

WHY DO WE LEAD WITH RACE?



Racial inequities persist regardless of socioeconomic status, class, or wealth. Below, you will find some common terms and definitions used to discuss equity.

Structural Racism



A history of racism upheld by US institutions like the criminal justice, healthcare, and banking systems. These patterns of racism interact to create a larger system that negatively impacts BIPOC communities.

- Government Alliance on Race and Equity

Institutional Racism



Policies, practices, and procedures that work better for white people than for BIPOC communities.

- Government Alliance on Race and Equity

Individual Racism



Pre-judgment, bias, or discrimination by an individual based on race.

- Government Alliance on Race and Equity

Implicit Bias



Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

- Kirwan Institute for the Study of Race and Ethnicity

Health Inequities



Health inequities "are created when barriers prevent individuals and communities from accessing healthy conditions and reaching their full potential."

- American Public Health Association

Racial Equity



Racial equity means closing the gaps so that race can no longer predict one's success, while also improving outcomes for all.

- Government Alliance for Racial Equity

Systems & Institutions have a responsibility to advance Racial Equity.



WHAT CAN WE COLLECTIVELY DO?

HERE ARE CONCRETE STEPS YOU CAN TAKE TO ADVANCE RACIAL EQUITY IN SAN MATEO COUNTY*

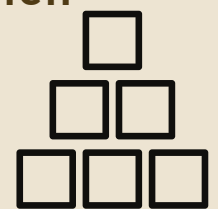
Normalize

- Normalize discussions about racial inequities.
- Develop shared understanding of key racial equity concepts.
- Identify and acknowledge how past and current policies, practices, norms, and values create racial inequities where you work and live.



Organize

- Ensure Black, Indigenous, and People of Color (BIPOC) communities have a voice and power in County Health decisions that impact their lives.
- Strengthen BIPOC's access to leadership development pipelines and decision making processes.
- Foster a culture where BIPOC communities, their perspectives, and their growth are fully included, supported, and celebrated.



Operationalize

- Ensure full inclusion of BIPOC communities in all County Health institutions and systems.
- Address implicit bias to promote equal opportunities.
- Equitably allocate public resources.
- Target improvements for communities most impacted by health inequities.
- Use a racial equity tool in your daily work and decision making.
- Build healing, protective, and trauma-informed systems that address harms perpetrated by institutions.



Together, we can make San Mateo County a healthy and equitable place to live, learn, work, and play.