

Research with a Health Equity Lens

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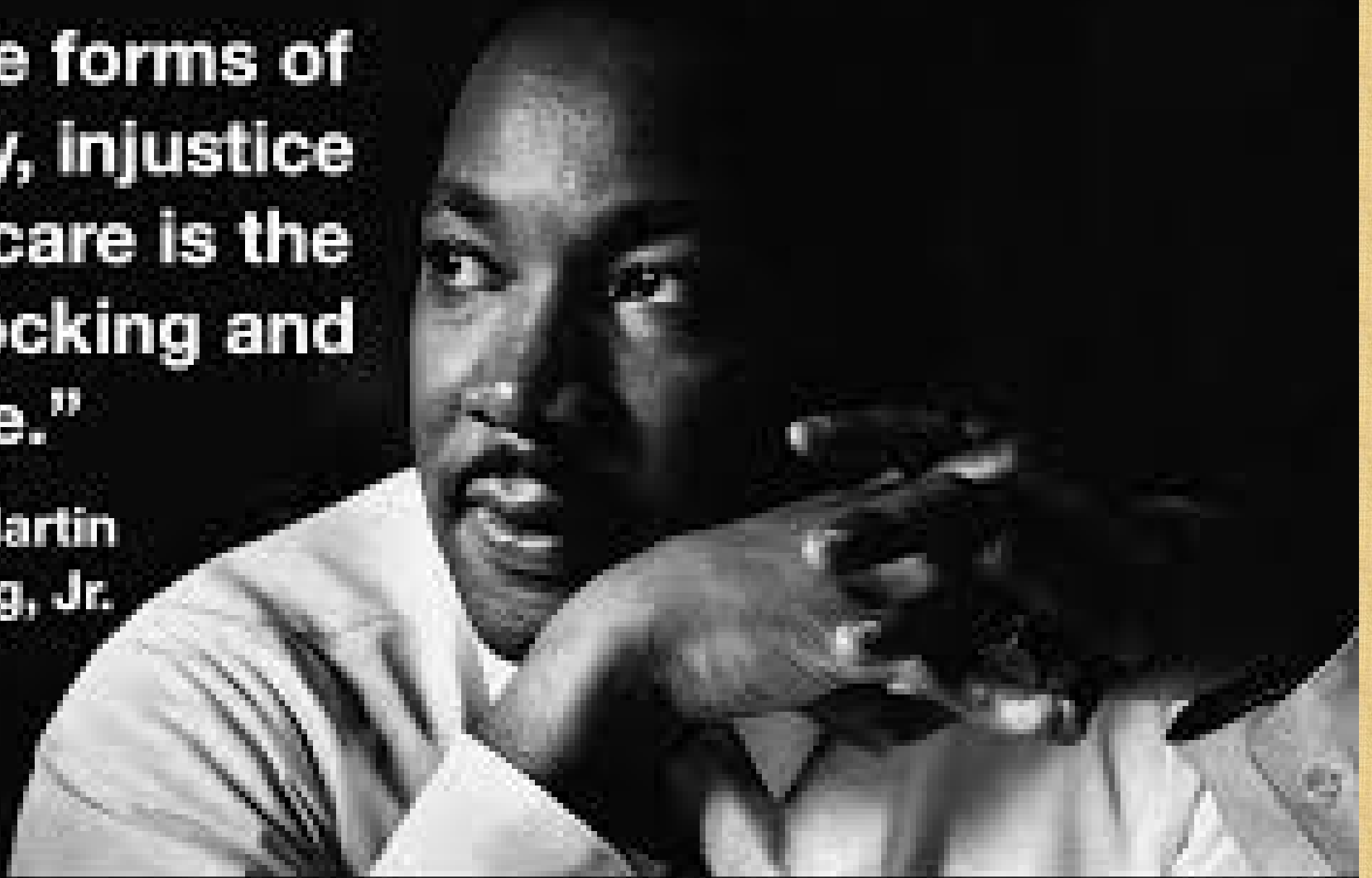
Associate Professor

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“Of all the forms of inequality, injustice in healthcare is the most shocking and inhumane.”

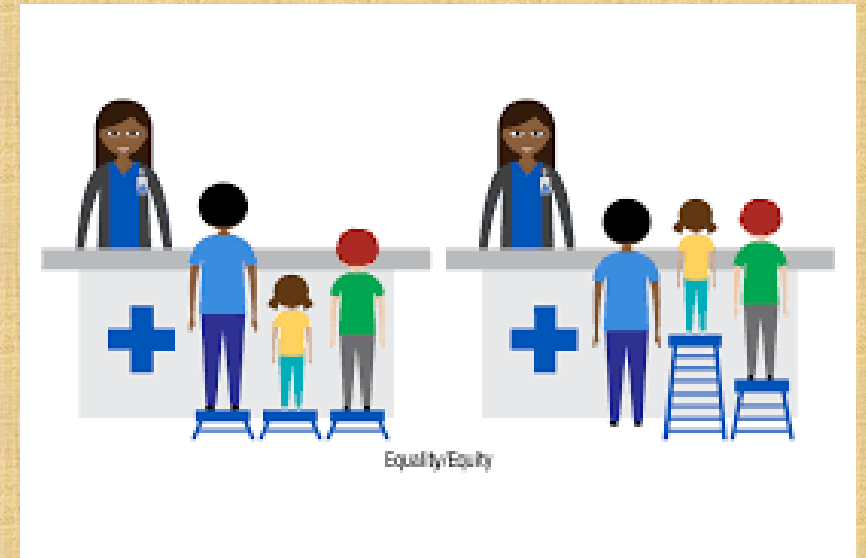
— Rev. Dr. Martin Luther King, Jr.



What is Health Equity?

- **Health equity** is the state in which everyone has a fair and just opportunity to attain their highest level of health
- Achieving this requires ongoing societal efforts to:
 - Address historical and contemporary injustices
 - Overcome economic, social, and other obstacles to health and health care; and
 - Eliminate preventable health disparities.

Source: CDC



Your research and scholarship

- Consider the role of population health in research and interventions
- Understand complex, multidisciplinary, multilevel, and multi-factorial interactions
- Build on community resiliency and partnerships
- Develop research and professional workforce that is diverse

The image contains three panels, each with a title and an illustration. The first panel, titled 'Equality', shows three people of different heights standing on a wooden fence to watch a soccer game. The tallest person can see easily, the middle person can just see, and the shortest person cannot see at all. The second panel, titled 'Equity', shows the same three people, but the shortest person is now standing on a wooden crate to see over the fence. The third panel, titled 'Justice', shows the fence has been replaced by a chain-link fence, and all three people can now see the game without any special accommodations.

Equality

The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Equity

Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice

All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.



Professionalism
Respect
Integrity
Diversity
Excellence



UCSF PRIDE Values

- UCSF utopia world is for us to attain health equity
- You are here to help attain that
- How can you do that?

Engaging in Health Equity Research



Involve the community



Advocate for the community



Educate and create awareness on the health challenges facing the community



Put the community first in promoting health equity research



Engage diverse communities



Diversity Statement

- You will be required to include your commitment to health equity during your merit and promotion packet
- This field provides the opportunity for **highlighting** your contributions to diversity Examples include:
 - Teaching, mentoring, or university and public service activities that address the needs of diverse populations
 - Clinical activities for diverse patient populations
 - Efforts to advance access to education
 - Research that highlights inequalities and promote equity



Internal funding opportunities to support diversity/health equity research

- Resources Allocation Fund (RAP)
- Hellman Fellowship
- Population Health and Health Equity Scholars Award
- AIDS Research Institute (ARI) and Center for AIDS Research (CFAR) Diversity Award
- John A. Watson Faculty Scholars (SOM only)
- Gaine Research Fund (SON Only)
- ARCHES Career Development Award
- And More!!



Thank you!