Towards Multiculturally Competent Services: The Role of Intersectionality

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Discuss equity and related concepts
Outline core tenets and principles of intersectionality
Discuss intersectionality in the context of SDH
Review cultural humility
Outline steps forward
National Data

Distribution of U.S. Population by Race/Ethnicity, 2010 and 2050

- 2010: 65% White, non-Hispanic, 16% Black, non-Hispanic, 12% Asian, 5% Other
- 2050: 46% White, non-Hispanic, 30% Black, non-Hispanic, 12% Asian, 4% Other

Total = 310.2 million in 2010, Total = 439.0 million in 2050

NOTES: All racial groups non-Hispanic. Other includes Native Hawaiians and Pacific Islanders, Native Americans/Alaska Natives, and individuals with two or more races. Data do not include residents of Puerto Rico, Guam, the U.S. Virgin Islands, or the Northern Marina Islands.
Percentage Minority* Population 2017
State Percentage: 20.92%

Source: U.S. Census Bureau
Prepared by: Ohio Development Services Agency, Office of Research (June 2018)

*Obtained by subtracting non-Hispanic one-race-only whites from total population
National Data

Poverty in the United States
Percentage of People in Poverty by State

Note: U.S. percentage does not include data for Puerto Rico.

Source: 2016 American Community Survey,
2016 Puerto Rico Community Survey
www.census.gov/acs
Poverty in Ohio by County
2012-2016 American Community Survey

Statewide Poverty 1,732,939 15.4%

Percentage County Population in Poverty
- 4.9% - 9.9%
- 10.0% - 15.4%
- 15.5% - 19.9%
- 20.0% - 31.2%

This map shows the 2012-2016 American Community Survey estimates of the number and percentage of persons in poverty by county.

Source:
2012-2016 American Community Survey, U.S. Census Bureau
Prepared by:
Office of Research
Ohio Development Services Agency
January 2018
Poverty Rates in Ohio, 2015-2016
by Age Group, Sex and Minority Status

Source: U.S. Census Bureau
Equality vs. Equity

EQUALITY

EQUITY
Health Equity & Health Disparity

• **Health equity**: Everyone has the opportunity to be as healthy as possible.

• **Health disparity**: Differences in health outcomes and their causes among groups of people

CDC, 2019
Behavioral health equity: the right to access quality health care for all populations regardless of the individual’s race, ethnicity, gender, socioeconomic status, sexual orientation, geographical location and social conditions through prevention and treatment of mental health and substance use conditions and disorders

Behavioral health disparity: Systemic difference in substance use or mental health outcomes between segments of the population

SAMHSA, 2018
Equality vs. Equity

CAGE OF OPPRESSION

ABLEISM  HETEROSEXISM  ANTI-SEMITISM  LOOKISM  AGEISM / ADULTISM  CLASSISM  SEXISM  RACISM
Issues of Equality & Equity

CAGE OF OPPRESSION

ABLEISM
HETEROSEXISM
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RACISM

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Frye, 2000
Issues of Equality & Equity
Issues of Equality and Equity
Unit 5  Intersectionality
There is no such thing as a single-issue struggle because we do not live single-issue lives.

Audre Lorde
Intersectional Framework

• History in Black feminist discourse
• Refers to a set of assumptions regarding marginalized groups
• Linked experiences
• Social constructions

Letiecq, 2017
Sears, 2012
Intersectional Framework

• Focuses on group location or social positioning within current structure
• Focuses on structured inequalities and power differentials within society
• Structural patterns influence outcomes
• Meanings of social locations may vary across social and historical contexts

Letiecq, 2017
Sears, 2012
Intersectionality

Unique Circumstances of Power, Privilege and Identity

Adapted from: CRIAW / ICREF's Intersectionality Wheel

Simpson, 2009
Jayakumar, 2017
Intersectionality

Adapted from: CRIA/W / ICREF's Intersectionality wheel

Simpson, 2009
Jayakumar, 2017
Intersectionality

Fourth
Larger forces and structures reinforcing exclusion

Third
Types of discrimination that impact identity

Second
Aspects of Identity

Innermost
Unique Circumstances

Adapted from: CRIAW / ICREP's Intersectionality wheel

Simpson, 2009
Jayakumar, 2017
Intersectionality

Simpson, 2009
Jayakumar, 2017
Issues of Equality & Equity

CAGE OF OPPRESSION

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Frye, 2000
Explicit Bias

Attitudes and beliefs that we have about a person or group on a conscious level. We are fully aware of these, so they can be self-reported.

Implicit Bias

Unconscious attitudes that lie below the surface, but may influence our behaviors.
Implicit Bias is...

Attitudes, Stereotypes, & Beliefs that can affect how we treat others.

Implicit bias is not intentional, but it can still impact how we judge others based on factors such as:

- Race
- Ability
- Gender
- Culture
- Language
Intersectionality: Keys to Understanding

1. Shifting of paradigms
2. Challenging assumptions
3. Understanding social statuses/social locations
4. Recognizing simultaneous experiences & considered accordingly
"... hold multiple identities, some identities are more visible than others. Yet all these identities are important in the young person’s lived experience and to his or her worldview."

...seek to recognize and understand that identity and self-definition are fluid and complex, and that the interaction between the two is dynamic. To this end... appreciate that intersectionality is shaped by the multiplicity of the individual’s social contexts.”

APA, 2017
Social Determinants of Health

“The poor health of the poor, the social gradient in health within countries, and the marked health inequities between countries are caused by the unequal distribution of power, income, goods, and services, globally and nationally, the consequent unfairness in the immediate, visible circumstances of people’s lives... This unequal distribution of health damaging experiences... is the result of a toxic combination of poor social policies and programmes, unfair economic arrangements, and bad politics. Together, the structural determinants and conditions of daily life constitute the social determinants of health and are responsible for a major part of health inequities between and within countries (p. 1).”

CSDH, 2008
Socioeconomic Factors
- Education
- Job Status
- Family/Social Support
- Income
- Community Safety

50% can be traced back to your zip code!

Physical Environment

Health Behaviors
- Tobacco Use
- Diet & Exercise
- Alcohol Use
- Sexual Activity

Only 20% include those moments in a healthcare environment

Health Care
- Access to Care
- Quality of Care

Source: Institute for Clinical Systems Improvement, Going Beyond Clinical Walls: Solving Complex Problems (October 2014)
Transforming the conditions in which people are BORN, GROW, LIVE, WORK and AGE for optimal health, mental health & well-being.

Healthy People
- Prevention
- Mental Health Services
- Culturally/Linguistically Appropriate and Competent Services
- Income Security
- Housing
- Neighborhood Safety/Collective Efficacy
- Environmental Quality

Healthy Community
- Health Care
- Child Development, Education, and Literacy Rates
- Food Security/Nutrition
- Built Environments
- Discrimination/Minority Stressors

Healthy Environment

Healthy Society

ACHIEVING HEALTH & MENTAL HEALTH EQUITY AT EVERY LEVEL

Bay Area Regional Health Inequities Initiative, 2016
Intersectionality and SDH

Intersections of SDH
(Mikkoman & Raphael, 2010)
- income and income distribution
- education
- unemployment and job security
- employment and working conditions
- early childhood development
- food insecurity
- housing
- social exclusion
- social safety Network
- health services
- Aboriginal status
- gender
- race
- disability

Intersections of Identity as a SDH:
(the “isms”)
- age
- culture
- (dis)ability
- ethnicity
- gender
- im/migrant status
- race
- sexual orientation
- social class
- spirituality...

Synergies of Oppression

SDH: Geographies
- rural, remote, northern, fly-in, urban
- east, west, north, south
- segregation, ghettoization
- unfair geographic access to services
- lack of accessible public transportation
- environmental patterns: weather, pollution, dispersion, toxin location...

McPherson & Mcgibbon, 2010
Unit 5  Intersectionality
Cautions with Interpretation

- Avoid reducing framework to only explaining multiple identities
- Asking “too much” of it
- Utility as an analytical framework
Cultural Humility
Cultural Humility: What It Isn’t

Focused on group traits;
Historically focused on racial & ethnic minority groups

Static process;
Defined course or curriculum

Focused on achieving competence or expertise

Yeager & Bauer-Wu, 2013
Cultural Humility: What It Is

Focused on individuals;
Focused attention given to other aspects/components of culture (e.g., gender, class, geographic location, country of origin, sexual orientation)

Continuous, ongoing process;
Life-long learning

Focused on achieving flexibility/humility

Yeager & Bauer-Wu, 2013
Cultural Humility: Attributes

- Openness
- Self-awareness
- Egoless(ness)
- Supportive interaction
- Self-reflection & critique

Foronda et al., 2016
Cultural Humility: Consequences

- Mutual empowerment
- Partnerships
- Respect
- Optimal care
- Lifelong learning

Foronda et al., 2016
Turning Inward

- Identify/consider aspects of cultural identity, lived experience
- Consider privilege and power structures
- Identify/consider biases and assumptions
- Commit to self-evaluation and self-critique

Where Do We Go From Here
Turning Outward

- Consider health equity in the context of intersectionality
- Focus on systems of power/privilege rather than seek to change those marginalized or oppressed by systems of power
- Develop partnerships with community, groups who advocate for vulnerable populations
Turning Outward

- Clinical care integration with initiatives to address structural factors
- Improvements in access to treatment (structural advantages in access)
- Advocate for social change
Where Do We Go From Here

- Listen to others’ stories
- Demonstrate compassion and empathy
- Acknowledge “culture of 1”
Resources

• http://kirwaninstitute.osu.edu/research/understanding-implicit-bias/
• https://implicit.harvard.edu/implicit/takeatest.html
• https://www.tolerance.org/professional-development/webinars/intersectionality
References

References