

# Centering Health Equity in an Era of Sustainability for Collective Futures

Jean E. Balestrery Ph.D., LICSW, MAC  
Integrated Care Counsel, LLC

June 27, 2024

10:00 a.m., Central Time Zone



Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# About the Presenter

- Presenter has multiple affiliations: Founder and CEO of [Integrated Care Counsel, LLC](#), Hampton Faculty Fellow with Spirit of Eagles, SAMHSA Grant Reviewer, NASW National LGBTQ+ Committee member and employment as a licensed independent behavioral health clinician.
- Presenter has no conflicts of interest from funding or affiliation-related activities.



MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Description

The United Nations has set forth the 2030 Agenda for Sustainable Development. In so doing, it aims to advance “a plan of action for people, planet and prosperity” through a global lens. The crux of this plan is “to realize the human rights of all,” which, notably, requires centering health equity. What exactly is health equity and what does it look like? Who is impacted by health inequities, and how? This 90-minute virtual session will address these questions and more pertaining to the topic of health equity. We will discuss salient health equity topics including our evolution of understanding, an expanding unit of analysis, trauma-informed care, local-to-global (dis)connections and policy-practice implications within the context of sustainable, collective futures.



Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Objectives

- 1) Participants will gain an understanding of what health equity is and how it has evolved.
- 2) Participants will identify health inequity impacts and health disparity priority populations.
- 3) Participants will learn policy and practice implications within the context of collective futures.



Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Great Lakes MHTTC

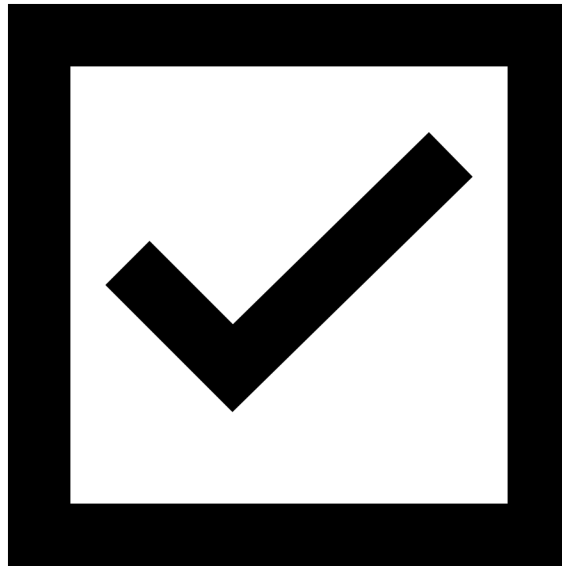


Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Who is here?



Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Reflecting

*Let's check-in...*

***What brings you here today?***



Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# A Global Agenda

## TRANSFORMING OUR WORLD:



## THE 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT

### This Agenda is...

- A plan of action for people, planet and prosperity
- Seeks to strengthen universal peace
- Seeks to realize human rights of all...

### The Vision is...

- A just, equitable, tolerant, open and socially inclusive world in which the needs of the most vulnerable are met...

Reference: [Transforming our World: The 2030 Agenda for Sustainable Development | Department of Economic and Social Affairs \(un.org\)](https://www.un.org/sustainabledevelopment/)



Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration



# A Global Agenda

## TRANSFORMING OUR WORLD:



## THE 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT

- 17 Sustainable Development Goals (SDGs) and 169 targets
- Build on the Millennium Development Goals
- All are integrated and balance the three dimensions of sustainable development:
  - the economic
  - the social
  - the environmental

Reference: [Transforming our World: The 2030 Agenda for Sustainable Development | Department of Economic and Social Affairs \(un.org\)](#)



Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# A Global Agenda



Reference: [Transforming our World: The 2030 Agenda for Sustainable Development | Department of Economic and Social Affairs \(un.org\)](https://www.un.org/sustainabledevelopment/)



Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# A Global Agenda



- “We commit to fully engage in conducting regular and inclusive reviews of progress at the subnational, national, regional and global levels. We will draw as far as possible on the existing network of follow up and review institutions and mechanisms. National reports will allow assessments of progress and identify challenges at the regional and global level. Along with regional dialogues and global reviews, they will inform recommendations for follow up at various levels.”

Reference: [Transforming our World: The 2030 Agenda for Sustainable Development | Department of Economic and Social Affairs \(un.org\)](https://www.un.org/sustainabledevelopment/)



Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# A Global Lens



UNITED NATIONS



UNITED NATIONS  
**HUMAN RIGHTS**  
OFFICE OF THE HIGH COMMISSIONER

## Universal Declaration of Human Rights

- Article 25:
  1. “Everyone has the right to a standard of living adequate for the health and well-being of [themselves] and of [their] family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond [their] control.
  2. Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.

Reference: [Universal Declaration of Human Rights | OHCHR](#)



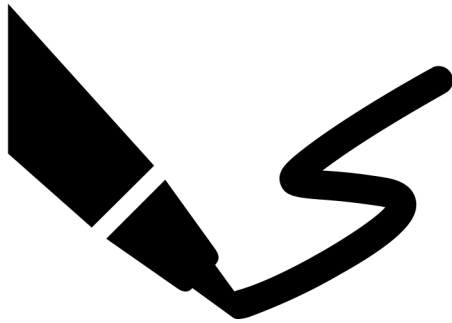
Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Definitions

- **Health equity:** everyone has a fair and just opportunity to be as healthy as possible



- “**Equity:** Everyone gets what they need- understanding the barriers, circumstances and conditions.”

vs

- “**Equality:** Everyone gets the same - regardless if it’s needed or right for them.”  
-RWJF
- **health disparity:** differences in health outcomes among groups of people

Reference: [Health Equity \(apha.org\)](http://apha.org) & [Visualizing Health Equity: Diverse People, Challenges, and Solutions Infographic \(rwjf.org\)](http://rwjf.org)



Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Reflecting

***What is a syndemic?***

***Seeing  
health inequities and health disparities  
through  
a syndemics lens***

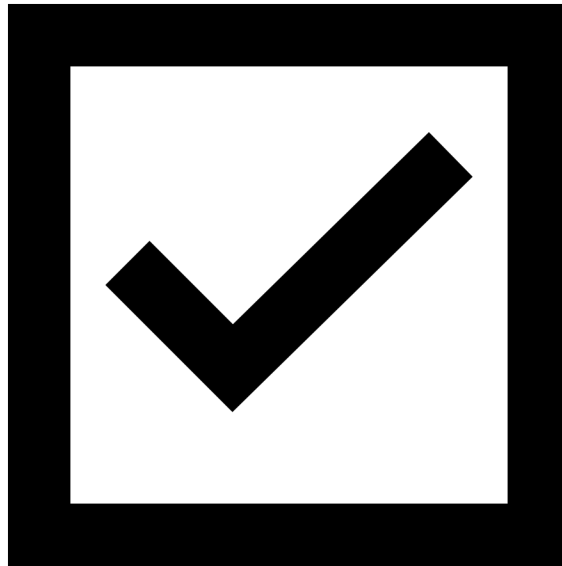


Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Poll



Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Health Equity

“When it comes to expanding opportunities for health, thinking the same approach will work universally is like expecting everyone to be able to ride the same bike. We’ve invested in creating multiple graphics to depict health equity.” - RWJF

## Equality



## Equity



© 2017 Robert Wood Johnson Foundation.  
May be reproduced with attribution.

Reproduced with permission of the Robert Wood Johnson Foundation, Princeton, NJ



Great Lakes (HHS Region 5)

**MHTTC**

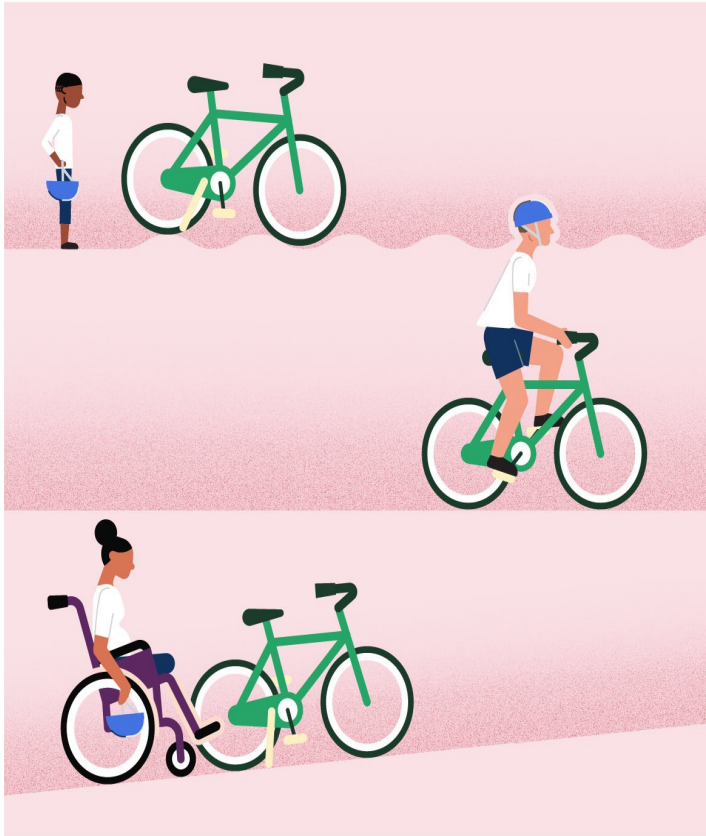
Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration



# Health Equity

## EQUALITY:

Everyone gets the same—regardless if it's needed or right for them.



## EQUITY:

Everyone gets what they need—understanding the barriers, circumstances, and conditions.



Copyright 2022 Robert Wood Johnson Foundation

Reproduced with permission of the Robert Wood Johnson Foundation, Princeton, NJ



Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Health Equity

## EQUALITY:

Everyone gets the same – regardless if it's needed or right for them.



## EQUITY:

Everyone gets what they need – understanding the barriers, circumstances, and conditions.



Copyright 2022 Robert Wood Johnson Foundation

Reproduced with permission of the Robert Wood Johnson Foundation, Princeton, NJ

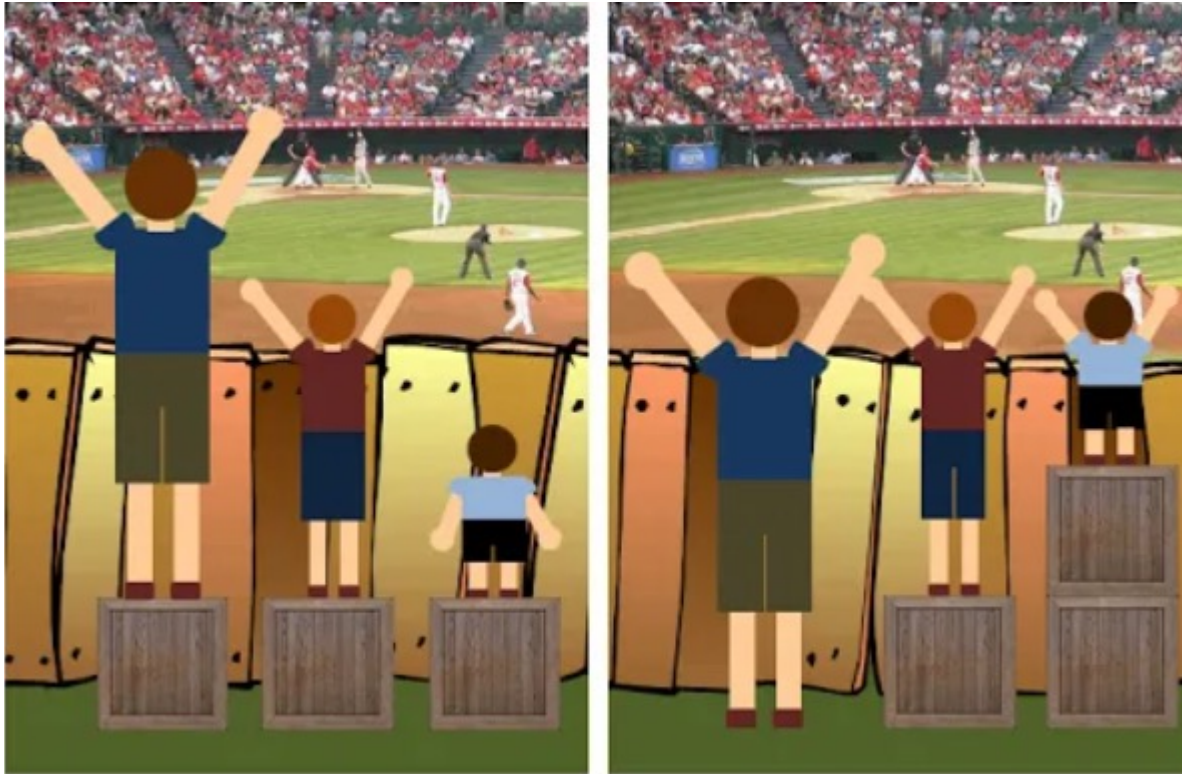


Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Health Equity



“My original image — December 19, 2012”

Reference: [The Evolution of an Accidental Meme | by Craig Froehle | Medium](#)

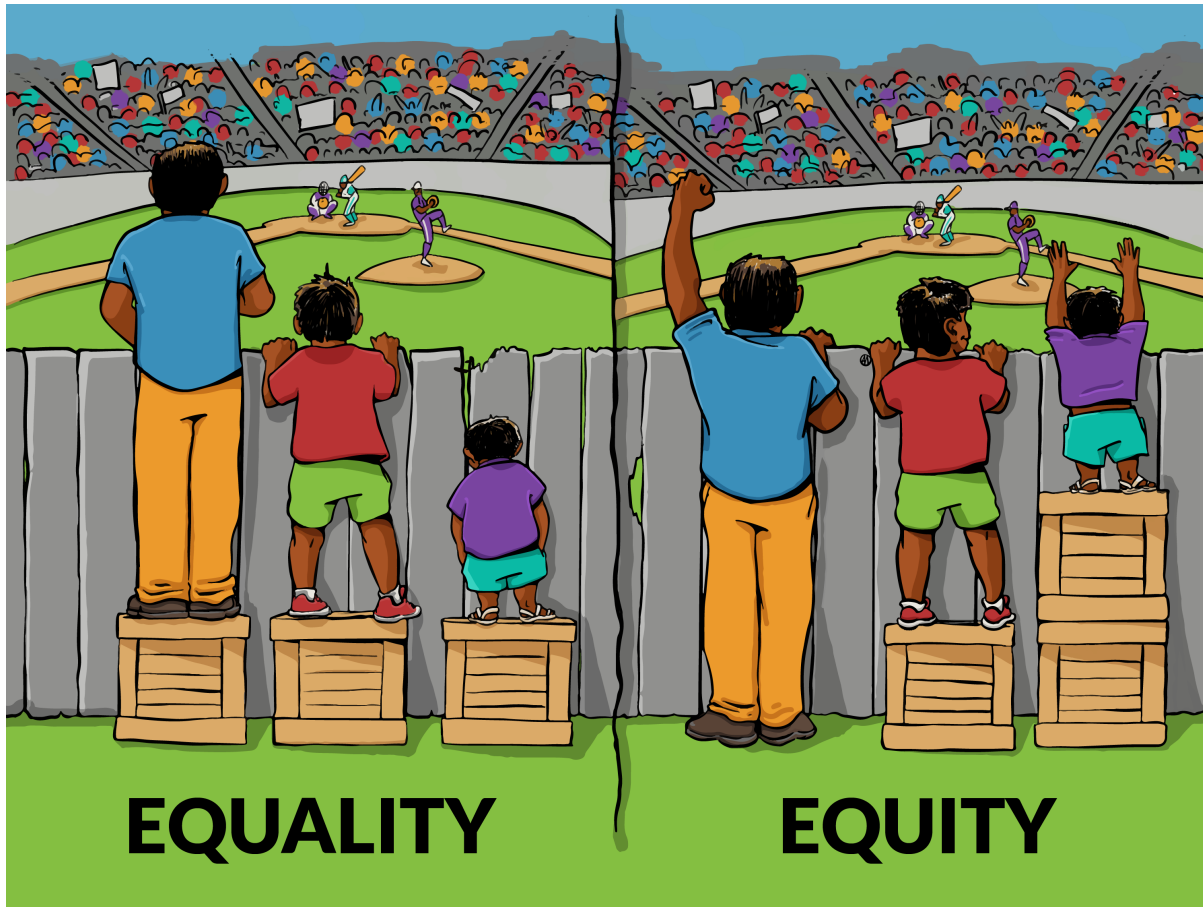


Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Health Equity



Interaction Institute for Social Change | Artist: Angus Maguire

Reference: [Illustrating Equality VS Equity - Interaction Institute for Social Change : Interaction Institute for Social Change](#)



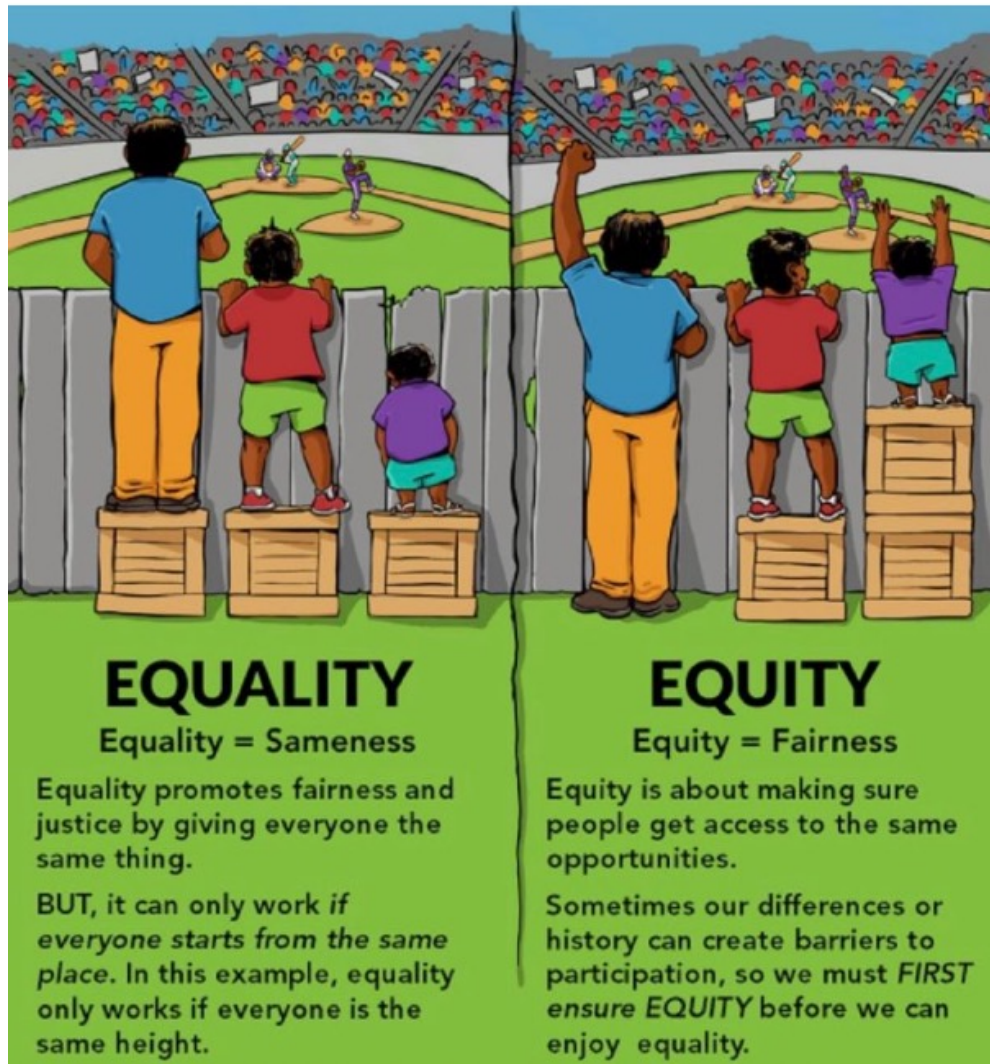
Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration



# Health Equity



Interaction Institute for Social Change | Artist: Angus Maguire

Reference: [Illustrating Equality VS Equity - Interaction Institute for Social Change](#) : [Interaction Institute for Social Change](#)

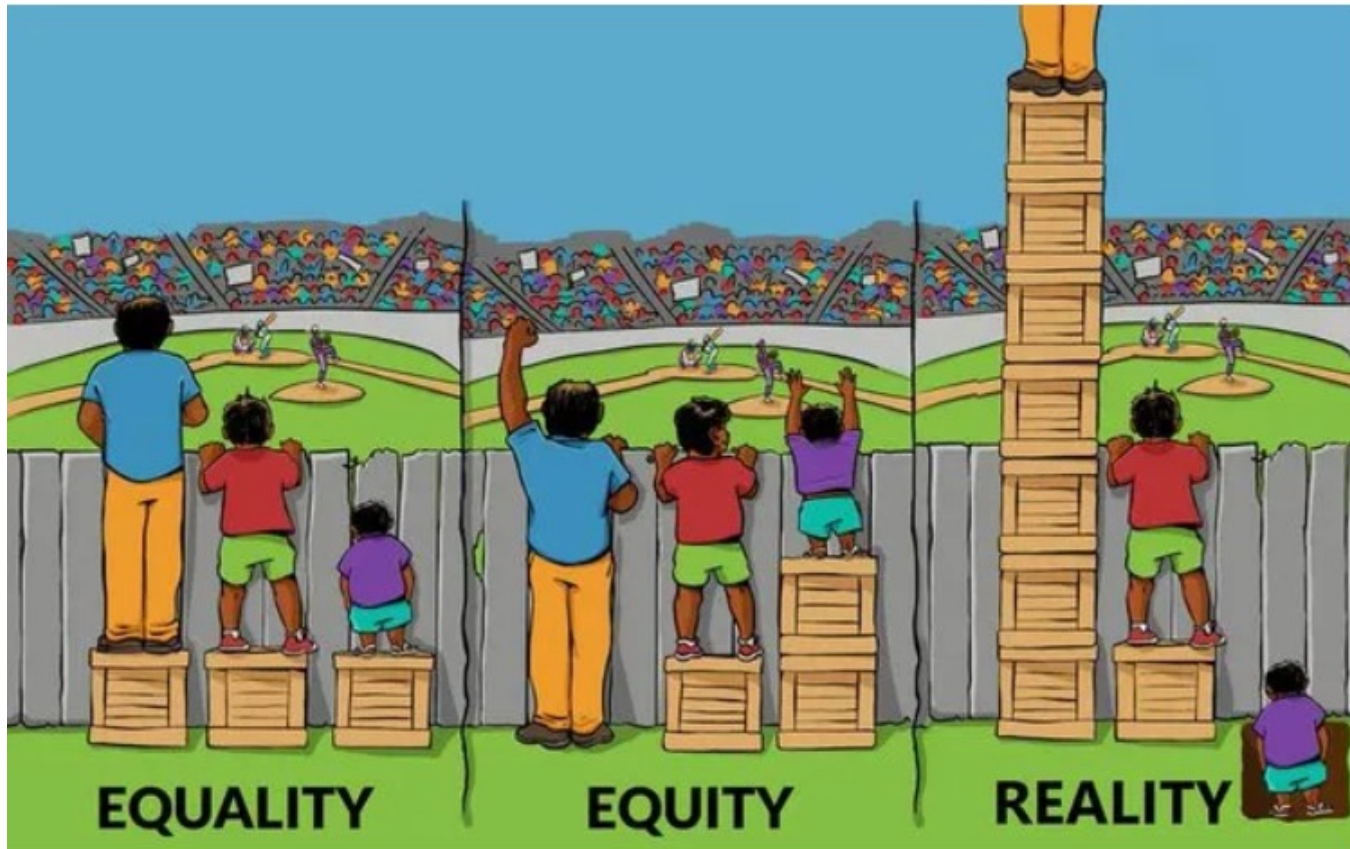


Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Health Equity



Reference: [The Evolution of an Accidental Meme | by Craig Froehle | Medium](#)

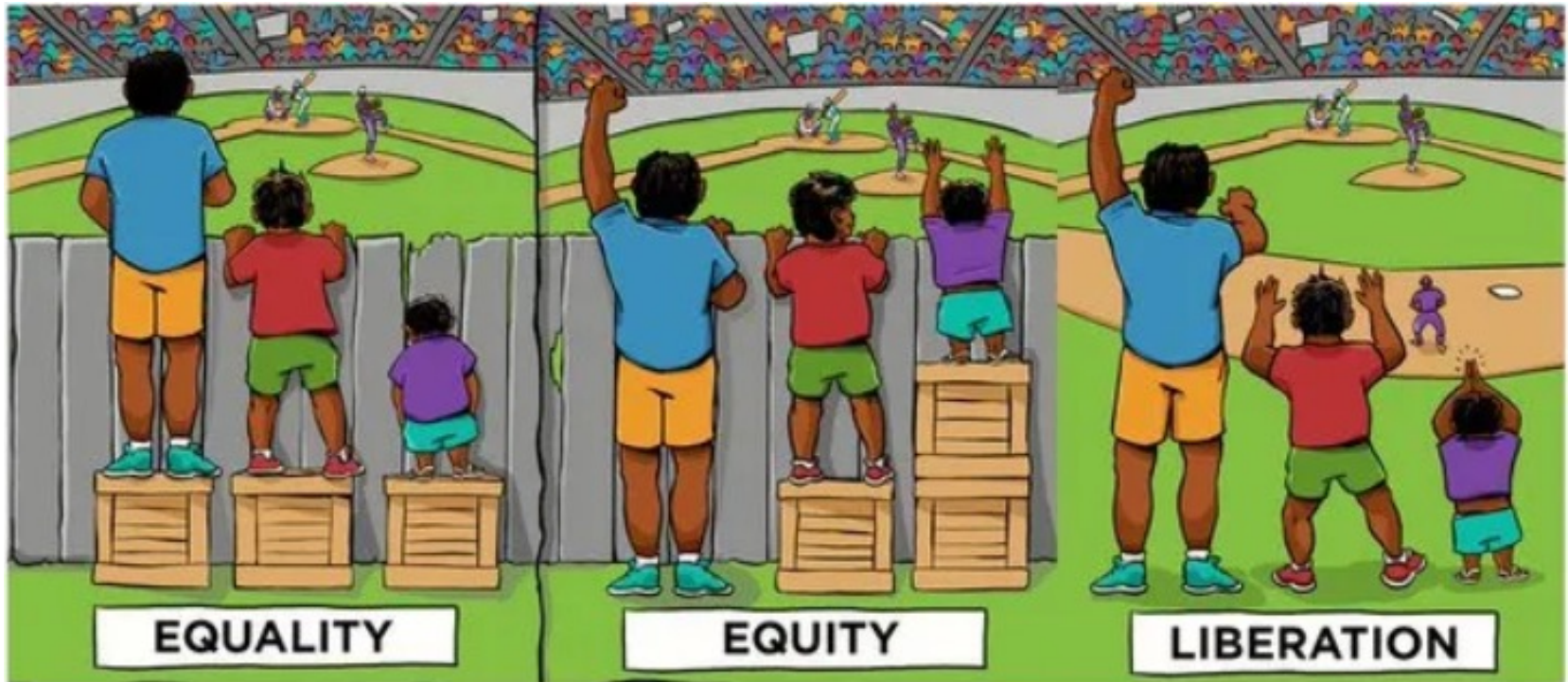


Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Health Equity



Reference: [The Evolution of an Accidental Meme | by Craig Froehle | Medium](#)



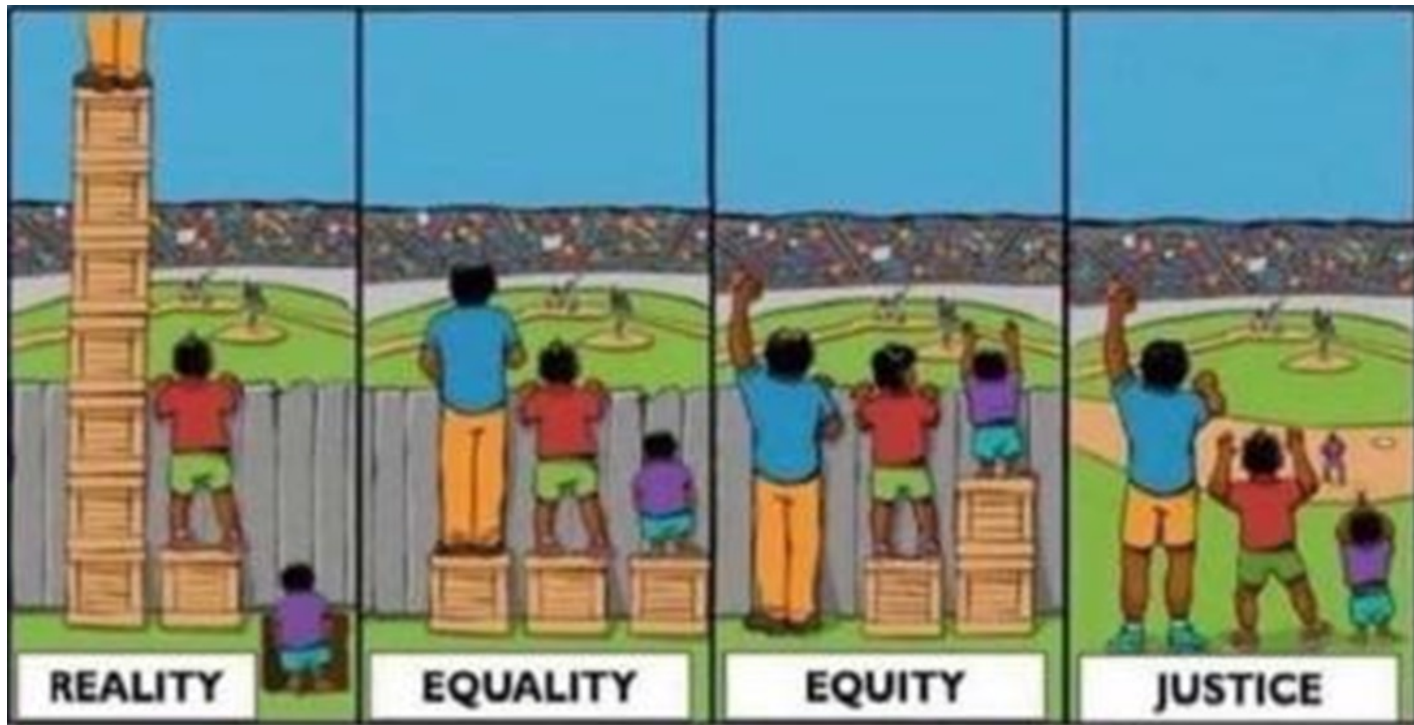
Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration



# Health Equity



Reference: @restoringracialjustice



Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration



# Reflecting

*Have you lived or travelled to  
another country outside the  
U.S.?  
If so, where?*



Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# A Global Lens



## Global Trends in health equity

- Why global learning for health equity?
- “Around the world, there are many places where gaps in health and life expectancy are shrinking.”
- “What are these places doing about it? How are they addressing their own structural inequities? What could we learn from them that might help us in the U.S.?”

Reference: Robert Wood Johnson Foundation



Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# A Global Lens

## Global Trends in health equity



- health equity = universal goal
- global learning offers practical solutions and solidarity with peers around the world
- the world is not static. It's constantly evolving, and we need to understand the trends—how things are changing and in what direction – we are all interconnected

Reference: Robert Wood Johnson Foundation



Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# A Global Lens

- 6 Global Trends

01. GROWING CALLS FOR MORE EQUITABLE CARE WORK



04. COMPOUNDING HOUSING CRISIS



02. GREATER LONGEVITY



05. INCREASING RISKS TO NUTRITION SECURITY



03. SURGE IN DIGITAL HEALTH INFORMATION IMPACTING WELLBEING



06. GROWING DEMANDS FOR HEALTHY PUBLIC SPACES



Reference: Robert Wood Johnson Foundation



Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# A Global Lens

- 2 driving forces



## ACCELERATING CLIMATE CHANGE

**Accelerating climate change** impacts all social determinants of health due to increasingly frequent and severe climate events and climate-related environmental changes which will threaten lives, livelihoods, and social systems broadly.



## RISING USE OF AI

**Rising use of AI** presents opportunities for efficiency gains and expanded access to health resources and services. However, if AI is not designed with equity and diversity in mind, it will exacerbate health inequities.

Reference: Robert Wood Johnson Foundation



Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Global Trends & the U.S.

## TREND 01

### Growing calls for more equitable care work



Reference: Robert Wood Johnson Foundation

## U.S. Context

- “Women make up over 75% of caregivers for adults in the U.S. and over 90% of paid caregivers. In the U.S., 44% of paid care workers live in or near poverty
- In the pandemic, 48% of U.S. mothers shifted to part-time jobs or left their jobs, particularly low-income mothers and mothers of color
- Unpaid care work is associated with a greater mental health burden”

## Discrimination:

- **“Structural racism and sexism shape the employment opportunities and trajectories of BIPOC women in the undervalued and underpaid care system.** Women of color and immigrants are vastly overrepresented and are a growing segment of the care workforce: 61% of paid care workers are people of color and 27% are immigrants”



Great Lakes (HHS Region 5)

MHTTC

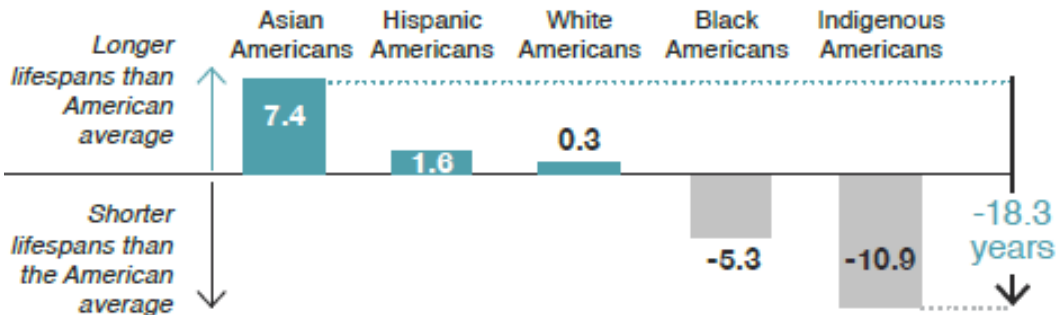
Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Global Trends & the U.S.

## TREND 02

### Greater longevity

On average  
Americans live  
to 76.1 years old  
*However, this  
differs drastically  
based on racial /  
ethnic group*



Reference: Robert Wood Johnson Foundation

## U.S. Context

- By 2030, 20% of the total U.S. population will be over 65 years old, growing from 17.3% in 2022
- More than 30% of older adults in the U.S. are economically insecure: Over 14% live in poverty, which increased from 10.7% between 2021 and 2022
- The number of individuals over 50 years old with at least one chronic disease is expected to double between 2020 and 2050
- One quarter of U.S. adults over 65 years old are socially isolated, which is associated with a 50% increased risk of dementia and other serious medical conditions



Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration



# Global Trends & the U.S.

## TREND 03

### Surge in digital health information impacting wellbeing



Reference: Robert Wood Johnson Foundation

## U.S. Context

- “Health information is increasingly accessible to individuals through the internet and novel technology”
- “Access to health information is not equitably distributed”
- “For individuals who can access, interpret, and act on health data, it has positive health benefits”

## Discrimination:

- “**Historically health data is not representative of U.S. minority populations.** For instance, in oncology trials, only 2% of participants were Black women, compared to 84% white women. 13 Black women have been consistently excluded from medical representation, a factor that contributes to high rates of Black maternal mortality”



Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration



# Global Trends & the U.S.

## TREND 04

### Compounding housing crisis



## U.S. Context

- “Stability in housing is one of the most needed healthcare interventions.”
- Housing affordability in the U.S. was the worst it has ever been in 2022
- Homelessness has been increasing in the U.S., with over 540,000 individuals currently homeless. Black people make up over 40% of the U.S.’ homeless population

## Discrimination:

- “**Discriminatory housing practices have contributed to Black and Hispanic households having lower rates of homeownership.** In 2022, white households had a homeownership rate of 75%, while Hispanic households were at 48%, and Black households were at 45%”

Reference: Robert Wood Johnson Foundation



Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

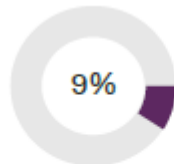
# Global Trends & the U.S.

## TREND 05

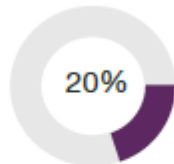
### Increasing risks to nutrition security



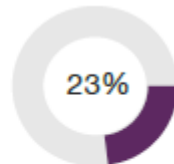
Percentage of Americans experiencing food insecurity, by race in 2022<sup>12</sup>



White Americans



Latino Americans



Black Americans

## U.S. Context

- “Poor nutrition contributes to obesity. Nearly 74% of adults in the U.S. are overweight or obese, which costs the U.S. healthcare system nearly \$173 billion annually”
- “The percent of the population that cannot afford healthy food is five times as large in the U.S. as in Germany, France, or Denmark”

## Discrimination:

- “**People of color are more likely to live in food deserts**, reducing access to nutritious food options. Only 8% of Black people live in a census tract with a supermarket, compared to 31% of white people”

Reference: Robert Wood Johnson Foundation



Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Global Trends & the U.S.

## TREND 06

### Growing demands for healthy public spaces



## U.S. Context

- “During the Covid-19 pandemic, over 30 of the largest cities in the U.S. adopted “slow-street” or other public space projects. However, many low-income communities and people with physical disabilities did not experience the benefits of these interventions”
- “Low-income neighborhoods have access to 42% less park acreage, fewer playgrounds, and half as many sidewalks, compared to high income neighborhoods in the U.S.”

## Discrimination:

- **“The creation of new public spaces in the U.S. often displaces communities of color.** For example, the development of Atlantic Yards in New York City, which included eight acres of public space and an indoor arena, displaced many residents of a predominately Black community.”

Reference: Robert Wood Johnson Foundation



Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Global Learnings



Photo: Ibasho



## Innovative Initiatives

- Bogotá's District Care Blocks
- Japan's Ibasho community hubs
- Finland's Critical Thinking Curriculum

Reference: Robert Wood Johnson Foundation

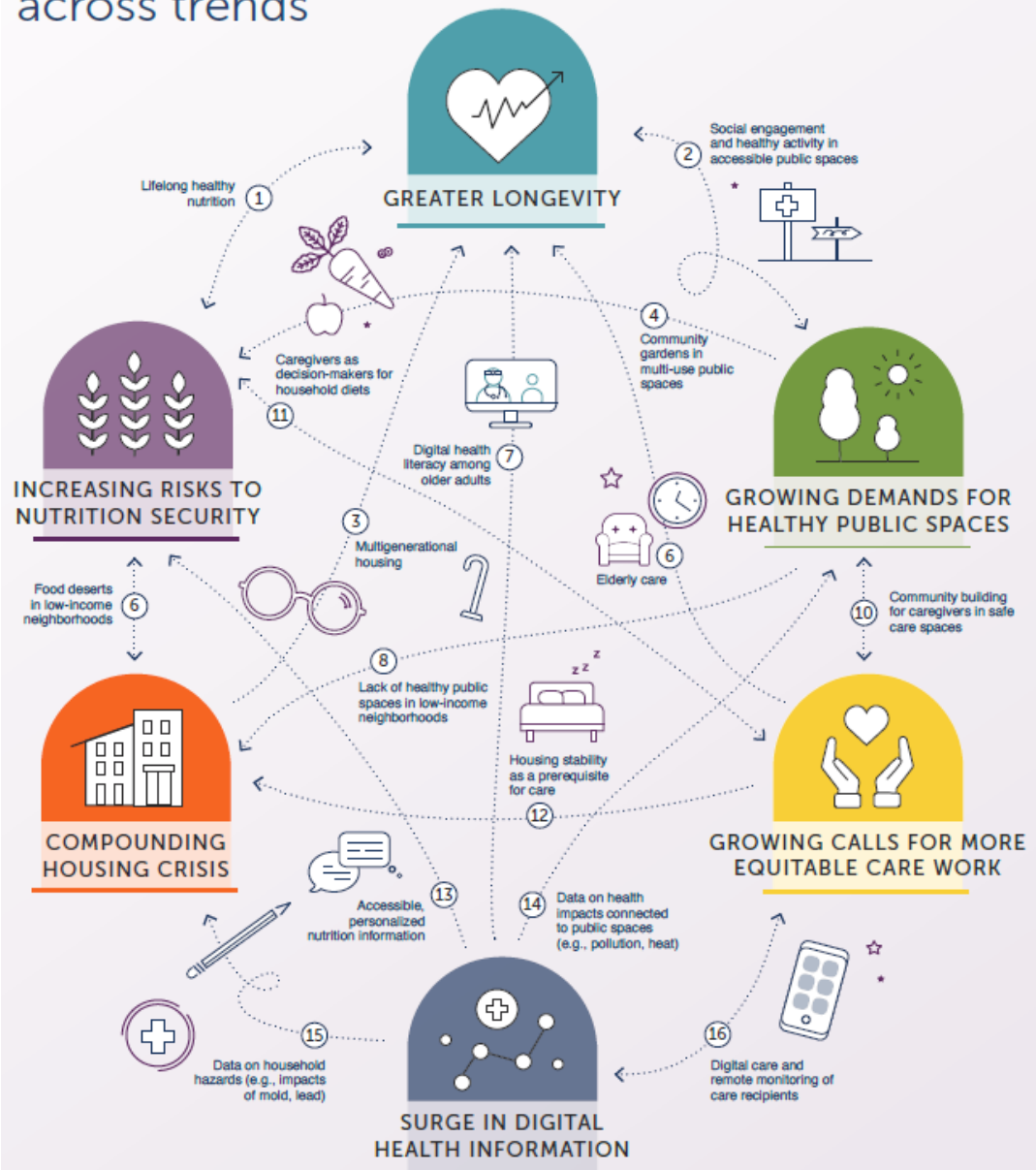


Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Connections across trends\*



# Global Trends & the U.S.

Reference: Robert Wood Johnson Foundation



Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# More Definitions

- **“Structural racism:** Historical and contemporary policies, practices, and norms that create and maintain White supremacy by segregating racial and ethnic communities from access to opportunity and upward mobility by making it more difficult to secure high-quality education, jobs, housing, *health* care, and equal treatment in the criminal justice system.”
- **“Systemic racism:** Racism characterized by a dominant racial hierarchy, comprehensive White racial framing, individual and collective discrimination, social reproduction of racial-material inequalities, and racist institutions integral to White domination of Americans of color.”
- **Racism:** “Racism is a system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call "race"), 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”
- **Structural Violence:** “The social arrangements that put people in harm's way... The arrangements are *structural* because they are embedded in the political and economic organization of our social world; they are *violent* because they cause injury to people”

Reference: [Strategies for Reducing Health Disparities 2016 - Minority Health – CDC](#) & [The Intellectual Roots Of Current Knowledge On Racism And Health: Relevance To Policy And The National Equity Discourse | Health Affairs & Racial Equity \(apha.org\)](#) & [Structural Violence and Clinical Medicine - PMC \(nih.gov\)](#)

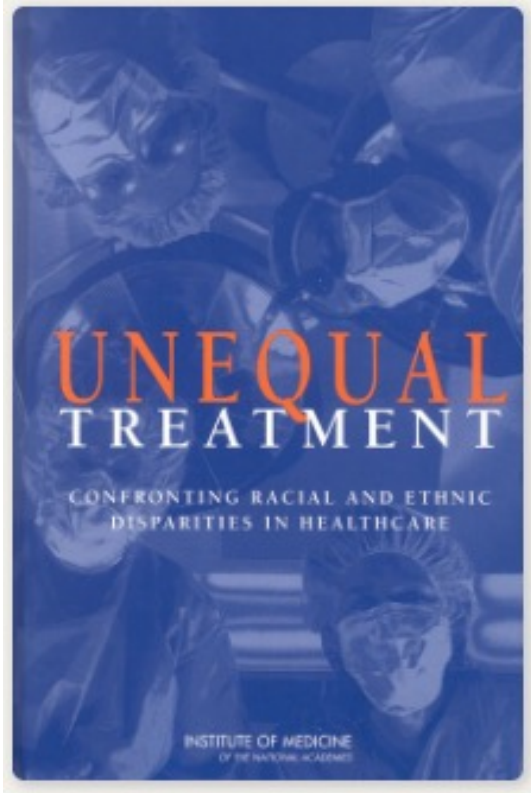


Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Unequal Treatment



## Unequal Treatment Confronting Racial and Ethnic Disparities in Health Care (2003)

- “The past four decades of scholarship combined with insights from major reports provide a solid groundwork for policy to address racism as a key social determinant of **health** and to initiate new directions in the equitable allocation of resources.” – (2022)

Reference: [Unequal Treatment: Confronting Racial and Ethnic Disparities in Health Care | The National Academies Press](#) & [The Intellectual Roots Of Current Knowledge On Racism And Health: Relevance To Policy And The National Equity Discourse | Health Affairs](#) (2022)



Great Lakes (HHS Region 5)

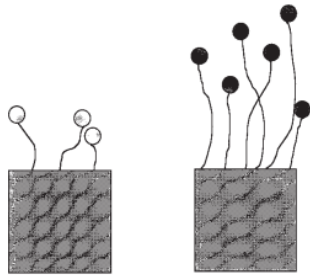
MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration



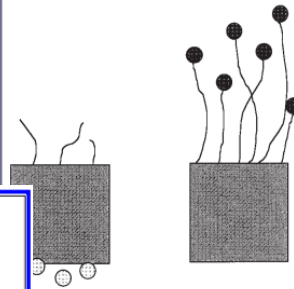
# Levels of Racism

## Institutionalized racism



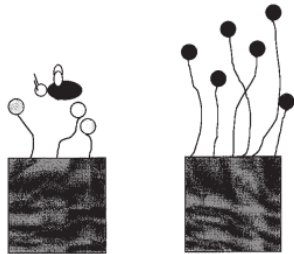
- Initial historical insult
- Structural barriers
- Inaction in face of need
- Societal norms
- Biological determinism
- Unearned privilege

## Personally mediated racism



- Intentional
- Unintentional
- Acts of commission
- Acts of omission
- Maintains structural barriers
- Condoned by societal norms

## Internalized racism



- Reflects systems of privilege
- Reflects societal values
- Erodes individual sense of value
- Undermines collective action

## “Levels of Racism: A Theoretic Framework and a Gardener’s Tale”

(2000)

– Camara Phyllis Jones, MD,  
MPH, PhD

- Institutionalized
- personally mediated
- internalized

Reference: [Levels of racism: a theoretic framework and a gardener's tale \(aphapublications.org\)](http://aphapublications.org) (2000)



Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration



# Racism: A Public Health Crisis



## Declaring Racism a Public Health Crisis: A Timeline

**2016**

During her APHA presidency, Dr. Camara Jones, MD, PhD, MPH, launches a national campaign against racism.



**2018**

Inspired by the work of Dr. Jones, the Wisconsin Public Health Association passes the first resolution in the nation declaring racism a public health crisis.



**2019**

Milwaukee County becomes the first local government in the nation to pass a racism declaration.



**2020**

Following the police killing of George Floyd and the subsequent uprising over racially motivated violence, the number of declarations grows from 13 nationwide to nearly 200.



**2022**

The number of declarations tracked by APHA reaches 250.



Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Activity

## *Beyond the Bridge*

### *A Solution To Homelessness*

*“Racism ultimately causes homelessness”*



Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Health Disparities

## Health Disparity Populations

- racial and ethnic minorities
- low socioeconomic status (SES)
- sexual and gender minorities (SGM)
- underserved rural populations
- any subpopulations that can be characterized by two or more of these descriptions



Reference: National Institutes of Health, Minority Health and Health Disparities Strategic Plan 2021-2025 & [Strategies for Reducing Health Disparities 2016 - Minority Health - CDC](#)



Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Health Disparities

**2.5  
Times**

LGBTQ+ individuals are 2.5x more likely to experience depression, anxiety and substance misuse compared to heterosexual individuals.

## Health Disparity Populations

- **sexual and gender minorities (SGM):**
- “29 states still do not have non-discrimination protections for LGBTQ individuals”
- 2023: Over 725 anti-LGBTQ+ legislative bills have been introduced in state legislatures across the country, more than 75 signed into law
- Over one in five LGBTQ adults are living in poverty and LGBTQ youth are 2.2 times more likely to experience homelessness than their non-LGBTQ peers

References: [Second State Of LGBTQ Health™ National Survey – HealthLGBTQ](#)



Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Health Disparities

## Health Disparity Populations

- **sexual and gender minorities (SGM)**
- LGBTQ Health Survey (2023): “respondents most frequently estimated that fear of stigma or discrimination, distrust in health systems or professionals, and mental health issues are the most significant barriers facing LGBTQ clients seeking care.”

### Barriers to Providing LGBTQ Services



**67.0%** Lack of provider training and education

**45.0%** Lack of insurance coverage or choice

**34.6%** Local legislation or state laws

References: National Institutes of Health, Minority Health and Health Disparities Strategic Plan 2021-2025 & [Second State Of LGBTQ Health™ National Survey – HealthLGBTQ](#)



Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Health Disparities

## Health Disparity Populations

- **sexual and gender minorities (SGM)**
- “LGBTQ+ Americans are living in a state of emergency. The multiplying threats facing millions in our community are not just perceived – they are real, tangible and dangerous,” the group’s president, Kelley Robinson, said. “In many cases they are resulting in violence against LGBTQ+ people, forcing families to uproot their lives and flee their homes in search of safer states, and triggering a tidal wave of increased homophobia and transphobia that puts the safety of each and every one of us at risk.”



References: National Institutes of Health, Minority Health and Health Disparities Strategic Plan 2021-2025 & [Second State Of LGBTQ Health™ National Survey – HealthLGBTQ](#)



Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Intersectionality

## What is it?

“Crenshaw (1989) identifies “Black women” as a “compound class” because they are socially located two steps—being Black and being women—outside “a White male norm” (p. 143). Similarly, LGBTTTQ-AIANs are a compound class because they are socially located two steps—being LGBTTTQ and being AIAN—outside White heteronormativity. In her critical analyses of employment discrimination among Black women, Crenshaw (1989, 1991) argues this group’s experiences are often erased or fall in between different domains of discrimination—in between racism and sexism for example; their experiences are in fact “greater than the sum of racism and sexism” (1989, p. 140) —it is not additive discrimination, but combined or “compound discrimination” (1989, p. 148). An intersectional lens thereby challenges a single-issue analysis allowing for an examination of the “complexities of compoundedness” (1989, p. 166).” (pg. 638)

Reference: [Intersecting discourses on race and sexuality: compounded colonization among LGBTTTQ American Indians/Alaska Natives - PubMed \(nih.gov\)](#)



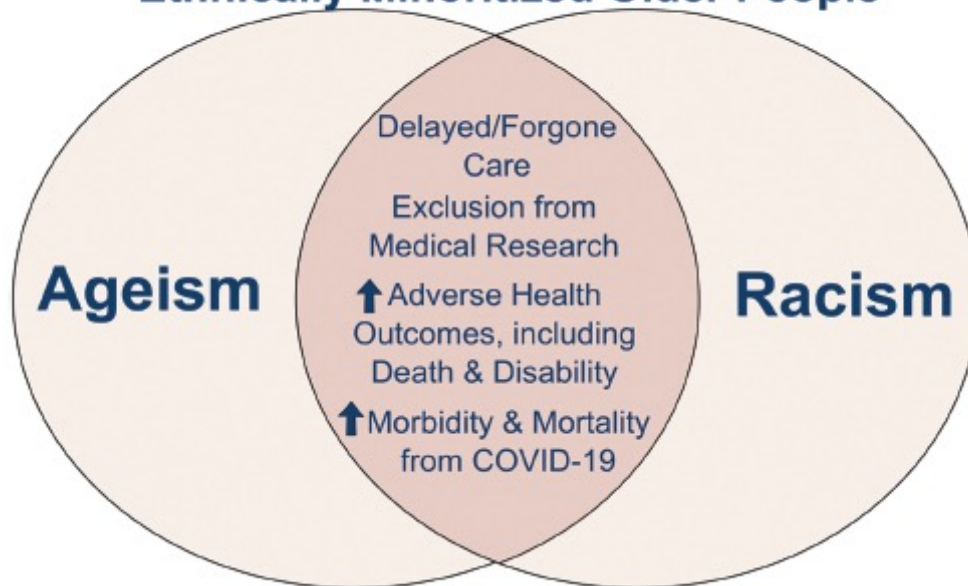
Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Intersectionality

## Implications for Racially and Ethnically Minoritized Older People



## Example:

- Racism & Ageism
- “Intersection of Ageism and Racism in Healthcare: A Double Disadvantage”

Reference: [Exploring the intersection of structural racism and ageism in healthcare - Farrell - 2022 - Journal of the American Geriatrics Society - Wiley Online Library](#)



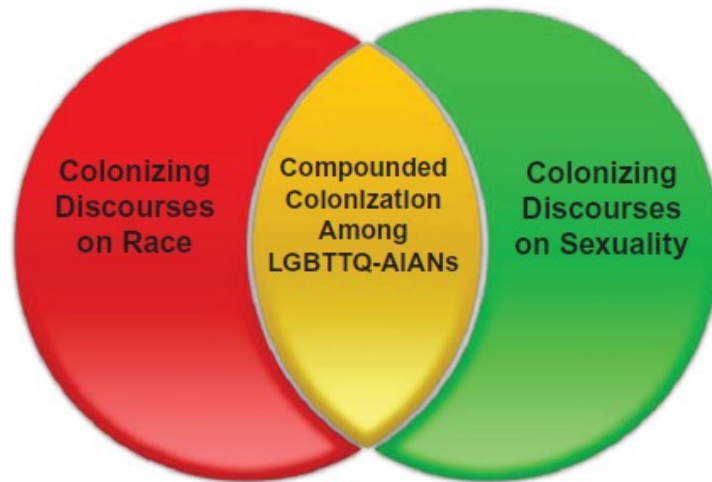
Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration



# Intersectionality



Example:

- Racism & Heterosexism
- “Compounded Colonization”

(Balestrery, 2012)

**FIGURE 2** Compounded colonization among LGBTQ-AIANS (color figure available online).

Reference: [Intersecting discourses on race and sexuality: compounded colonization among LGBTQ American Indians/Alaska Natives - PubMed \(nih.gov\)](#)



Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Advocacy

How do we achieve health equity?

We need...

- Data Collection: systematic, quantitative & qualitative
  - REaL
  - SOGI
- Data Disaggregation
- Data Analysis
- Place-based interventions



Reference: [LGBT - Healthy People 2030 | health.gov](https://www.health.gov/our-initiatives/healthy-people-2030/lgbt)



Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Advocacy



How do we achieve health equity?

We need...

- Anti-oppressive policies & practices
- “Through racial healing, which involves ways for us to heal from the wounds of the past and build mutually respectful relationships across racial and ethnic lines. That means using a healing and heart-centered approach to get rid of the false belief that any person is superior to others based on their skin color.”

- APHA



Great Lakes (HHS Region 5)

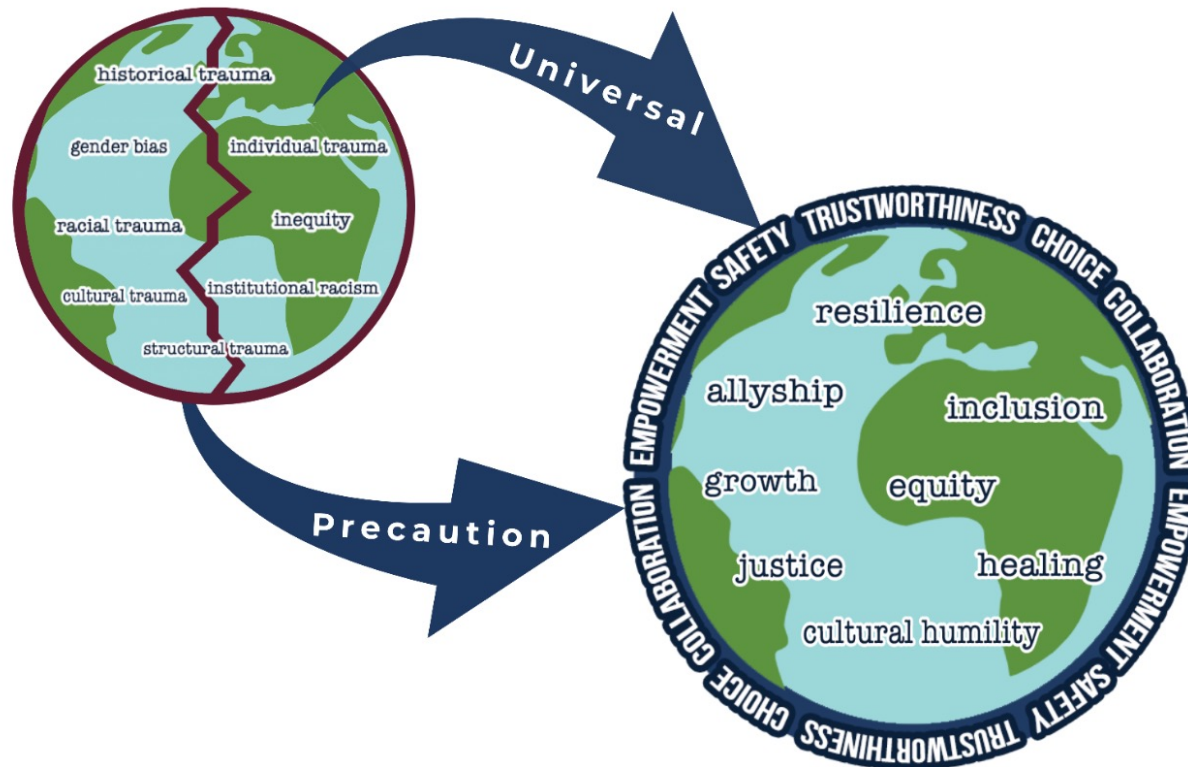
**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Advocacy

We need...

- Trauma-informed approach



Reference: [Institute on Trauma and Trauma-Informed Care - University at Buffalo School of Social Work - University at Buffalo](#)

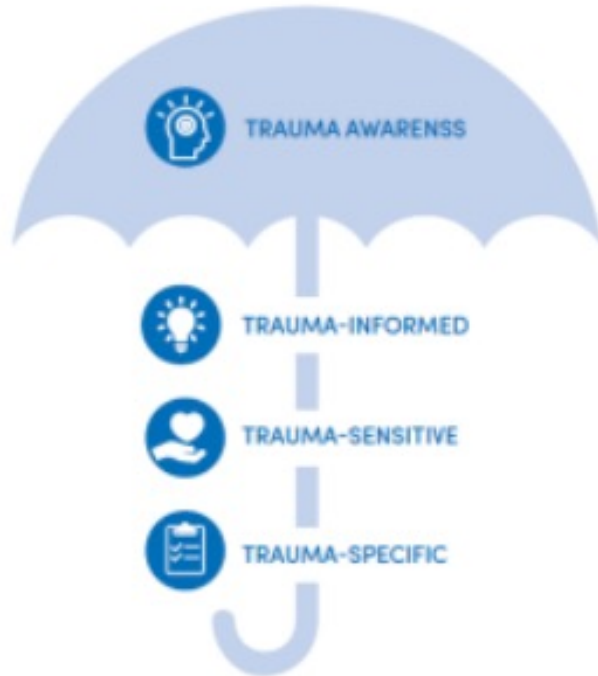


Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Systems Transformation



ITTIC's three levels of trauma-informed approach

We need...

- Trauma-informed organizational systems
  - Trauma-Informed Organizational Change Manual – free to access
  - “This manual provides a step-by-step guide with tools intended for anyone interested in implementing a trauma-informed approach.”

Reference: [Trauma-Informed Organizational Change Manual - University at Buffalo School of Social Work - University at Buffalo](#)

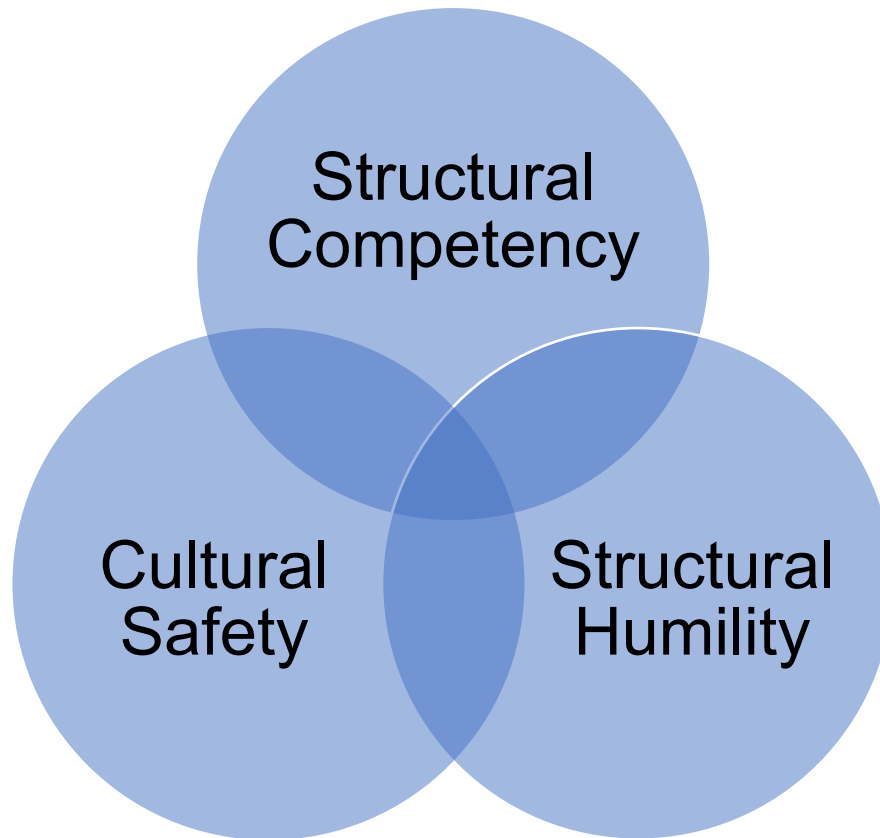


Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Systems Transformation



We need...

- Trauma-informed provider workforce
  - Structural competency
  - Cultural safety
  - Structural humility

Reference: [Trauma-Informed Organizational Change Manual - University at Buffalo School of Social Work - University at Buffalo](#)

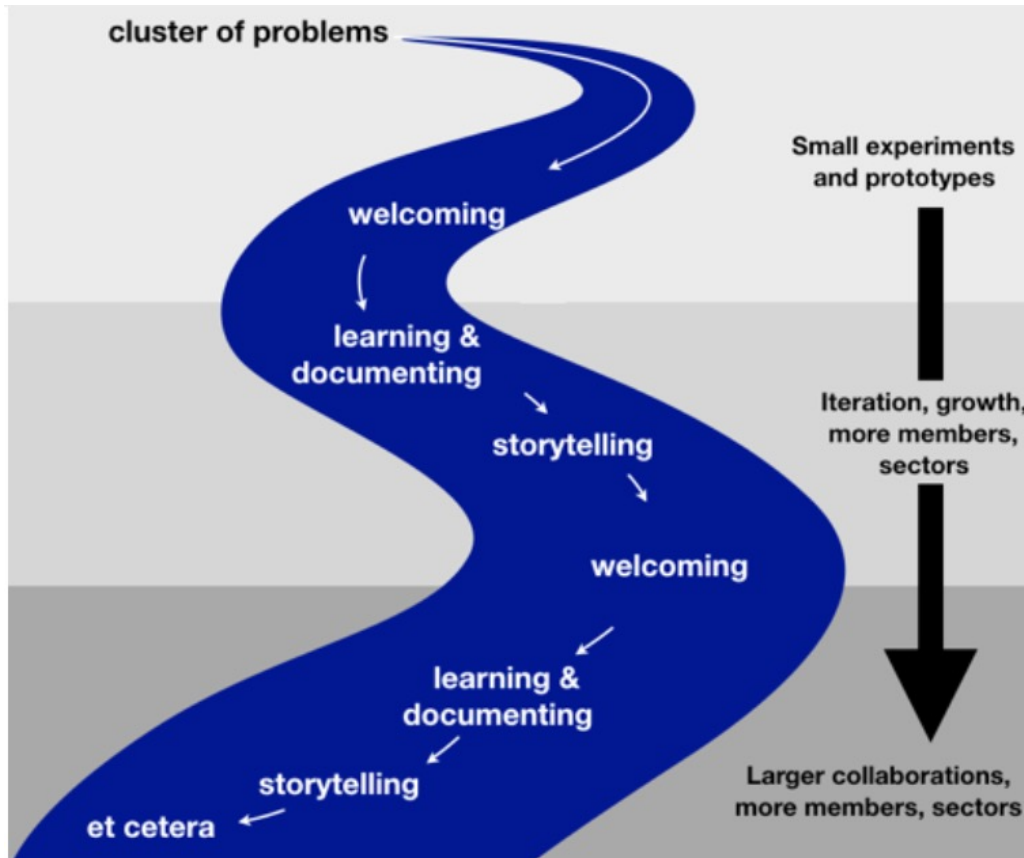


Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# MultiSolving



- “Multisolving is defined as working together across sectors to address multiple problems with one policy or investment.”
- Three principles:
  - Everyone matters; everyone is needed.
  - We can succeed by addressing tough problems in an integrated fashion
  - Large solutions start small; growth results from learning and connecting

Reference: [The Magic of “Multisolving” \(ssir.org\)](#) & [What is multisolving? : Climate Interactive](#)



Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration



# Health Equity = Whole Health

## DEFINITIONS

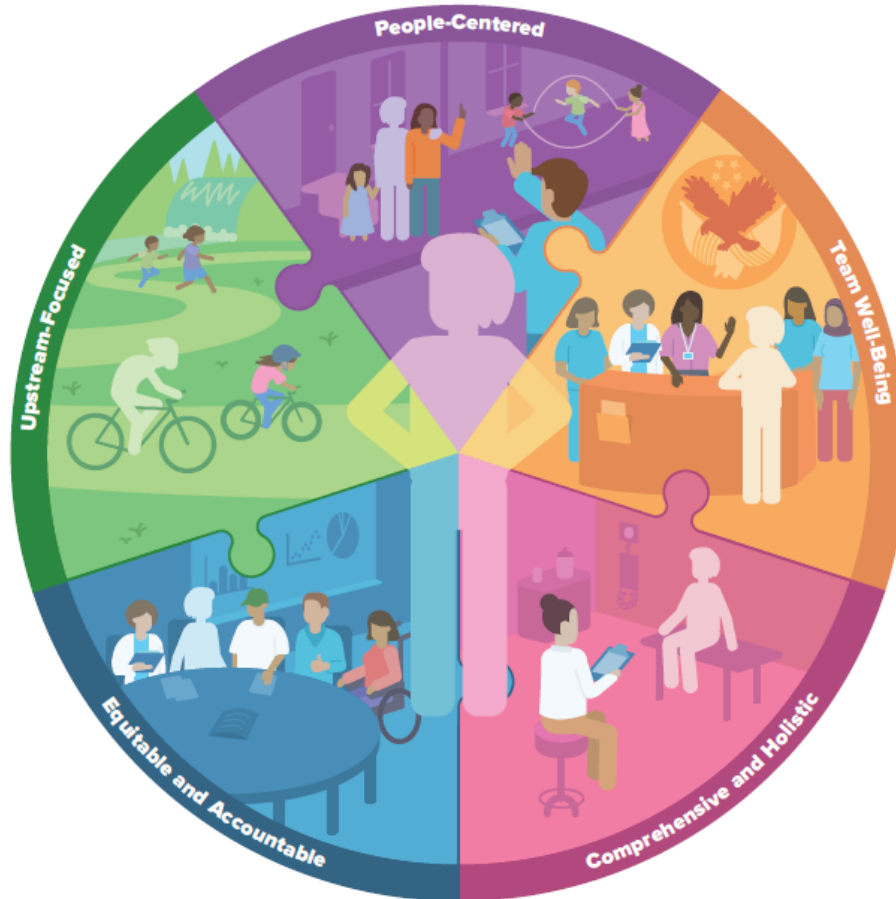


FIGURE 2-2 The foundational elements of whole health.

- **whole health**—physical, behavioral, spiritual, and socioeconomic well-being as defined by individuals, families, and communities.
- **whole health care**—an interprofessional, team-based approach anchored in trusted longitudinal relationships to promote resilience, prevent disease, and restore health. It aligns with a person’s life mission, aspiration, and purpose.
- **whole health system**—a collaborative health delivery system that encompasses conventional medical care, comprehensive and integrative health, community programs, social services, and public health. It addresses the five foundational elements of whole health (people-centered, holistic and comprehensive, upstream-focused, equitable and accountable, and team well-being).

Reference: “Achieving Whole Health: A New Approach for Veterans and the Nation (2023), National Academies Press, [Achieving Whole Health: A New Approach for Veterans and the Nation | The National Academies Press](#)



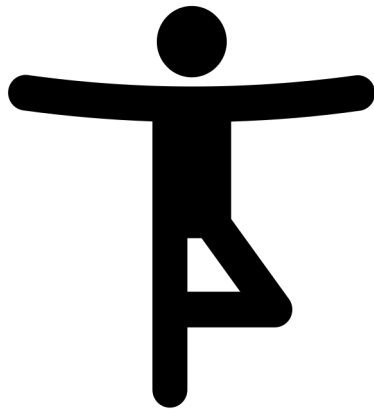
Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration



# Quintuple Aim



- Institute for Healthcare Improvement (IHI) developed *Triple Aim* of Health Care in 2007, with three overarching goals:
  - *reducing costs*
  - *improving health outcomes*
  - *improving patient experience* (including quality of care and patient satisfaction)
- Expanding Triple Aim to Quadruple Aim in 2018:
  - improving provider experience (with a focus on preventing burnout and supporting mental health)
- In 2022, a 5<sup>th</sup> goal was proposed to be added
  - Increasing health equity

References: [On the Quintuple Aim: Why Expand Beyond the Triple Aim? | Institute for Healthcare Improvement \(ihi.org\)](#) & [The Quintuple Aim for Health Care Improvement: A New Imperative to Advance Health Equity | Health Disparities | JAMA | JAMA Network](#)



Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Expanding to Quintuple Aim



- “If we draw the Triple Aim as a triangle and the Quadruple Aim as a square or a cross, we can think of the Quintuple Aim as points on a star — a North Star that may guide our health system forward. There is connectivity between all the points. The aims are synergistic. They build upon one another. They are interdependent.”

References: [On the Quintuple Aim: Why Expand Beyond the Triple Aim? | Institute for Healthcare Improvement \(ihi.org\)](#) & [The Quintuple Aim for Health Care Improvement: A New Imperative to Advance Health Equity | Health Disparities | JAMA | JAMA Network](#) & Wanbo, W., Will, D. & Wang, F. (2024). “Medical Equity, The Eventual Goal of Health Care,” *Science Insights* 44(4), pp. 1341-1352.



Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Quintuple Aim



- “The trust crisis in health has been a long time coming. The coronavirus crisis, the ongoing political polarization of America, and the lack of affordability have all contributed to the erosion of trust in the medical profession”
- “But with public health—just as with private health care—trust is a concern. Fewer people trust the system, and a lot of them choose to use social media for their health questions rather than humans.”

References: [On the Quintuple Aim: Why Expand Beyond the Triple Aim? | Institute for Healthcare Improvement \(ihi.org\)](#) & [The Quintuple Aim for Health Care Improvement: A New Imperative to Advance Health Equity | Health Disparities | JAMA | JAMA Network](#) & [The health care system is incomprehensible to 90 million Americans, CVS exec says | Fortune Well](#)



Great Lakes (HHS Region 5)

MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

*Thank You!*



**Questions  
and  
Comments**



Great Lakes (HHS Region 5)

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration