

Racism as a Fundamental Cause of Inequities Across Long-Term Services and Supports

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Agenda

- About Racism
- Manifestations of Racism in LTSS

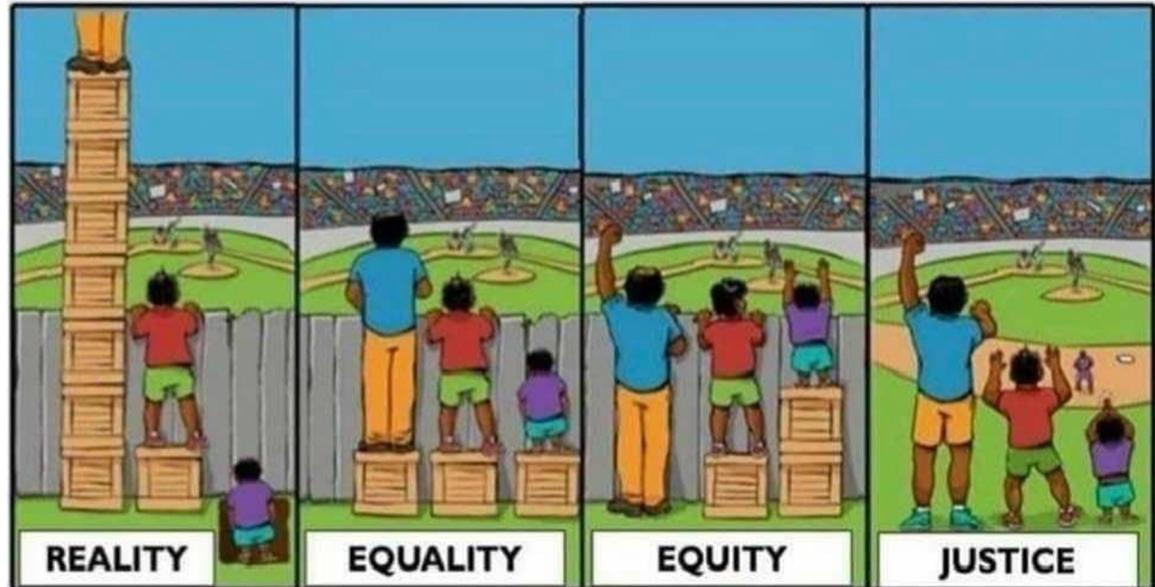
Evidence for Action: Addressing Systemic Racism Across Long-Term Services and Supports

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Disparity vs. Inequity | Equality vs. Equity

A **disparity** is a difference where a historically disadvantaged or marginalized group is further disadvantaged.

An **inequity** connotes unfairness, injustice, and avoidability.



ZIP Codes are a better predictor of health than the healthcare received...

But the healthcare received is determined by ZIP Code.

Figure 1

Social Determinants of Health

Economic Stability	Neighborhood and Physical Environment	Education	Food	Community and Social Context	Health Care System
Employment	Housing	Literacy	Hunger	Social Integration	Health Coverage
Income	Transportation	Language	Access to Healthy Options	Support Systems	Provider Availability
Expenses	Safety	Early Childhood Education		Community Engagement	Provide Linguistic and Cultural Competency
Debt	Parks	Vocational Training		Discrimination	
Medical Bills	Playgrounds	Higher Education		Stress	Quality of Care
Support	Walkability				
	Zip Code/ Geography				

Health Outcomes

Mortality, Morbidity, Life Expectancy, Health Care Expenditures, Health Status, Functional Limitations



What is Racism?

Types & Levels of Racism

- Personally mediated (Interpersonal)
- Internalized
- Institutionalized/Structural

Check out “A Gardner’s Tale” by Camara Phyllis-Jones.

Definition

Racism is a **system**. It is not an individual character flaw, not a personal moral failing, nor a psychiatric illness. It is a system (of structures, **policies, practices and norms**) that **structures opportunity and assigns value** based on phenotype or the way people look.

-Camara Phyllis-Jones

“The totality of ways in which societies foster racial discrimination through mutually reinforcing systems of **housing, education, employment, earnings, benefits, credit, media, health care, and criminal justice.**”

- Bailey et al. 2017: “Structural racism and health inequities in the USA: evidence and interventions”

Structural Racism is...

“the macrolevel systems, social forces, institutions, ideologies, and processes that interact with one another to generate and reinforce inequities among racial and ethnic groups.”
(Powell, 2008)

“The Iceberg” (Gee et al., 2009)

Overt White Supremacy (Socially Unacceptable)

Lynching
Hate Crimes
Blackface The N-word
Swastikas Neo-Nazis Burning Crosses
Racist Jokes Racial Slurs KKK

Covert White Supremacy (Socially Acceptable)

Calling the Police on Black People White Silence Colorblindness
White Parents Self-Segregating Neighborhoods & Schools
Eurocentric Curriculum White Savior Complex Spiritual Bypassing
Education Funding from Property Taxes Discriminatory Lending
Mass Incarceration Respectability Politics Tone Policing
Racist Mascots Not Believing Experiences of BIPOC Paternalism
"Make America Great Again" Blaming the Victim Hiring Discrimination
"You don't sound Black" "Don't Blame Me, I Never Owned Slaves" Bootstrap Theory
School-to-Prison Pipeline Police Murdering BIPOC Virtuous Victim Narrative
Higher Infant & Maternal Mortality Rate for BIPOC "But What About Me?" "All Lives Matter"
BIPOC as Halloween Costumes Racial Profiling Denial of White Privilege
Prioritizing White Voices as Experts Treating Kids of Color as Adults Inequitable Healthcare
Assuming Good Intentions Are Enough Not Challenging Racist Jokes Cultural Appropriation
Eurocentric Beauty Standards Anti-Immigration Policies Considering AAVE "Uneducated"
Denial of Racism Tokenism English-Only Initiatives Self-Appointed White Ally
Exceptionalism Fearing People of Color Police Brutality Fetishizing BIPOC Meritocracy Myth
"You're So Articulate" Celebration of Columbus Day Claiming Reverse-Racism Paternalism
Weaponized Whiteness Expecting BIPOC to Teach White People Believing We Are "Post-Racial"
"But We're All One Big Human Family" / "There's Only One Human Race" Housing Discrimination

Manifestations of Structural Racism in LTSS

- Availability of types of LTSS
 - White-flight from NHs – Segregated care
 - Decreased availability of more desirable community-based options
- Availability of high-quality LTSS
- Medicaid reliance & Low Reimbursement
- COVID19 – Environmental Racism
- Low pay & limited benefits for direct care work
- Americanized food choices and white-centric activity programming in NHs
- Colorblind Policymaking

Policies that do not
account for the potential
unintended
consequences that may

disproportionately impact
people of color due to
historic structures of
disadvantage

Colorblindness

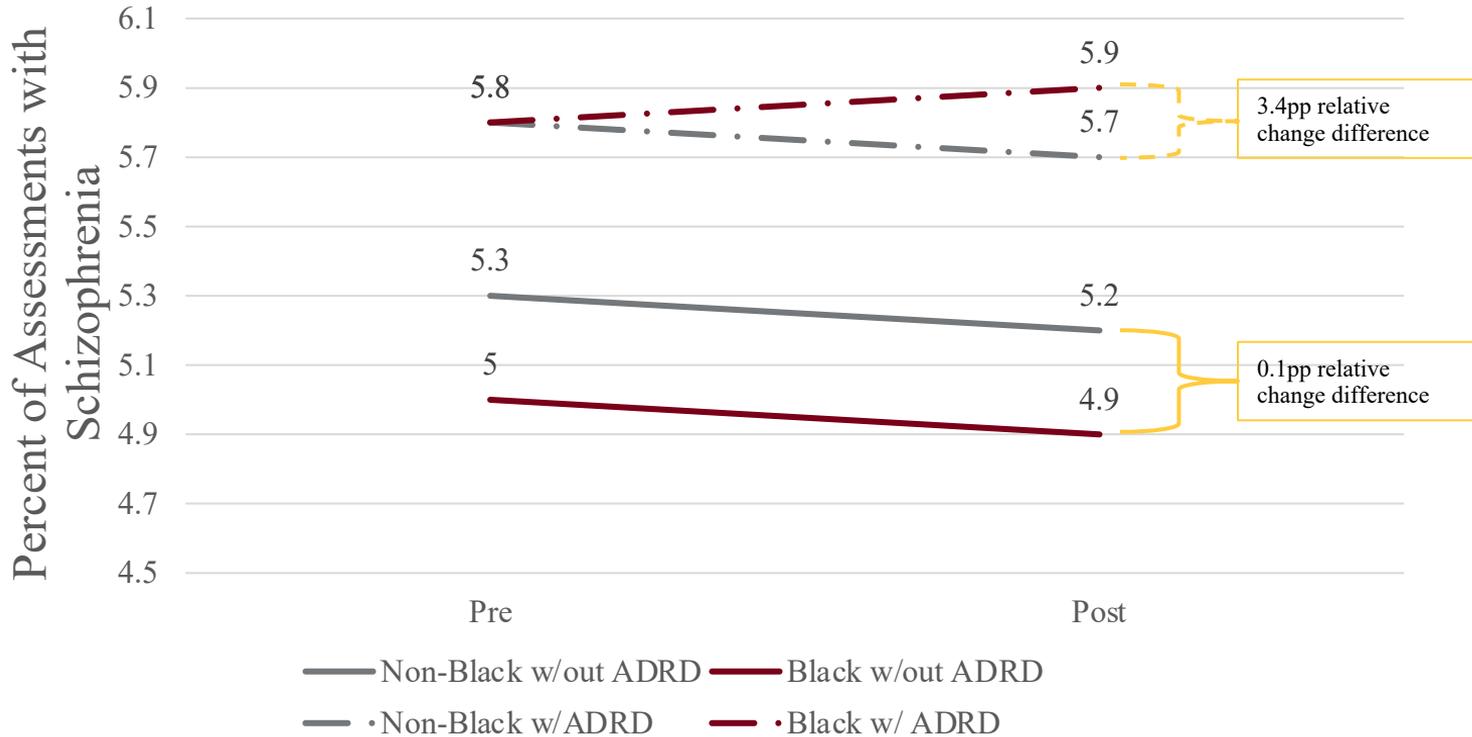
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Covert White Supremacy (Socially Acceptable)

Schizophrenia Reporting among Nursing Home Residents with and without ADRD documentation, by Race.



Three Types of Policies

Colorblind

- Also known as race-neutral policies.
- Attempt to improve quality for everyone
- Do not consider the potential (and inevitable) role that race plays in policy impact.

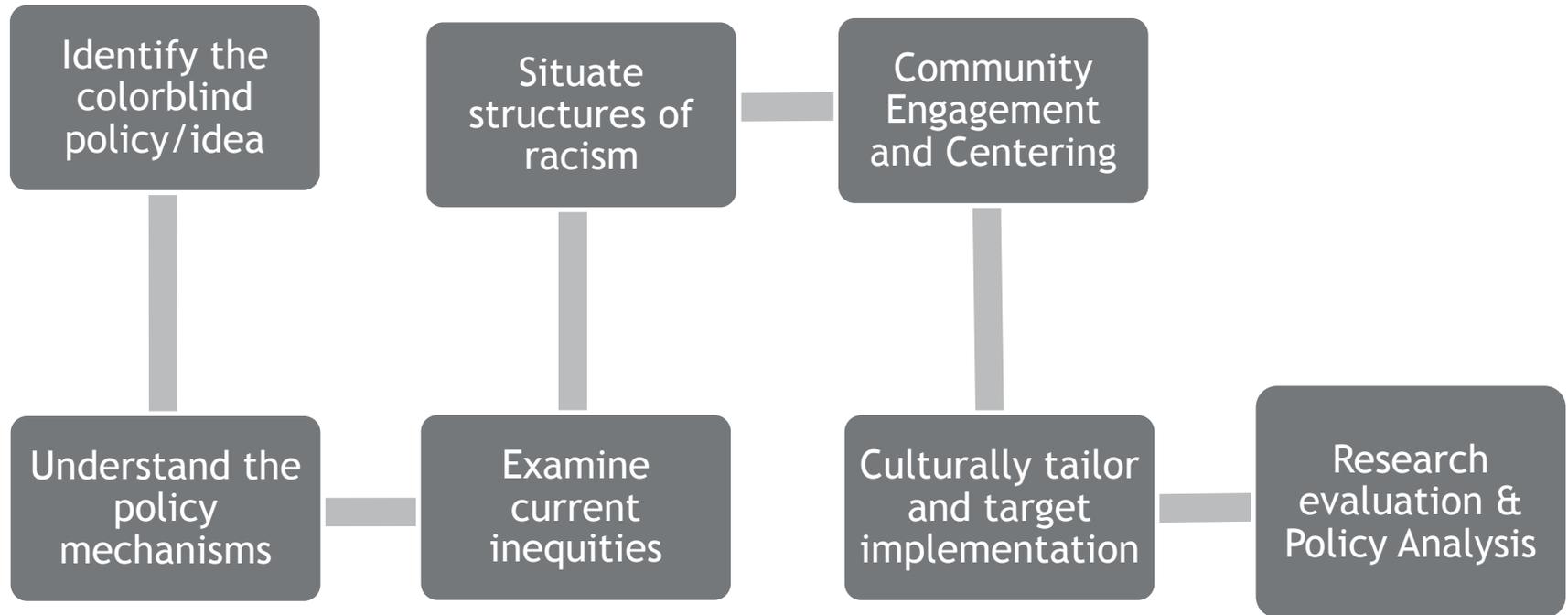
Race-Based

- Common example: Affirmative Action
- Intended to improve outcomes (and conditions) explicitly for racially minoritized groups
- Policies solely based on race are considered illegal

Race-Conscious

- Also known as race-sensitive or racism-conscious
- Consider the role of race, and more importantly racism, in policy creation, implementation, and impact
- Similar intent to that of race-based policies

Approach to Developing a Race-Conscious Policies



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