Addressing structural racism with community-based system dynamics

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HiP CUYAHOGA
Health Improvement Partnership

CHi
Center for Community Health Integration
Research & Development for
Community Health & Integrated, Personalized Care

SCHOOL OF MEDICINE
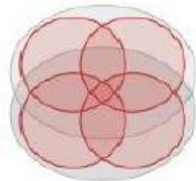CASE WESTERN RESERVE
UNIVERSITY

HISTORY MATTERS:

UNDERSTANDING THE ROLE OF POLICY, RACE AND REAL ESTATE IN TODAY'S GEOGRAPHY OF HEALTH EQUITY AND OPPORTUNITY IN CUYAHOGA COUNTY

A Policy Brief Prepared on behalf of the Cuyahoga County PlaceMatters Team

Prepared by the Kirwan Institute for the Study of Race & Ethnicity &

The City & Regional Planning Program at the Knowlton School of Architecture

The Ohio State University

Framework for Action

HiP CUYAHOGA
Health Improvement Partnership

OUR VISION
Cuyahoga County is a place where all residents live, work, learn, and play in safe, healthy, sustainable, and prosperous communities.
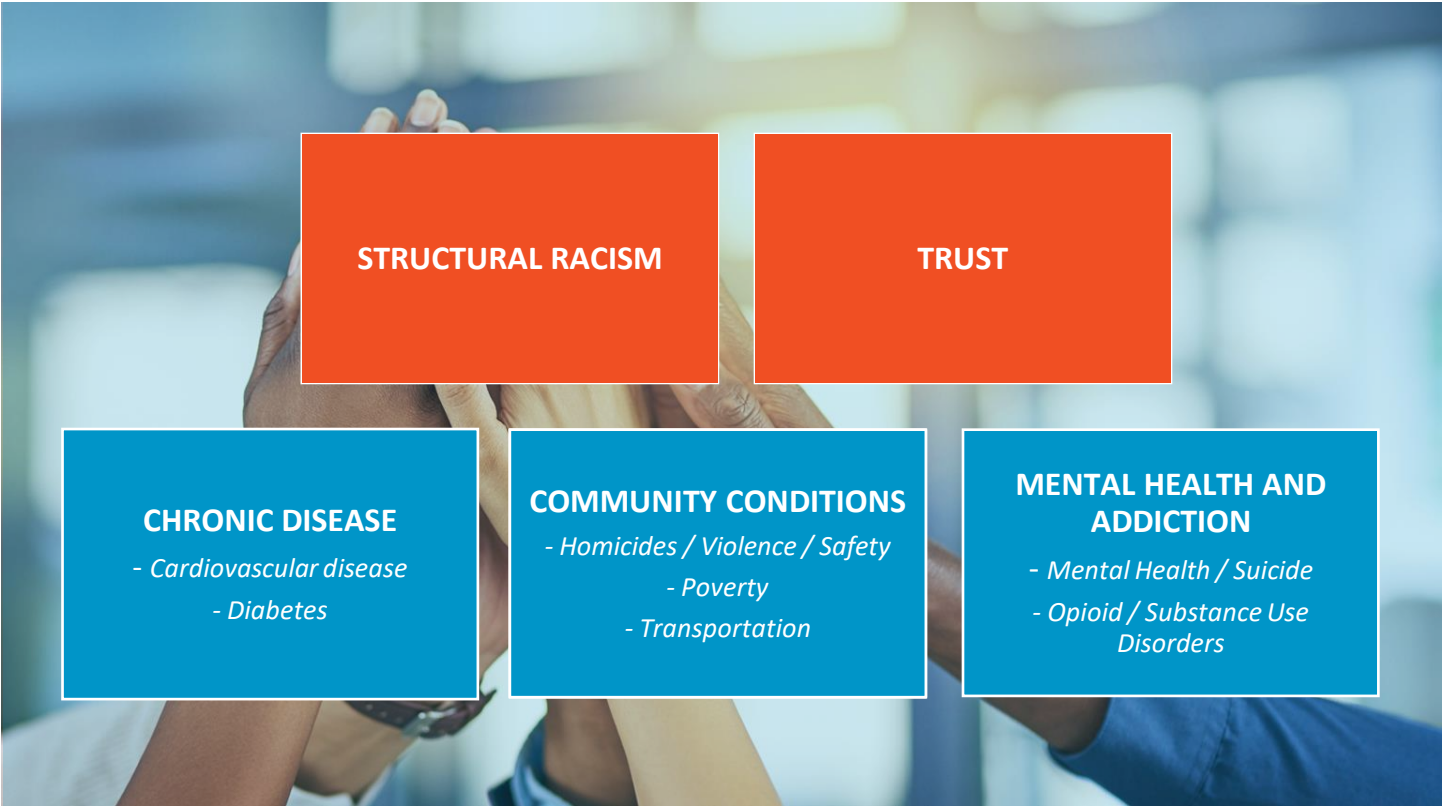
OUR MISSION
HIP-Cuyahoga's mission is to inspire, influence, and advance policy, environmental, and lifestyle changes that foster health and wellness for everyone who lives, works, learns, and plays in Cuyahoga County.

CORE VALUE
Building opportunities for everyone in Cuyahoga County to be healthy.

KEY APPROACH 1
PERSPECTIVE TRANSFORMATION
Building capacity to think, understand, and act differently to make equity and racial inclusion a shared value

KEY APPROACH 4
HEALTH AND EQUITY IN ALL POLICIES
Creating healthier and more equitable decision making across sectors, systems, and policy areas

OUTCOME
ACHIEVING EQUITY, WELL-BEING, AND IMPROVED POPULATION HEALTH
Building opportunities for everyone in Cuyahoga County to be healthy

KEY APPROACH 2
COLLECTIVE IMPACT
Fostering cross-sector collaboration, coordination of partnerships, alignment of priorities & actions, and mobilization of resources

KEY APPROACH 3
COMMUNITY ENGAGEMENT
Involving community members in planning, decision making, and actions

hipcuyahoga.org

2019 COLLABORATIVE COMMUNITY HEALTH ASSESSMENT PRIORITIES

STRUCTURAL RACISM

TRUST

CHRONIC DISEASE

- Cardiovascular disease

- Diabetes

COMMUNITY CONDITIONS

- Homicides / Violence / Safety

- Poverty

- Transportation

MENTAL HEALTH AND ADDICTION

- Mental Health / Suicide

- Opioid / Substance Use Disorders

ELIMINATE STRUCTURAL RACISM (ESR)

- Organizational Readiness Assessments
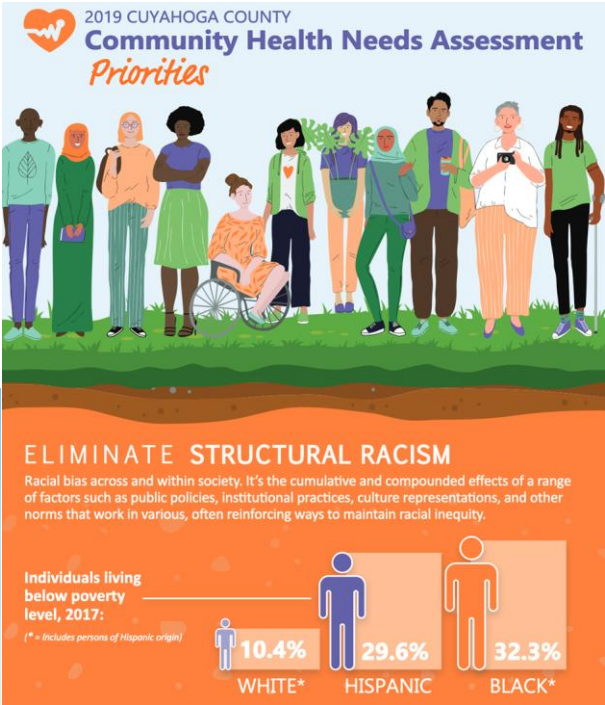- Social Network Analysis
- REI Trainings

RACIAL EQUITY & INCLUSION

GROWING RACIAL EQUITY IN NORTHEAST OHIO: CONTINUED AWARENESS & ACTION

Click here to jump to full REI training schedule

Groundwater and Phase 1 Workshops presented by the Racial Equity Institute

Cleveland Neighborhood Progress is thrilled to partner with ThirdSpace Action Lab to offer a third year of awareness and action. Throughout the Year of Awareness Building, more than 3,000 concerned citizens from across the region have participated in either the half-day Groundwater Training, or the two-day Phase I Workshop presented by the Racial Equity Institute. These intensive introductions to historical, institutional and systemic racism challenge deeply-held assumptions, and reveal—with sobering clarity—the devastating impacts of persistent racial inequality on our nation's most marginalized populations.

Racial Equity & Inclusion

thirdspace

Cleveland Neighborhood Progress

2019 CUYAHOGA COUNTY Community Health Needs Assessment Priorities

ELIMINATE STRUCTURAL RACISM

Racial bias across and within society. It's the cumulative and compounded effects of a range of factors such as public policies, institutional practices, culture representations, and other norms that work in various, often reinforcing ways to maintain racial inequity.

Individuals living below poverty level, 2017:

(* = includes persons of Hispanic origin)

10.4% WHITE*   29.6% HISPANIC   32.3% BLACK*

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Health Improvement Partnership

Racism as Public Health Crisis

News

Cuyahoga County declares racism a public health crisis

Updated Jul 07, 2020; Posted Jul 07, 2020

Cleveland City Council declares racism a public health crisis, launching community-wide effort to tackle inequities

Posted Jun 03, 2020

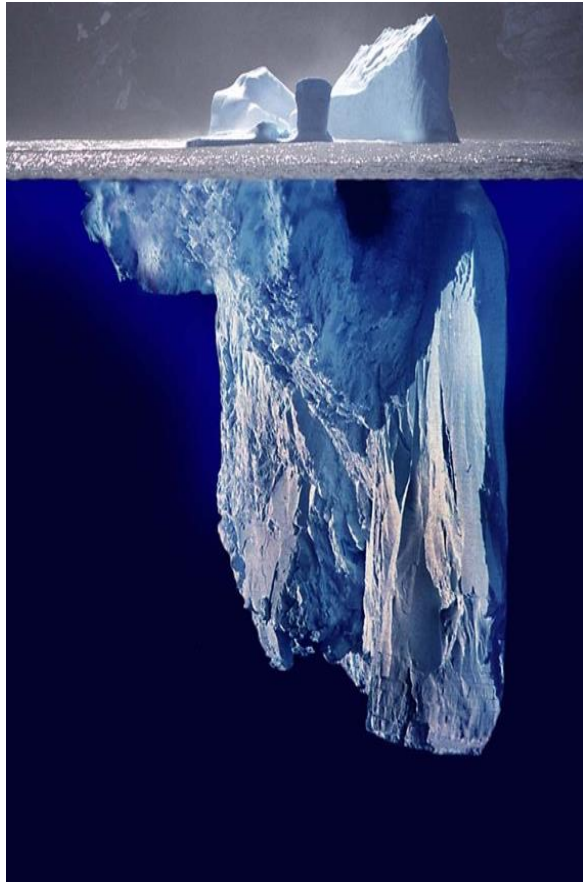Cleveland City Council voted Wednesday to declare racism as a public health

Ohio lawmakers introduce legislation to declare racism a public health crisis

—

Senate Concurrent Resolution 14 had its first hearing Tuesday. More hearings are planned next week.

System thinking and iceberg metaphor

Events
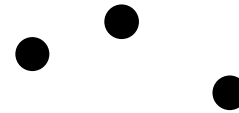
Patterns over time
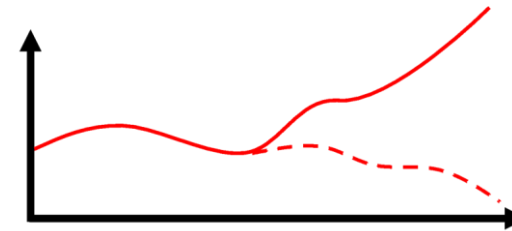
Structure
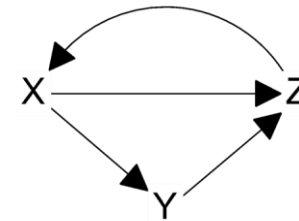
Values, attitudes, norms, and metaphors (mental models)
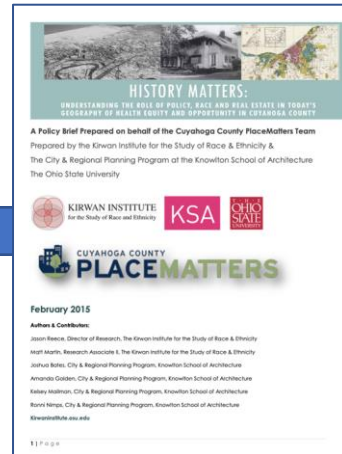
E.g., 'family', gender roles, culture, social needs, aspirations ...
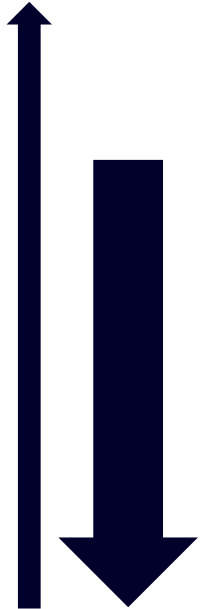
Systems mapping timeline of data sources
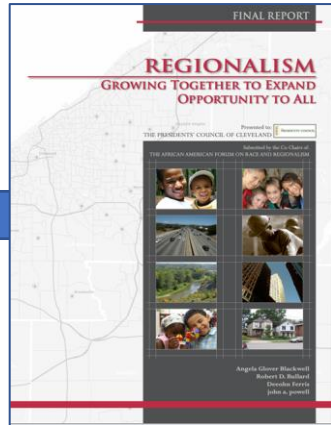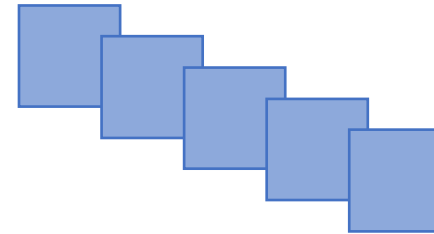

2007   2015   2020

Systems mapping timeline of data sources

CSII Core Modeling Team
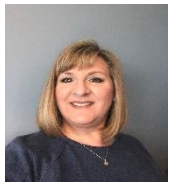
Greg Brown, PolicyBridge

Delores Collins, A Vision of Change

Robin Gotler, Case Western Reserve University

Heidi Gullett, Case Western Reserve University

Martha Halko, Cuyahoga County Board of Health

Peter Hovmand, Case Western Reserve University

Andrea Lyons, United Way

Angela Newman-White, Cuyahoga County Board of Health

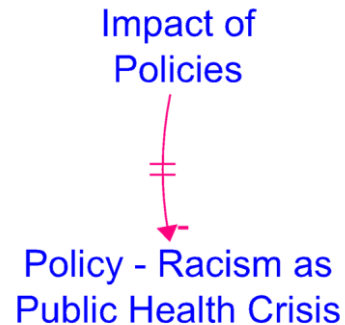Nichelle Shaw, Cuyahoga County Board of Health

Kurt Stange, Case Western Reserve University

Patricia Terstenyak, Center for Health Affairs

Introduction to system dynamics conventions

Impact of
Policies

Policy - Racism as
Public Health Crisis

Low impact of policies to address structural racism has led to a policy declaration of racism as a public health crisis.

This is represented by a causal link. The minus sign (-) indicates that it's the low or ineffective policies that lead to an increase in the declarations. Conversely, if the policies were effective and had impact, there would be no need to declare racism a public health crisis.

The double line across the causal link means that there is delay between the cause and the effect.

Introduction to system dynamics conventions

Impact of Policies

Policy - Racism as Public Health Crisis

+ Quality of Education
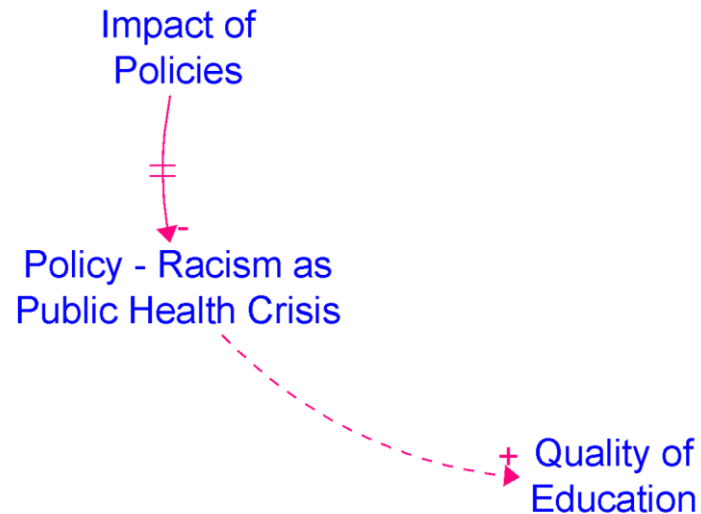
Declaring racism a public health crisis leads to an increase in the quality of education.

This is represented by a causal link with a plus sign (+) because an increase in the policy to declare racism a public health crisis leads to an increase in quality of education. Conversely, a decrease in the police leads to a decrease in the quality of education.

The line is dashed to represent that this link does not yet exist in the real system. It's there to represent one possible consequence of recognizing racism as a public health crisis.

Introduction to system dynamics conventions

Impact of Policies

Policy - Racism as Public Health Crisis

Diversity in Leadership

Quality of Education
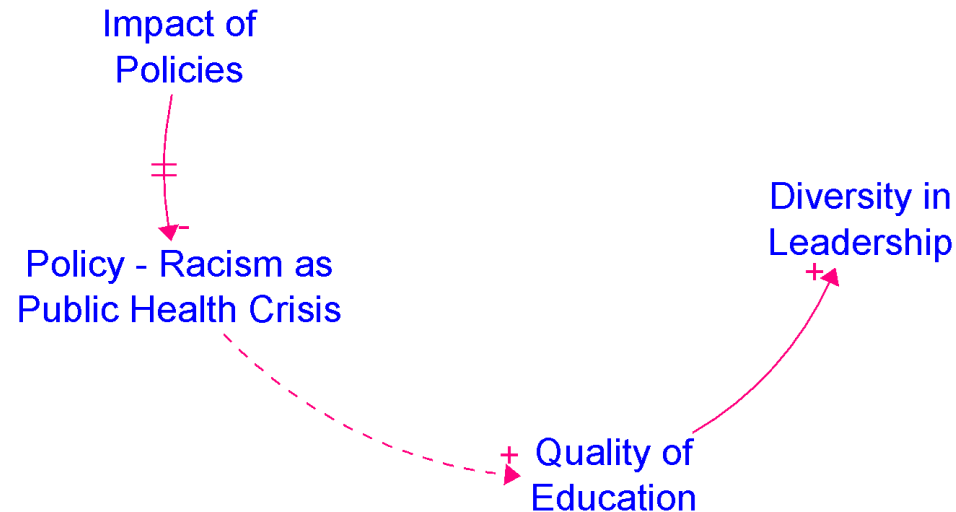
Improving the quality of education leads to more diversity in leadership.

This is represented as a causal link with positive sign.

Note that the sign is not inherently good or bad; the sign just indicates whether the effects from a causal variable move in the same or opposite directions.

For example, this same link also implies that a decrease in the quality of education will lead to less diversity I leadership.

Introduction to system dynamics conventions

Increasing the diversity of leadership leads to a great focus on systems and policies, which in turn "feeds back" to increase the impact on policies.
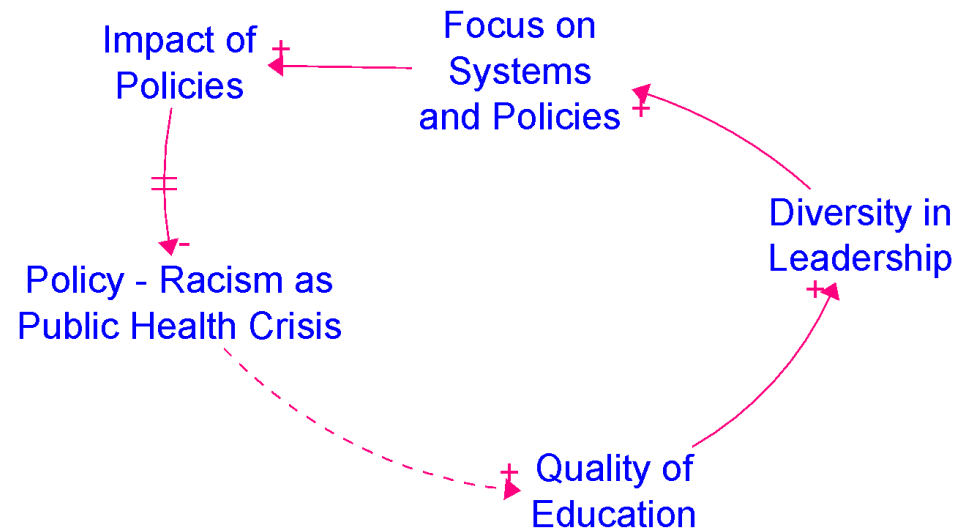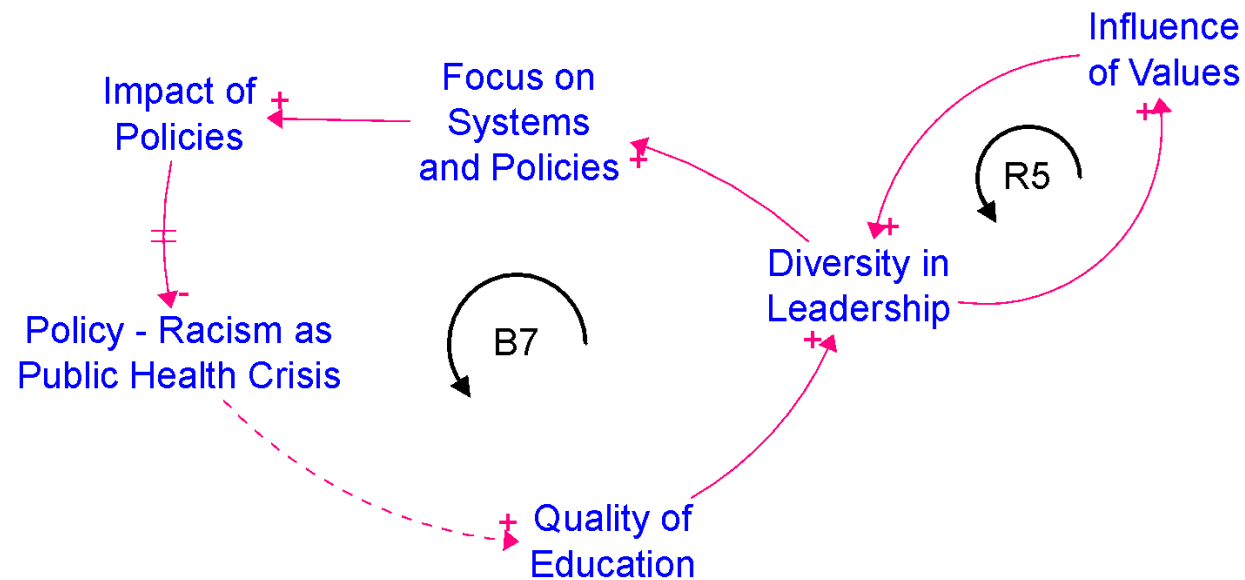
Introduction to system dynamics conventions
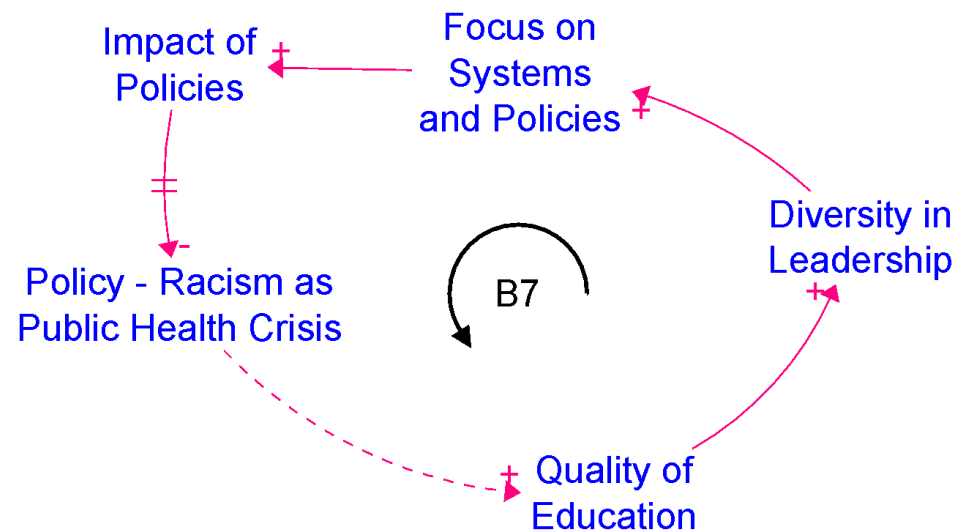
This forms a *balancing feedback loop* because an initial *decrease* in the impact of policies will lead to an increase in policy declaring racism as a public health crisis (after some delay), which will lead to an increase in the quality of education, increase in diversity of leadership, and increase in focus on systems and policies, which will result in an *increase* in the impact of policies.

It's a *balancing* feedback loop because the result was in the *opposite* direction of the initial change.

Balancing loops are labeled with a 'B' prefix inside an arc.

Introduction to system dynamics conventions

Diversity in leadership also increases the influence of values. And, the influence of values increases the diversity of leadership.

This forms a *reinforcing feedback loop* because an initial *increase* in the diversity of leadership leads to an increase in the influence of values, which in turn "feeds back" to *increase* the diversity in leadership.

It's a *reinforcing* feedback loop because the result of the initial change *reinforces* direction as the initial increase. Reinforcing feedback loops are labeled with a 'R' prefix inside an arc.
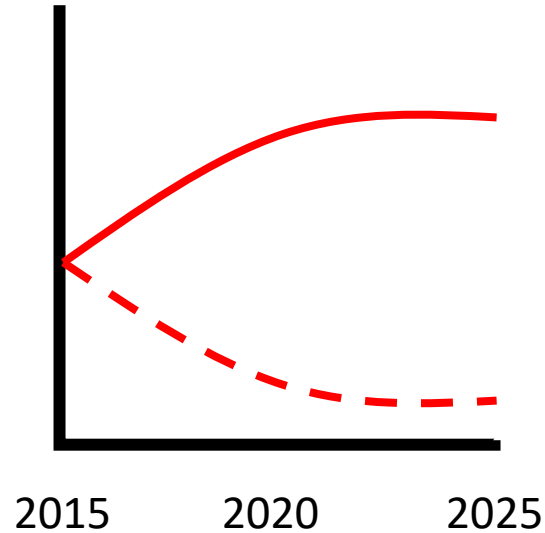
Introduction to system dynamics conventions
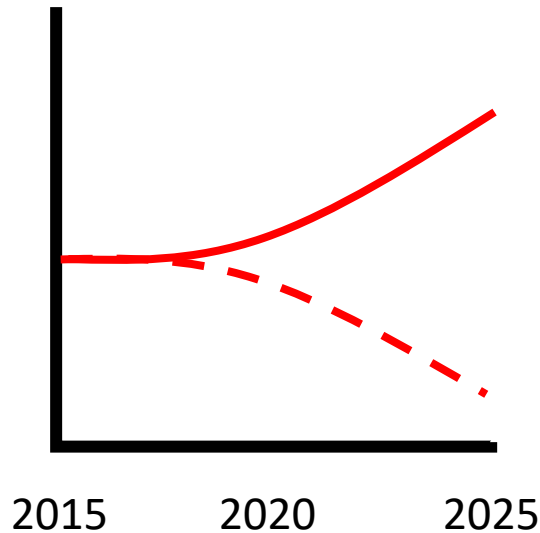
Impact of Policies

Exponential behavior associated with reinforcing loops

Impact of Policies

Goal seeking behavior associated with balancing loops

The behavior over time of any variable is determined by whether the system is driven by balancing or reinforcing loops.

Reinforcing loops generate exponential growth and decline. Balancing loops generate goal seeking growth and decline.

Note that balancing and reinforcing loops are not inherently good or bad. Whether they are good or bad depends on the context and what people see as the desired behavior of a system.

Introduction to system dynamics conventions

Incidence

Prevalence

Years

—1— Incidence   —2— Prevalence
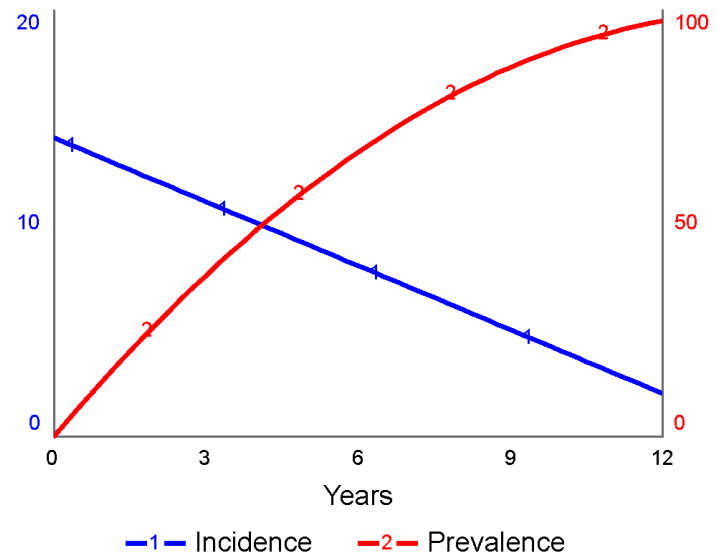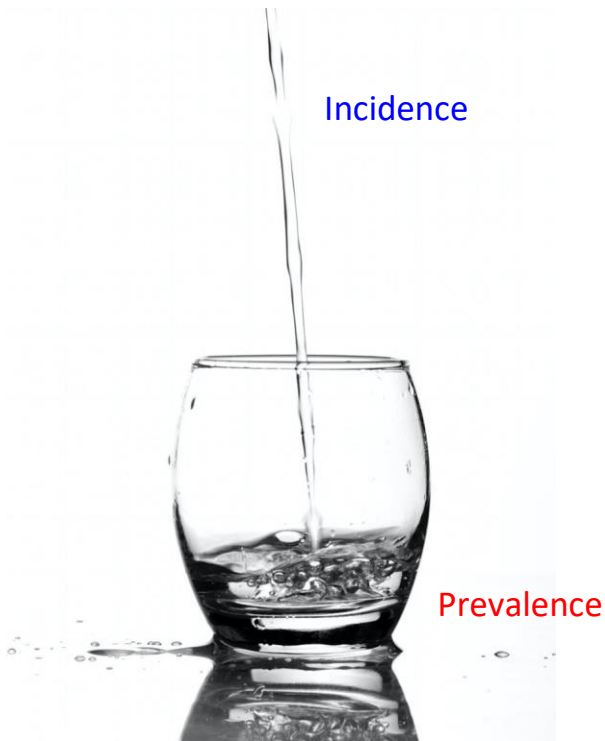
Delays in a system are represented by accumulations. The behavior of accumulations is often counterintuitive.

Consider the relation between incidence (a rate or flow) and prevalence (an accumulation or stock). The incidence rate can be ***decreasing*** while the prevalence **continues to climb.**

It's counterintuitive because we tend to think in terms of associations where one might expect a decrease in incidence to be associated with a decrease in prevalence. However, prevalence doesn't begin to decrease until the incidence rate < recovery rate.

Example with legend

Working draft

Perspective Transformation

Criminal Justice

Economic Opportunity

Equitable Quality of Life

Healthcare

Community Response
Number of Visible Events
Number of Events
Historic Policies and Practices

B1
R2
B2
R1

Protests
Number of People Activated
Acting in a More Equitable Way
Influence of Values
Differences in Power and Privilege
R4

Acceptance of Existence of Racism
Eliminating Structural Racism
Anti-racism
Impact of Policies
Focus on Systems and Policies
Diversity in Leadership
R5
Trust Worthiness

R3
B3
B4
B5

Perspective Transformation
Backlash
B7
Perspective Transformation
Hope

R5
Policy - Racism as Public Health Crisis
Trust

B6
R6
Income Inequality
Insurance of Property for People of Color
Internet Access/ Broadband
Quality of Education
Criminal and Juvenile Justice Systems
Lifelong Learning (stackable certificates)

System of White Supremacy
Historic Policies and Practices
Educational Opportunities

Nonprofit Tax Code
Diversity in Leadership in Health Care Systems

Scapegoating People of Color
White Developers
Property Ownership
Employment Taxes
Income Inequality
R7
Tolerance of Racism
R8
Property Taxes
Tax Base
Economic Opportunities
Employment Opportunities

Structural Classism
B8
Corp Taxes
R9
Tax Abatement
Health Insurance
Employment

Criminal and Juvenile Justice Systems
Pushing Out Seniors and People of Color
Community Reinvestment Act
R11
R12
R13
Health Outcomes

Historic Policies and Practices
Community Blight
Transportation

Income Inequality
Community Conditions
Access to Primary Care
Health (Physical and Mental Health)

Wealth Equity
R10
Investment in Communities
R14
Environmental Health
Health Behavior

Historic Policies and Practices
Transgenerational Stability
Food Insecurity
Criminal and Juvenile Justice Systems
Community Conditions

Legend

Impact of Policies → Policy - Racism as Public Health Crisis — Causal link between two variables where the + sign indicates that increasing the cause *increases* the effect, AND decreasing the cause *decreases* effect

Quality of Education → Diversity in Leadership — Causal link between two variables where the - sign indicates that increasing the cause *decreases* the effect, AND decreasing the cause *increases* effect

Impact of Policies ⊣⊢ Policy - Racism as Public Health Crisis — Double line across a causal link represents a delay between causes and effects

Policy - Racism as Public Health Crisis ⤏ Quality of Education — Dashed line represents a causal link that is not yet established

B7 — Label for a balancing feedback mechanism or loop typically associated with goal seeking growth and decline
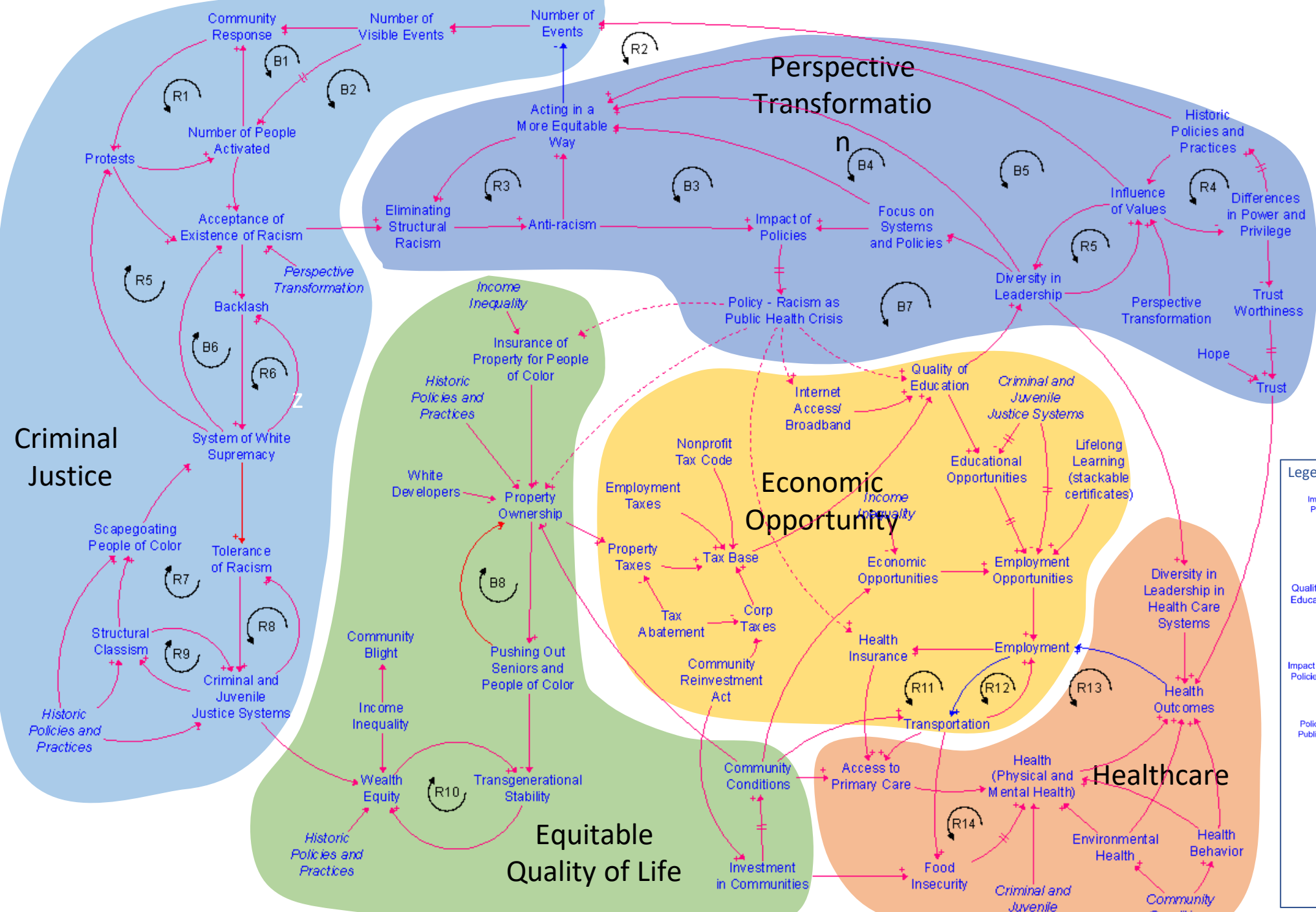
R5 — Label for a reinforcing feedback mechanism or loop typically associated with exponential growth or decline.