

Building Population and Public Health's Healthy Equity Action Plan

Staff Development Day

September 9 and 18, 2014



Welcome!!!

Objectives

- Provide background and facilitate common understandings of health equity
- Consider “What are the most important things we could do to promote health equity in Winnipeg?”
- Explore roles and contributions to health equity promotion
- Celebrate successes and encourage dreams



Outline for this morning

- Welcome, thank you and background – Louis/Lynda
- Presentation – Sande Harlos, MOH/Hannah Moffatt PHEIL
- Workshop
 - Gallery Walk
 - Crowd sourcing activity “25 gets you 5”
- Break
- Breakout groups



Thank you!

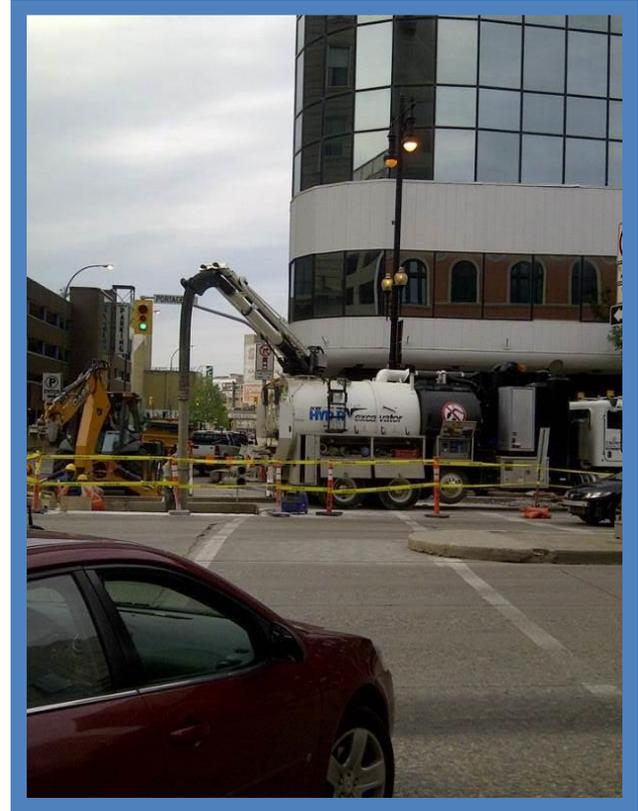
- Thank you to the organizing committee, presenters and facilitators
- Introductions – Hannah Moffat, Population Health Initiatives Leader
- Louis Sorin, Community Area Director Downtown and Point Douglas, Co-Chair PHE_CA_PPH working group



The Pearl and the Crystal



John and the Vacuum



Next steps....

- Our commitment to change
- We are not alone
- What we know and what we don't know...
 - Discussion in Jan – key starting points
- Structure and processes to continue our discussion
- Enjoy the morning, we look forward to the discussions!



Crowd sourcing activity

Later today ... “25 gets you 5”

“What is the **most promising action idea** you heard today that we can implement to promote health equity in Winnipeg?”





Health for All

**Building Population and Public Health's
Healthy Equity Action Plan**

Staff Development Day

September 9 & 18



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This hour has 35 minutes

- Definitions and concepts
- Why 'health equity'?
- The story so far...
- What does this mean for us?



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Health for All = Health Equity

A Human Right

Health Equity means that all people can reach their full health potential and should not be disadvantaged from attaining it because of their social and economic status, social class, racism, ethnicity, religion, age, disability, gender, gender identity, sexual orientation or other socially determined circumstance.



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Concept Evolution...

Health Promotion (70s, 80s)



Social Determinants of Health (90s)



Health Equity (mid 2000s)



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Differences in Health Status

- *Health inequalities* – measurable differences in health status
- *Health inequities* – health differences between population groups that are
 - Systematic
 - Avoidable
 - Unfair / unjust
- ~~*Health disparities*~~



Value judgment

NCCDH. 2012. Let's talk: Health equity.
<http://nccdh.ca/resources/entry/health-equity>

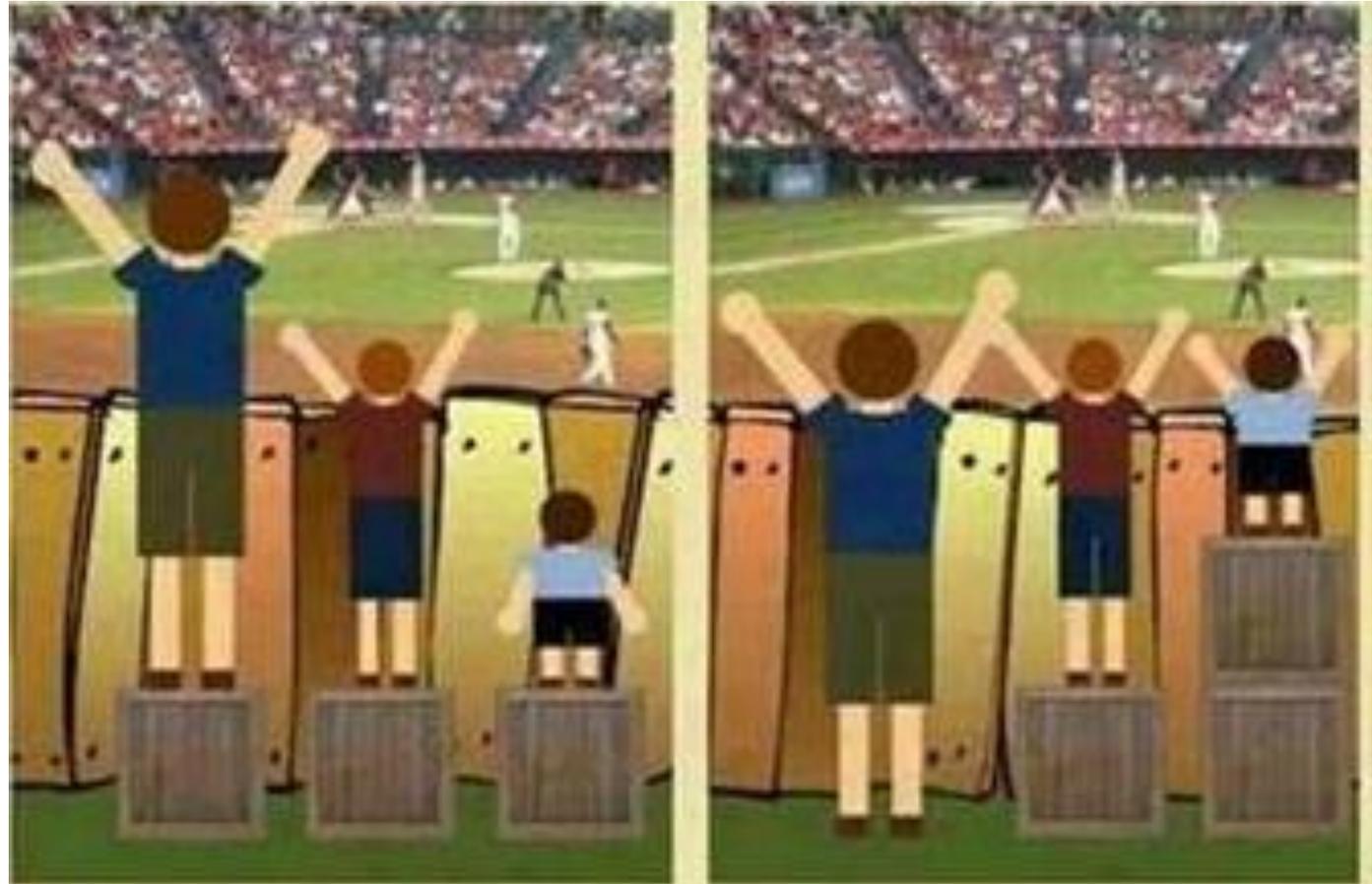


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Equal vs Equitable



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Universal? ↔ Targeted?

- Improving whole popⁿ- “shift”
- Closing gaps- “squish”

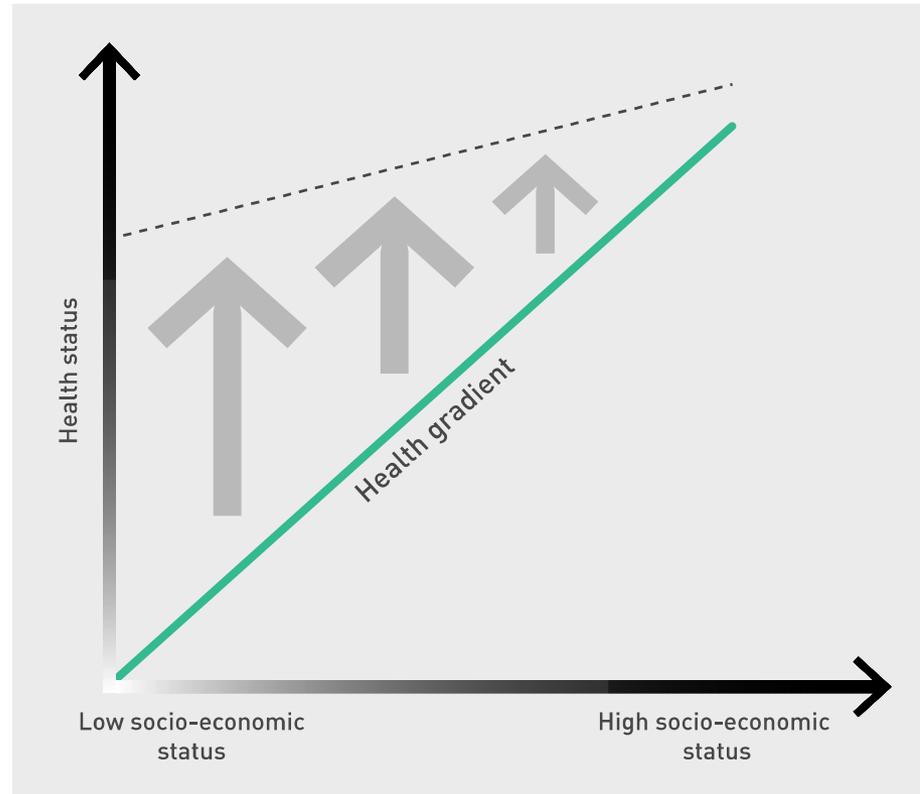
Universal



Proportionate Universalism
(aka targeting within universalism)



Leveling Up for Health Equity



NCCDH. 2012. Let's talk: Targeted and universal approaches to health equity.
<http://nccdh.ca/resources/entry/lets-talk-universal-and-targeted-approaches>

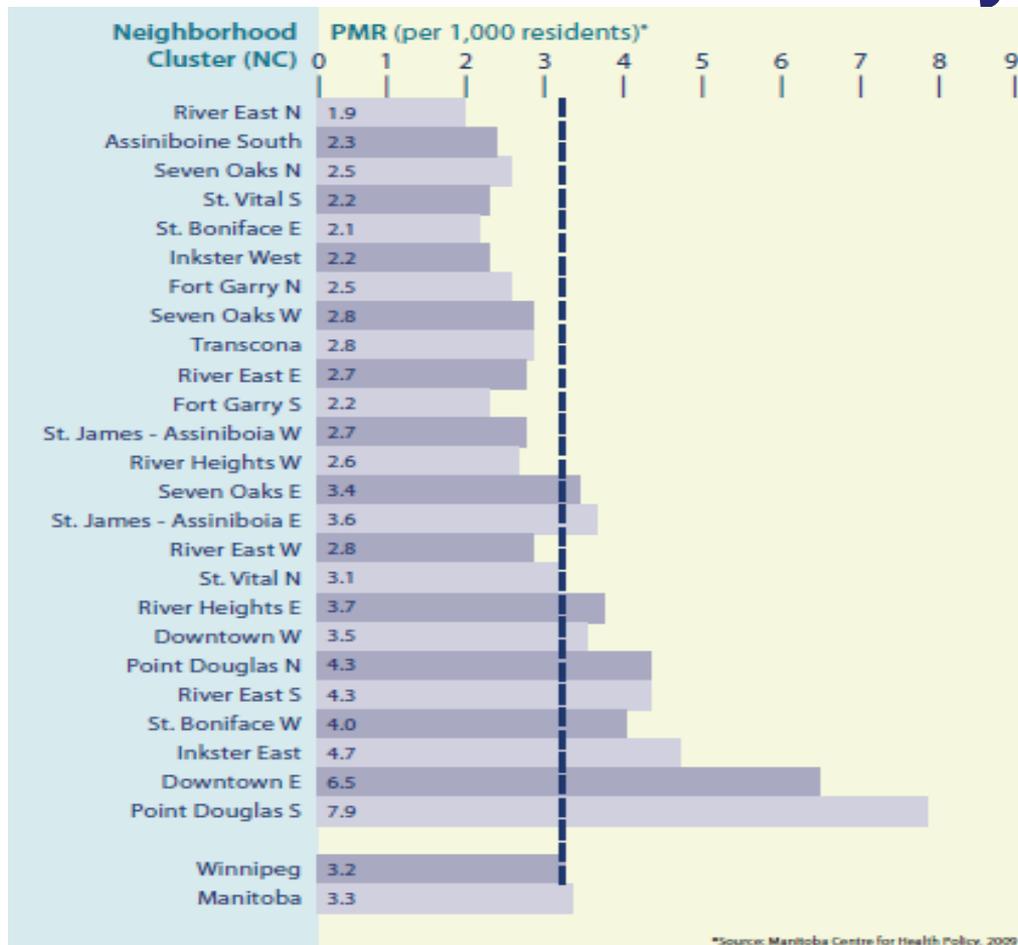


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What do the data say?



e.g.
Premature
Mortality rate
> 4 X



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What does this mean for people?

- Many of our clients...
- Health for All: Kevin, Ana, Kayla, Dennis
- Tiffany, Valerie, Cassandra-PEG – community indicators
- Della's Hurdles to Health
<https://www.youtube.com/watch?v=gLKpywfFD4c>



Let's talk....

- Who came to mind?
- Why? What was memorable?
- What do you wish you could have done differently or more of in that situation?

3 minutes- GO!



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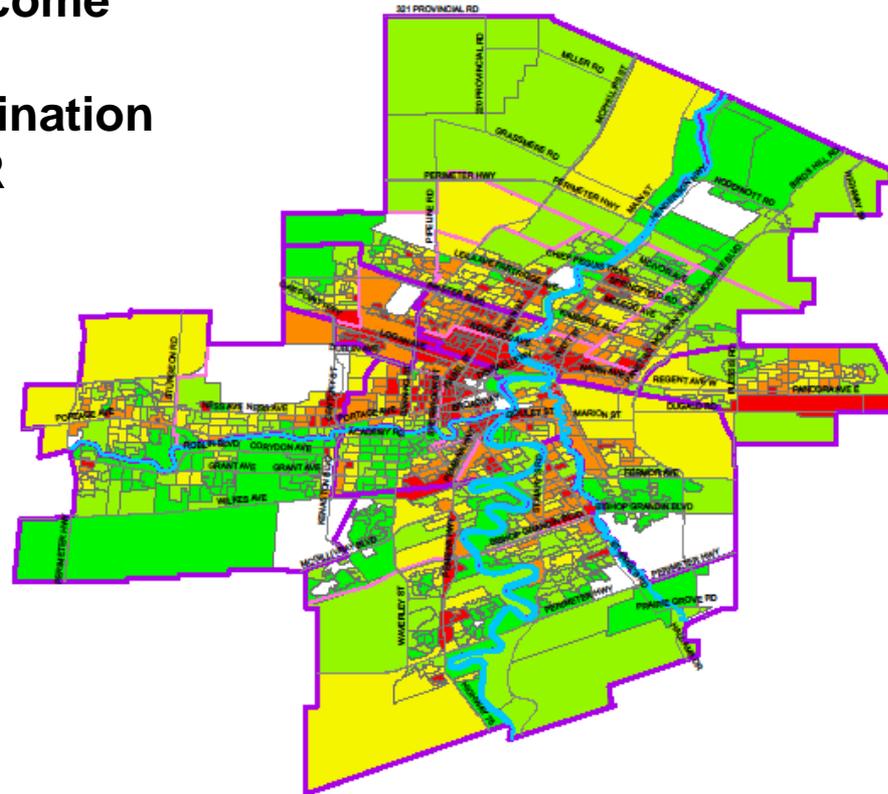
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Where?

Distribution of Income Quintiles by Census Dissemination Area in WHR

Legend

-  Rivers
-  WPG Major Roads
-  CA Boundary
-  NC Boundary
- Income Quintiles**
-  1 (Lowest)
-  2
-  3
-  4
-  5 (Highest)



Notes: Income Quintiles is calculated by 20% Population groups of Average Family Income by Census Dissemination Area
Data Source: 2006 Census
Created by Research & Evaluation Unit, WRHA
May, 2012

WRHA Income Quintile Maps
<http://www.wrha.mb.ca/about/healthequity/QuintileMaps.php>



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The Health Cost of Inequity

Estimated
15-20% of
health care
expenditures
are related to
preventable social and
economic disadvantage



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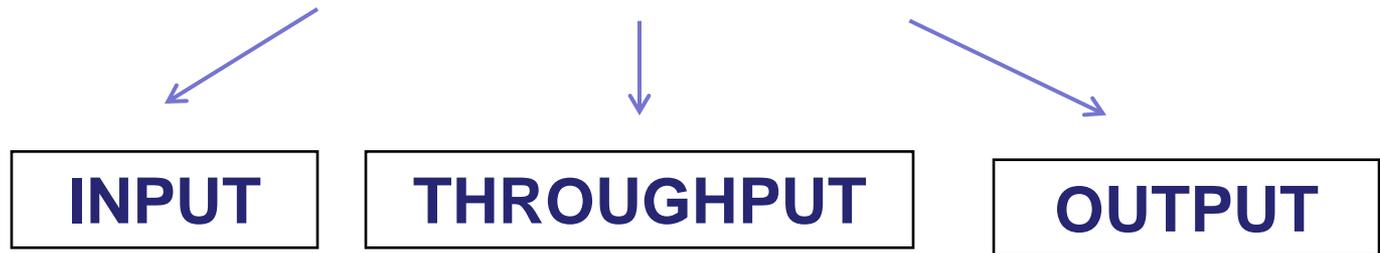
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Equity and Patient Flow



Equity considerations



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So what? Now what?

- What are the most important things we could we be doing to promote health equity in Winnipeg?





- About the Region
- Hospitals & Facilities
- Community Health
- Long Term Care
- Programs
- Aboriginal Health
- Quality & Patient Safety
- Research
- Health Information
- Media Desk
- Careers
- Access & Privacy
- For Regional Staff
- For Health Professionals
- Community Calendar
- Contact Us

CONSUMER HEALTH INFORMATION
Quick access to service listings, medical library, MedlinePlus and other helpful resources.
[CLICK HERE](#)

HEALTH EQUITY



Large gaps exist in Winnipeg between those experiencing the best and poorest health. People living in some areas of Winnipeg have nearly 19 years lower life expectancy than people living in other parts of the city. Many of the gaps arise from unfair, unjust and modifiable social circumstances.

It doesn't have to be this way.

LEARN MORE

- What's new: Health for All Building Winnipeg's Health Equity Action Plan
- WRHA Health Equity Resources
- Health Equity Links
- Health Equity Action Examples

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CHANGE TEXT SIZE: [A](#) [A](#)

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CONTACT US

Do you have any comments or concerns?

[Click here to contact us](#)

FIND SERVICES

Looking for health services in Winnipeg?

Call Health Links-Info Sante at 788-8200

Search the Health Services Directory

WAVE MAGAZINE

The May / June 2013 issue of Wave, Winnipeg's health and wellness magazine, is now available online.

[Read more](#)

E-BULLETIN

Health Connection Winnipeg is your monthly electronic source for health related news and information from the



Outputs to date

- **WRHA Promoting Health Equity Position Statement**
- ***Health for All: Building Winnipeg's Health Equity Action Plan (main "conversation starter" report)***
- **Indicator Resource (54 Health Equity Indicators)**
- **Glossary of Terms**
- **Recommendations Synthesis**
- **WHR Income Quintile Maps**
- **References and Links**



Existing efforts that contribute to HE

- Cultural Proficiency and Diversity
- Aboriginal Health Programs
- Language Access
- French Language Services
- Professionalism
- Collaborative Care
- Dignity in Care
- Patient and Public Engagement
- Staff Engagement
- Respectful Workplace
- Ethics





<http://www.wrha.mb.ca/about/healthequity/>



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Preface

Equity work calls us to see our world with different eyes. ...

Story from an Elder about the search for truth and the courage needed to take action as told by Louis Sorin, Community Area Director, Point Douglas

There are two very different ways to understand truth....

- Western, Euro-centric perspective, truth is like a single “**pearl of wisdom**”... fundamental, essential truth
- Indigenous world views, truth is like a **crystal**...multiple perspectives and experiences, each carrying a piece of the truth.... learning journey...

Our goal is to bring together the best elements of different perspectives and to harness the tools that have emerged from these traditions.

“Together, seeing with both eyes, we can build a more equitable Winnipeg”

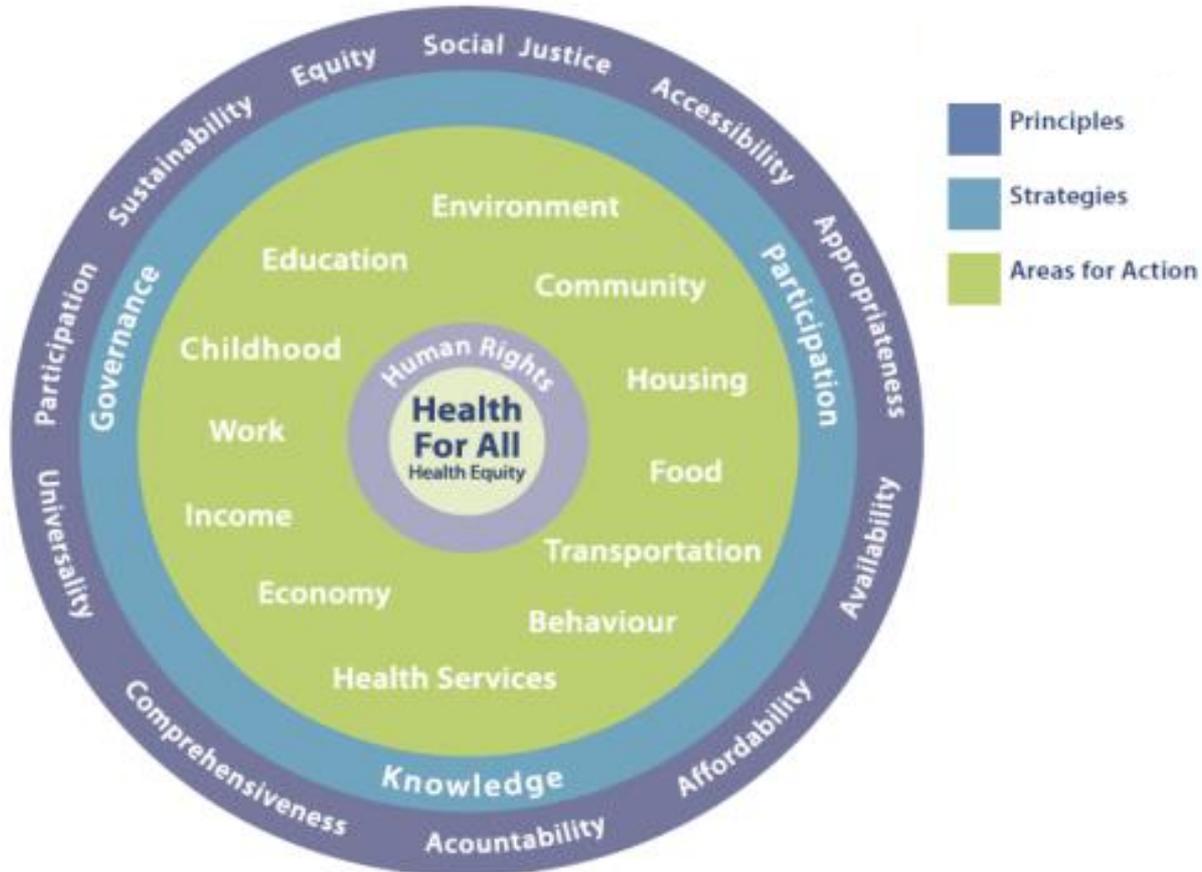


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Framework for Understanding and Addressing Health Equity



Strategies for Improving Health Equity

Participation

Knowledge

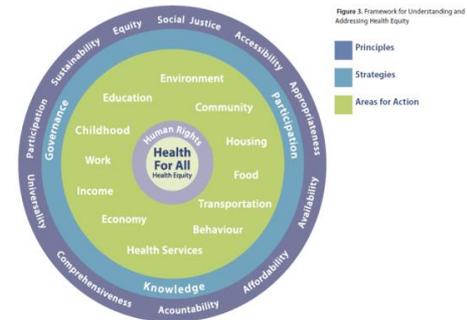
Governance



Areas for Action (Considerations...)

Environment
Community
Housing
Food
Transportation
Behaviours

Education
Childhood
Work
Income
Economy
Health Services



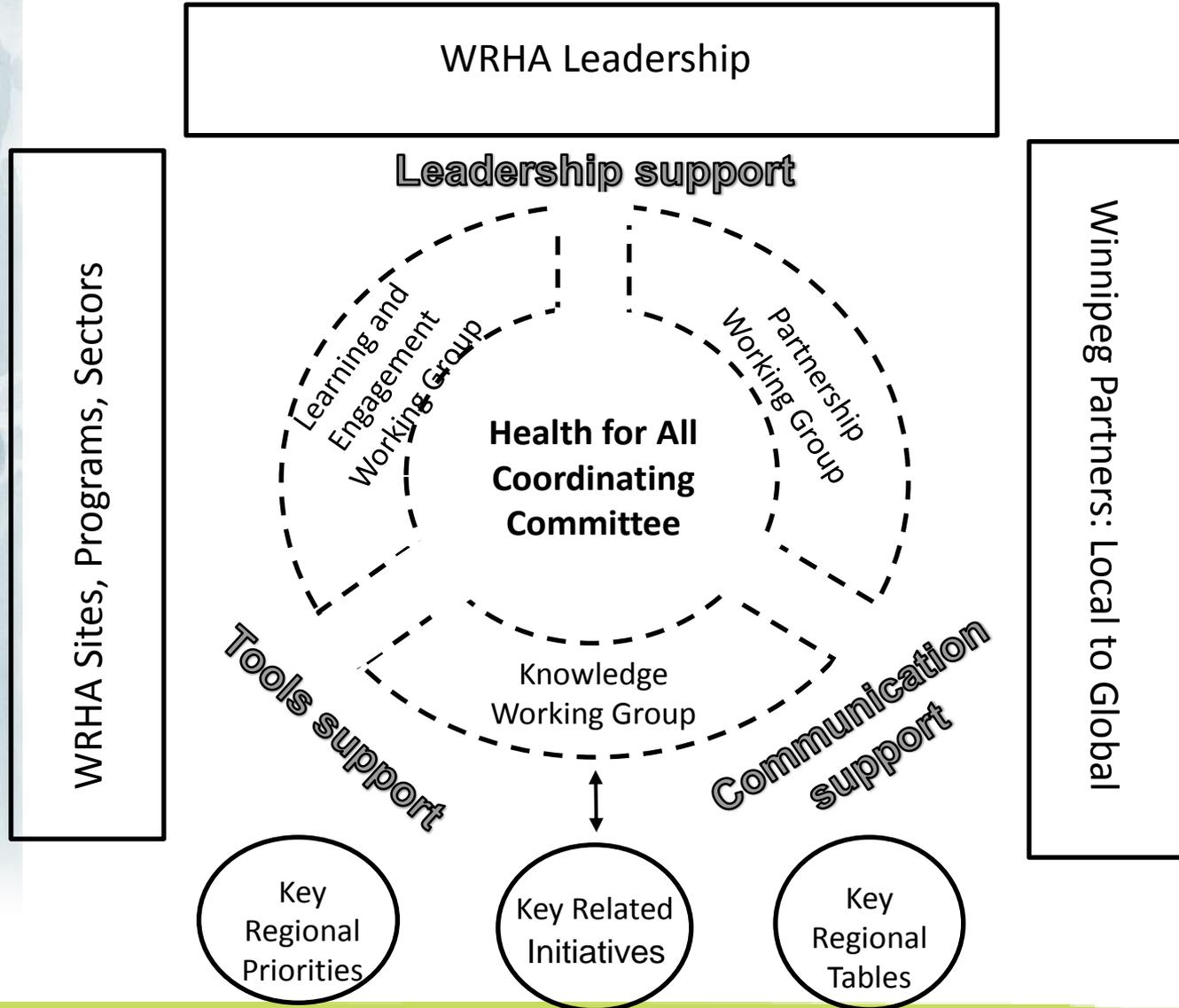
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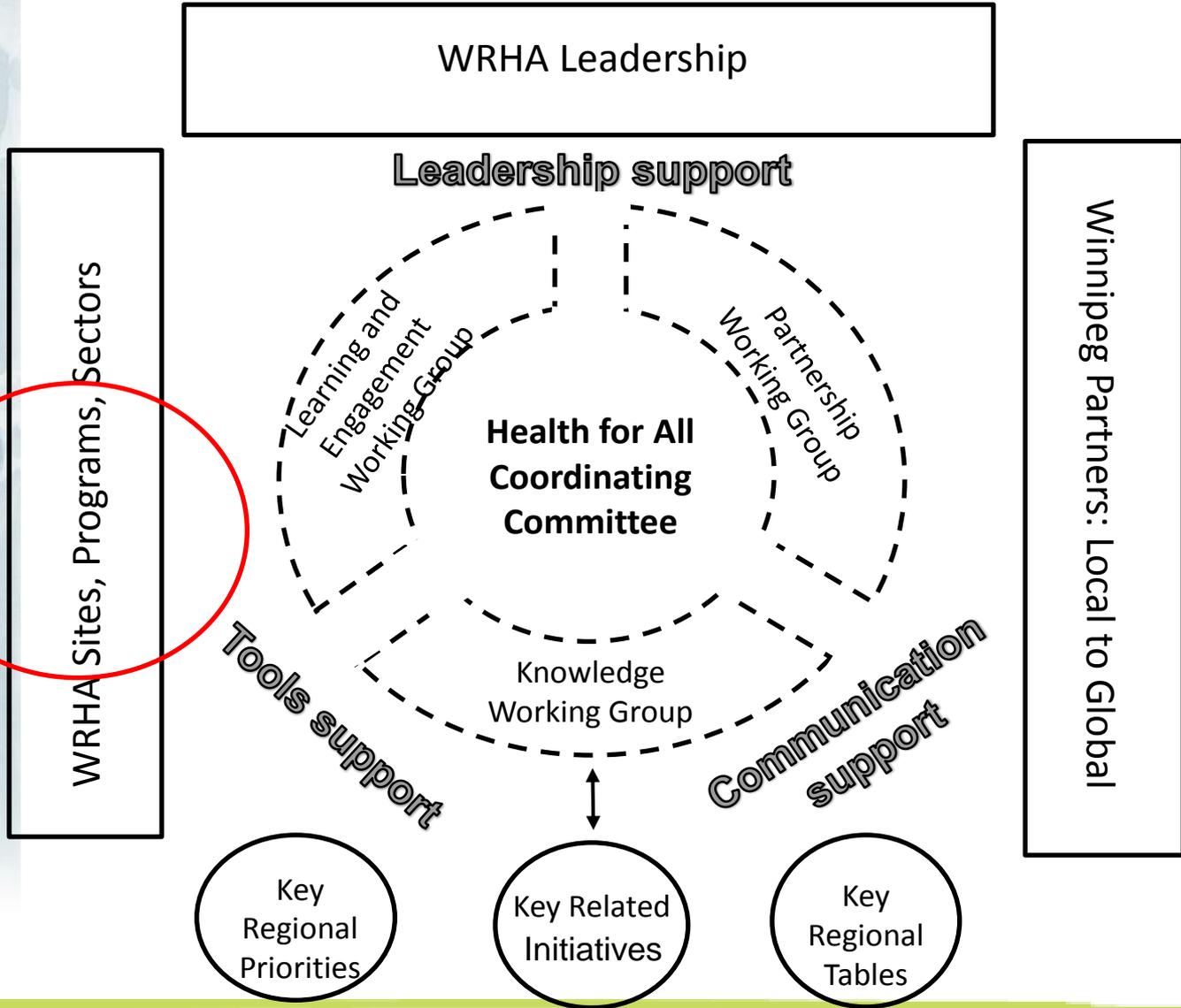


DRAFT



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PPH_CAS



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Does this mean change for us?

Managing Change



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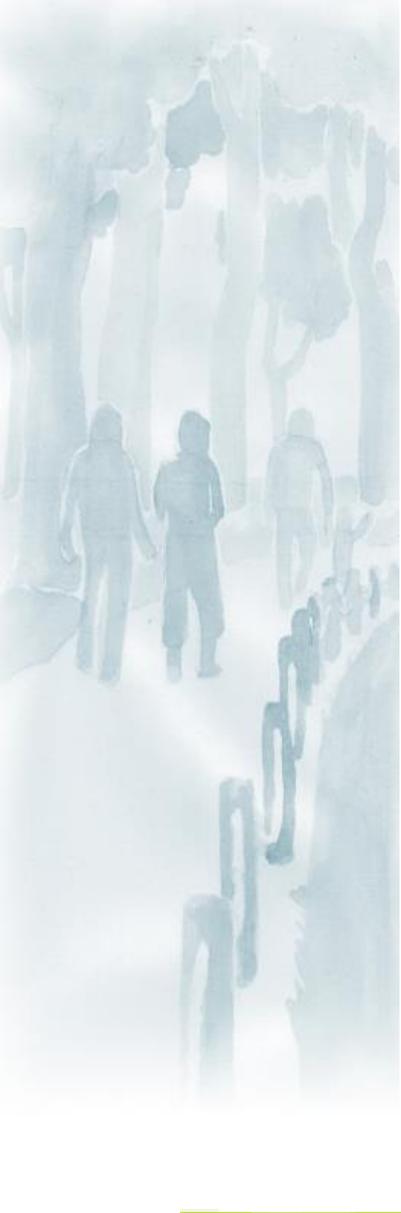
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Seeds of change

- Dignity/respect/person-centred
- Recognizing advantage/ privilege
- Systems/ power differentials
- Cultural proficiency
- Non judgmental





We're all in this together

Let's set our sights on a vibrant, healthy Winnipeg where diversity is celebrated and everyone is valued and feels that they belong. Where most people are resilient and describe themselves as happy and everyone reaches their full physical and mental health potential. Let's transform our relationships and create new opportunities. Lets "...dream of a fairer world, but take the pragmatic steps necessary to achieve it"

Let's start a conversation. Let's work together.



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Burning Questions

Ongoing conversation.....



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Gallery Walk

“What are the most important things we could do to promote health equity in Winnipeg?”

- » Governance
- » Participation
- » Knowledge
- » Public Health Practice



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10 minutes at each station

- What are the most important things we should do to promote health equity in Winnipeg in the area of **Governance**?
- What are the most important things we should do to promote health equity in Winnipeg in the area of **Participation**?
- What are the most important things we should do to promote health equity in Winnipeg in the area of **Knowledge**?
- What are the most important things we should do to promote health equity in Winnipeg in the area of **Public Health Practice**?



25 gets you 5

- **You need:** 1 card, 1 pen



- **Please answer:**

“What is the **most promising action idea** you heard today that we can implement to promote health equity in Winnipeg?”



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Top Votes

1)

2)

3)

4)

5)



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