Reducing Health Disparities in the Workforce: A Focus on Health Equity

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Financial Well-being in the United States

• Among working population
  • 51% earn less than $30,000/year

• General Population
  • 14.5% (45 million) are below the federal poverty line
    • <$23,836 for a family of 4
  • 33% (97.3 million) are low income
    • <$47,700 for a family of 4

• 48% of US Adults poor/low income
  • 1 in 2 Americans

U.S Census Bureau, 2013
“The most significant opportunities for reducing death and disability from CVD in the United States lie with addressing the social determinants of cardiovascular outcomes”

~American Heart Association Scientific Statement 2015
Social Determinants of Health: Key to Health Equity

The Path to Achieving Health Equity

What social and economic factors must be addressed on the continued path to achieving Health Equity?

- Discrimination/Minority Stressors
- Housing
- Food Security and access to healthy foods
- Stable Income & Job Security
- Environmental Quality
- Neighborhood Conditions
- Educational Opportunities
- Quality Affordable Healthcare

Health Equity aims to ensure that all people have full and equal access to opportunities that enable them to lead healthy lives.

Frieden TR, 2010 American Journal of Public Health
Health Equity

• Healthy People 2020 defines *health equity* as the “attainment of the highest level of health for all people. Achieving health equity requires valuing everyone equally with focused and ongoing societal efforts to address avoidable inequalities, historical and contemporary injustices, and the elimination of health and health care disparities.

<table>
<thead>
<tr>
<th>Target Year</th>
<th>1990</th>
<th>2000</th>
<th>2010</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overarching Goals</td>
<td>Decrease mortality: infants—adults</td>
<td>Increase span of healthy life</td>
<td>Increase quality and years of healthy life</td>
<td>Attain high-quality, longer lives free of preventable disease, disability, injury, and premature death</td>
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<tr>
<td></td>
<td>Increase independence among older adults</td>
<td>Reduce health disparities</td>
<td>Eliminate health disparities</td>
<td>Achieve health equity; eliminate disparities</td>
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<tr>
<td></td>
<td>Achieve access to preventive services for all</td>
<td></td>
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<td>Create social and physical environments that promote good health</td>
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<td></td>
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<td></td>
<td></td>
<td>Promote quality of life, healthy development, healthy behaviors across life stages</td>
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<tr>
<td>Number of Topic Areas</td>
<td>15</td>
<td>22</td>
<td>28</td>
<td>42</td>
</tr>
<tr>
<td>Number of Objectives</td>
<td>226</td>
<td>319</td>
<td>969</td>
<td>1,200 (approximately)</td>
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</tbody>
</table>
Unpacking Health Equity
Building a Culture of Health

An American culture of health is one in which:

1. Good health flourishes across geographic, demographic and social sectors
2. Attaining the best health possible is valued by our entire society
3. Individuals and families have the means and the opportunity to make choices that lead to the healthiest lives possible
4. Business, government, individuals and organizations work together to build healthy communities and lifestyles
5. Everyone has access to affordable, quality healthcare because it is essential to maintain, or reclaim, health
6. No one is excluded
7. Healthcare is efficient and equitable
8. The economy is less burdened by excessive and unwarranted healthcare spending
9. Keeping everyone as healthy as possible guides public and private decision-making
10. Americans understand that we are all in this together
THANK YOU

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