

Office of Health Equity & Human Rights

New York State Public Health Corps Fellowship Summit
November 16, 2022



Learning Objectives

1. Define Health Equity and Justice
2. Explain Inequities in Health Outcomes
3. Call to Action: Integrate Health Equity Practices

Transforming the NYSDOH

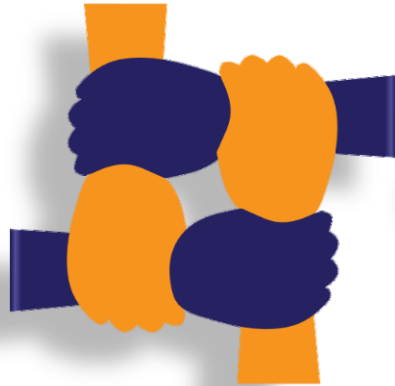
Announcing the newly-formed
Office of Health Equity and Human Rights!



Offices of Health Equity and Human Rights



AIDS Institute



Minority Health and
Health Disparities
Prevention



Gun Violence
Prevention



Office of DEI

Defining health equity and justice



Equality
doesn't mean
Equity

Difference between DEI and Health Equity



Social Determinants of Health and Health Equity



Disparities in Gun Violence

1

Leading cause of premature death in the US

\$280 billion

Total healthcare / societal costs annually

Discrimination in Gun homicides:



Nationally – 59.8%
New York State – 68.4%
New York City – 77.0%

Non-white victims of gun violence

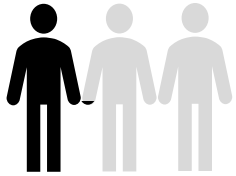
10X

Black non-Hispanic and Hispanic individuals are 10 and 3.4 times as likely to be killed with a gun than white people

3.4X

Disparities in HIV/AIDS

39%



of persons newly diagnosed with HIV are aged 25-34

49%



of persons newly diagnosed with HIV report a history of male-to-male sexual contact (MSM)



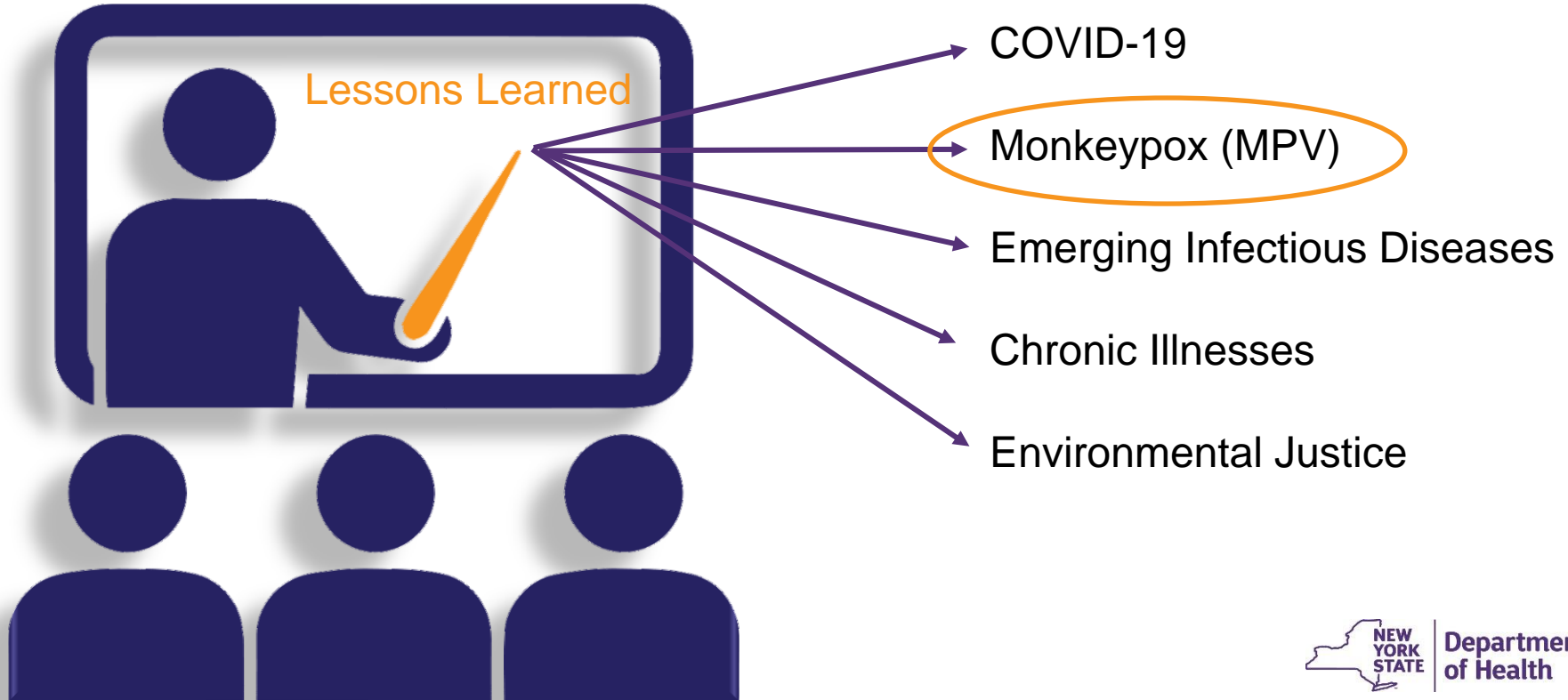
78%

of persons newly diagnosed with HIV are male

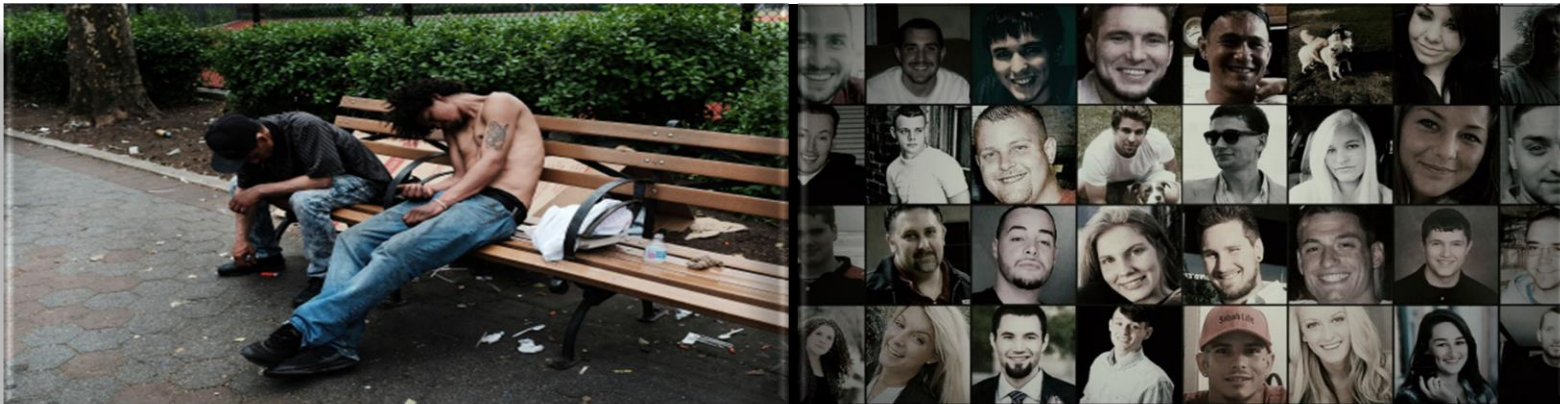


Black non-Hispanic and Hispanic individuals account for **75%** of persons newly diagnosed with HIV

Using Evidence to Identify and Address Disparities



Depictions of OUD Differ by Race/Ethnicity



Difference in Narratives

Criminal justice issue

Incarceration

Moral failing

War on drugs

Public health issue

Treatment

Medical condition

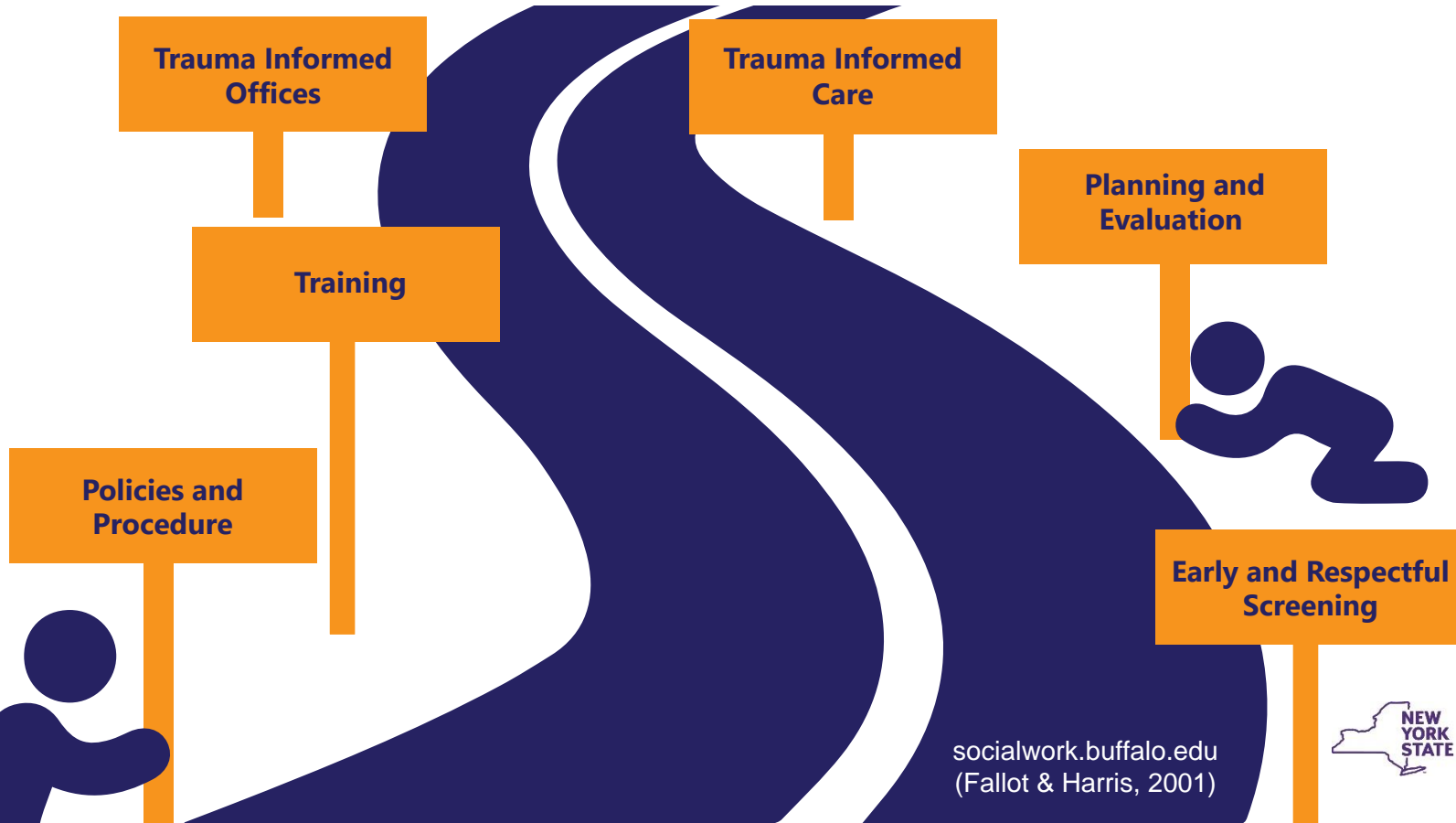
Gentler/kinder approach

Centering the voices of communities and stakeholders



- Advancing Equity
- Access to healthcare services
- Anti-stigma efforts
- Promotion of human rights

Building a Road to Trauma Informed Culture



socialwork.buffalo.edu
(Fallot & Harris, 2001)



Department
of Health

Guiding Principles to address disparities



Re-invest in neighborhoods that have been disproportionately impacted by racist policies



Amplify community voice and power to elevate black and brown communities using an assets-based approach



Employ individuals in a unique workforce with shared lived experiences to create change from the ground up



Work with individuals to have **individualized care plans**, not a one-size fits all model



Community driven investment planning so the local population is determining the best use of funding opportunities



Invest in youth organizations and faith-based coalition development to build credibility in the community



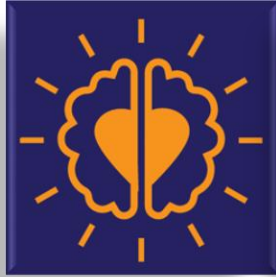
Guiding Principles to address disparities



Meeting the needs of populations placed at high risk and in underserved communities



Address social determinants of health and promote health equity and racial justice



Promote comprehensive services using a trauma-informed care approach



Promote evidence-based and promising practices

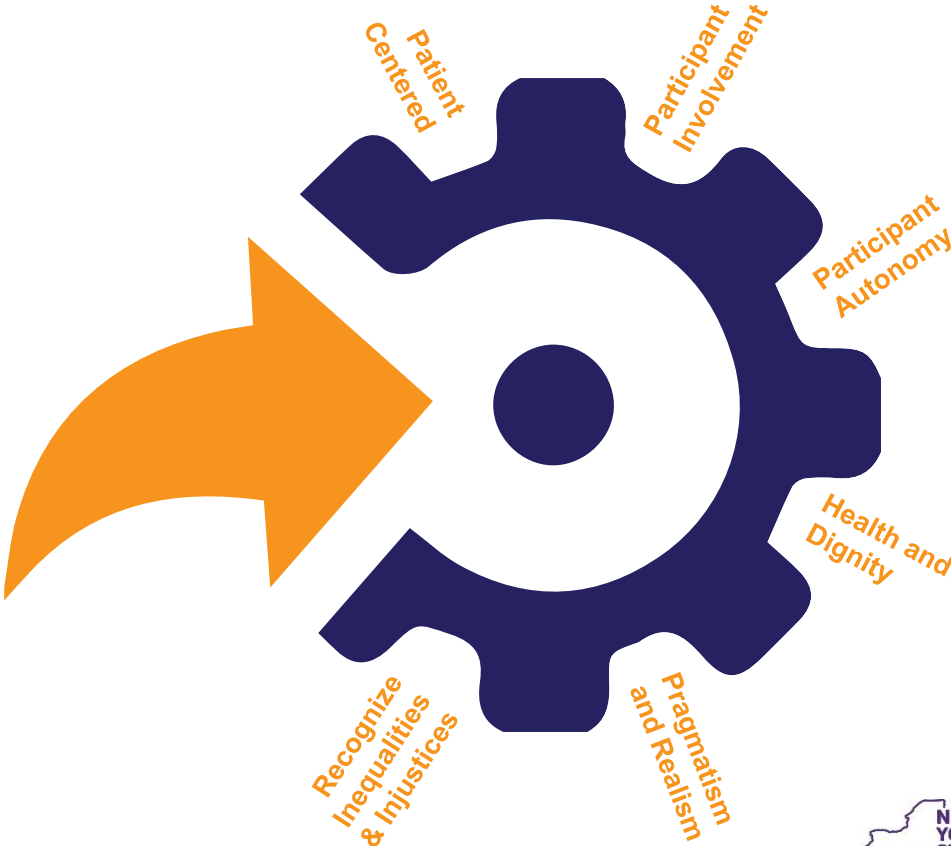


Implement data based decision making and continuous quality improvement



Identify strategies and opportunities to increase interagency collaboration

Call To Action



Where does
your role as a
Fellow and a
mentor come
into play?





THANK YOU

Johanne E. Morne, MS
Deputy Commissioner, Health Equity and Human Rights
Johanne.morne@health.ny.gov



Resources on Health Equity

Centers for Disease Control and Prevention:

<https://www.cdc.gov/healthequity/index.html>

Centers for Medicare & Medicaid Services:

<https://www.cms.gov/about-cms/agency-information/omh/equity-initiatives/health-equity-technical-assistance>

Healthy People 2030:

<https://health.gov/healthypeople/priority-areas/health-equity-healthy-people-2030>

NYS Prevention Agenda:

https://www.health.ny.gov/prevention/prevention_agenda/2019-2024/

Robert Wood Johnson Foundation:

<https://www.rwjf.org/en/our-focus-areas/topics/health-disparities.html>

