



WISCONSIN DEPARTMENT
of HEALTH SERVICES

P-03447 (05/2023)

Addressing Race and Racial Inequities for Health Equity

Health Equity Assessment and Resource Team
Office of Policy and Practice Alignment
01.19.23

To protect and promote the health and safety of the people of Wisconsin

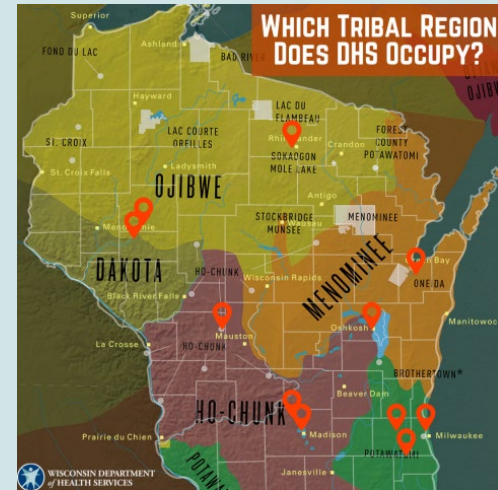
Welcome



Land Acknowledgement

Native/Tribal Nations of Wisconsin

- Bad River Band of Lake Superior Chippewa
- Brothertown Nation* (not federally/state recognized)
- Forest County Potawatomi
- Ho-Chunk Nation
- Lac Courte Oreilles Band of Lake Superior Chippewa
- Lac Du Flambeau Band of Lake Superior Chippewa
- Menominee Indian Tribe of Wisconsin
- Oneida Nation
- Red Cliff Band of Lake Superior Chippewa
- Sokaogon Chippewa Community
- St. Croix Chippewa Indians of Wisconsin
- Stockbridge-Munsee Community Band of Mohican Indians



Learn more at: <https://wisconsinfirstnations.org/> and <https://native-land.ca/>

Learning Community Agreements

I/We agree to:

- Recognize conversation as the seed of action.
- Value and hold relationships at the center of this work.
- Engage and participate – this space is what we make it.
- Listen and make room for others to share.
- Be open to new ideas and ways of thinking.
- Be patient with others and with ourselves.
- Remain aware of how history, class, and environment shape our worldview.
- Acknowledge the intent but own the impact.



Housekeeping

- There will be lots of resources, statistics, and tools shared over the course of our meeting.
 - Don't fear! The session will be recorded and posted on the [DHS Training Website](#)
 - Slide Deck will also be posted and provided to attendees.
- Feel free to drop questions in the chat, there will be time at the end of the presentation for Q/A.
- Please complete our poll at the beginning & brief survey at the end of today's session.

Social Determinants of Health Defined

The circumstances in which people are born, grow, live, work, and age. These determinants interact with individual behavior and shape the choices that are available to them.



These circumstances are in turn shaped by a wider set of forces including economics, social policies on education and housing, and politics that enhance or impede access to opportunities for health based on social hierarchies of advantage and disadvantage (e.g., race/ethnicity, class, and gender).

Domains

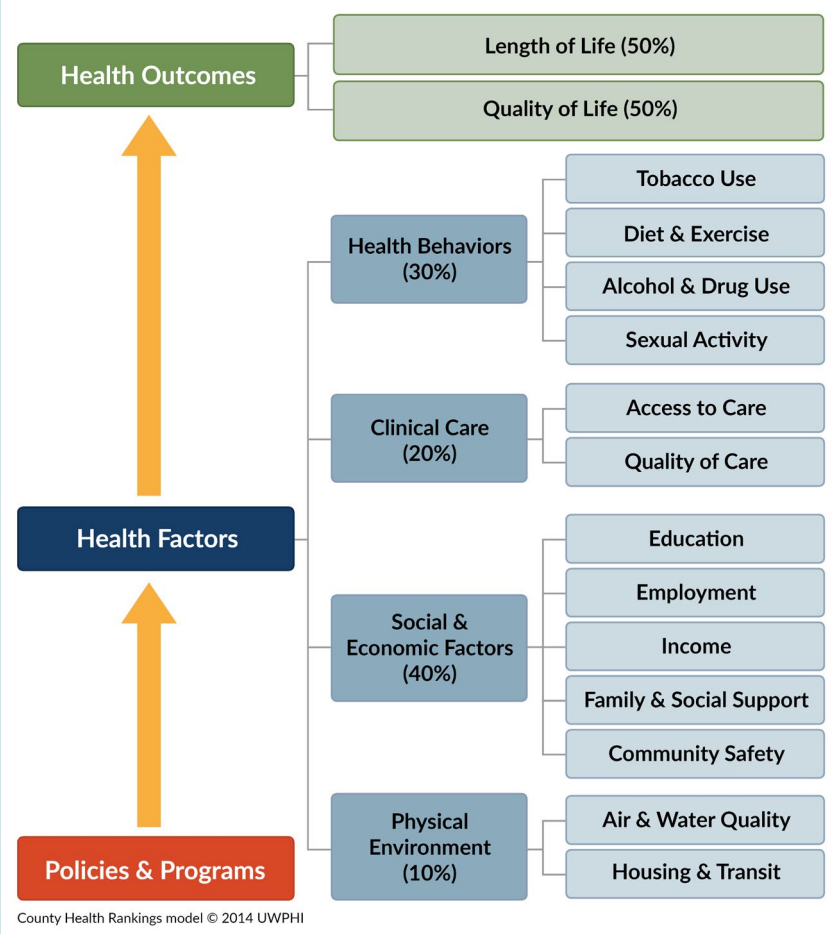
- Economic Stability
- Education Access and Quality
- Health Care Access and Quality
- Neighborhood and Built Environment
- Social and Community Context

Social Determinants of Health



Social Determinants of Health
Copyright-free

 Healthy People 2030



Race in America

- The ongoing legacy of racism in America is pervasive, emotionally charged, and largely unresolved.
- There will be information posited that may be disconcerting.
- The HEART team would like to express our gratitude for your engagement with this difficult topic.

WPHA Sets the Stage



Marc Buehler (CC BY-NC 2.0)

Wisconsin Considered One Of The Worst States For Racial Disparities

Report Shows There's Been Little Improvement Since 2013

By J. Carlisle Larsen

Air Date: Monday, January 16, 2017, 4:35pm | Thursday, January 19, 2017, 11:15am

2018 RESOLUTION

Racism is a Public Health Crisis

WHEREAS, race is a social construction with no biologic basis¹; and

WHEREAS, racism is a social system with multiple dimensions: individual racism is internalized or interpersonal; and systemic racism is institutional or structural, and is a system of structuring opportunity and assigning value based on the social interpretation of how one looks, that unfairly disadvantages some individuals and communities, unfairly advantages other individuals and communities, and saps the strength of the whole society through the waste of human resources^{2,3}; and

WHEREAS, racism causes persistent racial discrimination in housing, education, employment and criminal justice; and an emerging body of research demonstrates that racism is a social determinant of health^{1,4}; and

WHEREAS, more than 100 studies have linked racism to worse health outcomes⁵; and

WHEREAS, in Wisconsin, the highest excess death rates exist for African American and Native Americans, at every stage in the life course^{6,7}, and our infant mortality rate for infants of non-Hispanic black women is the highest in the nation⁸; and

Racism Defined

Dr. Camara Jones

“A system of structuring opportunity and assigning value based on phenotype (“race”), that unfairly disadvantages some individuals and communities, unfairly advantages other individuals and communities, and undermines realization of the full potential of the whole society through the waste of human resources.”

Jones CP. Confronting Institutionalized Racism. *Phylon* 2003;50(1-2):7-22.

4 Levels of Racism

Macro Scale

1. Structural Racism
2. Institutional Racism



Micro Scale

1. Interpersonal Racism
2. Internalized Racism



Macro Levels (2)

| Level (Descending Order of Influence) | Description | Examples |
|---------------------------------------|---|---|
| Structural Racism | <p>“The totality of ways in which societies foster racial discrimination through mutually reinforcing systems of housing, education, employment, earnings, benefits, credit, media, health care, and criminal justice. These patterns and practices in turn reinforce discriminatory beliefs, values, and distribution of resources.”</p> | <p>Redlining¹ Restrictive Housing Covenants² Racialized Allocation of GI Bill³ Exclusion of Domestic Workers and Agriculturalists in Social Security⁴ Mass Incarceration⁵ Restrictive Reintegration Policies⁶ Muslim Travel Ban Chinese Exclusion Act</p> |
| Institutional Racism | <p>“Discriminatory treatment, unfair policies and practices, and inequitable opportunities and impacts within organizations and institutions, based on race. Individuals within institutions take on the power of the institution when they act in ways that advantage and disadvantage people, based on race.”</p> | <p>Discrimination in Property Value Appraisal⁷ Hair Discrimination in Hiring and Retention Processes⁸ Name-Based Discrimination in Phone Interviews⁹</p> |

Micro Levels (2)

| Level (Descending Order of Influence) | Description | Examples |
|---------------------------------------|--|--|
| Interpersonal Racism | “The expression of racism between individuals. These are interactions occurring between individuals that often take place in the form of harassing, racial slurs, or racial jokes. It may also take more subtle forms of unequal treatment, such as microaggressions.” | Racial epithets or slurs, Racially motivated violence Implicit Bias |
| Internalized Racism | “Acceptance by members of stigmatized races of negative messages about their own abilities and intrinsic worth.” | Harboring feelings of ugliness, worthlessness because of one’s phenotype (race). |

WHY RACIAL EQUITY?

- A large, long-standing, and growing body of evidence demonstrates stark differences in health outcomes when data are stratified by race/ethnicity, income, education level, and more.
- There is a long history in our state and in our nation of unequal treatment and intentional disenfranchisement of certain population groups.
- As intentional efforts were made to worsen the living conditions of certain population groups, intentional efforts must be made to improve such conditions for such groups.
- DHS' mission is to protect and promote the health and safety of the people of Wisconsin. We mean all of them.

Wisconsin Population Health and Equity Report Card, 2021

| | Mortality | Fair or Poor Health |
|--|-----------|---------------------|
| Wisconsin's Health Grades | C | C |
| Adjusted for: Rural/Urban Disparities | D | C |
| Adjusted for: Racial/Ethnic Disparities | D | D |
| Adjusted for: Educational Disparities | F | F |

[2021 Wisconsin County Health Rankings](#)

Health

- Child Mortality
- Infant Mortality
- Low Birthweight
- Chronic Disease
- Teen Births
- Flu Vaccinations
- Life Expectancy
- Preventable Hospital Stays

- Motor Vehicle Crash Deaths*
- Premature Age-Adjusted Mortality
- Drug Overdose Rate*
- Firearm Deaths
- Homicide Deaths
- Premature Deaths*
- Injury Deaths*

Income

FAST FACTS

18.22%

Share of WI workers earning poverty wages, 2017

29.48%

Share of WI black workers in poverty wage jobs, 2017

29 years

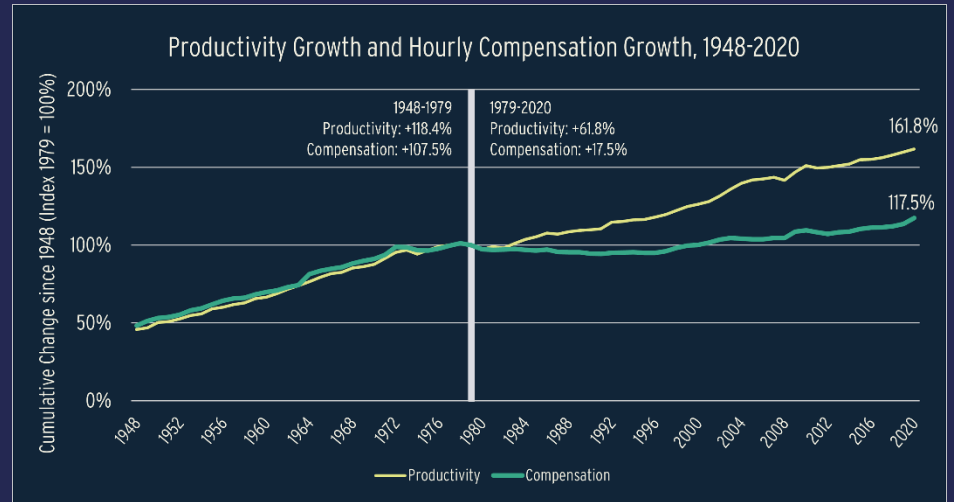
Median age of WI workers in poverty-wage jobs, 2016

- 1 in 3 Black children live in poverty in Wisconsin. This rate is 3.5 times higher than that for white children. It is the 4th largest disparity in the nation. (ACS, 2017).
- Over half of the Native children in Wisconsin live in households where neither parent has full-time, year-round employment, while approximately one-fifth of White children in Wisconsin face the same circumstance (Kids Count Data Center, 2014).

WAGE AND PRODUCTIVITY GAPS

Wisconsin Median Wages by Gender, Race, and Ethnicity, 1979 and 2021 (all values in 2021 dollars)

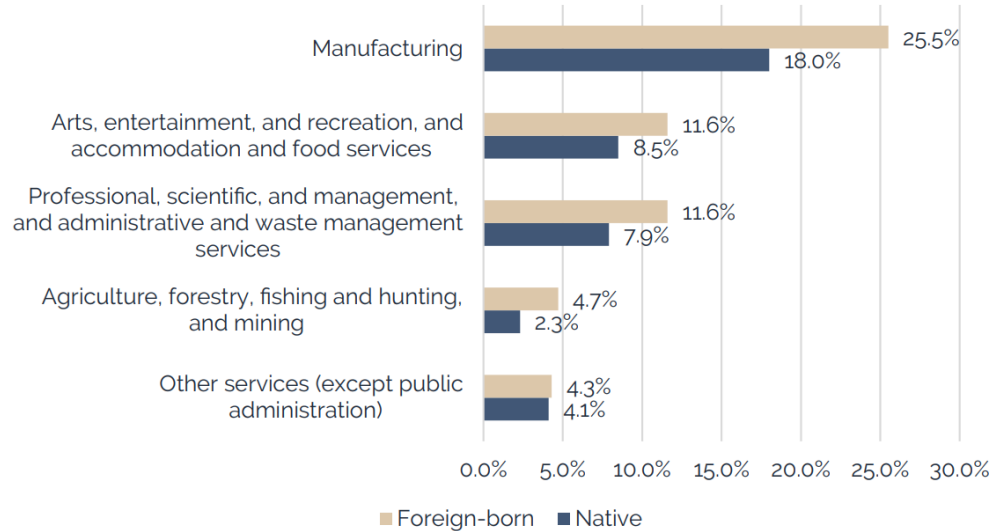
| Year | 1979 | 2021 | % change 1979-2021 |
|----------------|---------|---------|--------------------|
| White Men | \$24.40 | \$23.11 | -5.3% |
| Black Men | \$20.99 | \$17.68 | -15.8% |
| Hispanic Men | \$19.24 | \$17.12 | -11.0% |
| White Women | \$14.02 | \$20.81 | 48.4% |
| Black Women | \$15.65 | \$17.17 | 9.7% |
| Hispanic Women | \$11.52 | \$15.51 | 34.7% |



Immigration and Wisconsin's Economy

figure 1.8

WISCONSIN INDUSTRIES WITH HIGH REPRESENTATION OF IMMIGRANTS, 2015



COWS calculations based on 2012-2016 ACS estimates data, Census Bureau. Table S0501: Selected population profile in the US

table 2.2

**SHARE OF LABOR FORCE AND LABOR FORCE PARTICIPATION RATES BY
DEMOGRAPHIC, WISCONSIN AND US, 2017**

| | UNITED STATES | WISCONSIN | UNITED STATES | WISCONSIN | DIFFERENCE IN LABOR FORCE PARTICIPATION BETWEEN WISCONSIN & US |
|-------------------------|----------------------|----------------------|--------------------------------|--------------------------------|--|
| | Share of Labor Force | Share of Labor Force | Labor Force Participation Rate | Labor Force Participation Rate | |
| All | | | 62.9% | 69.0% | 6.1% |
| Gender | | | | | |
| Male | 53.1% | 52.6% | 69.1% | 73.7% | 4.6% |
| Female | 46.9% | 47.4% | 57.0% | 64.4% | 7.4% |
| Age | | | | | |
| 16-24 yrs | 13.2% | 15.5% | 55.5% | 70.5% | 15.0% |
| 25-54 yrs | 64.0% | 60.3% | 81.7% | 88.3% | 6.6% |
| 55 yrs and older | 22.8% | 24.3% | 40.0% | 44.3% | 4.3% |
| Race / ethnicity | | | | | |
| White | 62.8% | 83.7% | 62.1% | 68.5% | 6.4% |
| African-American | 11.7% | 4.7% | 62.0% | 68.2% | 6.2% |
| Hispanic | 17.1% | 5.9% | 66.1% | 74.5% | 8.4% |
| Asian/Pacific Islander | 6.2% | 3.7% | 63.7% | 73.2% | 9.5% |
| Education | | | | | |
| Less than high school | 8.8% | 7.5% | 40.2% | 48.5% | 8.3% |
| High school | 26.5% | 29.7% | 59.2% | 64.8% | 5.6% |
| Some college | 28.4% | 31.6% | 65.4% | 72.2% | 6.8% |
| Bachelor's or higher | 36.3% | 31.3% | 74.2% | 78.2% | 4.0% |

EPI analysis of CPS data

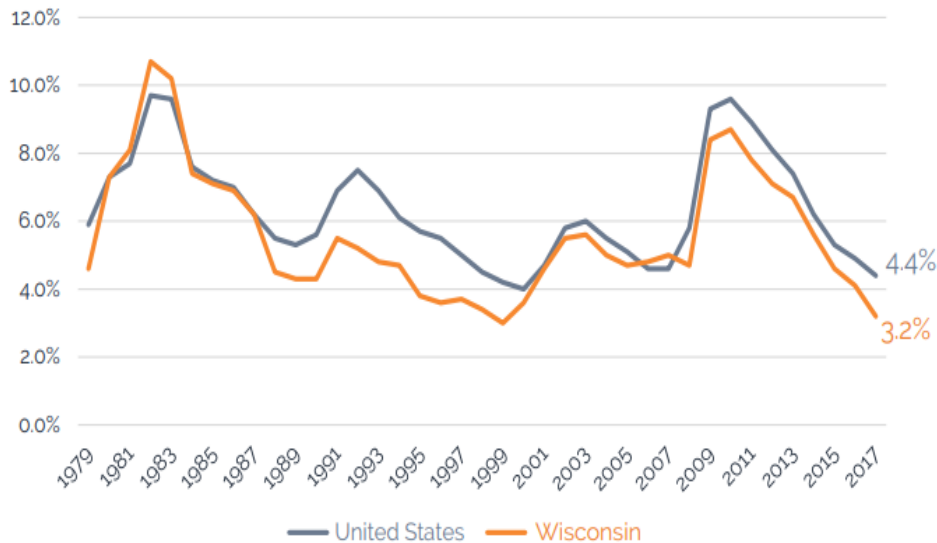
Labor Force Participation

2023: 14th best in the USA

Unemployment

figure 2.1

UNEMPLOYMENT RATE, WISCONSIN AND US, 1979 TO 2017



“The Wisconsin unemployment rate is **as low as it has ever been**, and the state’s labor market has **more jobs than it has ever had.**” *COWS State of Working Wisconsin 2018 Report*

EPI analysis of CPS data

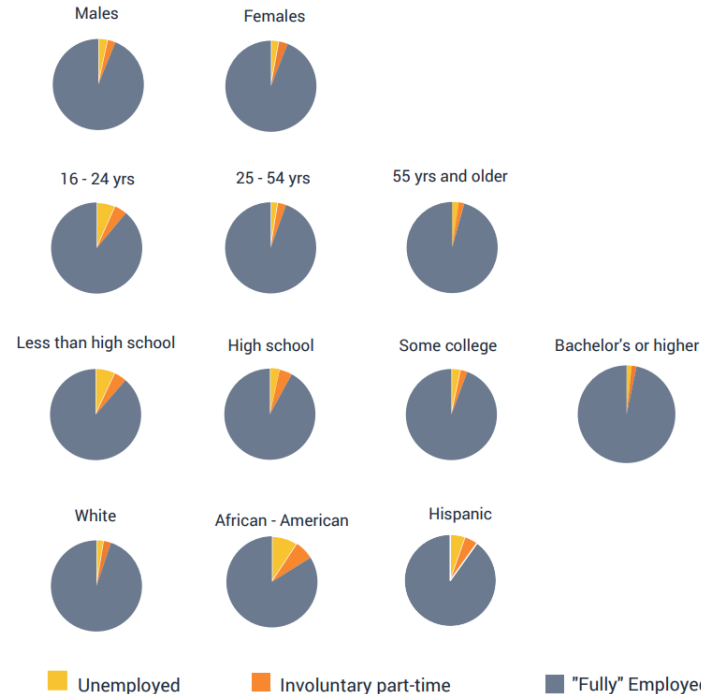
Nationally High Levels of Unemployment Disparity

- Unemployed:
 - “Actively seeking but cannot find work”
- Involuntary Part Time:
 - “Reporting desire for more hours than their current position provides”

Disparity (2017)

- White Unemployment Rate: 2.6%
- Black Unemployment Rate: 9.3%

figure 2.3
WISCONSIN UNEMPLOYMENT AND INVOLUNTARY PART-TIME WORK FOR KEY
DEMOGRAPHIC GROUPS, 2017



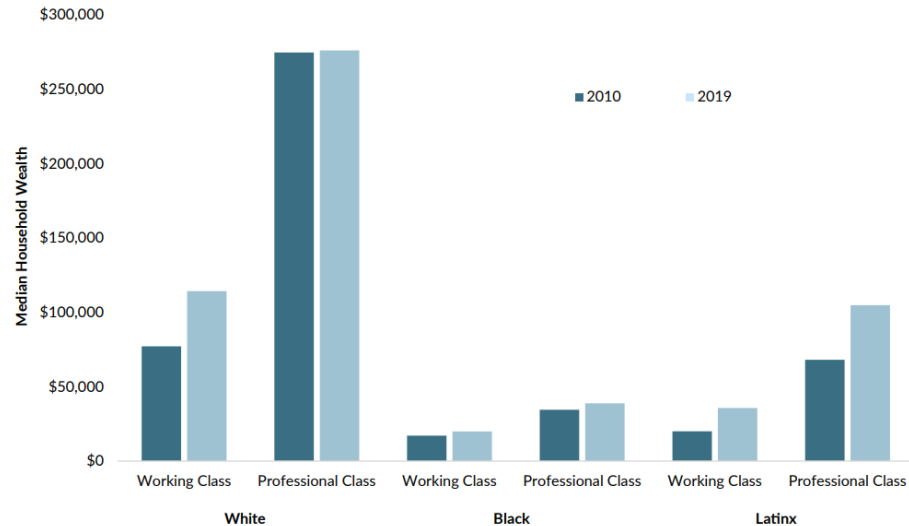
EPI analysis of CPS data

When Bootstraps Tear

“Using data from the Survey of Consumer Finances (SCF), researchers at the Federal Reserve Bank of St. Louis find that the median white family had \$184,000 in wealth in 2019 compared to just \$38,000 and \$23,000 for the median Hispanic and Black families, respectively”

“**Moreover**, their analysis shows that the median wealth gap between white and Black families **has hardly changed** over the last 20 years. Meanwhile, the gap between white and Hispanic families has improved slightly, but it remains large”

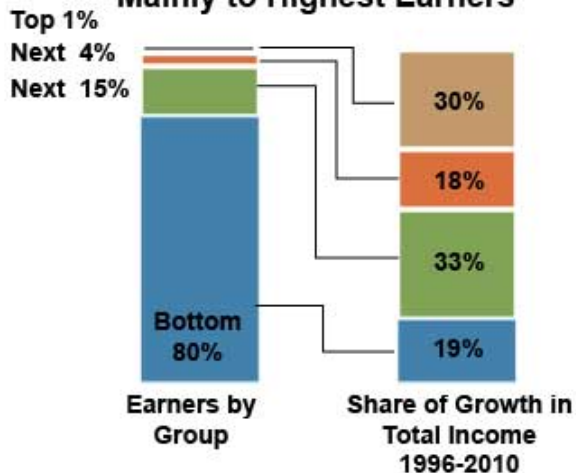
Figure 2. Median net worth of all Black households remained lower than white working-class households throughout post-recession recovery.



Source: Survey of Consumer Finances.

Economic Equity is Racial Equity

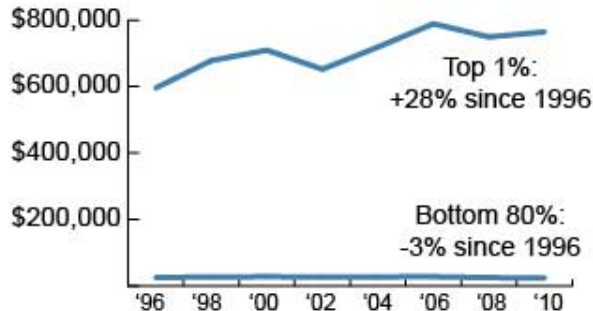
Economic Gains in WI Have Gone Mainly to Highest Earners



SOURCE: 2010 DOR figures, adjusted for inflation

Wisconsin Budget Project

Income Per Tax Return in Wisconsin

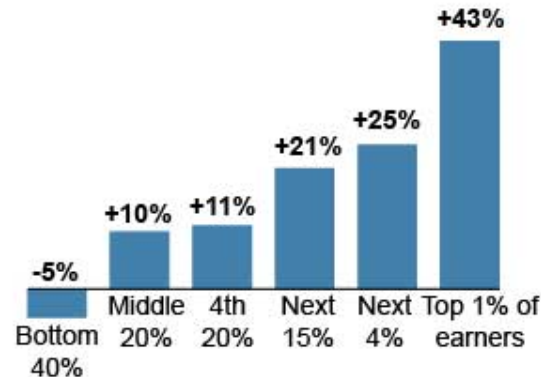


SOURCE: DOR figures, adjusted for inflation

Wisconsin Budget Project

Top One Percent Has Biggest Growth in Income in WI

Change in Income, 1996 to 2010



SOURCE: 2010 DOR figures, adjusted for inflation

Wisconsin Budget Project

Education

- Wisconsin is home to the largest disparity in 8th grade math scores in the nation (COWS, 2019).
- Wisconsin is home to the largest disparity in 4th grade reading level in the nation (WDPI, 2022).

WPR » CORONAVIRUS IN WISCONSIN



Third-grade students work during class Friday, Sept. 17, 2021, at Hackett Elementary School in Beloit, Wis. *Angela Major/WPR*

Wisconsin has widest gap in the US for math, reading scores among white and Black students

Math and reading scores have dropped nationwide, and Wisconsin is no exception

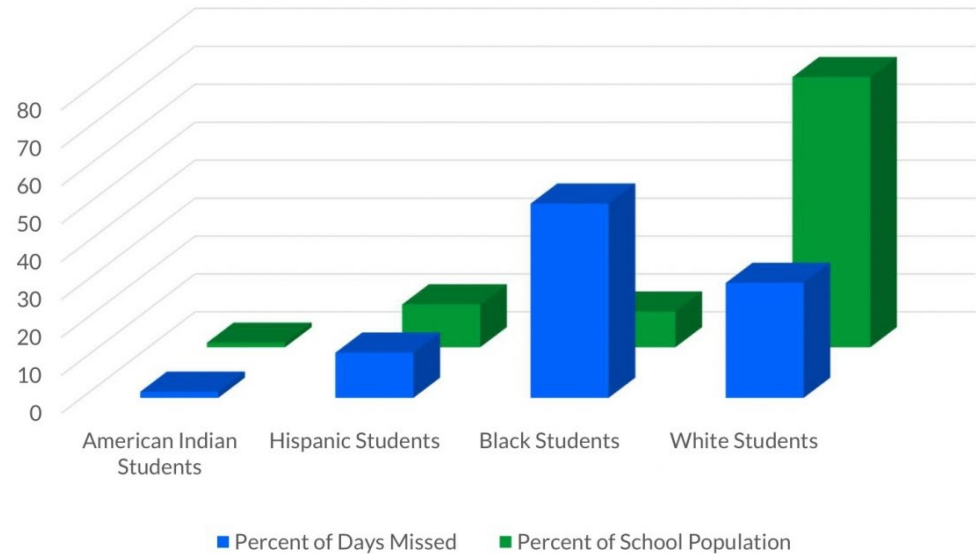
By Danielle Kaeding

Published: Monday, October 24, 2022, 4:15pm

Differential Disciplinary Action

- 2014: Milwaukee Public Schools (MPS) investigated by the U.S. Department of Education Office for Civil Rights (OCR).
- 2018: Investigation report finds, among other concerns, that: **“Over the course of two years, MPS expelled Black students more than 100 times while “similarly-situated” white students were suspended for similar behavior.”**

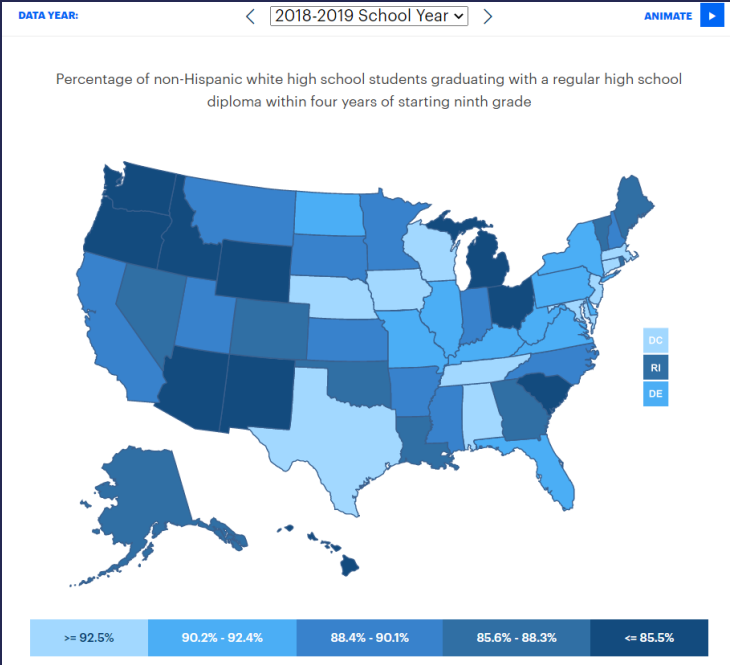
Total Missed School Days Due to Disciplinary Removal in Wisconsin



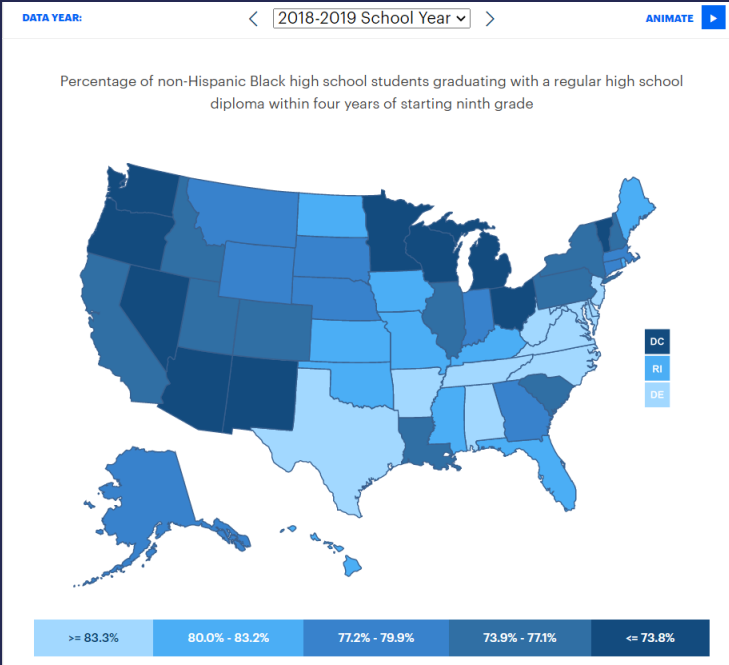
“An analysis of the US Department of Education Civil Rights Data Collection for 2017-18 found that “[p]ublic schools in Wisconsin referred students to police twice as often as schools nationwide;” that, in Wisconsin, “students with disabilities and students of color [...] bore the brunt of school policing;” and that “Wisconsin was more likely than any other state to refer Native students to law enforcement, reporting a rate over three times higher than the rate of referral for their white peers.”

DISPARITY IN HIGH SCHOOL GRADUATION RATES

Non-Hispanic White



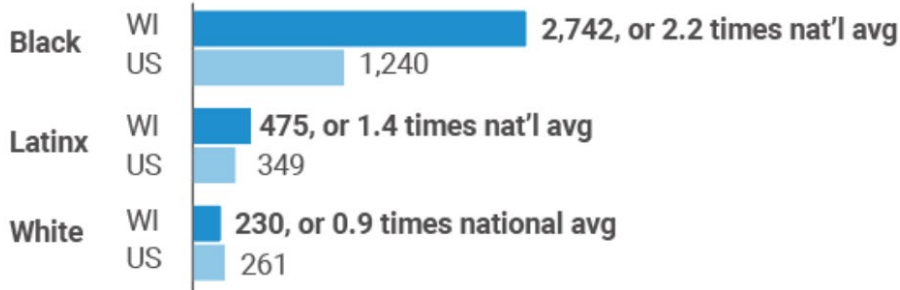
Non-Hispanic Black



Incarceration

Wisconsin Imprisonment Rate for People of Color Far Exceeds the National Average

Imprisonment rates in 2019 per 100,000, by race and ethnicity.

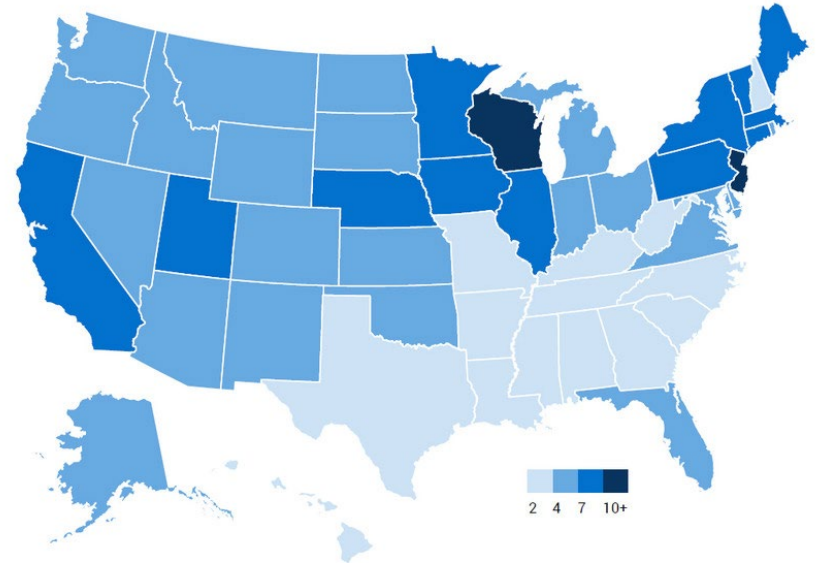


Source: Sentencing Project

WISCONSIN BUDGET PROJECT

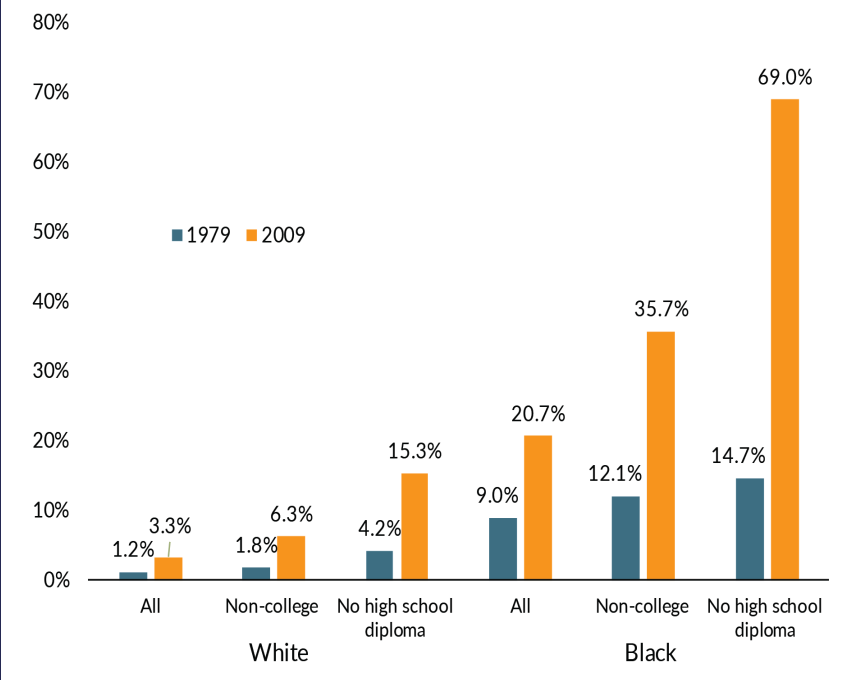
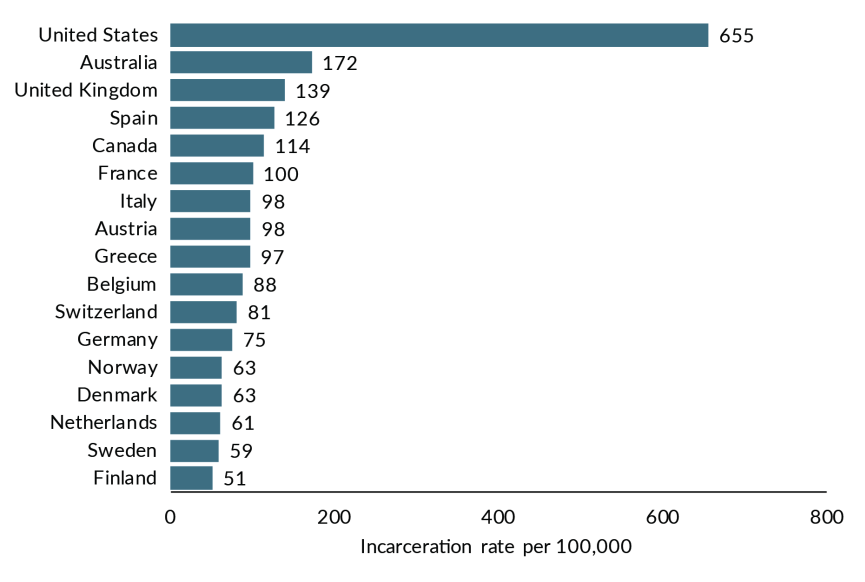
[Sentencing Project, 2021](#)

Black/white incarceration ratios



Data Source: Carson, E. A. (2021). Prisoners in 2019. Bureau of Justice Statistics; U.S. Census Bureau (n.d.). Age, sex, race, and Hispanic-origin—6 race groups. (SC EST 2019-ALLDATA6).

NATIONAL STATISTICS - INCARCERATION



Race and Social Determinants

- Economic Stability
- Education Access and Quality
- Health Care Access and Quality
- Neighborhood and Built Environment
- Social and Community Context

- Income, Unemployment, Wealth Disparities.
- High School Graduation, 8th and 4th Grade Test Scoring, Disciplinary Action Disparities.
- Health Outcome Disparities.
- Incarceration Disparities.

Still We Rise...



Leaders of 2022

Resources

Local Reports

- [Wisconsin's Extreme Racial Disparity: Report](#)
- [Race for Results: Wisconsin's Need to Reduce Racial Disparities Report](#)
- [A Roadmap to Equity: A Two Generation Approach to Reducing Racial Disparities in Dane County](#)
- [COWS State of Working Wisconsin 2018](#)



Videos

- [PBS Docuseries: *The Making of Milwaukee*](#)
- [PBS Interview Series: *Why Race Matters*](#)

Current Reads

Born in Blackness: Africa, Africans, and the Making of the Modern World 1471 to the Second World War – Howard W. French

Works Cited

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Barron County

Health Equity

Barron County

- Small, Rural County in NW Wisconsin with about 45,500 residents
- Meat packing industry
- For today's purposes we will focus on residents of Somali descent



Overall Approach

- ▶ Humility
- ▶ Ask questions and ask the community what they need/want
- ▶ Somali 101 gatherings for staff and for the community
- ▶ Be open to check each other on unconscious bias or practices that may be questionable or offensive

Mahadsanid = Thank you



Systems Work- Partnerships

- ▶ Travel ban impact on families
 - ▶ UW Eau Claire Nursing Instructors – Norah Airth-Kindree, DNP, MSN, RN, Pam Guthman, DNP, RN-BC, Mohammad Alasgheirin, Ph.D., RN
 - ▶ Somali Family Refugee Health: The Impact Of The Current U.S. Travel Ban
 - ▶ WPHA Lobbying Efforts



Systems Work

- ▶ Meet people where they are at
 - ▶ Soccer/Football
 - ▶ Measles vaccination outreach and chronic disease assessments- Mohammad Alasagheirin, Ph.D., RN, UWEC Nursing Instructor
 - ▶ MCH Grant funded by the Wisconsin Partnership Program at the University of Wisconsin School of Medicine and Public Health
 - ▶ housing and daycare
- ▶ Jobs- many people are still only working at the meat packing plant
 - ▶ Accommodations
 - ▶ Somali supervisors and human resources
 - ▶ Pay



Opportunities

- Elderly meal site barriers
- Call to prayer
- Housing
- Childcare



Start Small- COVID examples

- ▶ Community Health Workers
- ▶ COVID vaccine access
 - ▶ Promoted early ESL/ELL COVID vaccine clinics
 - ▶ During drive thru mass clinics we offered early access for ESL/ELL
 - ▶ Reached out to employers known to employ ESL/ELL populations
- ▶ Isolation hotel meals
 - ▶ Set up an account with local Somali restaurant
- ▶ Groceries for isolation/quarantine
 - ▶ Ordered from a Somali grocery store





Questions?

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Summary

- 4 levels of Racism
- Addressing SDoH and Racial Inequities
- Community engagement, cultural competency, and specific programming for each populations are important for addressing SDoH

Thank you!

Join us for our next Learning Community next month!
Thursday February 16th, 2023
10am-11am