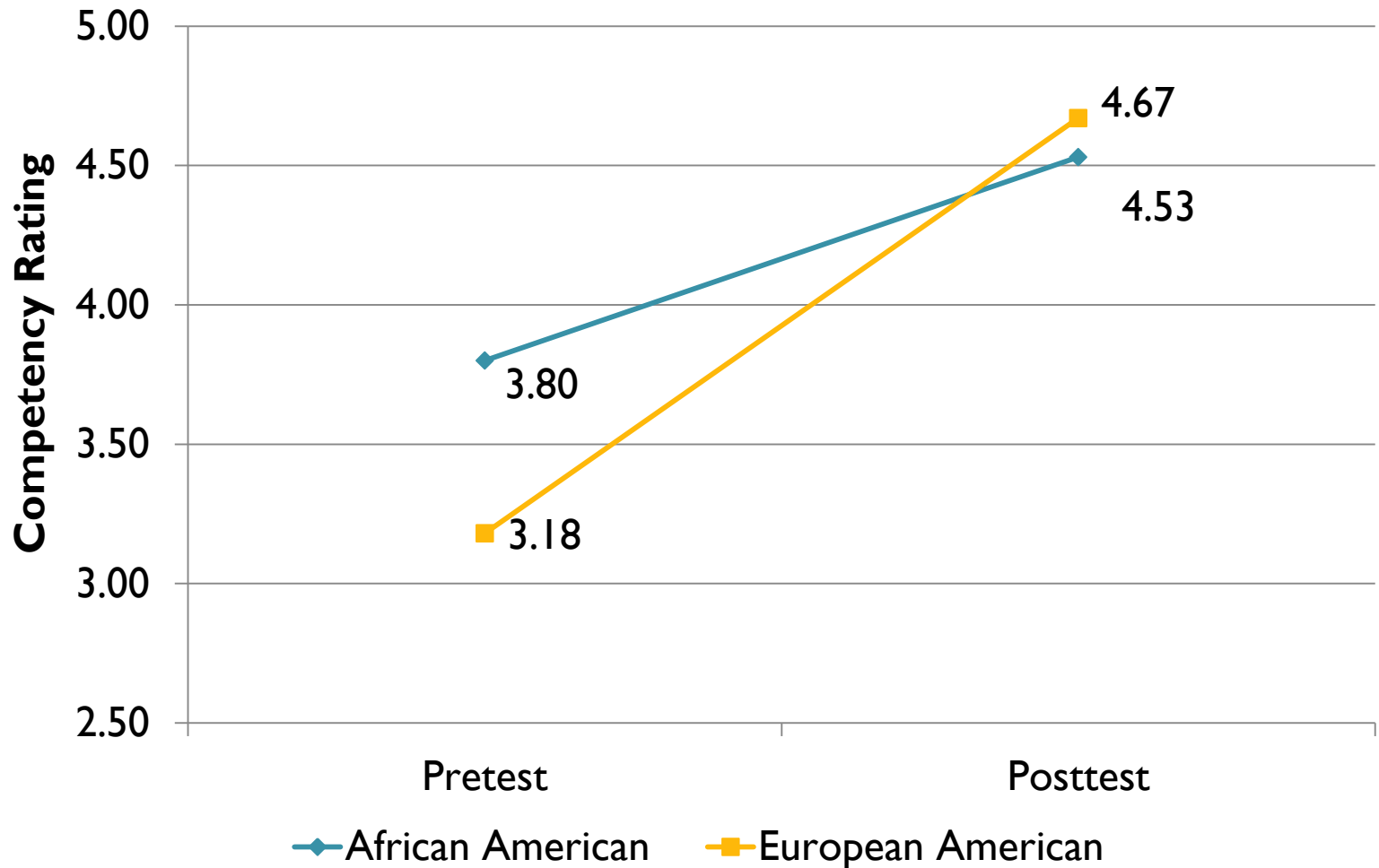
Health Equity Social Justice Workshop Evaluation

- Self-Rated Competencies:



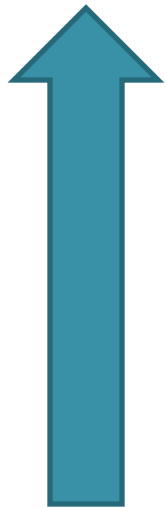
- ✓ Target and Non-Target Identities
- ✓ Four levels of Oppression
- ✓ Health Equity
- ✓ Public Health's Historical Role in Social Justice
- ✓ Racial health disparities
- ✓ Social determinants of racial health disparities

Understanding Target and Non-Target Identities



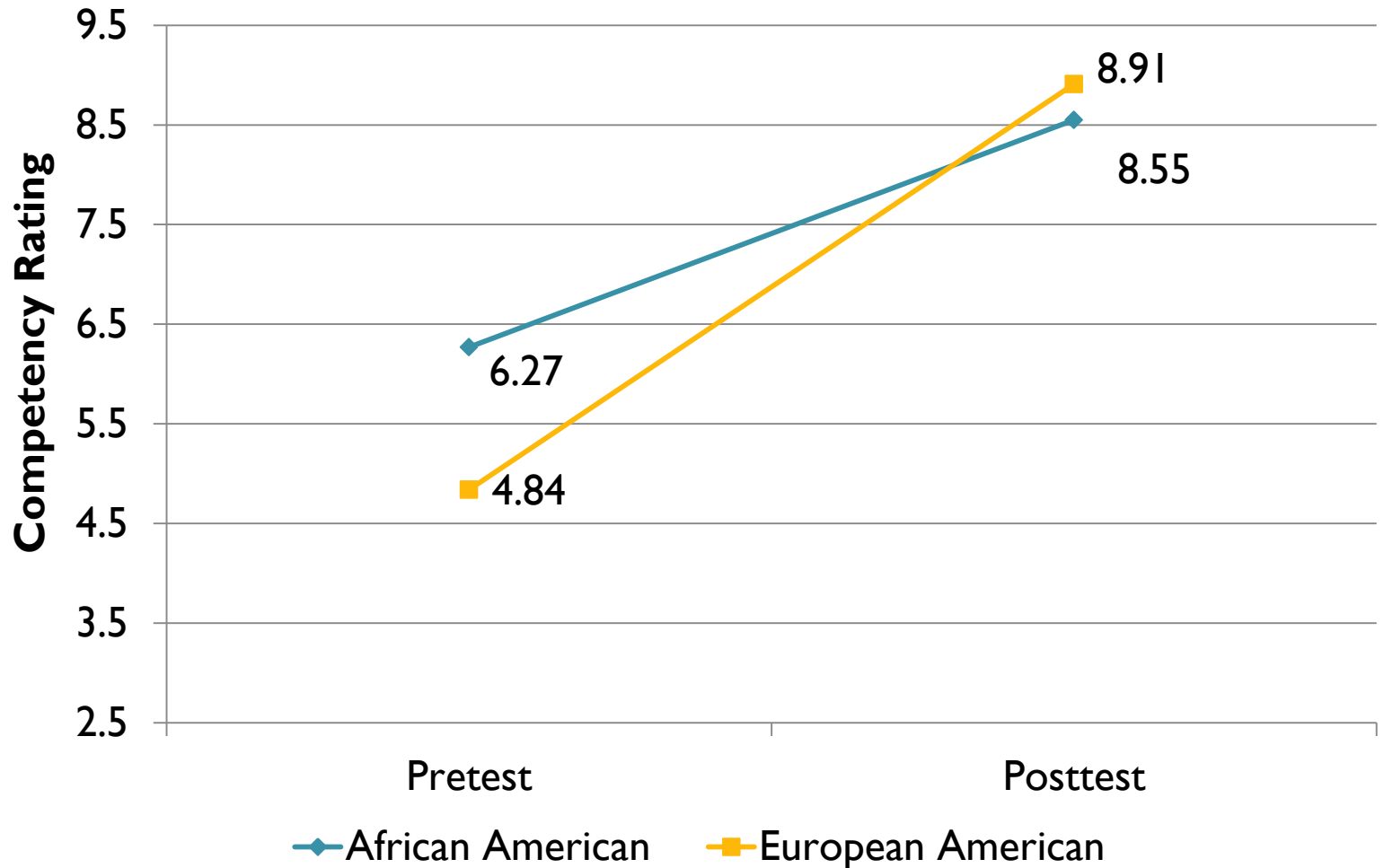
Health Equity Social Justice Workshop Evaluation

- 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





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