

Discussion Guide

TACKLING EQUITY a new ten-part podcast series



SHARE PUBLIC HEALTH

a production of the midwestern public health training center

• **Overarching question** •

How can you connect to the main themes in each podcast episode?

AN INTRODUCTION

1. Explain the difference between health inequity, inequality, and disparity. Can you give an example of each one (a health inequity, inequality, and disparity)?
2. What health disparities are seen in your community?
3. How do inequities play out in your community's health?
4. Can you think of an example where your environment is determining or dictating a health choice, whether it is positive or negative?
5. What role do implicit biases have in health disparities?

THE SOCIAL DETERMINANTS OF HEALTH

1. What are the most pressing health issues in your community?
How do social determinants play into these issues?
2. Can you think of an example where your environment is determining or dictating a health choice, whether it is positive or negative?
3. What are the strengths of your community that can be built upon to promote good health?
4. How can you as an individual, and your community as a whole, take action on the social determinants of health?

LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER, & QUESTIONING

1. Have you ever been misidentified or has someone assumed something that was not correct about you?
 - a. How did this make you feel?
 - b. If not, how do you think it would make you feel?
2. How has discrimination and stigma affected the LGBTQ community?
3. What can health care providers and public health professionals do to create inclusive and comfortable environments for their LGBTQ patients or community members?

PEOPLE WITH DISABILITIES

1. Have you ever needed an accommodation that was not provided? What was it like to navigate that situation? If you haven't had this experience, what do you think it would be like?
2. What can we all do to increase accessibility for and comfortability of patients, friends, colleagues with disabilities?
3. How does your community include or exclude people with disabilities?

AFRICAN AMERICAN HEALTH DISPARITIES

1. What's the difference between considering race as a health determinant versus considering racism as a health determinant within the African American community?
2. What does it mean to be anti-racist? How can you work toward anti-racism in your work?
3. How can community health needs assessments be used to promote health equity? How can they fail to reflect the true demographics of a community?

NATIVE AMERICAN HEALTH

1. How has history contributed to Native American health today?
2. What do you know about the indigenous people who live, or used to live, in your community?
3. What's the difference between considering race a health determinant versus considering racism as a health determinant within the Native American community?

BUILDING AN INCLUSIVE WORKFORCE

1. Why is it important to build an inclusive workforce?
2. Can you think of how cultural sensitivity and humility play out in your work or life?
3. Why is it important to work on equity internally in an organization as well as externally in the community?
4. What identities do you bring to your workplace or educational setting?

PLACE MATTERS

1. How does where you live impact your health?
 - a. What barriers to access do people face in your community?
 - b. What could be done to overcome some of these barriers?
2. Why is housing important in health?
3. What strengths does your community have that can impact health inequity?
4. What people, groups, or organizations should be brought together to discuss community barriers?

IMMIGRATION

1. Why are immigrants particularly vulnerable to disparate health outcomes? Specifically, how has policy, discrimination, and stigma affected the immigrant community?
2. Can you think of any cultural beliefs pertaining to health that your family holds?
3. How can health departments ensure their populations' needs are being met?

CONCLUSION

1. With the conclusion of this series, what would you like to see happen pertaining to health equity in the next 10 years?
2. Reflect on how individual behaviors are not always up to personal choice
3. What main idea did you draw from this podcast and/or series, or connect with the most?
4. How do you think you are affected by health equity issues?
5. What can you do to make sure you take care of yourself as you do equity work? Why is it important to make sure you take care of yourself?