

Racism, Health And What You Can Do About It

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Outline

- **What is race?**
- **Concerns about differences in health by race**
- **How does racism cause health problems?**
- **Interventions that have been tried and you can steal**

Race, racialization, racism

Race

- Phenotypic differences between people
- Pseudo-biological

Racialization

- Process by which phenotypic or cultural differences are attributed to groups and given social meaning

Racism

- Based on belief that it is reasonable to treat groups differently according to appearance.
- Oppressive (often subtle) system where one racial group benefits from dominating the other
- Racism = discrimination + power

Racism is complex & multi-level

- Cognitive – the way you think about yourself
- Interpersonal – interactions with others
- Ecological – your groups' chances in life
- Institutional – interactions with organizations
- Macro-political – worth in the world

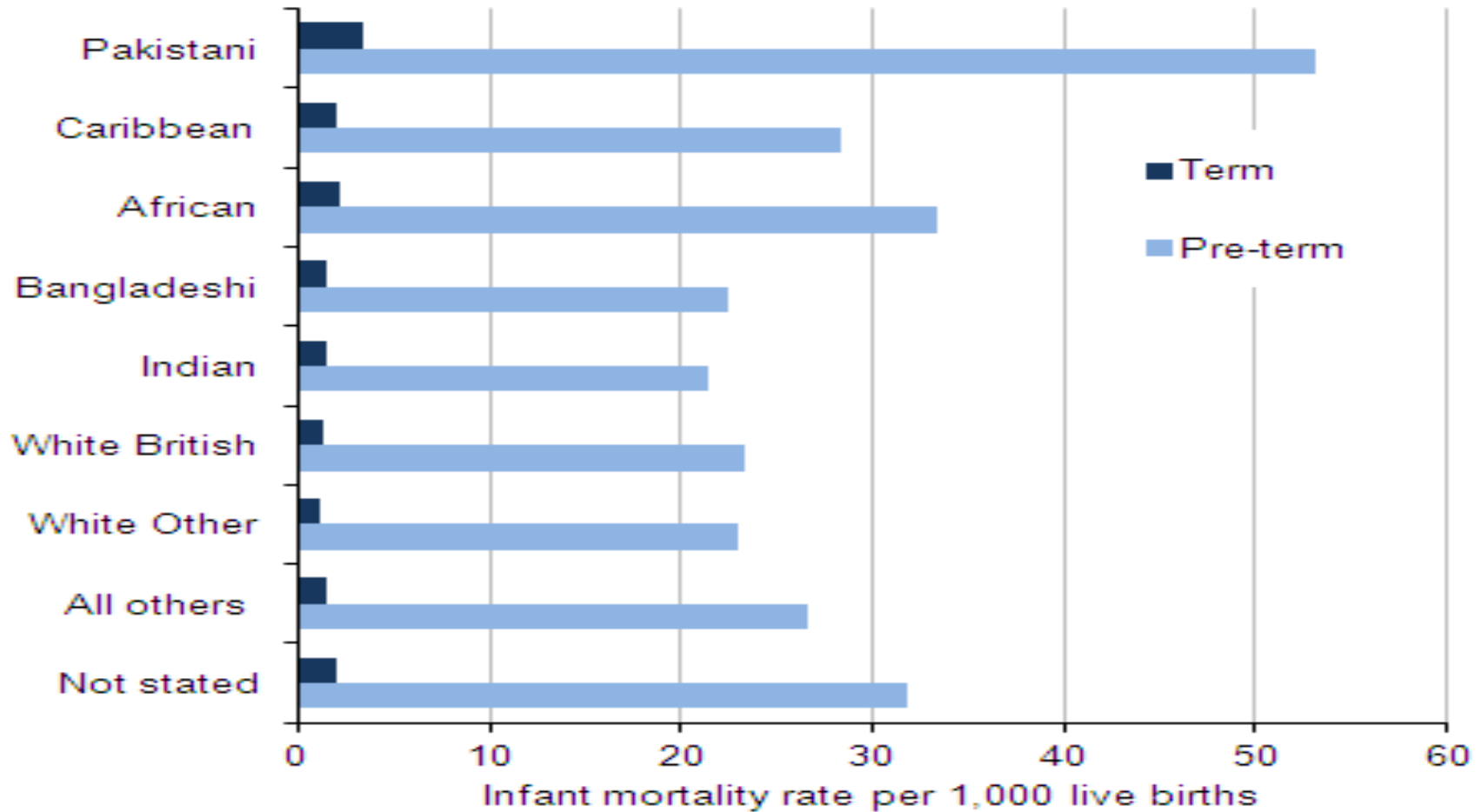
perceived vs not perceived

intentional vs unintended

direct vs indirect

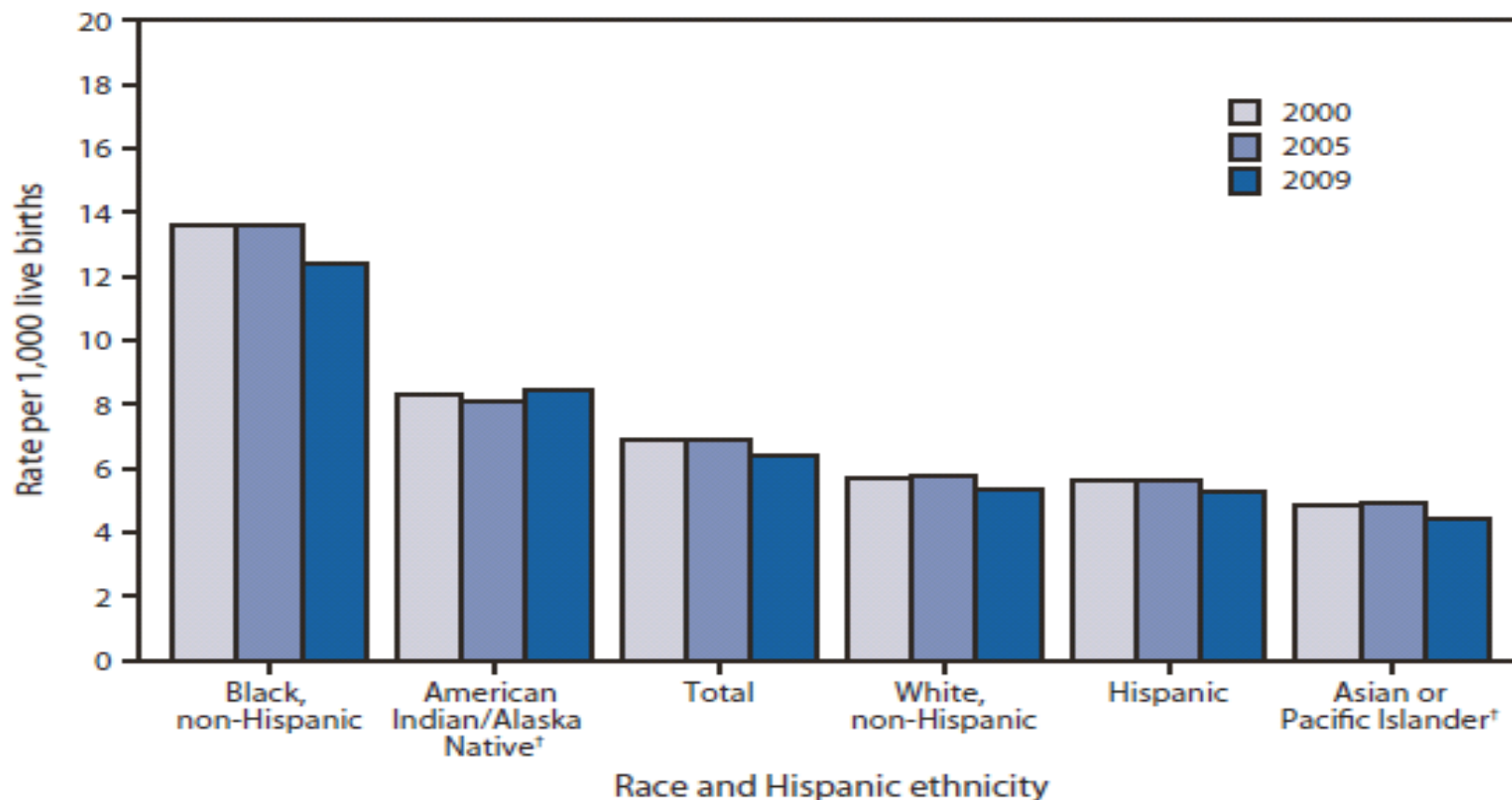
Race and Health in Canada

Infant mortality in the UK: ONS



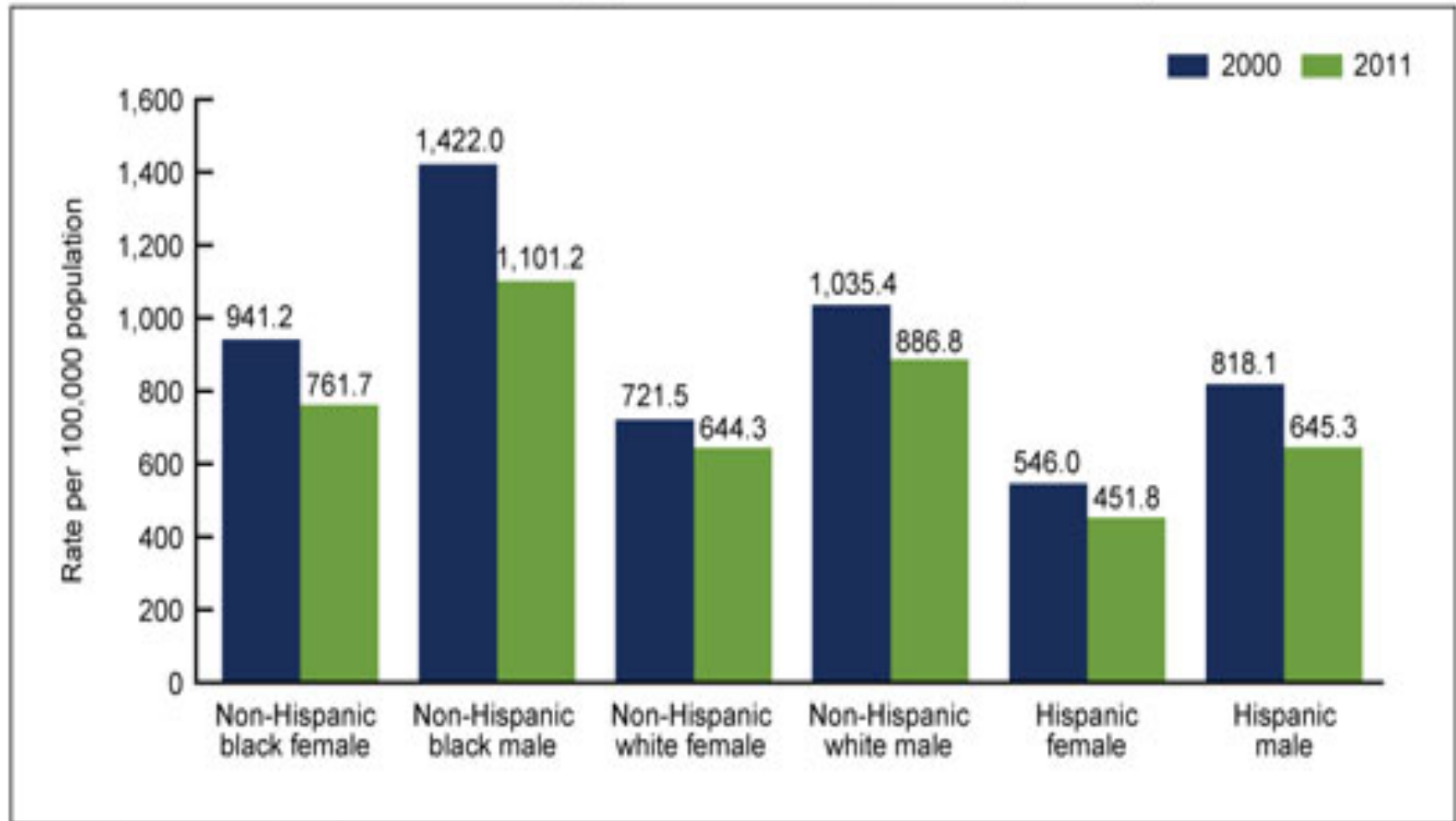
Source: Office For National Statistics, retrieved from <http://www.ons.gov.uk/ons/taxonomy/index.html?nscl=Infant+Mortality>

Infant mortality in US: CDC



Source: Center for Disease Control, retrieved from <http://www.cdc.gov/nchs/fastats/infant-health.htm>

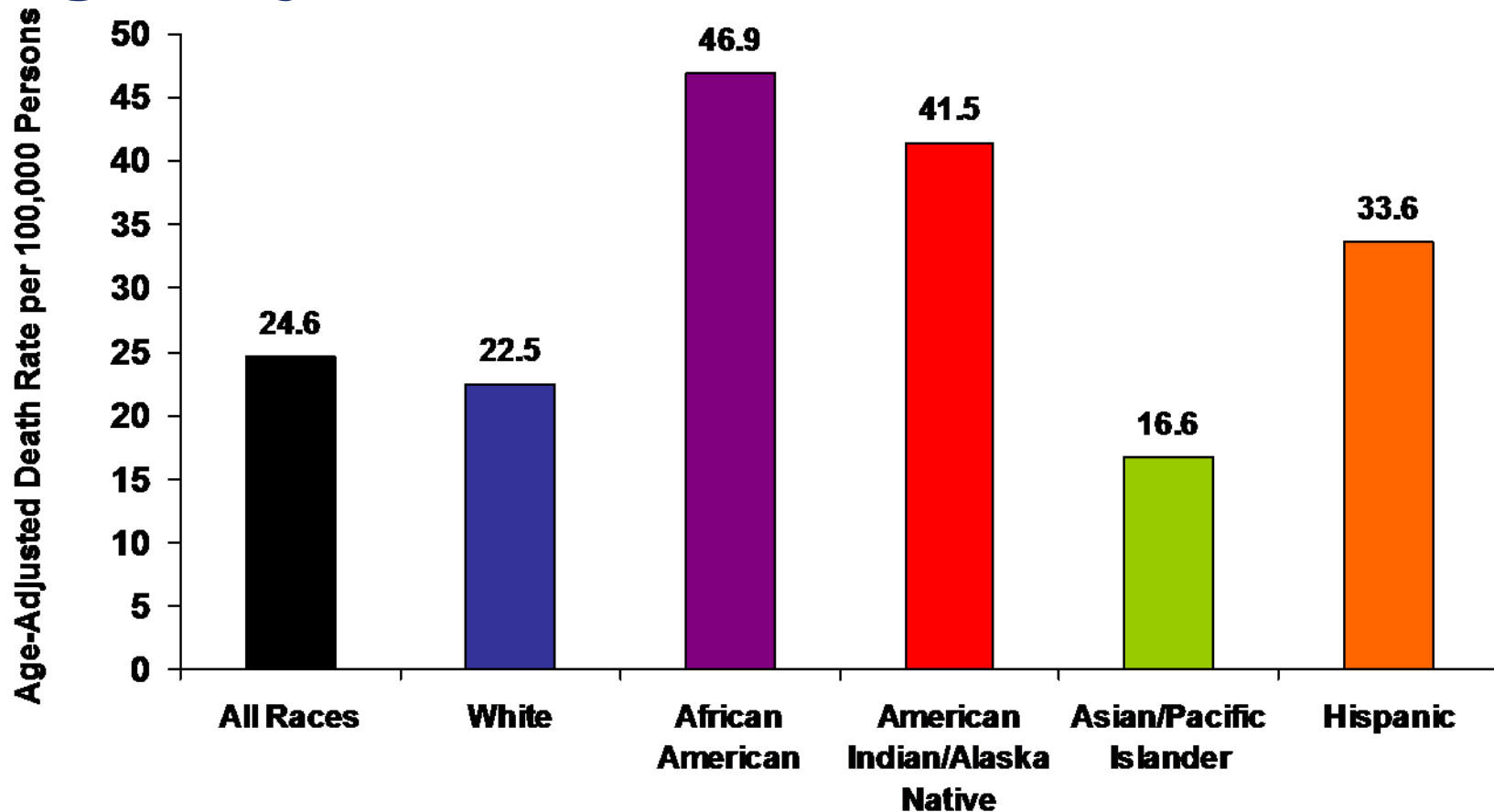
**Figure 2. U.S. Age-adjusted Death Rates for Select Populations:
2000 and Preliminary 2011**



SOURCE: National Vital Statistics System, Mortality.

Source: National Vital Statistics System, Mortality. Retrieved from <http://www.cdc.gov/nchs/deaths.htm>

Age adjusted diabetes death rates US



Source: US CDC, 2005. Image Retrieved from http://commons.wikimedia.org/wiki/File:Diabetes_2005_graph.png

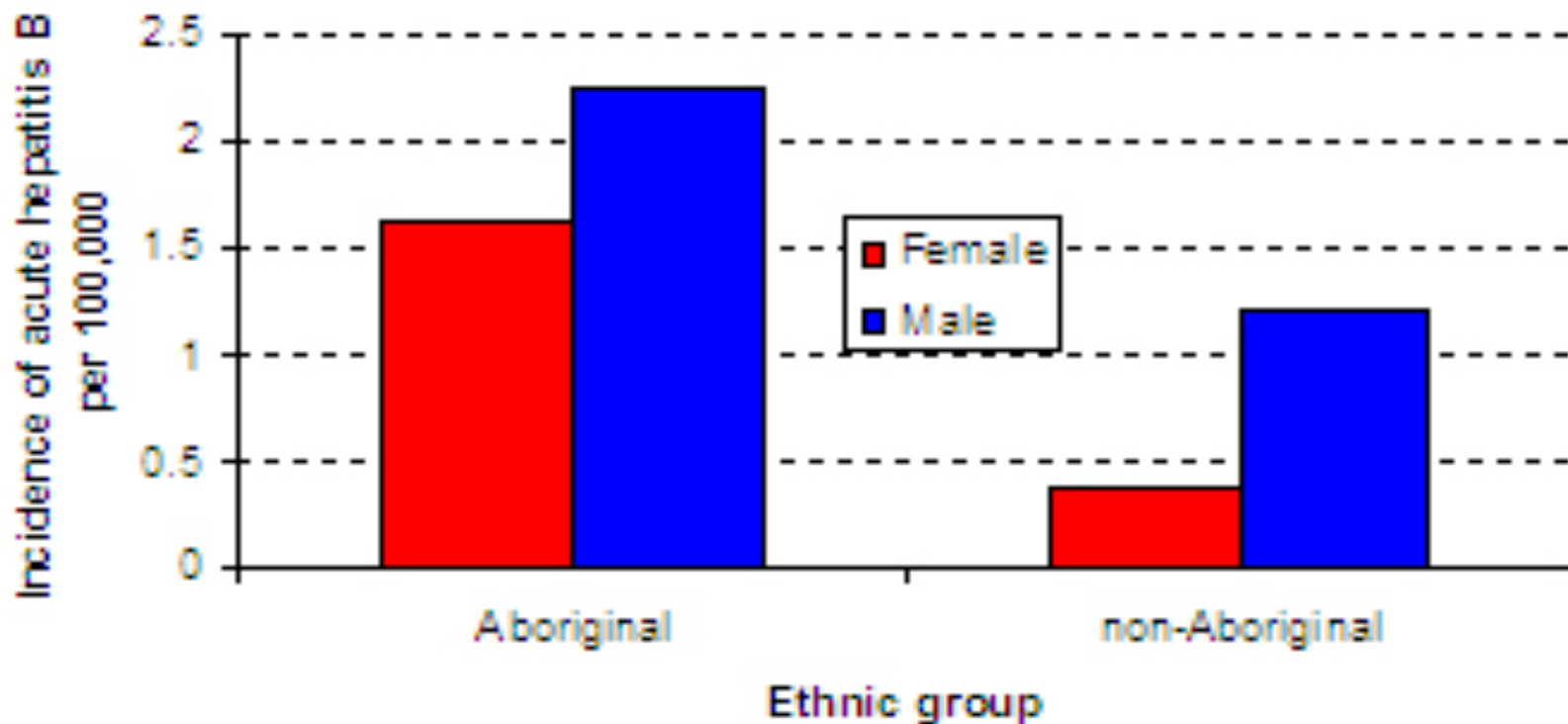
First Peoples, Second Class Treatment

The role of racism in the health and
well-being of Indigenous peoples in Canada



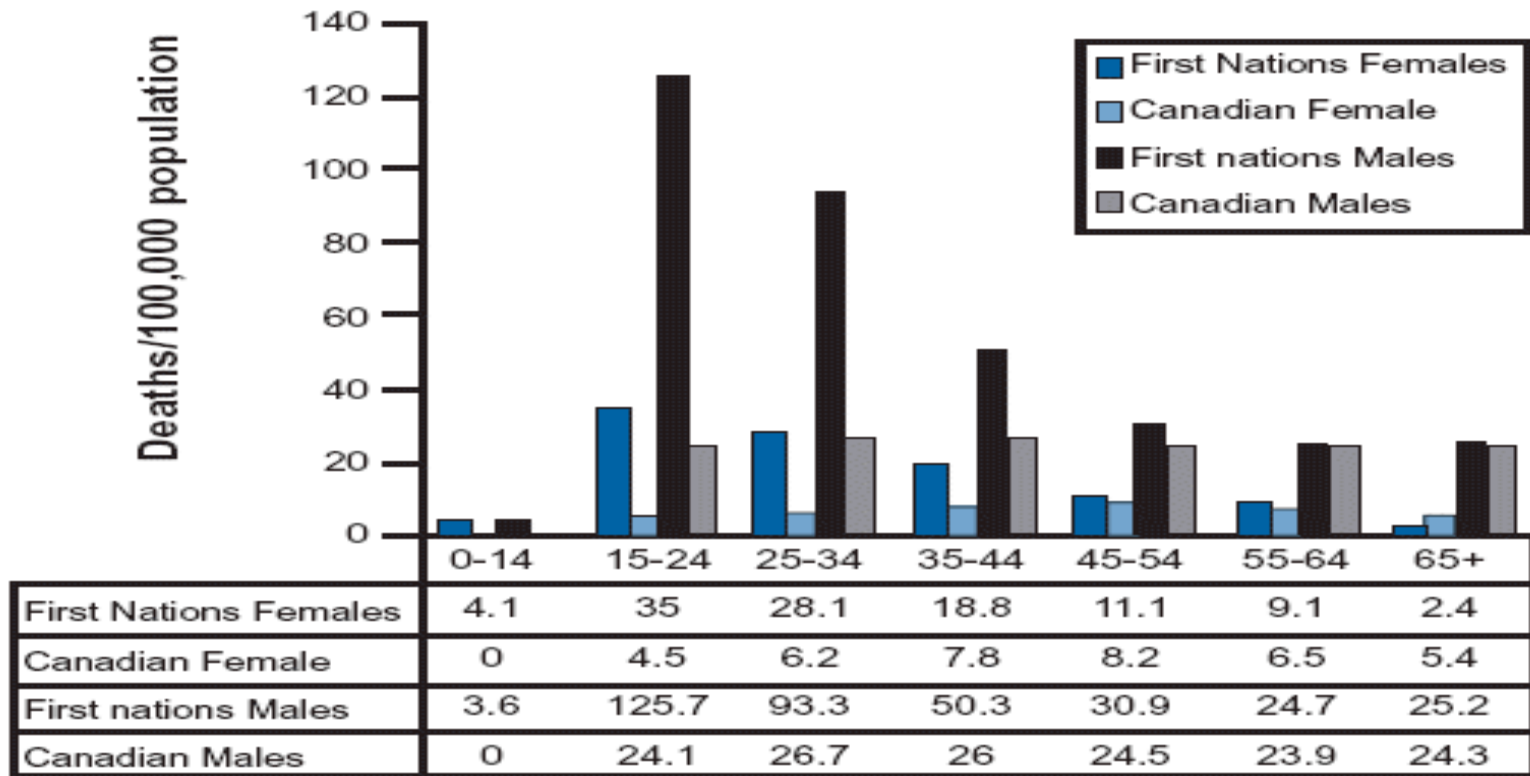
Download full report: www.wellesleyinstitute.com/publications/first-peoples-second-class-treatment/

Hepatitis B in Canada



Source: <http://www.phac-aspc.gc.ca/id-mi/hepatitisBCan-hepatiteBCan-eng.php>

Suicide in Canada



Source: <http://people.ucalgary.ca/~ptrembla/aboriginal/aboriginal-youth-suicide-rates-usa-canada.htm>

Other racialized groups less data but lots of concerns

Toronto Public Health

- 4 reports online

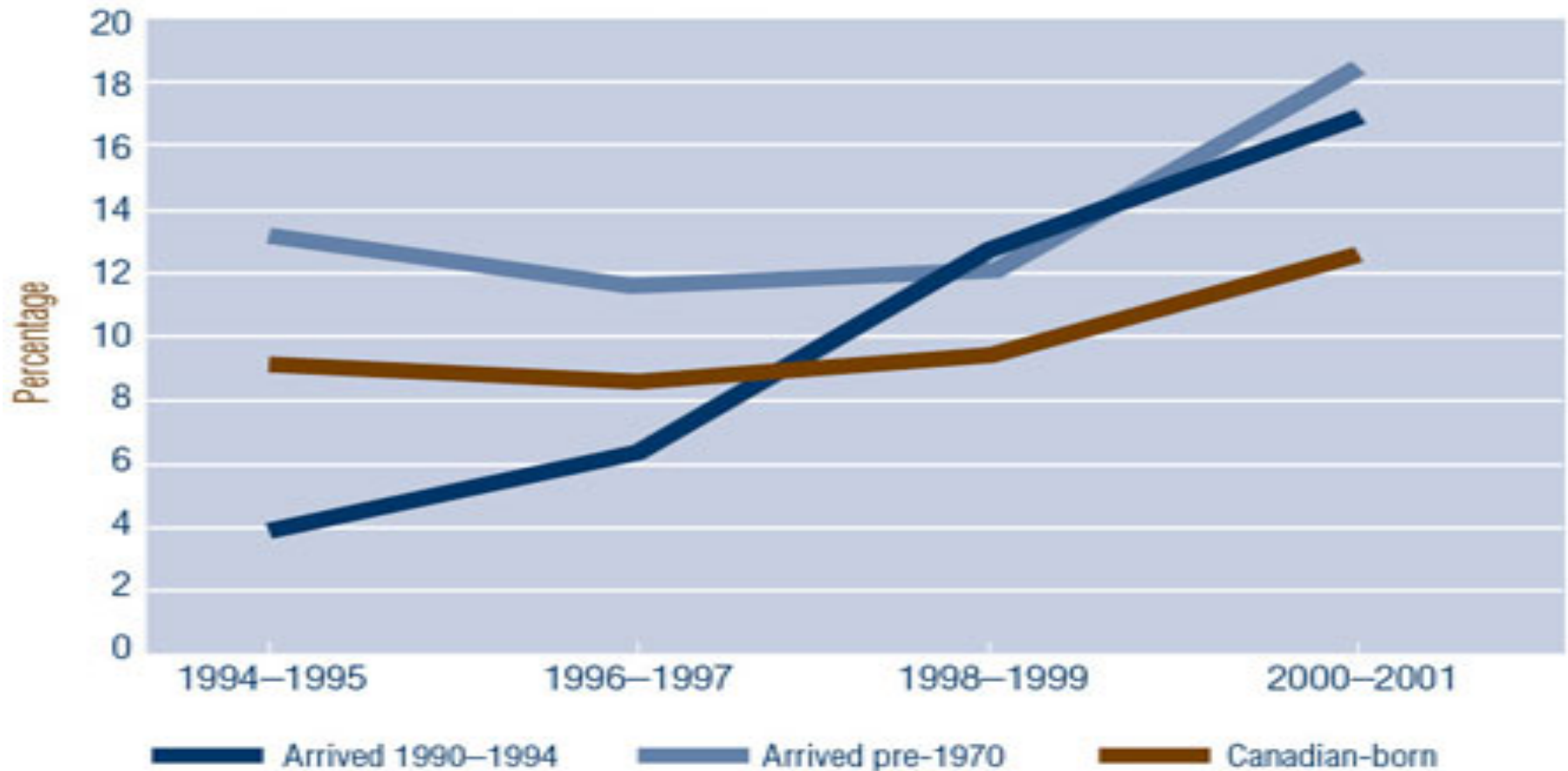
Centre for Research on Inner City Health

- Included questions is surveys and reporting

Wellesley Institute

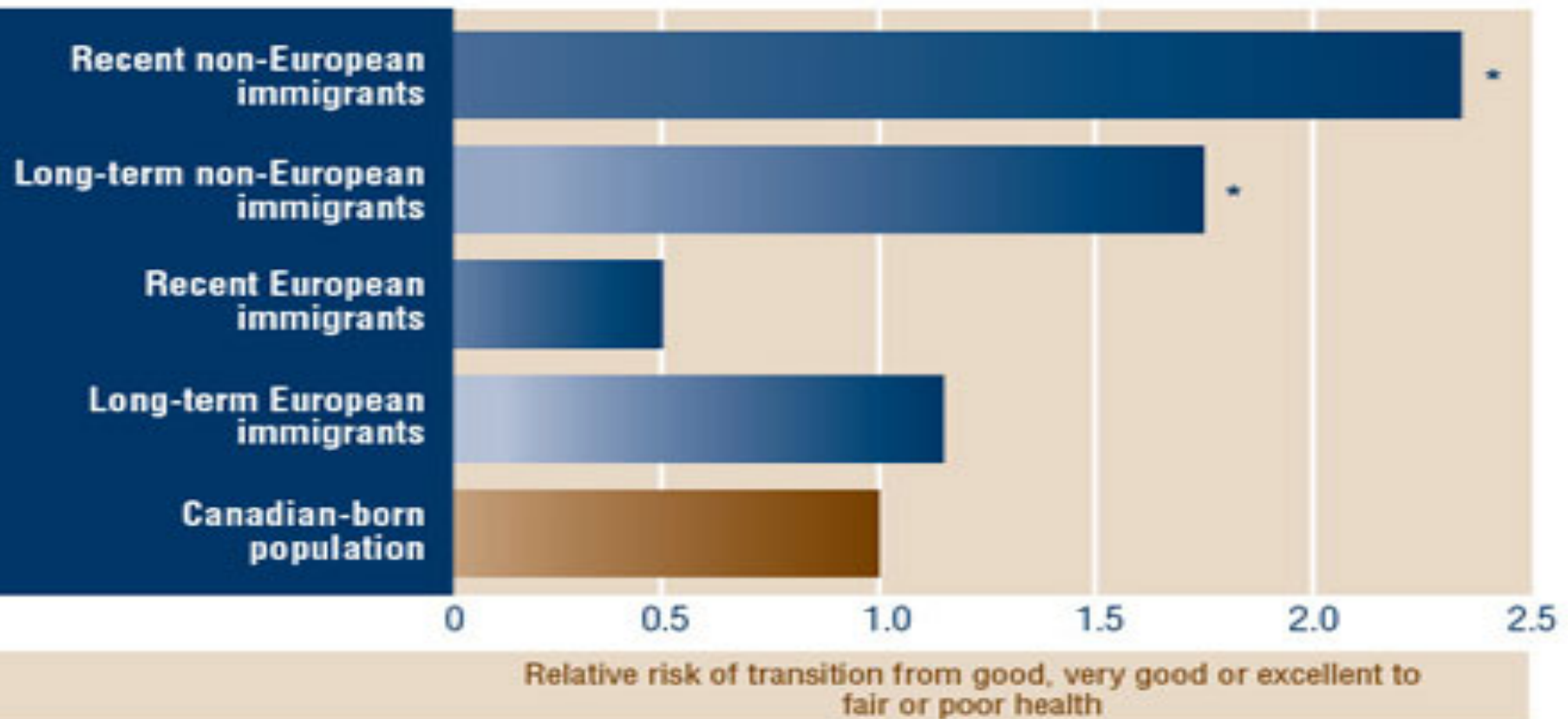
- Color Coded Labor Market
- Colour Coded Health Care
- Impacts on health

Healthy immigrant effect lost after 5 years



Source: Newbold KB. Self-rated health within the Canadian immigrant population: Risk and the healthy immigrant effect. *Social Science and Medicine*, 2005.

But healthy immigrant effect only lost for non-Europeans



* Significantly different from estimate for Canadian-born ($p < 0.01$).

Note: All explanatory variables are based on the situation in 1994/95. Because of rounding, some confidence intervals with 1.0 as upper/lower limit are significant.

Source: 1994/95 to 2002/03 National Population Health Survey, longitudinal file.

Some figures from Toronto



- **Black population had more likely to have pain and discomfort**
- **Black or Latin American/ Multiple/Other more likely to have high blood pressure**

Source: <http://www.toronto.ca/legdocs/mmis/2013/hl/bgrd/backgroundfile-62904.pdf>

How does racism cause health problems?

Pathways to racism's health impact

- **Socially inflicted trauma**
- **Economic and social inequality**
- **Inadequate or inappropriate medical care**
- **Targeted marketing of commodities that can harm health: alcohol, tobacco, drugs, food**

Source: Cheryl Nestel, *Colour Coded Labour Market*, Wellesley Institute, 2011

Social inflicted trauma - cognitive

Kiri Davis repeated the Clark Doll Test

15 out of 21 children chose the white dolls over the black and associated the white dolls with being "pretty" or "good" and black with "ugly" or "bad"

Confirmatory bias – 120 children understanding of stereotypes about their groups and this is linked to how they do on tests



Source: <http://childrenandthecivilrights.blogspot.ca/p/g.html>

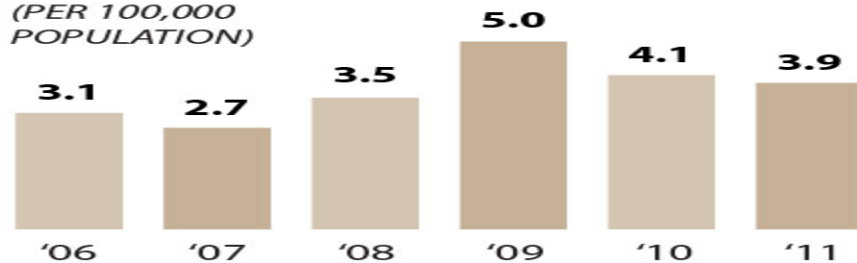
Social inflicted trauma: hate crimes

HATE CRIMES

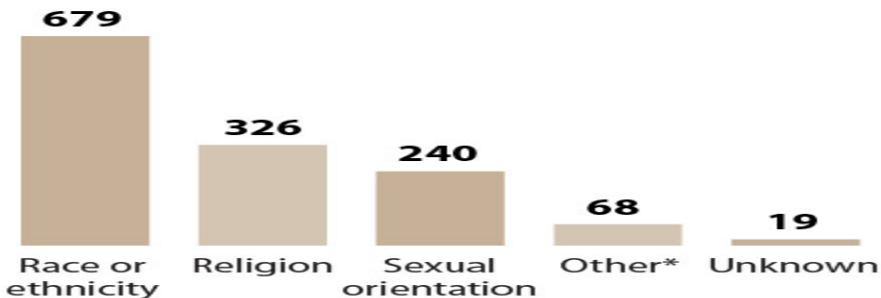
THERE WERE 1,332 HATE CRIME INCIDENTS REPORTED BY POLICE SERVICES IN 2011, MARKING A 5% DECREASE FROM 2010.

NATIONAL RATE

(PER 100,000 POPULATION)



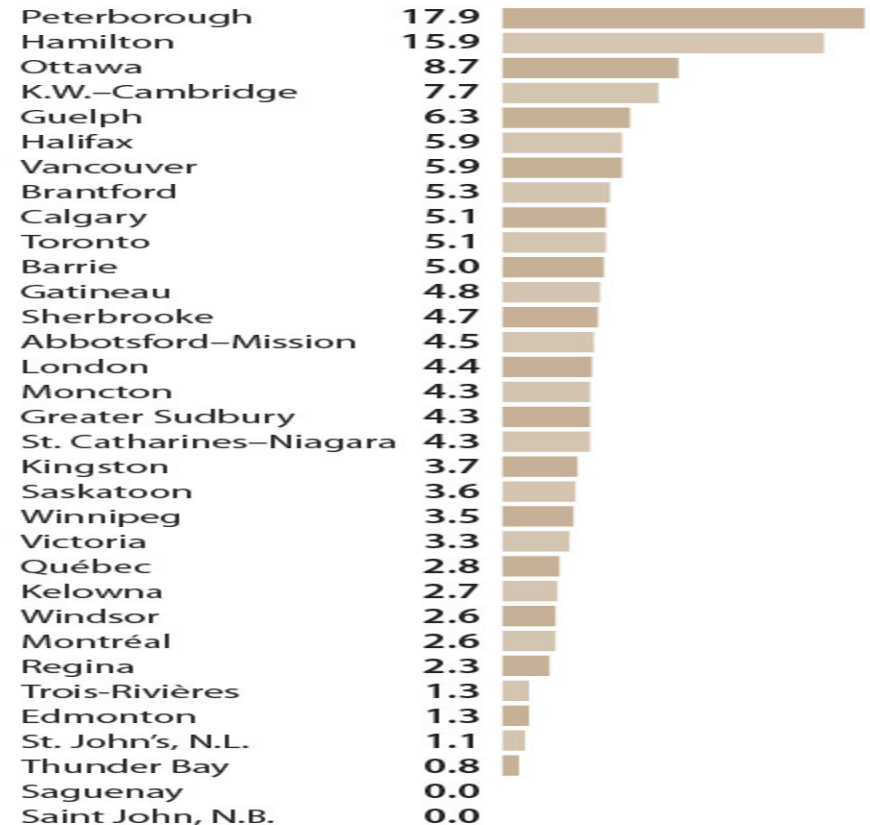
BY MOTIVATION (NUMBER)



* Other includes mental or physical disability, language, sex and other similar factors.

CENSUS METROPOLITAN AREAS

(RATE PER 100,000 POPULATION)



SOURCE: STATISTICS CANADA

THE CANADIAN PRESS

Racism stress is different

3 stage model:

- 1) Stress because of life event**
- 2) Stress because event considered unfair**
- 3) Stress because of inability to do anything about it**

Stress getting under the skin

Acute stressor (life events)

Chronic stressor (micro-aggression)

Body reaction:

- adreno-corticoids
- t-cell change
- early aging
- weathering
- foetal growth

Reaction to trauma – stress and health behaviors: Pascoe and Richman

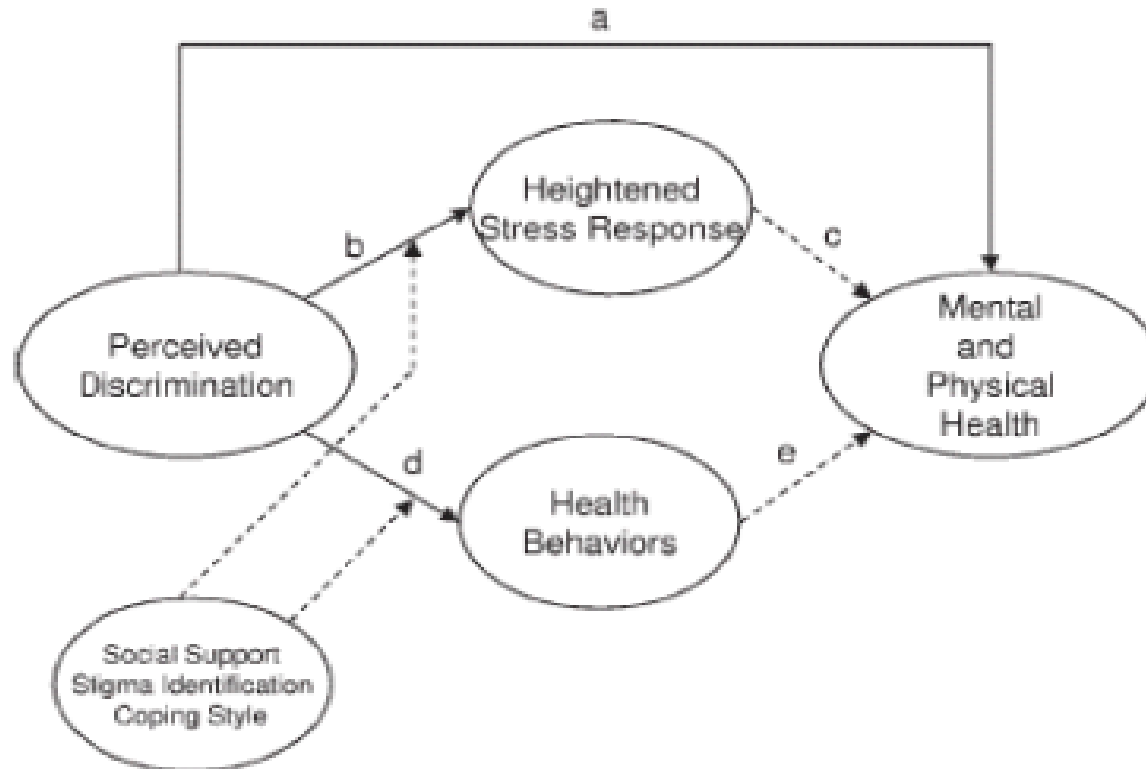


Figure 1. Pathways by which perceived discrimination influences health outcomes. Solid lines indicate analyzed pathways; dashed lines represent pathways hypothesized by past research.

Source: Pascoe and Richman, 2008, *Perceived Discrimination and Health: A Meta-Analytic Review*

Race and other social determinants



THE THREE CITIES WITHIN TORONTO

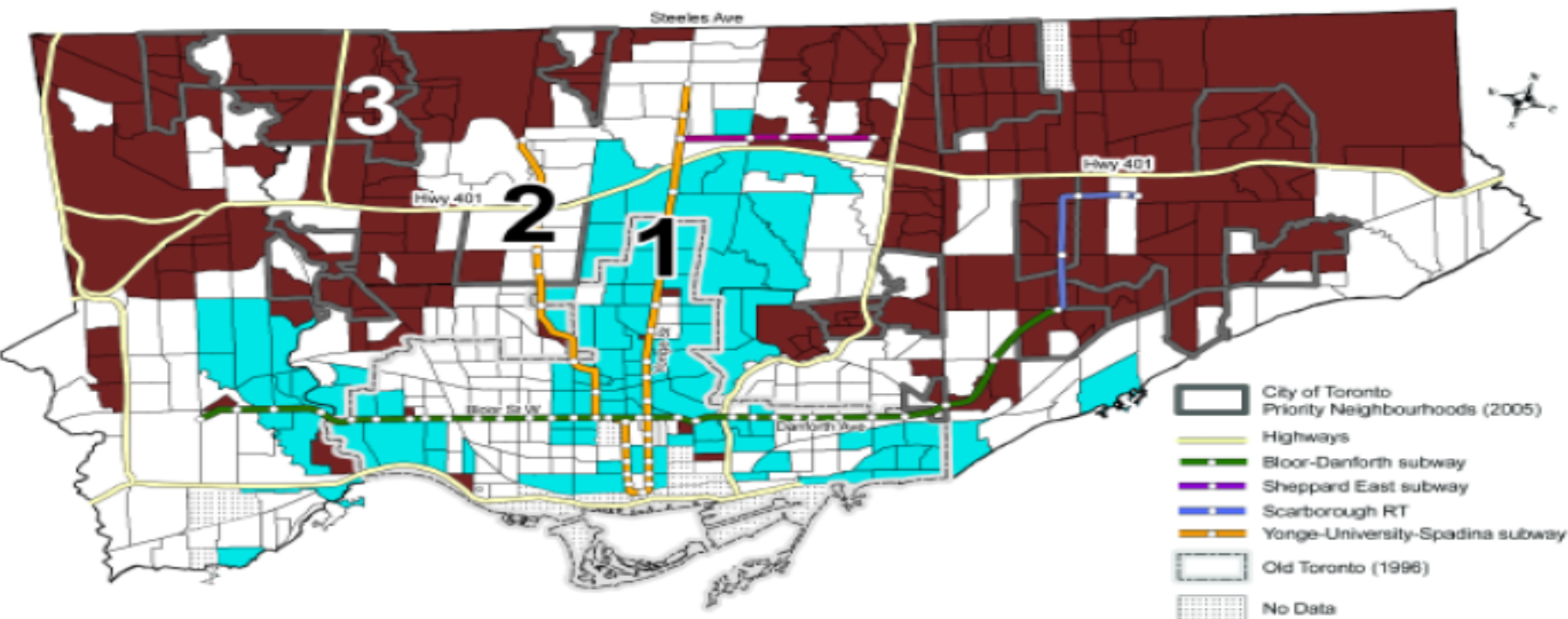
Income Polarization Among Toronto's Neighbourhoods, 1970-2005

BY J. DAVID HULCHANSKI, UNIVERSITY OF TORONTO



MAP 1: CHANGE IN AVERAGE INDIVIDUAL INCOME, CITY OF TORONTO, RELATIVE TO THE TORONTO CMA, 1970-2005

Average individual income from all sources, 15 years and over, census tracts



Change in the Census Tract Average Individual Income as a Percentage of the Toronto CMA Average, 1970-2005

City #1
Increase of 20% or More
100 Census Tracts, 20% of City

City #2
Increase or Decrease
is Less than 20%
208 Census Tracts, 40% of City

City #3
Decrease of 20% or More
206 Census Tracts, 40% of City

Note: Census Tract 2001 boundaries shown. Census Tracts with no income data for 1970 or 2005 are excluded from the analysis. There were 527 total census tracts in 2001

The proportion of middle-income neighbourhoods in Toronto:

IN 1970	IN 2005
66%	29%

The proportion of low-income neighbourhoods in Toronto:

IN 1970	IN 2005
19%	53%

\$88,400

The average income earned by individuals (15 and older) in City #1 in 2005

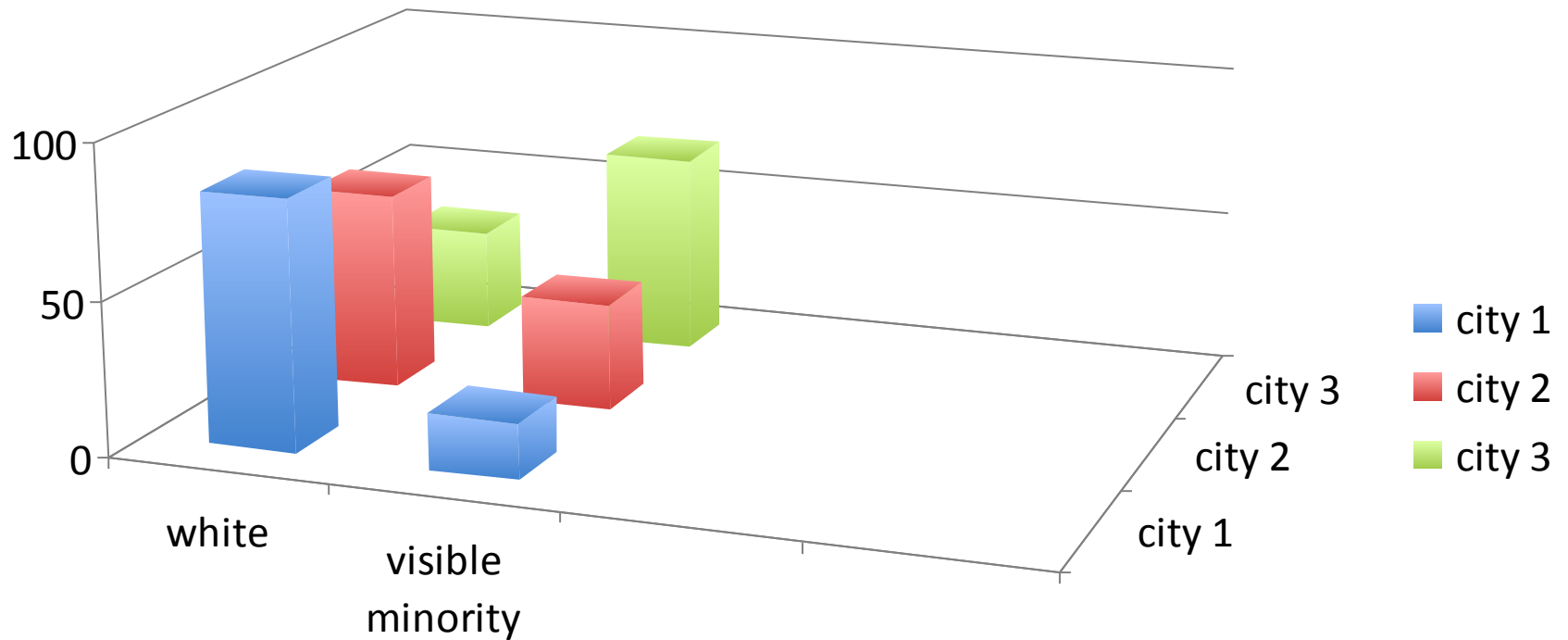
\$26,900

The average income earned by individuals (15 and older) in City #3 in 2005



Source: UPI photo by Joseph Chrysdale, http://www.upi.com/Top_News/World-News/2011/11/01/Unions-pitch-in-for-Toronto-Occupy-camp/48591320156867/

Percentage of white and visible minorities in City 1, 2, 3



15 Interventions To Reduce Impact Of Racism On Health

Please steal...

Decreasing impacts of racism

- **Decrease amount of racism**
- **Increase resilience**
 - Social support
 - Active coping styles
 - Group identification = pride
- **Improve service equity**

Decrease amount of racism

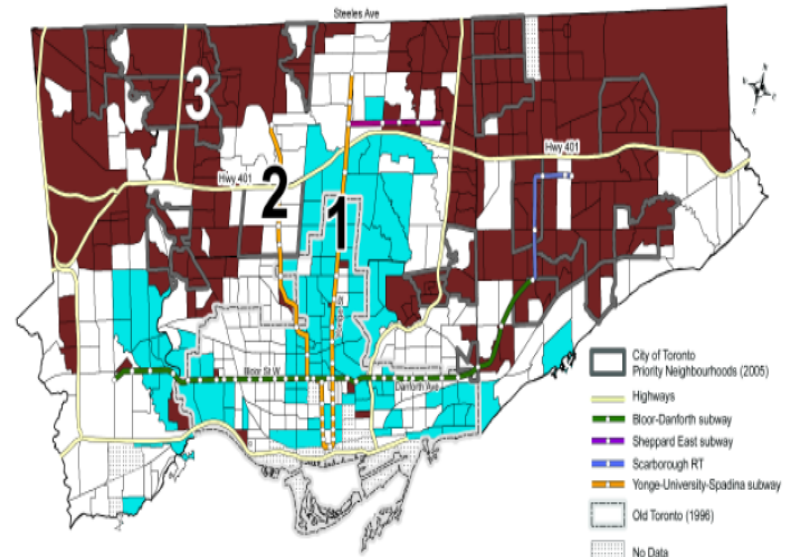
Decrease geographical segregation – proximity and shared goals decrease racism

One Toronto?

Funding initiatives and calls only given if those proposing them demonstrate how they are linking cities 1, 2 and 3 and working across different areas. (EU did this)

Mentor across not within communities

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2 The Three Cities Within Toronto

Bring kids together: proximity decreases racism

- **Policy initiative in the UK**
- **Based on national service experience**
- **Run shared camps to bring together socially diverse kids – mix them up**
- **Add to the Ontario curriculum away weeks where different schools and kids from different areas have to do something together – some sort of project**
- **Ensure that this happens every year**

Get involved in politics

- **What government says makes a difference**
- **Differences between individual and ecological understandings**
- **1980-1990s white supremacists targeted the Reform Party and Social Credit Party of Ontario to try to move away from multiculturalism**

Race impact assessment (RIA) of new policy

You can use the same structure as the HEIA to do a race equality or race impact assessment of a policy or service

This was used in the UK for public policy

HEIA
Health Equity Impact Assessment

Health Equity Impact Assessment (HEIA)
Workbook

Getting into people's fantasy: can change reality



<http://www.whathifi.com/news/week-in-hd-monday-20th-october>

- Othello, King Kong, Doctor Who

Fantasy...more success?



Source: <http://lycanlauren.deviantart.com/art/David-Palmer-is-my-homeboy-10266491>



Source: IMDb, Idris Elba

- **President Palmer before President Obama**
- **The next *James Bond*?**

Decrease racism in workforce

- Produce diversity in leadership and in the board room e.g. Maytree
- Have race relations strategy and make sure it is enforced
- Have it part of the CEOs performance measurement
- Increase diversity of hiring



Strengthen hate crimes law in Canada

- **Under human rights law you have to prove harm but not intent**
- **Under criminal code you have to prove intent, which is difficult. Changing this will increase prosecution rates**

Print media

- **Organize** – develop a coalition of local leaders to advocate with media to reduce racism
- **Individual** – write letters to the editor, write letters to people who post racist articles, write a blog
- **Legal** – Discrimination levers (e.g. in UK there was a law about only mentioning a person's race in an article if it was important to the story)

Murdoch university Australia for office of multi-cultural interests on public awareness strategy

- **Provide the practical skills to help people to speak out against racism**
- **Invoke empathy for others**
- **Emphasizing similarities first before diversity and plurality.**
- **Focus on behaviors and actions**
- **Offer sound alternative explanations to people's justifications for racist views**
- **Unambiguous political leadership.**
- **Coalition e.g. academia, sport, police, celebs and a consistent message**
- **Support by sector and communities**
- **Long-term plans rather than one-shot interventions, as change, by necessity, takes time**

Increase Resilience

Resilience teaching in schools

- **Teach strengths based curriculum in schools**
- **Teach resilience**
- **Teach how to negotiate**
- **Teach how to combat discrimination**
- **Teach that it is everyone's business**
- **Teach how to get around the Ford situation – e.g. the difference between you did something racist and you are a racist**

Service Equity

Race relations amendment act

- **Stephen Lawrence and Macpherson**
- **Race relations amendment act**
 - Promote good race relations
 - Offer equitable services
 - Demonstrate they offer equitable services
- **If you did not do this you could be punished by law**
- **Audit commission said this was the most important lever for improving services**

UK funding based on compliance with race relations duty

- London Mayor Ken Livingston
- Have to demonstrate that you have an race relations strategy in place to get city funding
- Current NHS leadership
- Have to demonstrate that you have pathways for people of color to get up the echelons in order to get public funding



Photo Source: <http://www.wharf.co.uk/2014/11/tower-hamlets-livingstone-and.html>

Collect data, report and have someone explain disparities

- If you are not counted, you do not count
- Data collected in UK to allow access measurement to public services
- Used in DRE action plan for NHS services
- Allowed visibility to disparities
- In Toronto socio-demographic data collection - can ask ICES for a report yearly if the data gets there
- Data on OHIP card



Count me in: Results of a national census of inpatients in mental health hospitals and facilities in England and Wales, November 2005
Source: <https://www.nacro.org.uk/data/files/nacro-2005121604-332.pdf>

Get the right research

- **NIH – include diversity in research – have to do it***
- **Move from equity of access to equity of outcome**
- **Guidelines to ensure research is published properly**
- **Report whether Canadian journals publish research that reflects the population of Canada**

* Source: <http://www.nigms.nih.gov/Research/Mechanisms/Pages/PromoteDiversity.aspx>

Form a local anti-racism group

- Do not ignore hate groups, they do not go away, they take silence as license
- Decrease recruitment to racist groups
- Expose racist groups
- Change the narrative
- Produce an anti-racist alliance at school or in your community, or join one

<http://www.stopracism.ca/>

<http://www.debwewin.ca/antiracismcommunity.htm>

Thank you

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www.wellesleyinstitute.com