

WELCOME

- For translation or closed-captioning services, please scan the QR code on the right into your phone.
- Para servicios de traducción o subtítulos, escanee el código QR a la derecha en su teléfono.
- Para sa pagsasalin o sarado captioning services, mangyaring i-scan ang QR code sa kanan sa iyong telepono.
- 对于翻译或闭接字幕服务，请将右侧的 QR 码扫描到您的手机中。
- 对于翻译服务或字幕，请扫描手机右侧的 QR 码。
- 对于翻译或封闭字幕服务，请扫描手机右侧的 QR 代码。



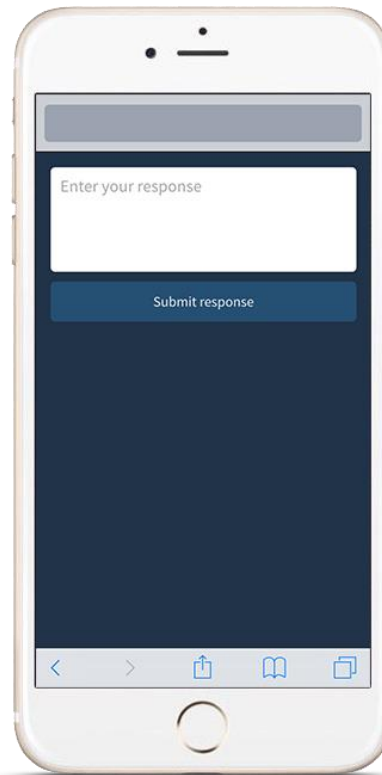
translate.it/KJYWI

Understanding DEI Terms & Definitions

This presentation is supported by the Centers for Disease Control and Prevention of the U.S. Department of Health and Human Services (HHS) as part of a **Cooperative Agreement**. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement, by CDC/HHS, or the U.S. Government.

Responding with Poll Everywhere

On your phone or web browser, please go to
pollev.com/kitac648.



I'm "Zooming in" from...



Powered by  **Poll Everywhere**

Start the presentation to see live content. For screen share software, share the entire screen. Get help at pollev.com/app

What is your level of understanding of DEI terms and definitions?

I have limited knowledge

I know basic terms and
want to learn more

I'm fairly knowledgeable
about these terms

Objectives and Agenda

Objectives

By the end of this presentation, participants will be able to

- Define terms related to diversity, equity, and inclusion
- Explain the relationships of these terms to each other

Agenda

- Foundational DEI Terms
- DEI and Public Health Terms
- Relationship between DEI Terms

Foundational DEI Terms



**What is one or two words that come to mind
when you think of the term "diversity"?**



Diversity

Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another.



Diversity Dimensions



Johns Hopkins created this Diversity Wheel that represents internal dimensions that are usually most permanent or visible. The outside wheel represents dimensions that are acquired and change over the course of a lifetime.

What is the Difference?

Equality

Equity



What is the Difference?

Equality

Evenly distributed access to resources and opportunity necessary for a safe and healthy life; uniform distribution of access to ensure fairness. **(Nancy Kranich, “Equality and Equity of Access: What’s the Difference?”)**

Equity

The guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups.

(UC Berkeley Initiative for Equity, Inclusion, and Diversity).



Equality vs. Equity

Equality



Equity



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

Inclusion

Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.

“Nothing about us without us.”

From the Glossary of Terms for the NCHHSTP Equity Initiative
Implementation Plan, CDC Connects

Diversity is having a seat at the table, **inclusion** is having a voice, and **belonging** is having that voice be heard.



DEI and Public Health Terms



What's Going On?



AARP

Join

Renew

Help

Member Benefits



AARP Rewards

Register | Login



What's Race Got to Do with Getting Your COVID-19 Vaccine?

Experts say older Black and Latino Americans are more likely to die of COVID-19 — yet aren't receiving their share of the vaccine

by Hallie Levine, AARP, February 17, 2021 | Comments: 0



GETTY IMAGES

En español | It's a scene playing out in disadvantaged neighborhoods across the country: Clinics typically filled with Black and Latino residents are now brimming with older white adults from other areas eager to get the coveted COVID-19 vaccine. The latest data analyzed by the Kaiser Family Foundation (KFF) shows a national pattern of African Americans and Hispanics receiving fewer vaccinations compared with their share of COVID-19 cases and deaths, as well as with their total population. "This really aligns with what we've seen throughout this entire pandemic: It's disproportionately affected older adults, but especially those from communities of color," says Tricia Neuman, senior vice president of KFF. Both Black and Latino Americans are more than twice as likely as white Americans to die from complications of COVID-19, at every age, and Black people are dying from COVID at roughly the same rate as white people more than a decade older.

ADVERTISEMENT

AARP members:
Enjoy exclusive benefits with

myWalgreens™

Link your myWalgreens™ and
AARP memberships today.



Link Accounts

* Terms and conditions apply.

Also on AARP

AARP Member Benefits That May Surprise You

7 Early Warning Signs of Dementia You Shouldn't Ignore

5 Foods to Skip After 50

10 Things in Your Wardrobe to Never

What do you think is the cause of low immunization rates among certain communities of color?

Systemic racism

Vaccine mistrust
and hesitancy

Lack of access to
vaccines

All of the above

Racism

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 undermines realization of the full potential of our whole society through the waste of human resource.

Systemic/Institutionalized/Structural Racism

Structures, policies, practices, and norms resulting in differential access to the goods, services, and opportunities of society by “race”, and discrimination is differential actions towards others by “race”. These can be either intentional or unintentional.

Medical Racism and Vaccines

[Agenda](#) [Events](#) [Reports](#) [Platforms](#)



[Sign up](#)

[COVID-19](#) | [Vaccination](#)

How a history of 'medical racism' may fuel mistrust in COVID-19 vaccines

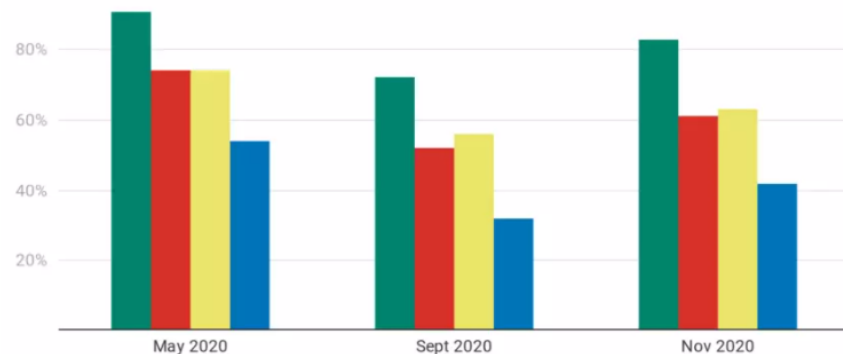


Eunice Rivers and two colleagues visit a patient during the Tuskegee Syphilis Study. Image courtesy of the CDC.

Legacy of Neglect

Percentage of American adults by race who say they would take a COVID-19 vaccine

Asian White Hispanic Black



Source: Pew Research Center • Created with Datawrapper

Image: World Economic Forum

Los Angeles Times

CALIFORNIA

Column: I wish I could be angry with the unvaccinated. Being Black makes that complicated

Racism and the Anti-Vaxx “Movement”

Past



FIG. 17. The “Savage Rite” of Vaccination illustrated in action.
“The Medicine Man performs his Savage Rites.”
From Harper's Weekly, February 24, 1912.

An illustration from Charles Higgins book 'Horrors of Vaccination Exposed and Illustrated'
(Internet Archive)

Present



UNTANGLING DISINFORMATION

An Anti-Vaccine Film Targeted To Black Americans Spreads False Information

June 8, 2021 · 6:00 AM ET
Heard on All Things Considered

WILL STONE

8-Minute Listen

+ PLAYLIST



Access and Accessibility

The “ability to access” the functionality of a system or entity and gain the related benefits. The degree to which a product, service or environment is accessible by as many people as possible.

From the Glossary of Diversity, Inclusion, and Belonging (DIB) Terms,
Harvard Human Resources

Health

Ensuring Equitable Access to Vaccines

As the United States struggles to vaccinate everyone in the nation, governments and community-based organizations trying to eliminate barriers to access for high-risk, rural, and remote communities must consider geography, partnerships, language, schedules, and technology.

SHARE

COMMENT

PRINT

ORDER REPRINTS

By Ann Lee & Sheila Davis | Jun. 29, 2021



A mobile vaccination site in the Boyle Heights neighborhood of Los Angeles in February 2021. (Photo courtesy of CORE)

- Geography
- Partnerships
- Language
- Schedules
- Technology


Health Disparity

A particular type of health difference that is closely linked with economic, social, or environmental disadvantage. Health disparities adversely affect groups of people who have systemically experienced social or economic obstacles to health based on their racial or ethnic group; religion; socioeconomic status; gender; age; mental health; cognitive, sensory, or physical disability; sexual orientation or gender identity; geographic location; or other characteristics historically linked to discrimination or exclusion.

Health Equity

“The state in which everyone has the opportunity to attain full health potential and no one is disadvantaged from achieving this potential because of social position or other socially defined circumstance.” Operationally, health equity can also be defined as the “absence of systemic disparities in health (or in the major social determinants of health) between social groups who have different levels of underlying social advantage/disadvantage – that is, different positions in a social hierarchy.” **(Ford, Griffith, Bruce, and Gilbert: “Racism: Science & tools for the public health professional).**

Small Group Discussion



What are some examples of health disparities or health equity that you have encountered in your work with immunizations?

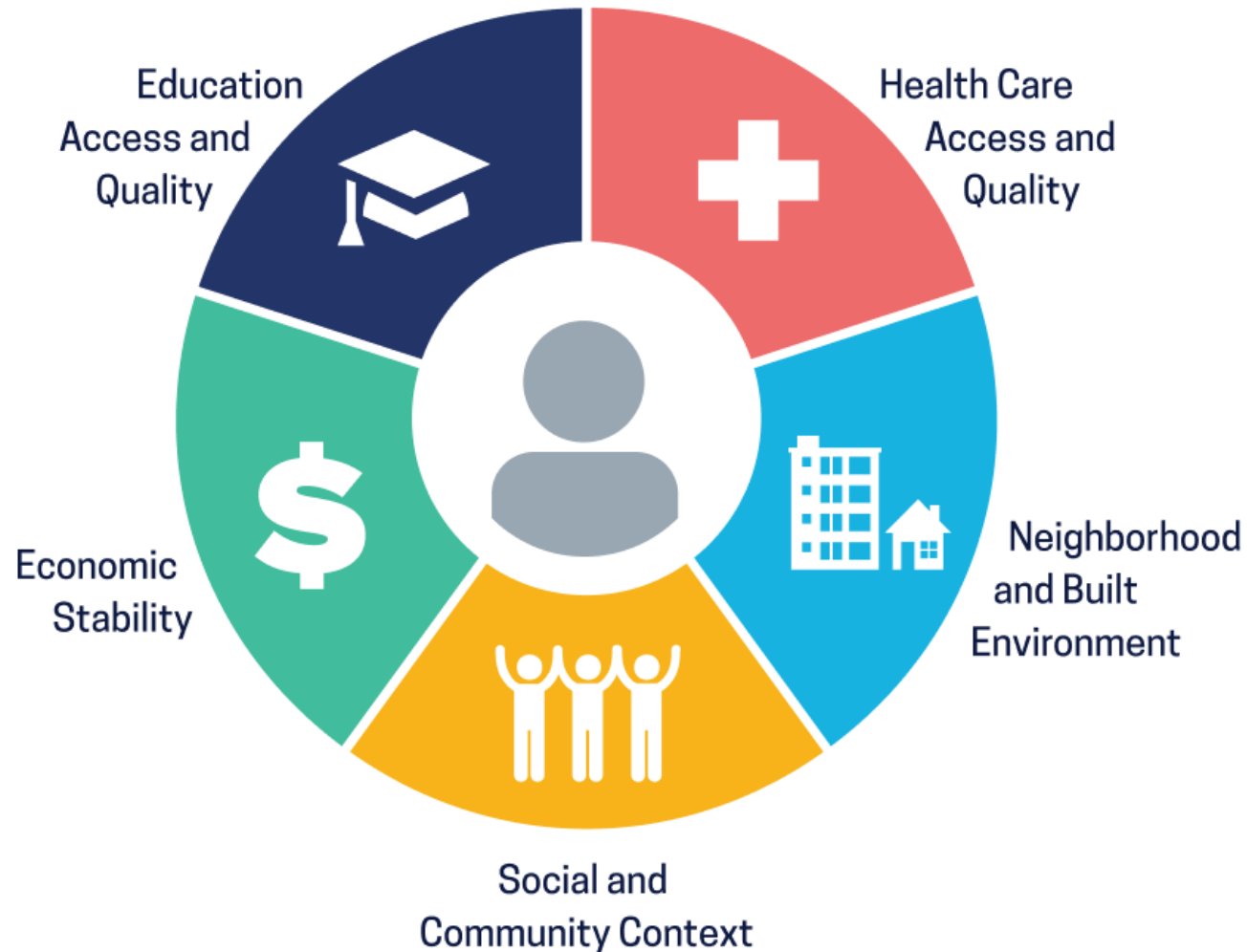
Relationship between DEI Terms



Social Determinants of Health

Social determinants of health are conditions in the environments in which people are born, live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks.

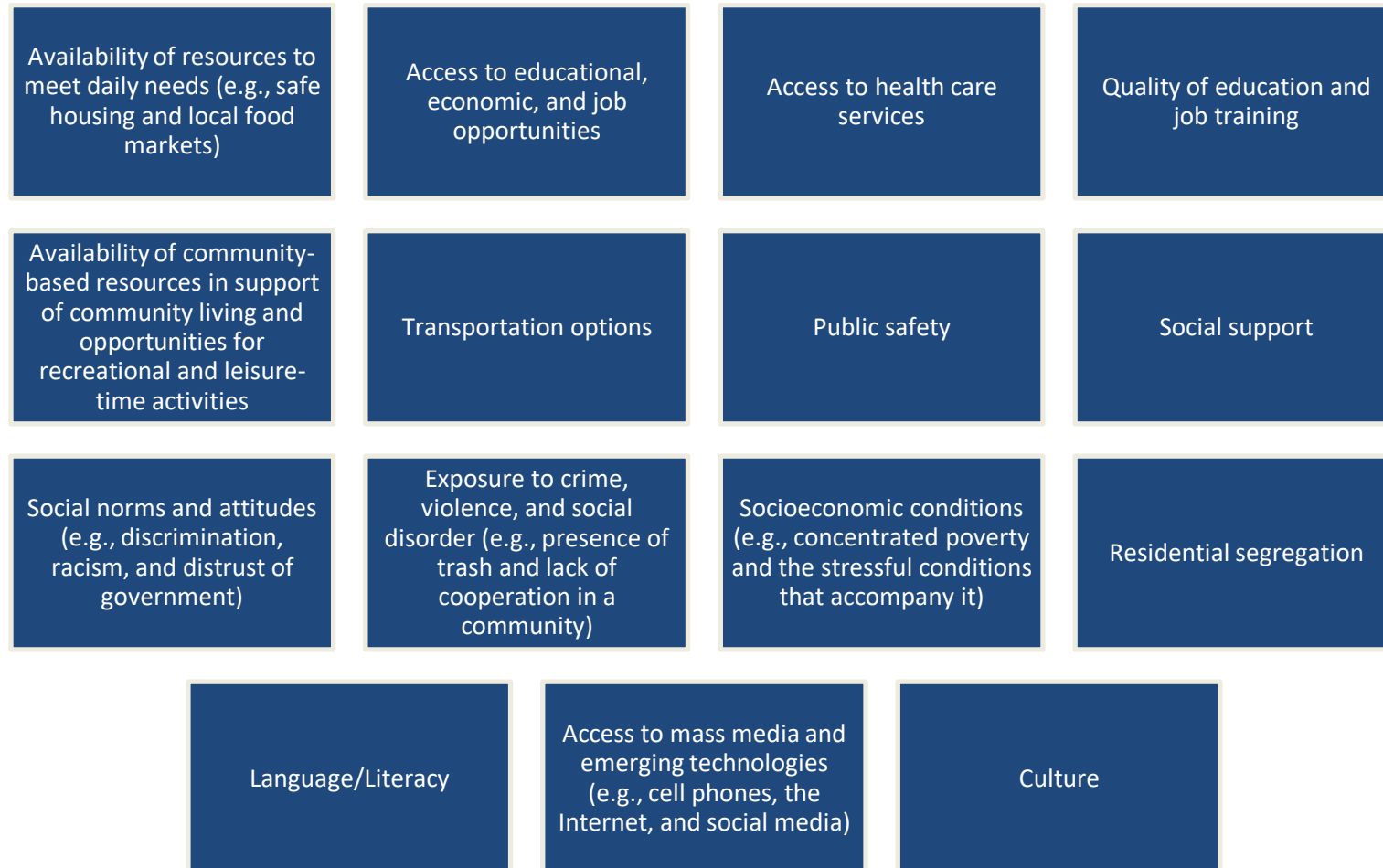
Social Determinants of Health



Which social determinants of health have the most impact on immunization efforts?



Examples of Social Determinants of Health



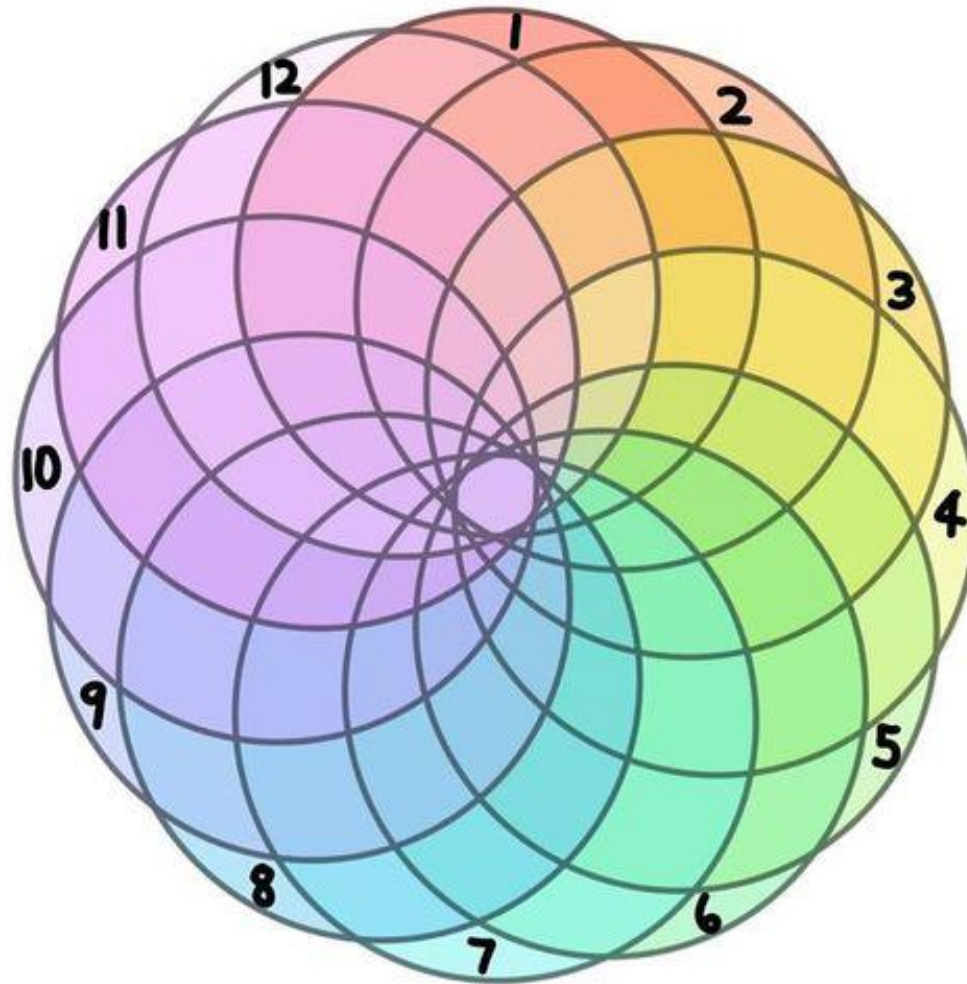
Intersectionality

The ways in which oppressive institutions (racism, sexism, homophobia, transphobia, ableism, xenophobia, classism, etc.) are interconnected and cannot be examined separately from one another. (African American Policy Forum)

As coined by Kimberlé Crenshaw, it is a framework for understanding how different aspects of a person's social and political identities (e.g., gender, race, class, sexuality, ability, physical appearance, etc.) combine to create unique modes of discrimination and privilege. Intersectionality identifies advantages and disadvantages that are felt by people due to this combination of factors. (Time's Up)



INTERSECTIONALITY



- 1 Race
- 2 Ethnicity
- 3 Gender identity
- 4 Class
- 5 Language
- 6 Religion
- 7 Ability
- 8 Sexuality
- 9 Mental health
- 10 Age
- 11 Education
- 12 Attractiveness
- (...and many more...)

Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.

- Kimberlé Crenshaw -

@sylviaaduckworth



**What is one thing
you have learned
from today's
session?**

**How will you use it
in your work with
immunizations?**

Questions?

Gwen Navarrete Klapperich, M.Ed., CPTD
(she/her/hers/siya)



- gwen@kitaconsultingservices.com
- <https://kitaconsult.com>



resource. engage. connect.

Upcoming Webinars

Webinar 2: Understanding Implicit Bias

September 14 | 2-3pm EST

Speaker: Gwen Navarrete Klapperich, Klapperich International Training Associates

Webinar 3: Understanding How Racism Impacts Those Around Us

September 28 | 2-3pm EST

Speaker: Ku'ulani Keohokalole, People Strategies Hawai'i

Webinar 4: Understanding the Role of Systems in Being Anti-Racist

October 12 | 2-3pm EST

Speaker: Ku'ulani Keohokalole, People Strategies Hawai'i