

## Racism as a Public Health Crisis Discussion Group

### Tools and Resources

#### County Health Rankings & Roadmaps Tools & Resources

- [Explore Health Rankings](#): The annual Rankings provide a revealing snapshot of how health is influenced by where we live, learn, work, and play. Find and use your county data, read our reports, and learn more what and why we rank.
- [Take Action to Improve Health](#): Find strategies that we know work, guidance for setting a plan in motion, and resources to help you partner with others.
- [Learn from Others](#): Sharing the stories of others ignites possibilities and inspires action. Find out about upcoming webinars, learn more about the RWJF Culture of Health Prize, and check out community highlights.
- [What is Health?](#) Learn about our vision of health.
- Stay in touch with County Health Rankings & Roadmaps:
  - [Subscribe to our e-Newsletter](#)
  - Follow us on Twitter [@CHRankings](#)
  - [Like us on Facebook](#)
- Connect [here](#) to be connected to an Action Learning Coach to discuss how you can apply today's learnings in your community.
- Take a few moments to give us [feedback on the series](#).

#### Discussion Group Guests

##### November 5, 2020

##### Trinidad Jackson, MS, MPH ([Trinidad.jackson@louisville.edu](mailto:Trinidad.jackson@louisville.edu))

Trinidad is interested in issues spanning the spectrum of equity—and that's everything, right? Currently, he is engaged in many initiatives that aim to protect, preserve, and uplift the most marginalized lives, many of which "happen" to be Black and Brown. History is the telescope through which we must look to contextualize and critique our contemporary research endeavors, and I continually attempt to improve upon this process.



#### Highlighted Guidance

[2020 Key Findings Report](#): Highlights signs of improvement and recognize the challenges that remain to create a fair and just opportunity for everyone to be as healthy as possible.

[Trauma-Informed Approaches to Community Building](#): An evidence-based strategy in What Works for Health that lifts up local implementation approaches.

[Understand and Identify Root Causes of Inequities Action Learning Guide](#): Learn how to identify the underlying factors that create inequities in communities.

[Implementing Photovoice in Your Community](#): This tool provides observational techniques that can supplement other data sources with pictures and observations about the physical environment of the community.

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# County Health Rankings & Roadmaps

Building a Culture of Health, County by County

A Robert Wood Johnson Foundation program

- [The structural violence of white supremacy: Addressing root causes to prevent youth violence](#) (free until 12/20/20). This article explores the University of Louisville Youth Violence Prevention Research Center's (YVPRC) approach to youth violence prevention that aims to change the narrative about youth violence and Black youth - focusing on the structural violence they endure, increasing critical consciousness regarding systems and structures that facilitate violence in certain communities.
- [Yet We Live, Strive, and Succeed: Using Photovoice to Understand Community Members' Experiences of Justice, Safety, Hope, and Racial Equity](#). This study employed a Photovoice process to explore experiences and perspectives of residents and people working in organizations that serve West Louisville, and to facilitate dialogue and action leading to social change.

**November 12, 2020**

**T Gonzales, MSW, PMP, Director, Center for Health Equity**

T serves the residents of Louisville as Director for the [Center for Health Equity](#). T began working of the Center for Health Equity in 2010 to coordinate the department's Racial Healing and Equity Initiative. T supports the department's strategy to deepen its focus on the root causes of health through authentic community engagement, strategic partnerships, addressing data gaps and challenges, and through policy analysis and development.

- The [2017 Health Equity Report](#) is designed as a tool for policy makers and residents to better understand how they can create more equitable policies and practices, and it examines the history of Louisville and how our past has influenced our present.
- The goal of the Louisville, KY [Fiscal Year 2020 Budget Equity Assessment](#) is to create more opportunities to align policy and budget decisions towards equity within local control.

## Peer-to-Peer Resources Shared in Discussion Group Sessions

- **Racism as a Public Health Issue.** The American Public Health Association has a growing list of states, cities and counties that are naming racism as a determinant of health and have [declared racism as a public health issue](#).
- **Training, Guidance**
  - The [Government Alliance on Race and Equity \(GARE\)](#) is a national network of government working to achieve racial equity and advance opportunities for all.
  - The vision for the W.K. Kellogg Foundation's [Truth, Racial Healing & Transformation Implementation Guidebook](#) is to improve our capacity as communities and as a country to see ourselves in each other, so that we can shape a more equitable future with opportunities for every child to thrive.
  - [Project Implicit](#) is a non-profit organization and international collaboration between researchers who are interested in implicit social cognition - thoughts and feelings outside of conscious awareness and control.

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- The [Health Opportunity and Equity \(HOPE\) Initiative](#) was launched to start a new conversation about health because we believe that every person in the U.S., no matter their background or ZIP code, should have a fair and just opportunity for the best possible health and well-being. We set benchmarks and track 24 indicators of health and well-being by race and ethnicity for the nation, all 50 states and D.C. In doing so, we measure how well D.C., states and the nation are doing in providing equitable opportunities to thrive and achieve good health.
  - The [National Association of Chronic Disease Directors](#) unites 7,000 chronic disease professionals across the United States working in state, tribal, and territorial health departments, nonprofits, academia, and the private industry to promote health and to reduce the burden of chronic disease.
  - The [CDC Social Vulnerability Index \(CDC SVI\)](#) is a tool that uses U.S. Census data to determine the social vulnerability of every census tract.
- **Articles, Documentary**
    - [Why police violence needs to be treated as a public health issue](#). A new study finds that fatal police violence is a leading cause of death for young men in America. The study's lead author tells Vox why that matters.

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# County Health Rankings & Roadmaps

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# Taking Action for Racial Equity and Public Health

**T Benicio Gonzales, MSW**

*Louisville Metro Department of Public Health & Wellness  
Center for Health Equity, Director*

*County Health Rankings & Roadmaps  
November 12, 2020*



Download the report at [HealthEquityReport.com](https://HealthEquityReport.com)

# Our Vision

A healthy Louisville where everyone and every community thrives

# Our Mission

To achieve health equity and improve the health and well-being of all Louisville residents and visitors

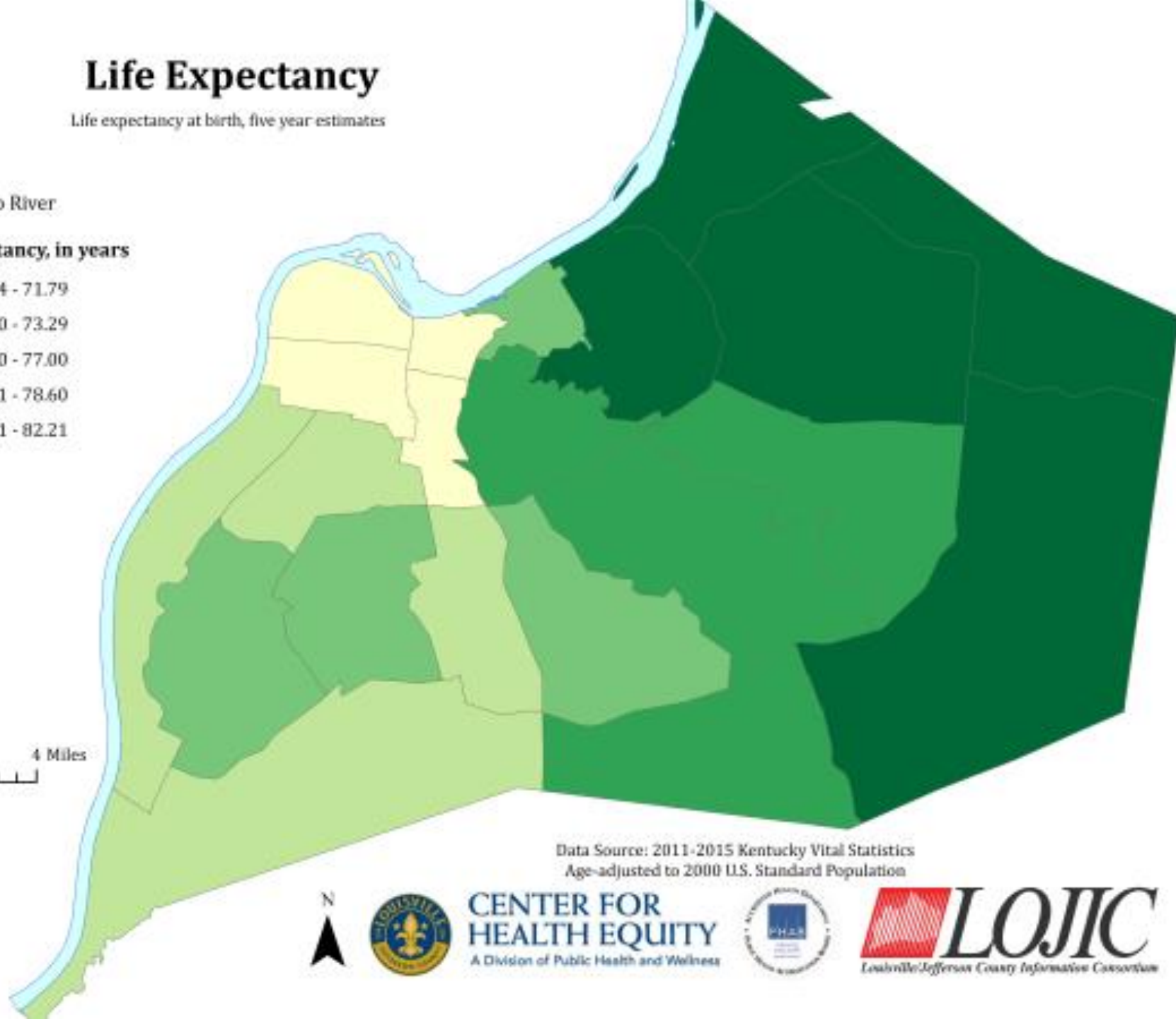
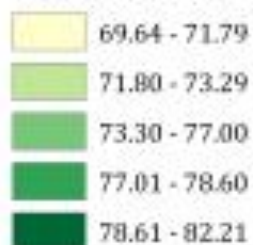


# Life Expectancy

Life expectancy at birth, five year estimates

Ohio River

## Life Expectancy, in years



Data Source: 2011-2015 Kentucky Vital Statistics  
Age-adjusted to 2000 U.S. Standard Population



**CENTER FOR  
HEALTH EQUITY**  
A Division of Public Health and Wellness



**LOJIC**  
Louisville/Jefferson County Information Consortium

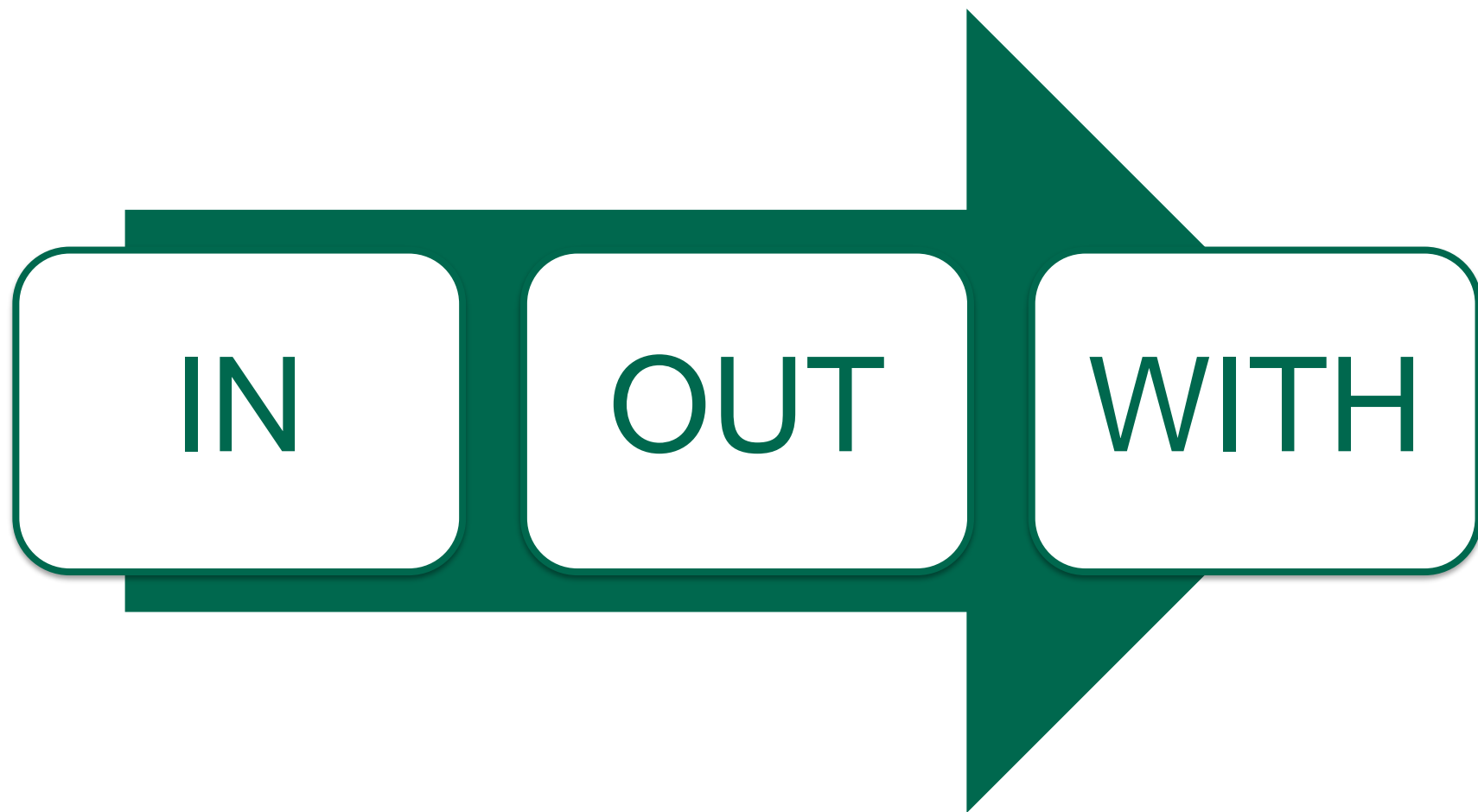
A stylized tree with a brown trunk and green foliage. The canopy is at the top, the trunk is in the middle, and the roots are in the ground. The ground is brown with some green grass at the surface. Three text boxes are overlaid on the image: 'HEALTH OUTCOMES' at the top, 'ROOT CAUSES' in the middle, and 'SYSTEMS OF POWER' at the bottom. Two black arrows point upwards: one from 'ROOT CAUSES' to 'HEALTH OUTCOMES', and another from 'SYSTEMS OF POWER' to 'ROOT CAUSES'.

**HEALTH OUTCOMES**

**ROOT CAUSES**

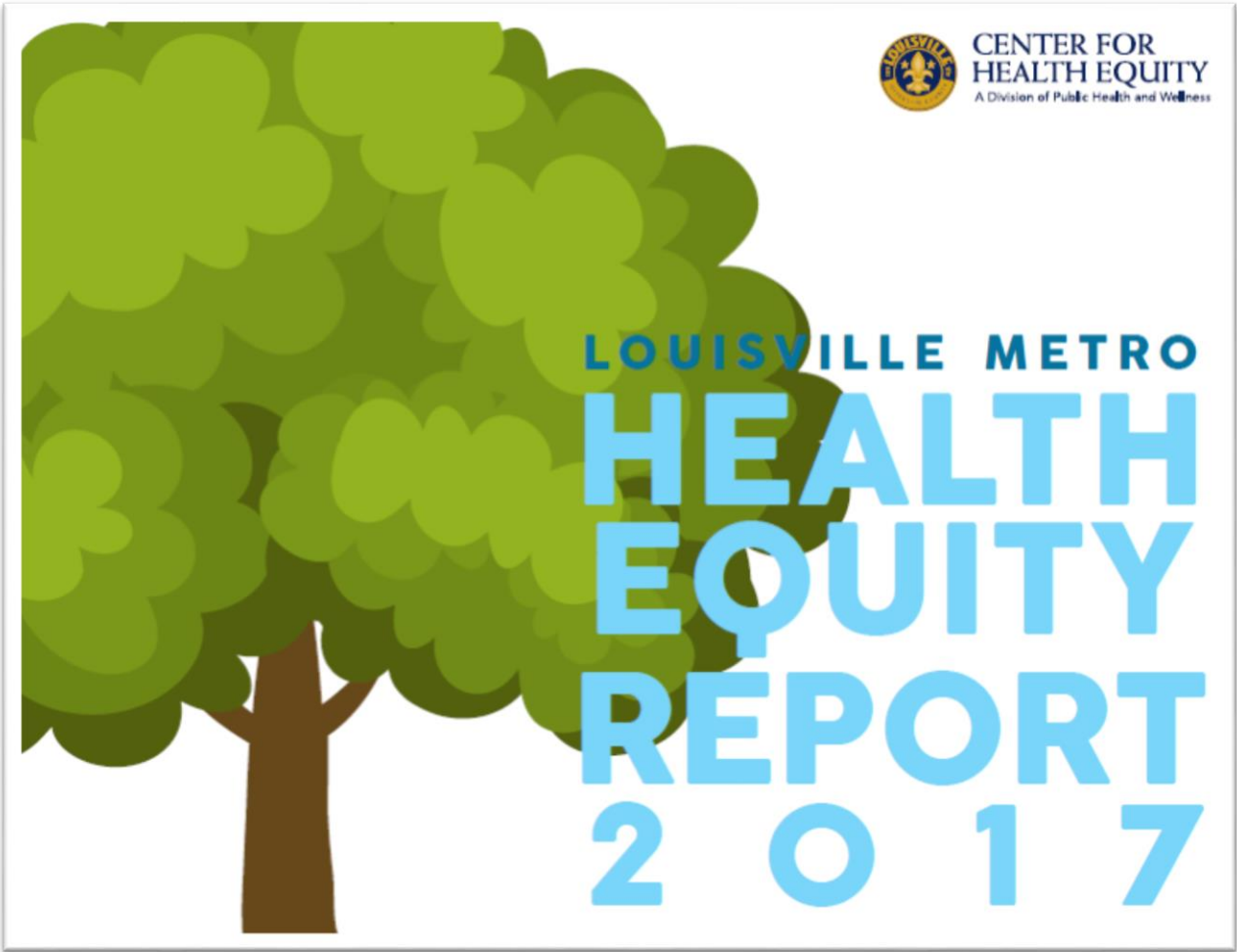
**SYSTEMS OF POWER**

# What We Practice





# Highlight: Health Equity Report



# Highlight: Building a Shared Framework

- Shared definitions
- Learning history and current context
- Introduction to Advancing Racial Equity
- Power analysis training
- Decision-making tools to advance equity



*Top administration officials and directors participate in and Advancing Racial Equity training with Government Alliance for Race and Equity and Center for Health Equity staff*



# Highlight: Racial Equity Action Plan

## LMPHW Racial Equity Action Plan

### High Level Project Plan

Carry out LMPHW's strategic plan goal #10 and make recommendations to the organization to institutionalize LMPHW's racial equity work and improve community health outcomes. The project will include:

- A project charter
- A review of internal policies and evaluation of policies for equity
- An internal communications plan
- Revision of current policies and enacting new policies, as needed
- Written action plan for the department
- Evaluation of implementation

Implementation of the plan to continue through the remainder of the strategic plan period (2019-2021).





# Highlight: Health Impact Assessments



## Health Impact Assessment of Expungement Policy in Kentucky



# Highlight: Health Equity Fund

The Health Equity Fund seeks to strengthen organizations that are **led by people of color** whose work is consciously contributing to a racially equitable Louisville.

Priority given to projects that are **advancing racial equity at a systems level.**



Humana  
Foundation



**Jewish Heritage  
Fund for Excellence**



# Highlight: Racial Equity Impact Assessments

## Equity Assessment FY20 Budget Reductions

June 2020

Published by Center for Health Equity

Note: The Center for Health Equity was scheduled to publish the final budget equity analysis on the FY20 reductions in March 2020. The planned final product was to include a one-pager, a mid-length document, and one longer document with the full literature review and data appendix included. As the need to finalize these documents in early February 2020, the Public Health and Safety Department prioritized these documents in preparation for COVID-19 as a public health emergency.

Survey sent to all  
Louisville Metro  
Departments

Analyze survey  
results and Office  
of Management  
and Budget data  
on budget  
reductions

Phone  
interviews  
with selected  
departments

Analyze data  
from prior  
community  
engagement  
to determine  
priorities

Literature  
review

Develop  
recommen-  
-dations



**CENTER FOR  
HEALTH EQUITY**  
A Division of Public Health and Wellness

Download the report at [HealthEquityReport.com](https://HealthEquityReport.com)

# ACTION FOR EQUITY

## **PUBLIC POLICY**

*national, state, local law*

Connect with your elected officials!

## **COMMUNITY**

*relationships among organizations*

How can we link resources together?

## **ORGANIZATIONAL**

*organizations, social institutions*

Change where you work, learn, pray, and play.

## **INTERPERSONAL**

*family, friends, social networks*

Support each other!

## **INDIVIDUAL**

*knowledge, attitudes, skills*

What you can do!

We must work together at multiple levels to create long-term solutions.

-----

How can you advance racial equity in your community?



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# Values in Action

- Equity work is about a commitment to *transformative, antiracist* solutions and related *resource reallocation*
- Transformation requires all of us and there are *roles* we all must play in making the change – we must all cocreate something better.
- We must commit to *accountability and intervention* to protect our vision
- We are only as successful as the *collective power* we build

A stylized tree graphic on the left side of the page, composed of overlapping circles in shades of light green and grey, representing foliage. The tree is positioned on the left side of the page, extending from the top to the middle.

**Let's Connect!**

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(502) 574-6616**

**[healthequity@louisvilleky.gov](mailto:healthequity@louisvilleky.gov)  
[www.healthequityreport.com](http://www.healthequityreport.com)  
Twitter: [@louequity](https://twitter.com/louequity)**

A decorative graphic at the bottom of the page showing a strip of green grass above a brown soil layer with some roots and small holes.

Download the report at **HealthEquityReport.com**

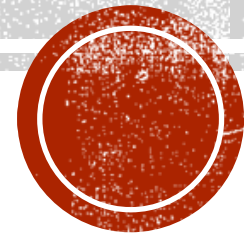
**KILL RACISM. KILL WHITE  
SUPREMACY. OR KEEP KILLING  
HUMANITY.**

Trinidad Jackson, MS, MPH

Doctor of Philosophy Candidate

Senior Researcher | University of Louisville

November 5, 2020 | County Health Rankings & Roadmaps



# *Recognized Definition for Violence*

The intentional use of physical force or power, threatened or actual, against oneself, another person, or against a group or community, that either results in or has a high likelihood of resulting in injury, death, psychological harm, maldevelopment, or deprivation.



# *Recognized Definition for Violence*

The **intentional** use of physical force or power, threatened or actual, against oneself, another person, or against a group or community, that either results in or has a high likelihood of resulting in injury, death, psychological harm, maldevelopment, or deprivation.

# DEFINE RACE AND RACISM

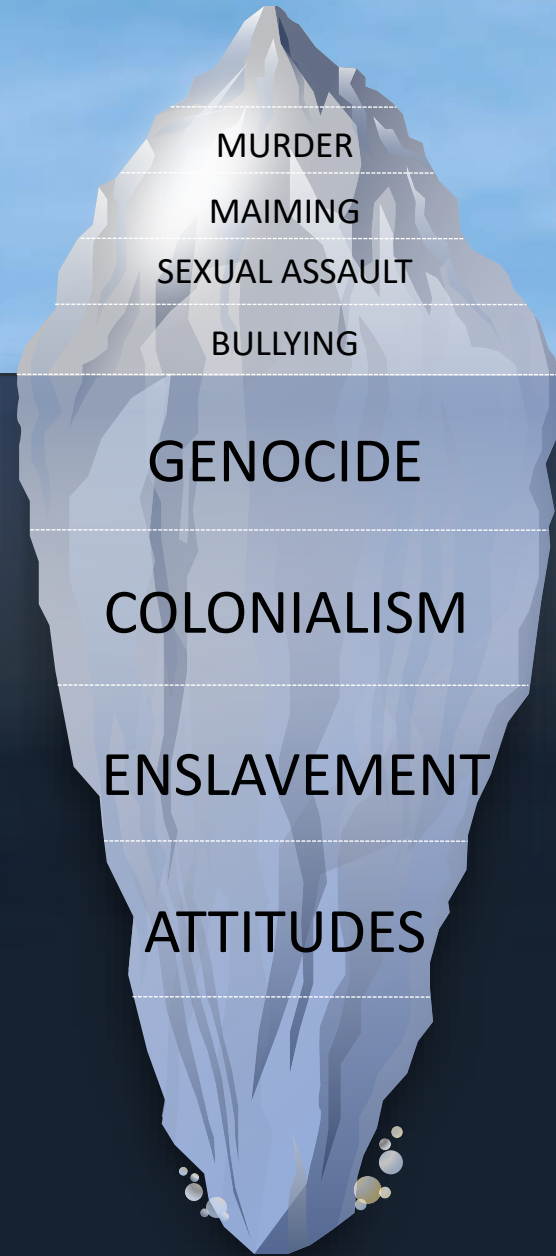


- **Institutionalized:** differential access to resources, services, and opportunities; seems *normal* and *legal*
- **Interpersonal:** differential assumptions and actions towards others; *prejudice* and *discrimination*
- **Internalized:** acceptance of negative messages about their own (and collective) abilities and worth; *helpless* and *hopeless*



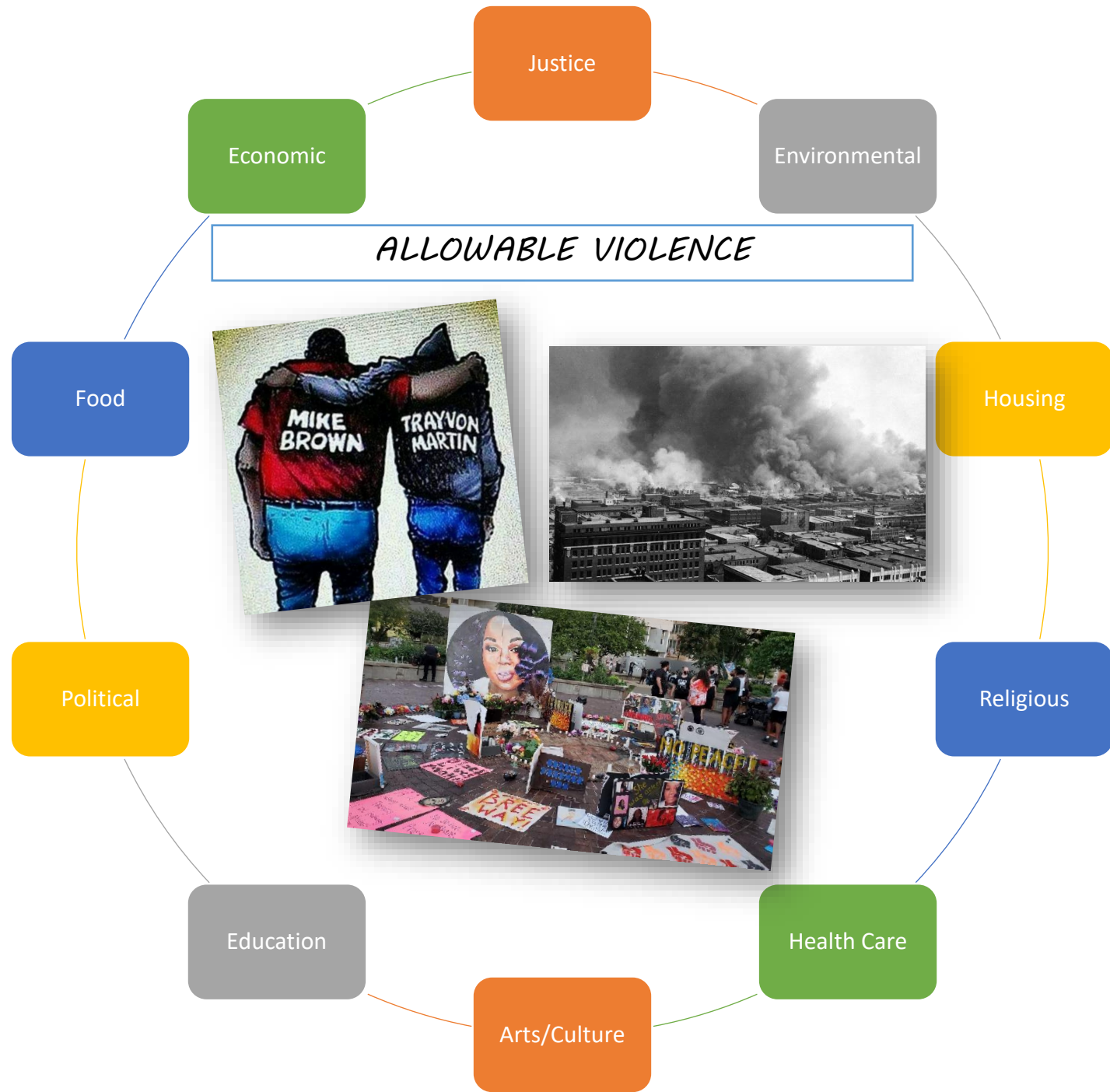
Direct  
Violence

Structural  
Violence



Navigating Violence  
Typologies

Cultural  
Violence



Justice

Economic

Environmental

ALLOWABLE VIOLENCE

Food

Housing

Political

Religious

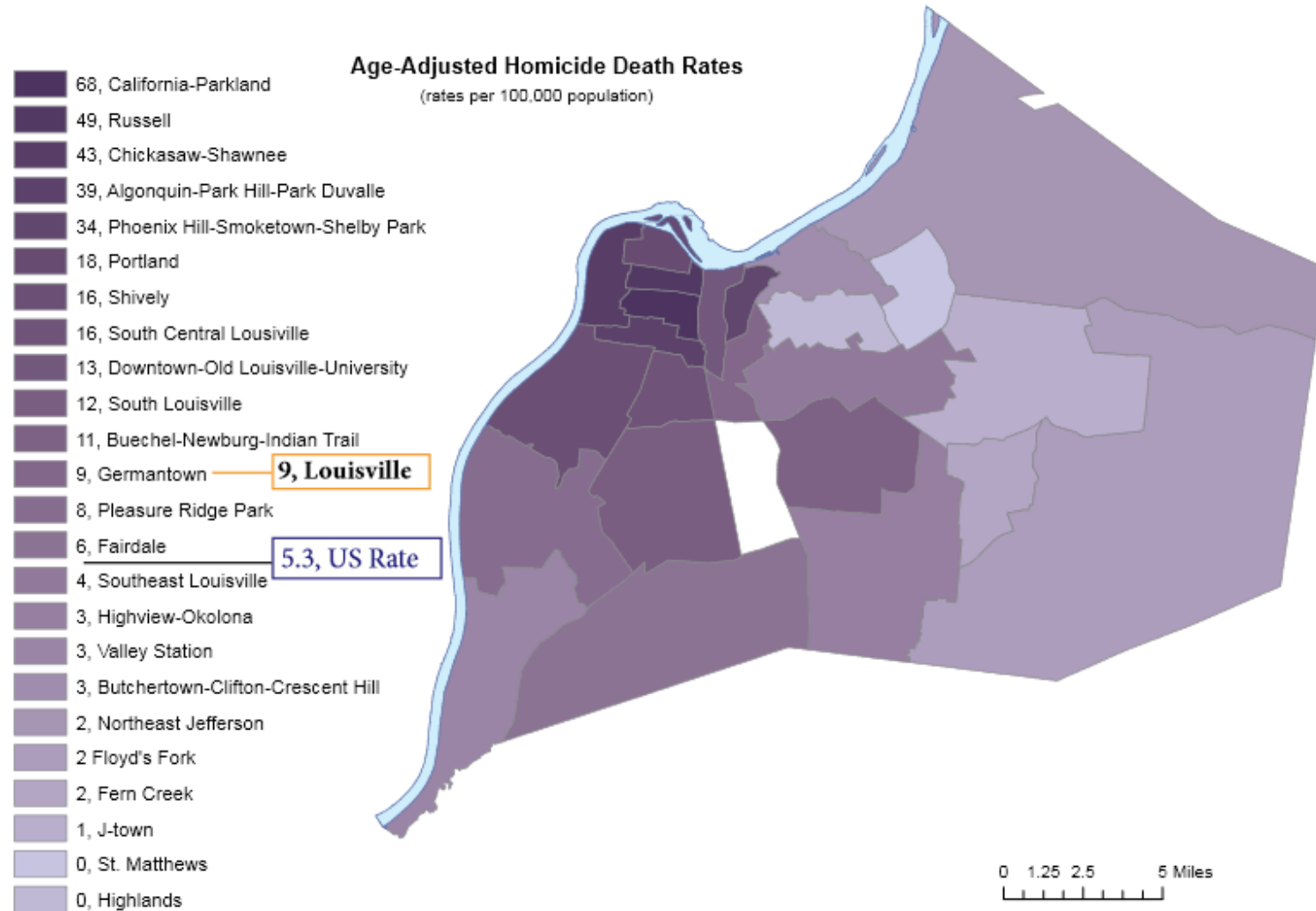
Education

Health Care

Arts/Culture

How are *Black* people seen in data?

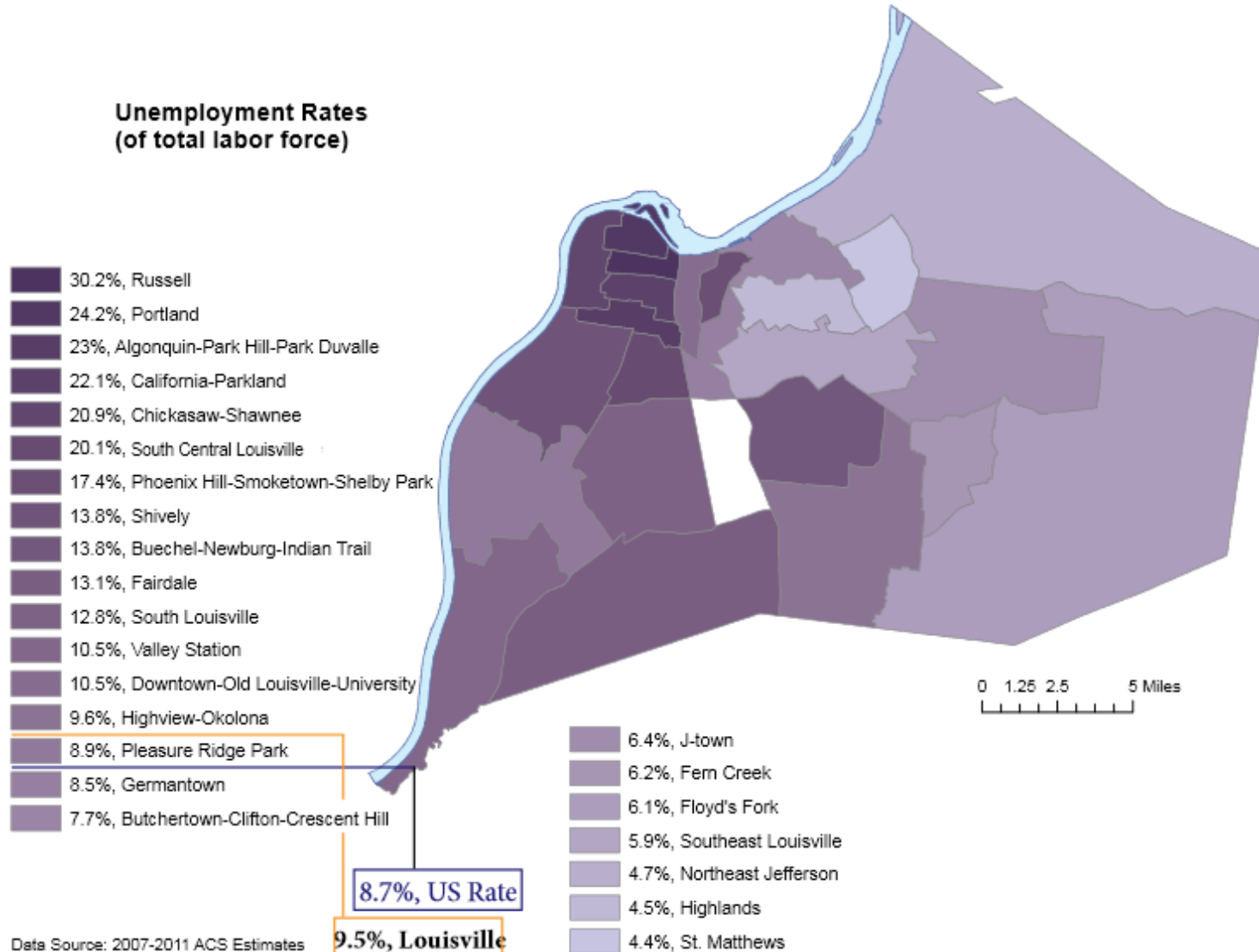
# HOMICIDE



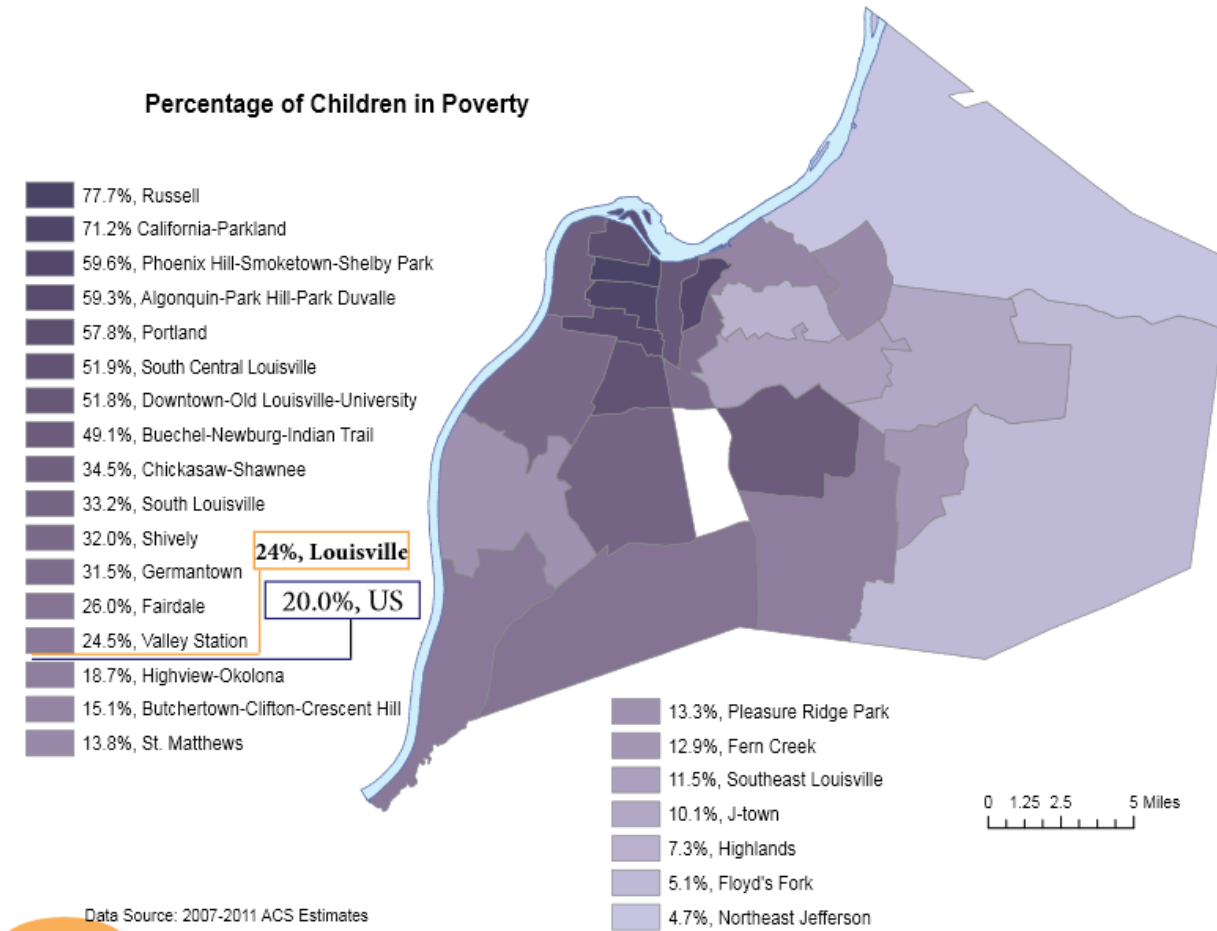
Data Source: 2006-2010 Louisville/Jefferson County Death Records  
Age-Adjusted to 2000 standard population

# EMPLOYMENT

**Unemployment Rates  
(of total labor force)**



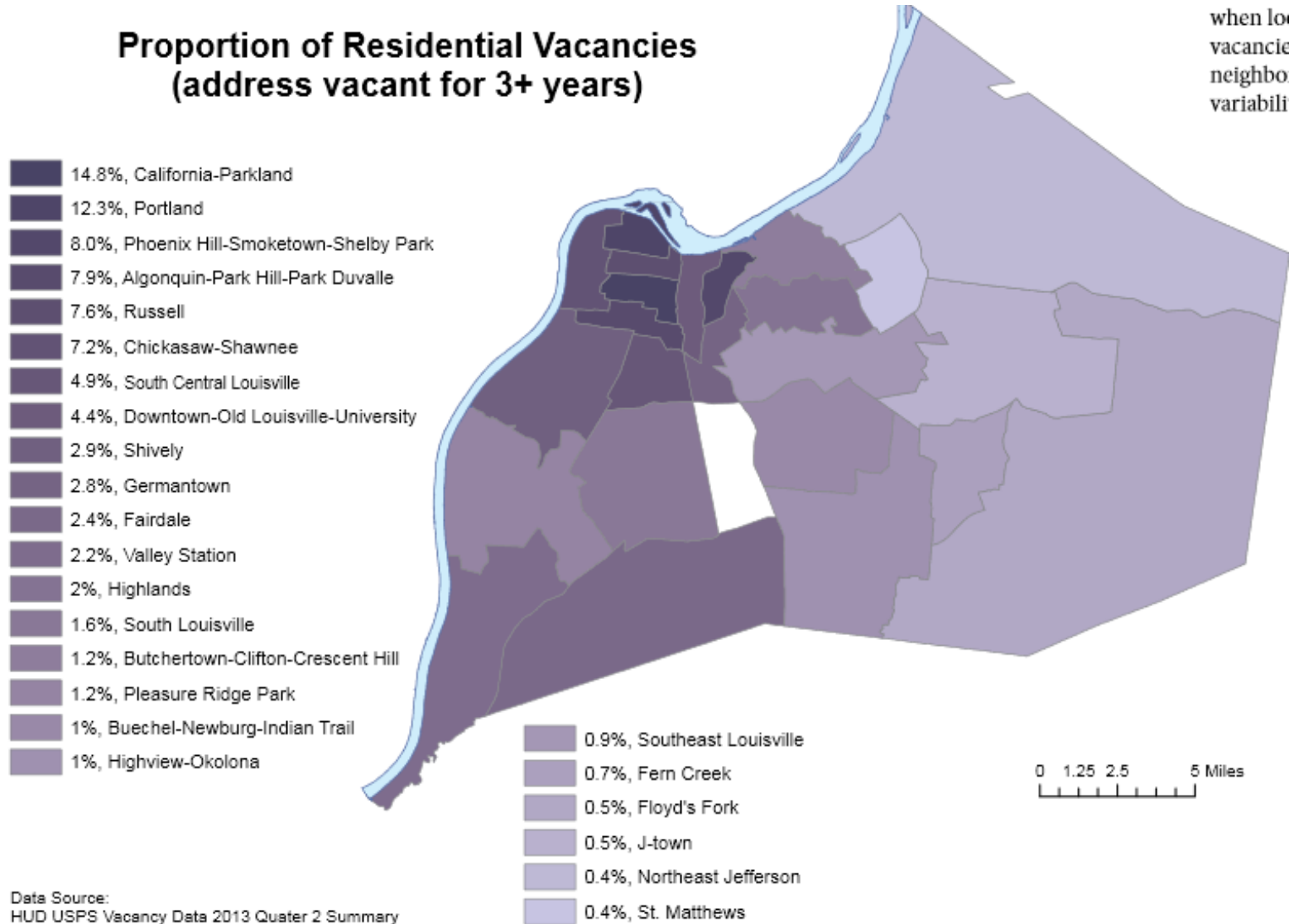
# GROWING UP IN POVERTY





# VACANT AND ABANDONED PROPERTIES

**Proportion of Residential Vacancies  
(address vacant for 3+ years)**



Data Source:  
HUD USPS Vacancy Data 2013 Quarter 2 Summary

WHAT'S THE *MEANING* OF THIS CONTEXT?

*We want “JUST” data...*

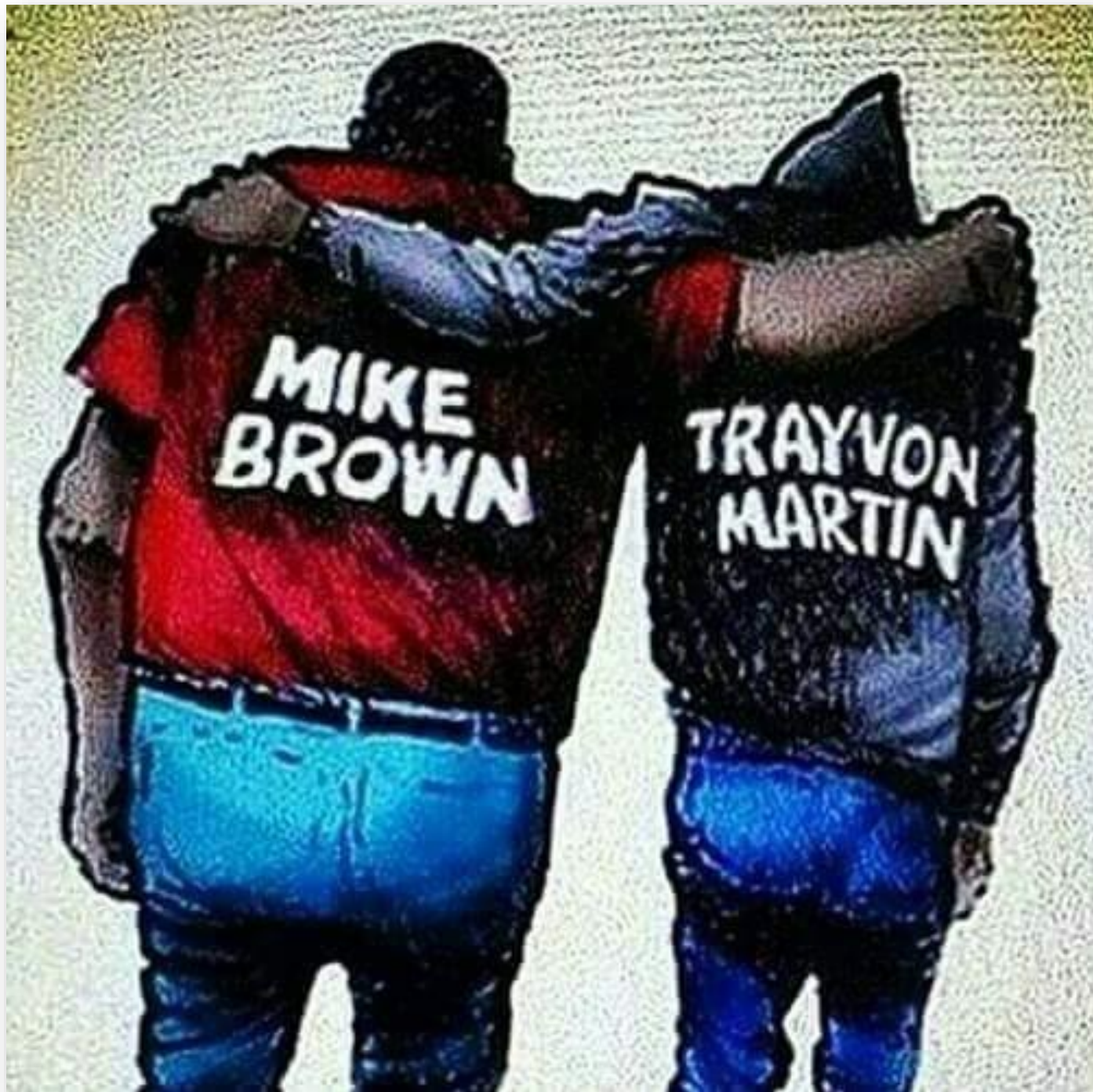


Photo: Benson

# *From Ferguson to Louisville*

- Interviews
- Captured images related to dichotomies of safety, justice, and hope.
- Image narrative shaped by the following questions:
  - What do you **SEE** here?
  - What's really **HAPPENING** here?
  - How does this relate to **OUR** lives?
  - **WHY** does this situation **EXIST**?
  - What can we **DO** about it?

**NO INDICTMENT!**



# West Louisville Community Listening Sessions



# *Response Questions*

- When you think about what happened in Ferguson, how do you relate that to your experience here in Louisville?
- What are the similarities you see between the two cities?
- What kinds of differences do you see and hear between how things are in Ferguson and how they are here?
- How do these things that you've talked about affect you and your family?
- In your mind, can anything be done to make things better here?

# West Louisville Community Listening Sessions

## RACISM and OPPRESSION

Racism and oppression contribute to lack of opportunity, poverty, violence, and incarceration.

- Racial inequity puts members of the Black community at a disadvantage before they start.
- The Black community recognizes the injustice of the prison industrial complex.
- People feel powerless and like they have no voice.
- The Black community often blames itself wrongly.



# *West Louisville Community Listening Sessions*

## **LOSS and TRAUMA**

**The loss and trauma in the community is so common that people feel frustrated, hopeless, and powerless.**

- The community has grown used to loss.
- The public perception of West Louisville and predominantly Black communities focuses on poverty, violence, and drugs.

# *West Louisville Community Listening Sessions*

## SYSTEM RELIANCE

We have changed as a society, with more reliance on the system and less reliance on individuals, families, and communities.

- Homes are broken, and issues are generational.
- Social cohesion kept Black communities safe in the past, but that has been lost.
- Faith leaders and the church should play an active role in making positive change in the community.
- There has to be some individual accountability for behavior.

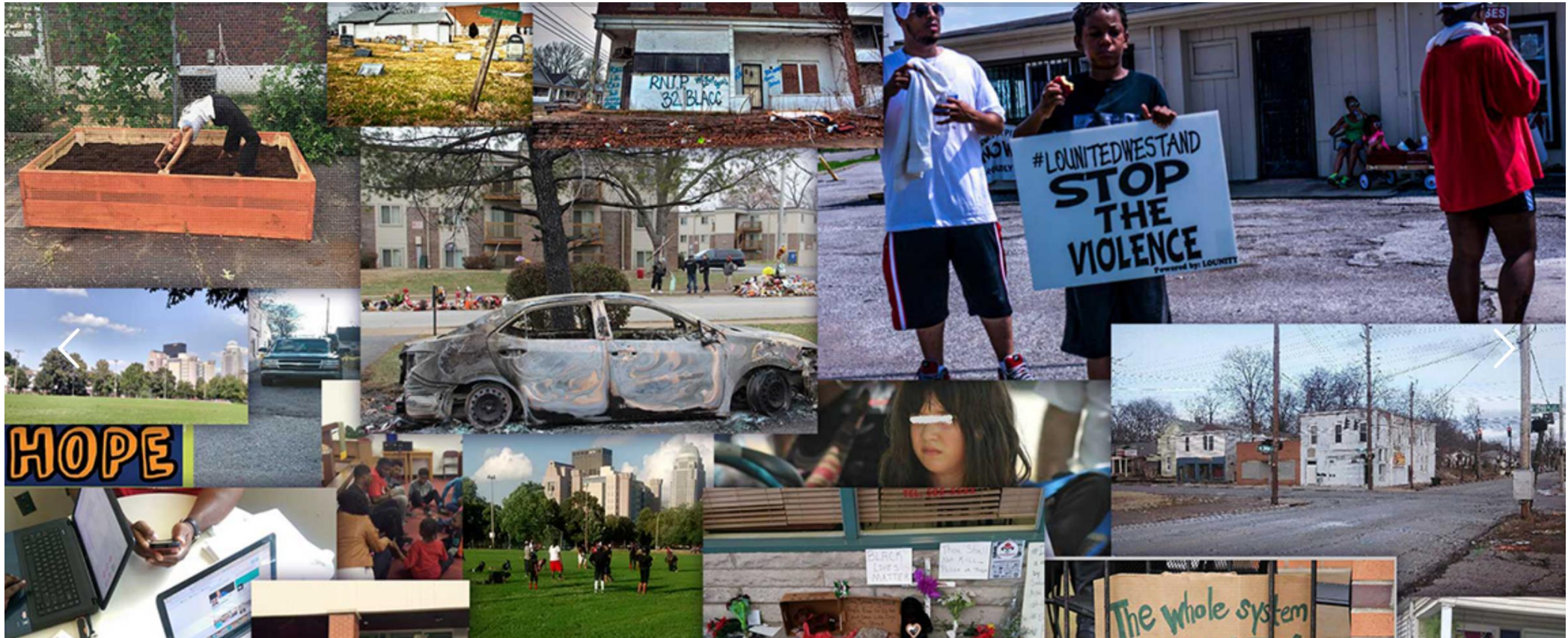
# *West Louisville Community Listening Sessions*

## DO SOMETHING

**There is recognition that we have to stop talking and do something to stop the violence.**

- People in the community are fearful for their safety and the safety of their families.
- Residents draw on history in terms of understanding current injustice and what should be done.
- People need to take ownership of their communities and be part of the solution.
- Solutions must come from within the community.
- There is strength in numbers; the masses must be mobilized for change to occur.

# West Louisville Photovoice Project: Yet We Live, Strive, & Succeed



[www.livestripesucceed.com](http://www.livestripesucceed.com)

# *Live, Strive, Succeed Dialogue*

- Tell us about this picture.
- Does this picture speak to anyone else's experience?
- Why does this [situation, problem, strength] exist?
- How can we become empowered by our understanding of this?
- What can we do?

# *Live, Strive, Succeed Themes*

1. Systemic inequalities are apparent and oppressive in West Louisville
2. The city doesn't care about West Louisville—or Black lives
3. Black lives and Black history matter
4. The need for collective community action



# *THEME 1: Systemic Inequalities are Apparent and Oppressive in West Louisville*

- Memorialization of Thomas Jefferson
  - Presenting colonialism as positive while omitting the genocide and slavery attached to it
- Inequalities in the school system
  - Zero Tolerance policies
  - School to prison pipeline
- Criminal justice system
  - Teaches, reinforces, and benefits from criminal(ized) behavior among Black male youth

# HOW DARE YOU

INJUSTICE/RACISM

Pam N.



# *THEME 2: The City Doesn't Care about West Louisville - or Black Lives*

- The look of the west end vs. the east end
  - Plenty of neglected properties
  - Trash in streets
- Lack of resources to west Louisville
- Media portrayal is one-sided and inaccurate

# THEME 3: Black Lives and Black History Matter

- Need for promotion of positive self image
  - Emphasis on promoting positive cultural/ethnic identity
- Inspiration comes from knowledge of history
  - Knowing [accurate] history is empowering
  - Seeing others who look like you do great things is motivational

# THEME 4: The Need for Collective Community Action

- Take ownership
  - “We have to do something ourselves to make it better”
  - Don’t wait for others [outside of community] to make changes
- Adopt a “my brother’s keeper” mentality
- Meet the needs of our youth
- To be able to do these things, we need:
  - To know accurate history
  - Know and value our identity
  - Promote, engage, and celebrate the good of the community

WE HAD THE DATA, BUT THEY DIDN'T ACT!

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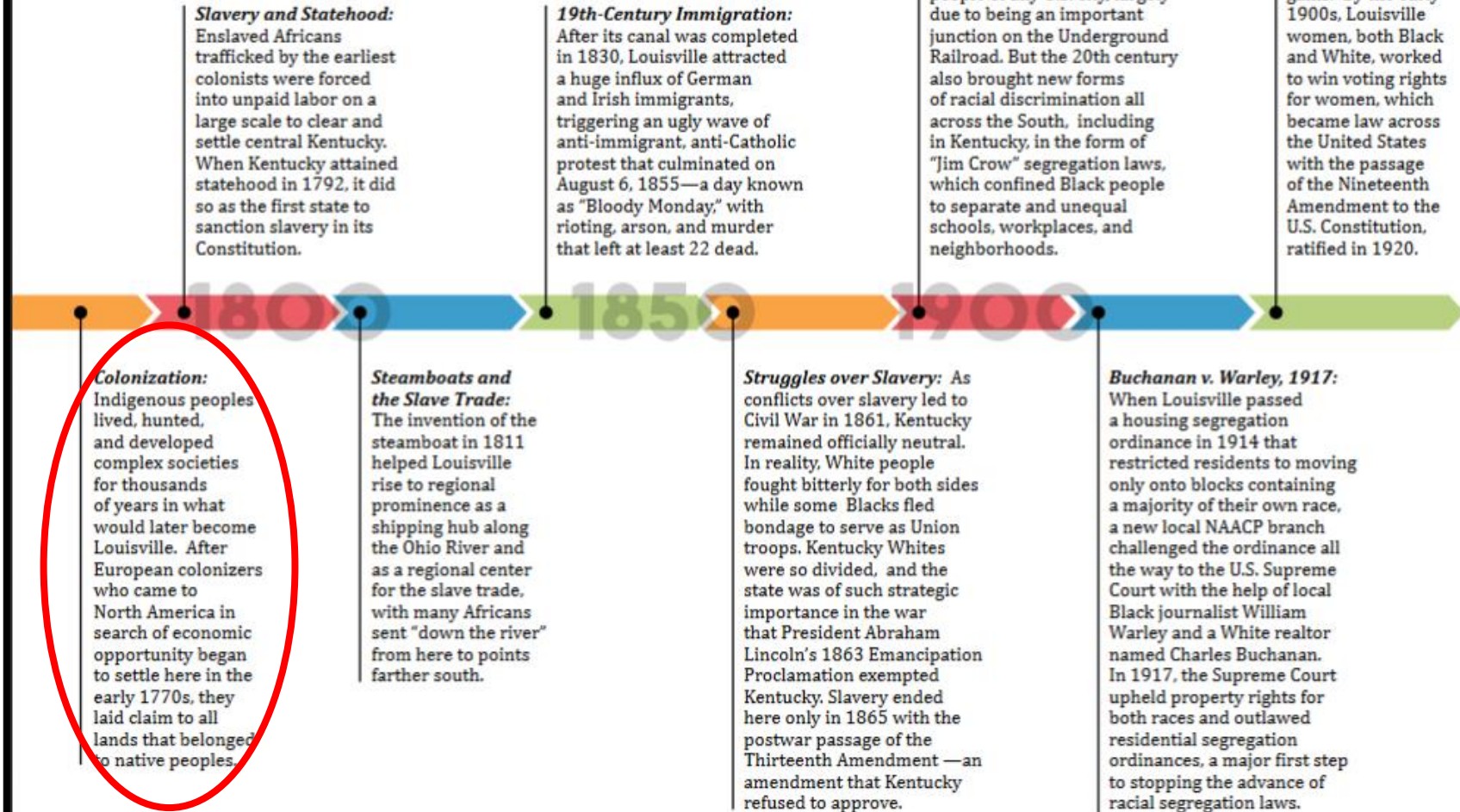
WE HAD THE DATA, BUT THEY DIDN'T ACT!

WE HAD THE DATA, BUT THEY DIDN'T ACT!



# LOUISVILLE METRO'S HISTORY

This historical timeline provides brief information on events that shaped Louisville Metro and created the social, political and economic landscape that we see today.



# *MOVEMENT* for *BLACK LIVES!*



*What does this mean for  
sociopolitical engagement?*



JEFFERSON COUNTY  
ATTICA C. SCOTT  
HOUSE DISTRICT 41



COMMONWEALTH OF KENTUCKY  
HOUSE OF REPRESENTATIVES

702 Capitol Avenue  
Capitol Annex, Suite 432C  
Frankfort, Kentucky 40601  
Office: (502) 564-8100, Ext. 606  
Fax: (502) 564-6543

August 16, 2017

Ms. Christine Trout, Commissioner  
Alcohol Beverage Control Board  
Kentucky Public Protection Cabinet  
1003 Twilight Trail  
Frankfort, KY 40601-8400

Dear Commissioner Trout:

I oppose the granting of any alcohol licenses in Louisville at:

- 535 East Broadway – Owner is Mayher's Inc., President is Samir Alya (they are DBA East Coast Liquors)
- 540 East Gray Street – Owner is MSBT, LLC, President is Alem Berhe Tella (they are DBA A-Z Liquors)
- 942 East Muhammad Ali Boulevard - Owners of Webb's Liquors: Sanjit Pandher, Sukhminder Pandher, Tirath Pandher, Gurmukh Pandher, Ramandeep Singh

I applaud and am in full support of the recent denial of these licenses by Louisville Metro Government.

The negative impact of establishing liquors sales in communities aspiring to be safe and sustainable is well documented. Alcohol products are already sufficiently available in both the immediate neighborhoods of Smoketown and Phoenix Hill as well as in Old Louisville, Paristown Point, and the Highlands. Residents and stakeholders in this area are working to bring an array of commerce and services to our neighborhoods. Increasing alcohol sales has never been on the community's list of priorities. Granting an alcohol sales license, where it is neither needed nor has been requested, would be counter to the neighborhood wishes and best interests.

The notice indicates that none of the owners reside in the neighborhood and some not even in our city. Applying for a license to sell alcohol where they are unlikely to dwell or face the daily consequences suggests an insensitivity to the community needs, concerns, and hopes for a better neighborhood.

COMMITTEES:  
Education • Elections, Constitutional Amendments and Intergovernmental Affairs • Local Government



KENTUCKY GENERAL ASSEMBLY  
State Capitol  
Frankfort, Kentucky 40601  
502-564-8100

August 21, 2017

Mr. Keith Talley, Sr.  
Director, Louisville Metro APCD  
701 W. Ormsby Ave.  
Louisville, KY 40203-3137

Dear Mr. Talley,

As state representatives who collectively serve 176,000 residents in Jefferson County, we stand in firm support of the nationally-recognized benchmark standards established for air quality through the Strategic Toxic Air Reduction (STAR) program under the Louisville Metro Air Pollution Control District. We urge you to do the same.

We join those individuals and organizations, including the American Lung Association, the Kentucky Resources Council and Rubbertown Emergency Action, in opposing any reduction in emission goals for toxic, cancer-causing chemicals as currently requested by American Synthetic Rubber Company. By improving air quality and reducing health risks, the STAR program benefits our local economy – it improves the quality of life for area residents and helps protect working families and their children throughout the Metro area. These standards help secure environmental justice, social equality and economic prosperity for all Jefferson County residents.

We encourage district members to reject any reduction in emission standards, and resist modifying requirements for one industry lest it invite requests from other industries currently respecting these standards to follow suit. We've made too much progress in community compliance to turn back now.

Sincerely,

State Rep. Joni Jenkins  
44<sup>th</sup> House District

State Rep. Darryl Owens  
43<sup>rd</sup> House District

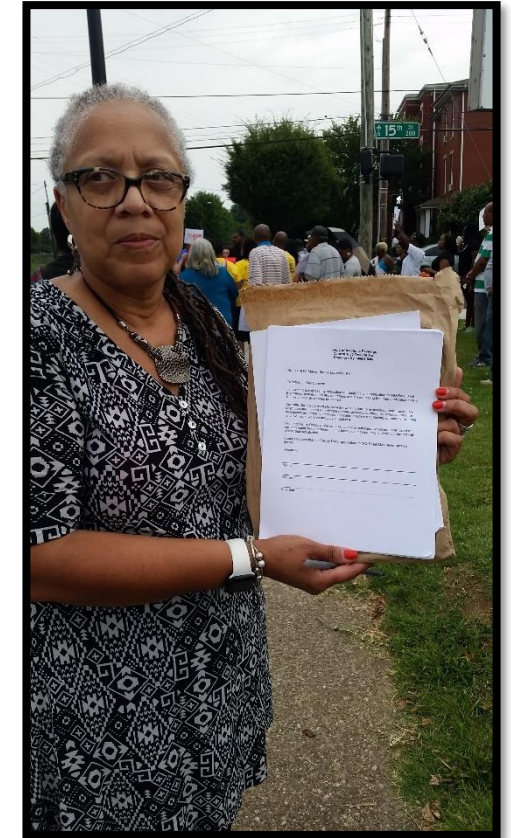
Louisville Metro Mayor Greg Fischer  
Louisville Metro Council President David Yates  
Air Pollution Control Board Chairman Dr. Robert Powell

State Rep. Attica Scott  
41<sup>st</sup> House District

State Rep. Reginald Meeks  
42<sup>nd</sup> House District



# Liquor License Protest





TRINIDAD ♀ ✨ @HiJack... • 3d ✓  
#power of the #people 🙌🙌🙌

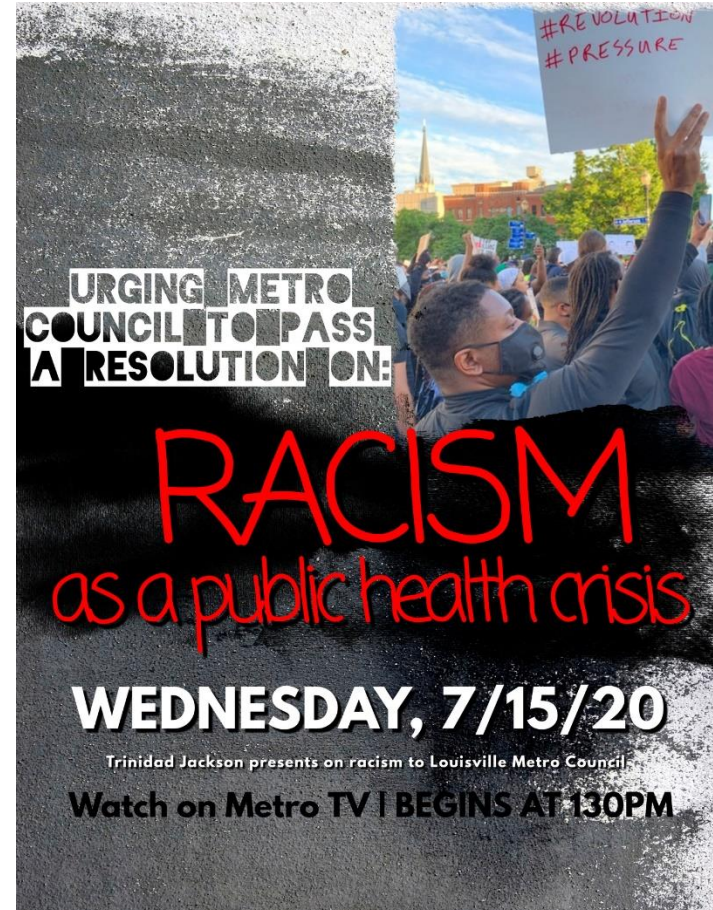
Courier Journal ✓ @courierjo...  
Louisville says Family Dollar  
can't sell beer after community  
protests [dlvr.it/QlhL54](https://dlvr.it/QlhL54)



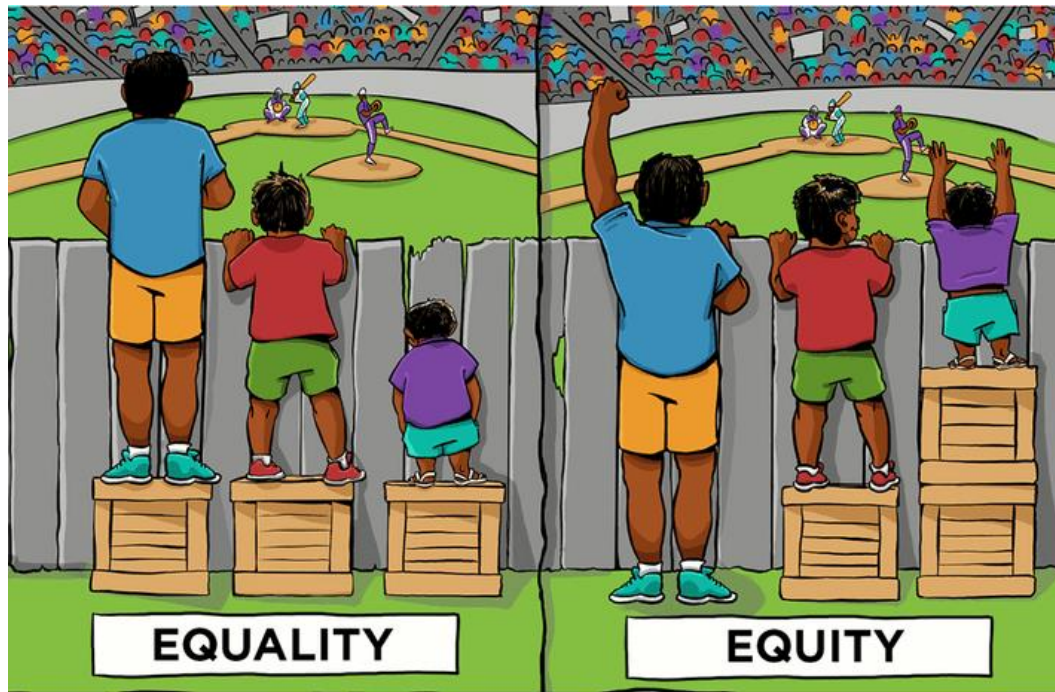


# Racism: Public health issue/crisis

- The health condition must place a large **burden on society**, a burden that is getting larger despite existing control efforts
- The burden must be **distributed unfairly** (i.e., certain segments of the population are unequally affected)
- There must be evidence that **upstream preventive strategies** could substantially reduce the burden of the condition
- Such preventive **strategies are not** in place.



# *What are we envisioning?*



# Questions

- In what ways is your \_\_\_\_\_ using data to create and perpetuate destructive AND constructive narratives about Black and other racially marginalized communities?
- What historical and contemporary laws uphold AND dismantle racist practices?
  - Who are the names/faces behind the laws?
- Discuss whether or not you believe we can liberate our collective society from racism.