

Promoting Health Equity within Adolescent Pregnancy Prevention Programming

Katy Suellentrop, MPH, RTI

Chloe McIntosh, RTI

Kineka Hull, PhD, RTI

2023 ADOLESCENT PREGNANCY
PREVENTION GRANTEE CONFERENCE

**REUNITE
REIGNITE
RE-ENERGIZE**

INNOVATING FOR THE FUTURE
MAY 23-25 | ATLANTA, GEORGIA

FYSB Family & Youth
Services Bureau

Adolescent Pregnancy
Prevention Program

ADMINISTRATION FOR
CHILDREN & FAMILIES



Disclaimer

The views expressed in written training materials, publications, or presentations by speakers and moderators do not necessarily reflect the official policies of the Department of Health and Human Services; nor does mention of trade names, commercial practices, or organizations imply endorsement by the U.S. Government.

This work was completed under contract#
HHSP233201500039I/75P00120F37025

Objectives

By the end of this session, participants will be able to:

1. Identify at least one strategy at the individual level, organizational level, and policy level that can advance health equity in their community;
2. Describe at least two innovative ideas they can try in their own work to address equity;
3. Develop an equity strategy plan; and
4. Identify at least two new resources to support their health equity work.



Introduction and Overview

2023 ADOLESCENT PREGNANCY
PREVENTION GRANTEE CONFERENCE

**REUNITE
REIGNITE
RE-ENERGIZE**

INNOVATING FOR THE FUTURE
MAY 23-25 | ATLANTA, GEORGIA

Icebreaker

- Word Association:
 - Equality
 - Equity
 - Inequity
 - Social determinants of health

Definitions

- **Equality:** Each individual or group of people is given the same resources or opportunities.
- **Equity:** Recognition that each person has different circumstances and as a result, requires differential allocation of resources and opportunities to reach an equal outcome.
- **Inequity:** Differences in outcomes/status or in the distribution of resources between different population groups, arising from the social conditions in which people are born, grow, live, work and age.

Equality



Equity



© 2017 Robert Wood Johnson Foundation.
May be reproduced with attribution.



Focus on SDOH

What is a Social Determinant of Health?

2023 ADOLESCENT PREGNANCY
PREVENTION GRANTEE CONFERENCE

**REUNITE
REIGNITE
RE-ENERGIZE**

8 INNOVATING FOR THE FUTURE
MAY 23-25 | ATLANTA, GEORGIA

Social Determinants of Health

As defined by the World Health Organization, they are the “nonmedical factors that influence health outcomes. They are the conditions in which people are born, grow, work, live, and age, and the wider set of forces and systems shaping the conditions of daily life.”

SDOH - World Health Organization

Social Determinants of Health



SDOH – Group Activity Instructions

- 1) Read the challenge scenario with your group;
- 2) Identify which SDOH might be impacting or might pertain to the challenge/problem in the scenario; and
- 3) Come up with potential solutions to the challenge that aims to solve/impact the root cause of the problem.

Tip!

Solutions can be addressed within APP programming but consider how partnerships and referral networks might also help you address the challenge at hand.

Case Study Share Out

- **What was the challenge** in your scenario?
- **Which SDOH** did you think may have been impacting the problem?
- **What strategies did you come up with to address the problem,** and how did SDOH help you address the issues?

Case Study Debrief

- How did it feel going through the scenario?
- What did you like or not like about the activity?



Promoting Health Equity in APP Programming

2023 ADOLESCENT PREGNANCY
PREVENTION GRANTEE CONFERENCE

**REUNITE
REIGNITE
RE-ENERGIZE**

14 INNOVATING FOR THE FUTURE
MAY 23-25 | ATLANTA, GEORGIA

Promoting Health Equity

What are ways you are promoting health equity in your programming?

Does your current promotion address the SDOH discussed?

If so, how so?

If not, how can you use SDOH?

Using a Health Equity Lens and Principles

What is a Health Equity Lens?



Apply Health Equity Principles



Use the 3 Ps

People

Place

Partnership

Using a Health Equity Lens and Principles

Reflective questions to ask:

- Who is affected/impacted?
- Have those affected helped to shape the/this _____?
- Who is included/excluded? Who is/is not at the decision-making table?
- Who benefits and who is harmed?
- What are the assumptions taking place?
- What does the data tell us? What data are missing?
- What values underlie the decision-making process?
- What revisions are needed/what could be done differently?

Spheres of Influence

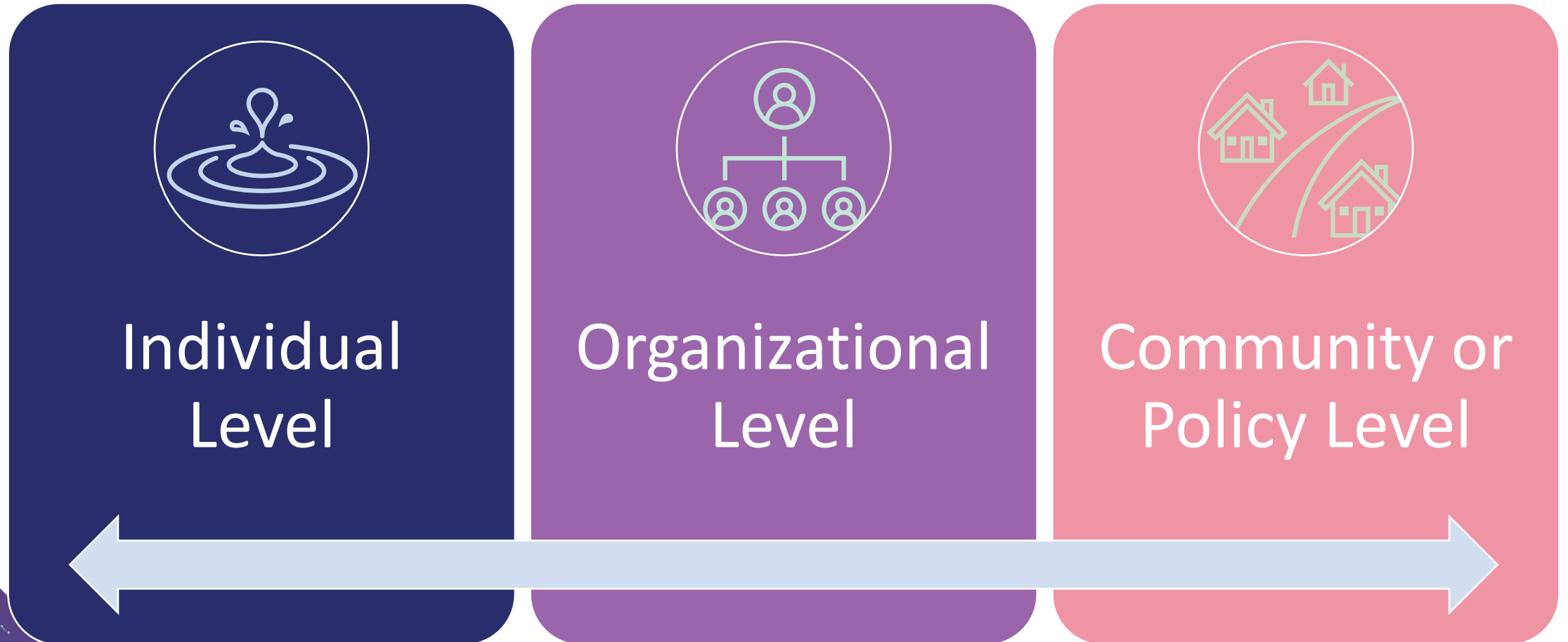


2023 ADOLESCENT PREGNANCY
PREVENTION GRANTEE CONFERENCE

**REUNITE
REIGNITE
RE-ENERGIZE**

INNOVATING FOR THE FUTURE
MAY 23-25 | ATLANTA, GEORGIA

Spheres of Influence



Think-Pair-Share

- Consider the Spheres of Influence
 - What are activities at the individual level that you can do to impact health equity?
 - What are activities at the organizational level, that your organization or program can do to impact health equity?
 - What are activities at the community or policy level that can or do impact health equity?

Community Engagement and Health Equity

- Critical to understand community values, needs, priorities and challenges
- How might you support community engagement if you are working in many different communities?

Resources

The Spectrum of
Community
Ownership to
Engagement

Working with
Diverse
Communities:
Strategies Guided
by Best Practice

The Spectrum of Community Engagement to Ownership

Stance Toward Community	Ignore	Inform	Consult	Involve	Collaborate	Defer to
Impact	Marginalization	Preparation of placation	Limited voice or tokenism	Voice	Delegated Power	Community Ownership
Community Engagement Goals	Deny access to decision-making process	Provide the community with relevant information	Gather input from the community	Ensure community needs and assets are integrated into process & inform planning	Ensure community capacity to play a leadership role in decision-making and the implementation of decisions	Foster democratic participation and equity through community-driven decision making; Bridge divide between community & governance

Adapted from Facilitating Power



Health Equity in Action

2023 ADOLESCENT PREGNANCY
PREVENTION GRANTEE CONFERENCE

**REUNITE
REIGNITE
RE-ENERGIZE**

INNOVATING FOR THE FUTURE
MAY 23-25 | ATLANTA, GEORGIA

Health Equity in Action

- Similar to other activities, it is important to track the implementation and impact of your health equity activities
- Start by using materials that you already have:
 - Health Equity Goal
 - Outcomes and Actions to Achieve the Goal
 - Responsible Person/People
 - Performance Metric
 - Timeframe/Timeline

Example

(Health) Equity Goal	Outcomes and Actions	Responsible Person/People	Performance Metric	Timeframe
APP organization workforce demographics reflect the communities the organization serves across job classification	<ul style="list-style-type: none">• Implement new inclusive hiring protocols• Include equity and inclusion as core competency in job descriptions• Develop recruitment standards that establish intentional pursuit of a diverse pool of candidates	Leadership team and Human Resources office	<ul style="list-style-type: none">• Number of job descriptions that include organization's commitment to equity• Number of job announcements that are posted on minority-serving institutions' websites	1 year

Your Turn!

- Developing an Equity Strategy
 - Working in groups of 2-3:
 - Identify 1-2 Health Equity Goals that you want to work toward.
 - Consider the Spheres of Influence and where you might be able to have an impact in your current position/role.
 - Complete the columns of the equity planning tool.



Large Group Debrief

- How did the tool work for you?
- What tweaks would you make to the tool?
- How might you use this tool in your work with your APP program?



Questions?

2023 ADOLESCENT PREGNANCY
PREVENTION GRANTEE CONFERENCE

**REUNITE
REIGNITE
RE-ENERGIZE**

INNOVATING FOR THE FUTURE
MAY 23-25 | ATLANTA, GEORGIA

Resources

- Advancing Equity in Sexual Health Education: A Toolkit for Adolescent Pregnancy Prevention Grantees
<https://teenpregnancy.acf.hhs.gov/resources/advancing-equity-sexual-health-education-toolkit-adolescent-pregnancy-prevention-grantees>
- Advancing Racial Equity: The Time is Now!
<https://teenpregnancy.acf.hhs.gov/resources/advancing-racial-equity-time-now>
- Creating Inclusive Spaces for Youth: A Facilitator's Guide to Equity and Inclusion in the Classroom
<https://teenpregnancy.acf.hhs.gov/resources/creating-inclusive-spaces-youth-facilitators-guide-equity-and-inclusion-classroom>
- Elevate Youth Podcast: Health Equity
<https://teenpregnancy.acf.hhs.gov/resources/health-equity>

Resources

- Race Forward: Racial Equity Impact Assessment Toolkit
<https://www.raceforward.org/practice/tools/racial-equity-impact-assessment-toolkit>
- A Practitioner's Guide for Advancing Health Equity
<https://www.cdc.gov/nccdphp/dch/pdf/healthequityguide.pdf>

References

- Armstrong-Brown, J., Lowe, A., Henderson, D., Rios Villacorta, N., Pineda, D., Dickinson, D., Hawkins, S. and Suellentrop, K. (2023). Advancing Equity in Sexual Health Education: A Toolkit for Adolescent Pregnancy Prevention Grantees. Administration on Children, Youth and Families, Family and Youth Services Bureau.
- Facilitating Power (N.D.), *The Spectrum of Community Engagement to Ownership*, https://d3n8a8pro7vhmx.cloudfront.net/facilitatingpower/pages/53/attachments/original/1596746165/CE2O_SPECTRUM_2020.pdf?1596746165
- Karches, K., DeCamp, M., George, M., Prochaska, M., Saunders, M., Thorsteinsdottir, B., & Dzung, E. (2021). Spheres of Influence and Strategic Advocacy for Equity in Medicine. *Journal of General Internal Medicine*, 36(11), 3537-3540. <https://doi.org/10.1007%2Fs11606-021-06893-4>
- World Health Organization (WHO). 2021. Social determinants of health. https://www.who.int/health-topics/social-determinants-of-health#tab=tab_1

Thank you!



We would love to hear from you!

Katy Suellentrop: ksuellentrop@rti.org

Kineka Hull: khull@rti.org

Chloe McIntosh: cmcintosh@rti.org

2023 ADOLESCENT PREGNANCY
PREVENTION GRANTEE CONFERENCE

**REUNITE
REIGNITE
RE-ENERGIZE**

INNOVATING FOR THE FUTURE
MAY 23-25 | ATLANTA, GEORGIA