
STATE OF IOWA DEPARTMENT OF

Health ^{AND} Human

SERVICES

Health Equity and Family Planning

Presented by Olivia Walker
5-3-23

Session Objectives

- Discuss how to integrate cultural humility into practice
- Highlight a couple stories from current Title X sub recipients on HE integration
- Learn best practices for health equity integration into family planning through this storytelling and discussion

Health Equity

Health equity means reducing and ultimately eliminating disparities in health and its determinants that adversely affect excluded or marginalized groups.

-Robert Wood Johnson Foundation

Equality vs. Equity

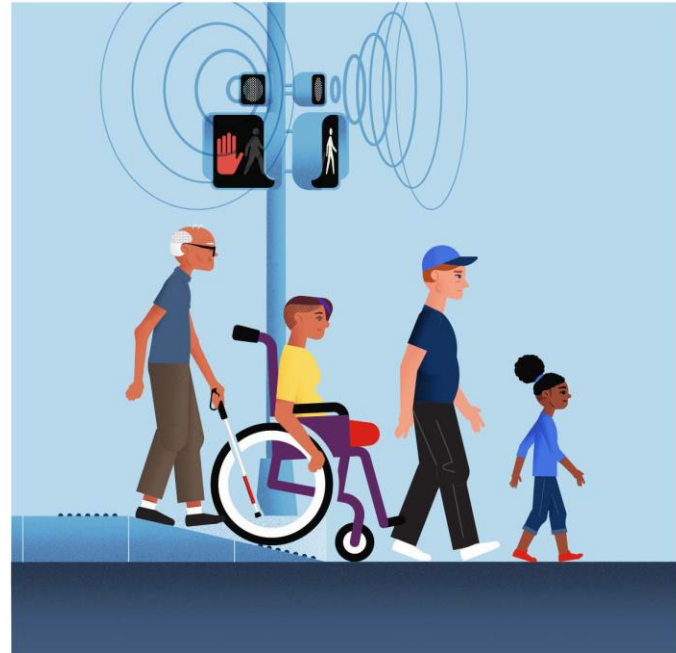
EQUALITY:

Everyone gets the same – regardless if it's needed or right for them.



EQUITY:

Everyone gets what they need – understanding the barriers, circumstances, and conditions.



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Addressing systemic issues

- Strengthen knowledge of public health and structural/social drivers of public health and inequities
- Empower staff and health systems to dismantle structural isms and intersecting systems of oppression
- Equipping staff and health systems to improve services, technology, partnership and payment models that advance public health and health equity

Gender Justice and Reproductive Justice

On this day, in this room,
what do these terms mean
to you?



The Challenges

Pair and share: What are the most pressing challenges you are seeing in your work this year?



The Opportunities

Where are you seeing opportunities to support and optimize health for priority populations you are serving?



The Work of Health Equity

Intervention Opportunities:

- Patient level
- Provider level
- Facilities
- Systems of care
- Community



Cultural Humility in Family Planning Services



What is Culture?

Culture can be defined by group membership, such as racial, ethnic, linguistic, or geographical groups, or as a collection of beliefs, values, customs, ways of thinking, communicating, and behaving specific to a group.

<https://www.cdc.gov/healthliteracy/culture.html>



Culture is the totality of ways
being passed on
from generation to generation.
(NASW)

Dr. Melanie Tervalon

<https://melanietervalon.com/>



Jann Murray-Garcia, M.D., M.P.H.
| Betty Irene Moore School of
Nursing at UC Davis



What is cultural humility?

A lifelong process of self-reflection and self-critique whereby the individual not only learns about another's culture, but one starts with an examination of their own beliefs and cultural identities.

Cultural Competence

vs.

Cultural Humility

3 Tenets of Cultural Humility

1. Lifelong learning and self-reflection
2. Mitigating power imbalances
3. Institutional accountability

Tervalon, M., & Murray-Garcia, J. (1998). Cultural humility versus cultural competence: A critical distinction in defining physician training outcomes in multicultural education. *Journal of Health Care for the Poor and Underserved*, 9, 117-125.

“More than a concept ...

... Cultural Humility is a communal reflection
to analyze the root causes of suffering
and create a broader, more inclusive view of the world.

It is a daily practice for people
to deal with hierarchical relationships,
changing organizational policy
and building relationships based on trust.”

Tervalon, M. and Murray-Garcia, J. (1998). Cultural Humility vs. cultural competence: A critical distinction in defining physician training outcomes in multicultural education. Journal of Health Care for the Poor and Underserved, Vol. 9, no. 2.

Grow your cultural humility: Antidotes to tension, conflict, harm

- Practice curiosity
- Practice vulnerability
- Engage with a growth mindset: Be open to new learning
- Be willing to accept feedback about y/our invisible “ways of being”
- Become aware of defensive feelings and behaviors
- Be aware of cultural power dynamics at work
- Rely on cultural communities for expertise (beware tokenism)
- Study your own cultural ways of being for improved self-awareness

Health Equity Practices in Iowa

Panelists:

Brandi Steck, Siouxland Community Health Center

Alyssa Beisker, Eastern Iowa Community Health Center

Introductions

- Name
- Pronouns
- Clinic
- Role
- Song that describes how you're feeling today



Discussion



Q & A

- What questions do you have for the panelists?



Ketebi! Thank you! Gracias!

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