

HEALTH EQUITY & RACE

SMC HEALTH GOVERNMENT ALLIANCE ON RACE & EQUITY INITIATIVE

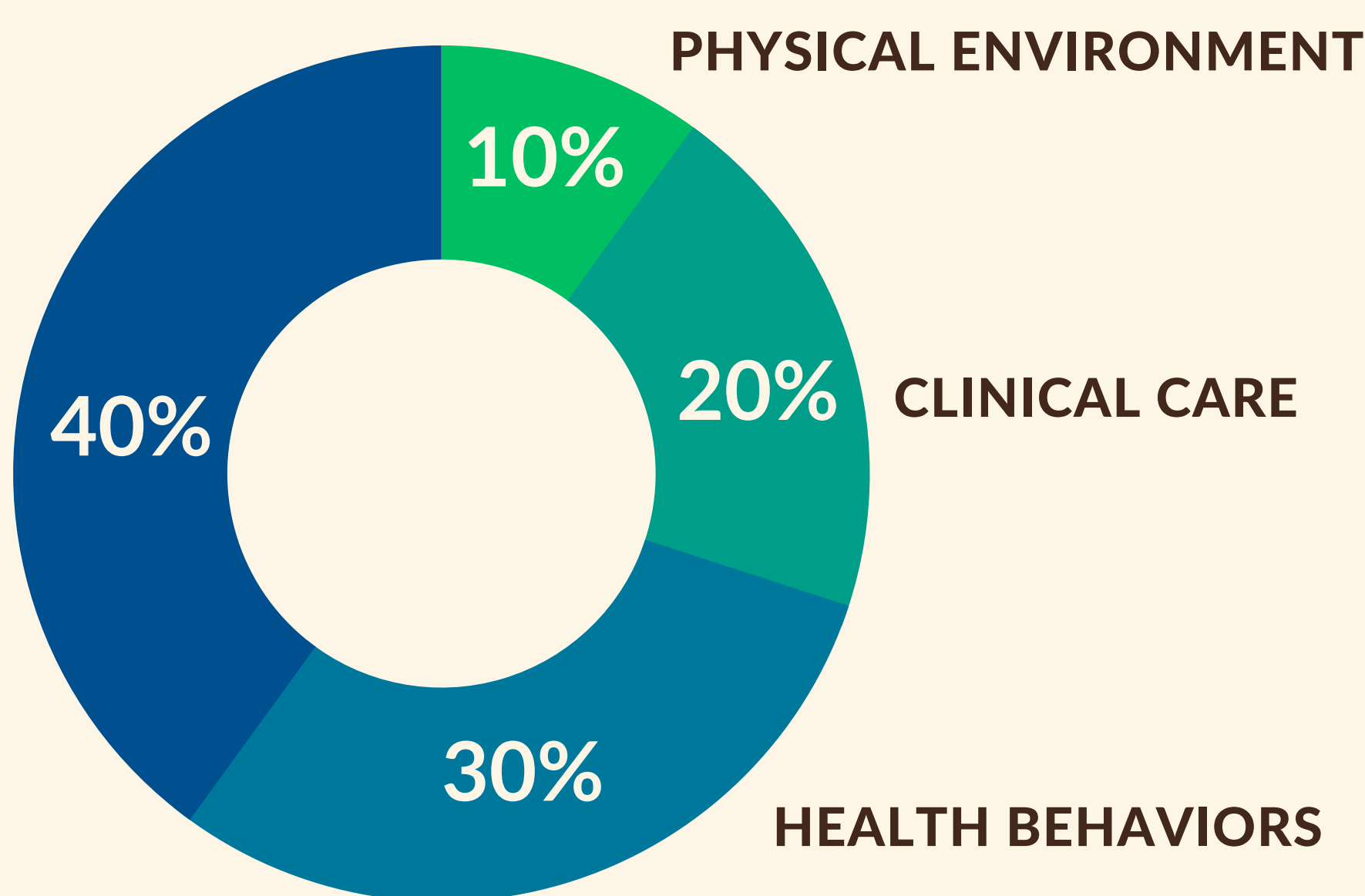


Addressing racial health inequities is a County Health priority as we work to create a shared vision of what it means to be All Together Better. This document provides background on key concepts related to racial health equity.

WHAT DRIVES HEALTH OUTCOMES?

SOCIAL & ECONOMIC FACTORS:

- EDUCATION
- EMPLOYMENT
- INCOME
- FAMILY & SOCIAL SUPPORT
- COMMUNITY SAFETY



Source: University of Wisconsin Public Health Institute's County Health Rankings model



WE ARE A DIVERSE & MULTIRACIAL COUNTY

60%

of SMC residents are people of color

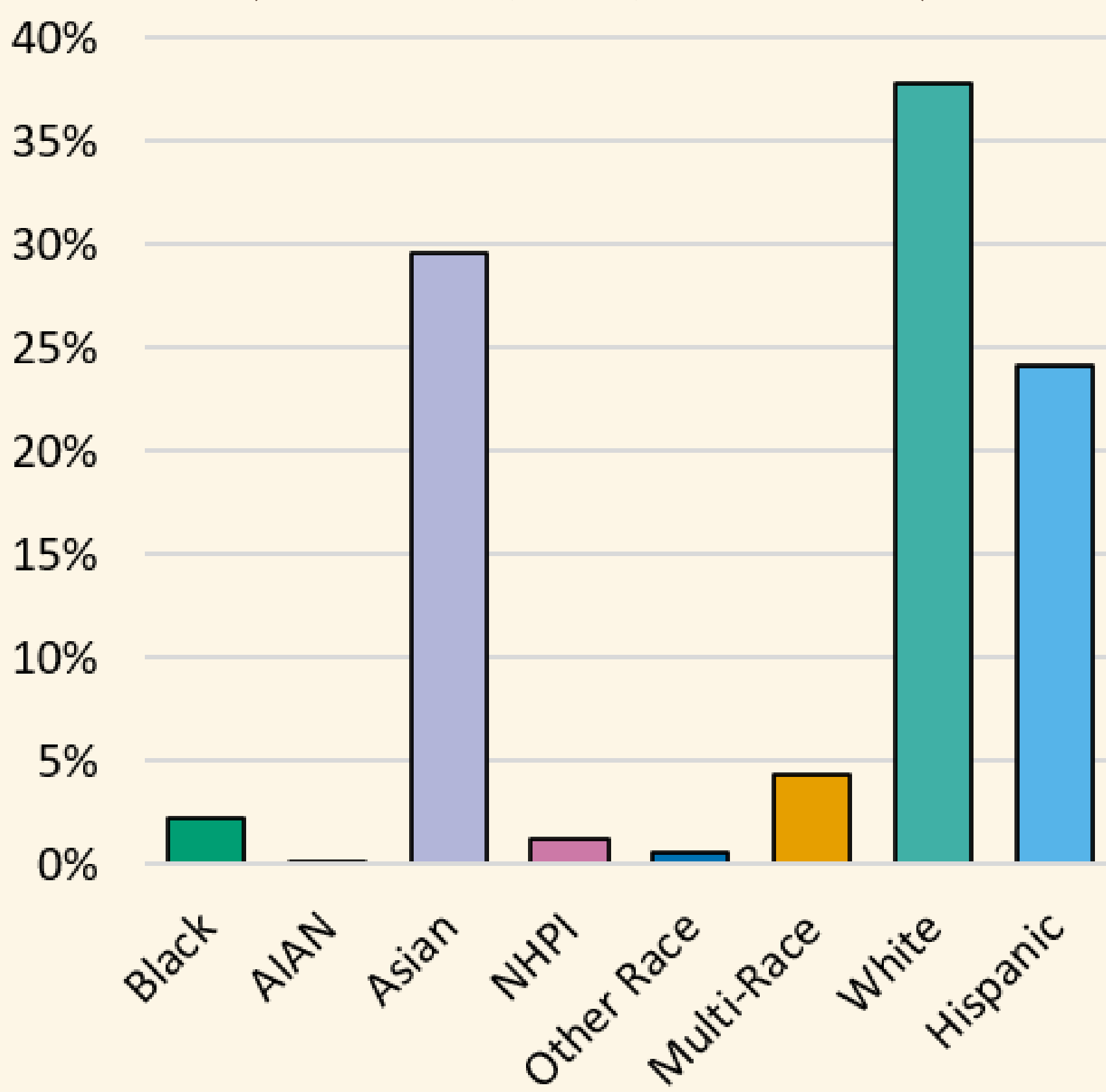
35%

of SMC residents are immigrants

45%

of SMS residents are multilingual

SMC Residents by Race (US Census, ACS, 2017-2021)



AIAN - American Indian & Alaskan Native
NHPI - Native Hawaiian & Pacific Islander

We recognize the various ways communities may self-identify. The demographics and graphs here are listed as in the data source.

Communities of color are the majority in San Mateo County.



EDUCATION OUTCOME GAPS

Root Causes

Historical:

- School segregation
- Funding disparities

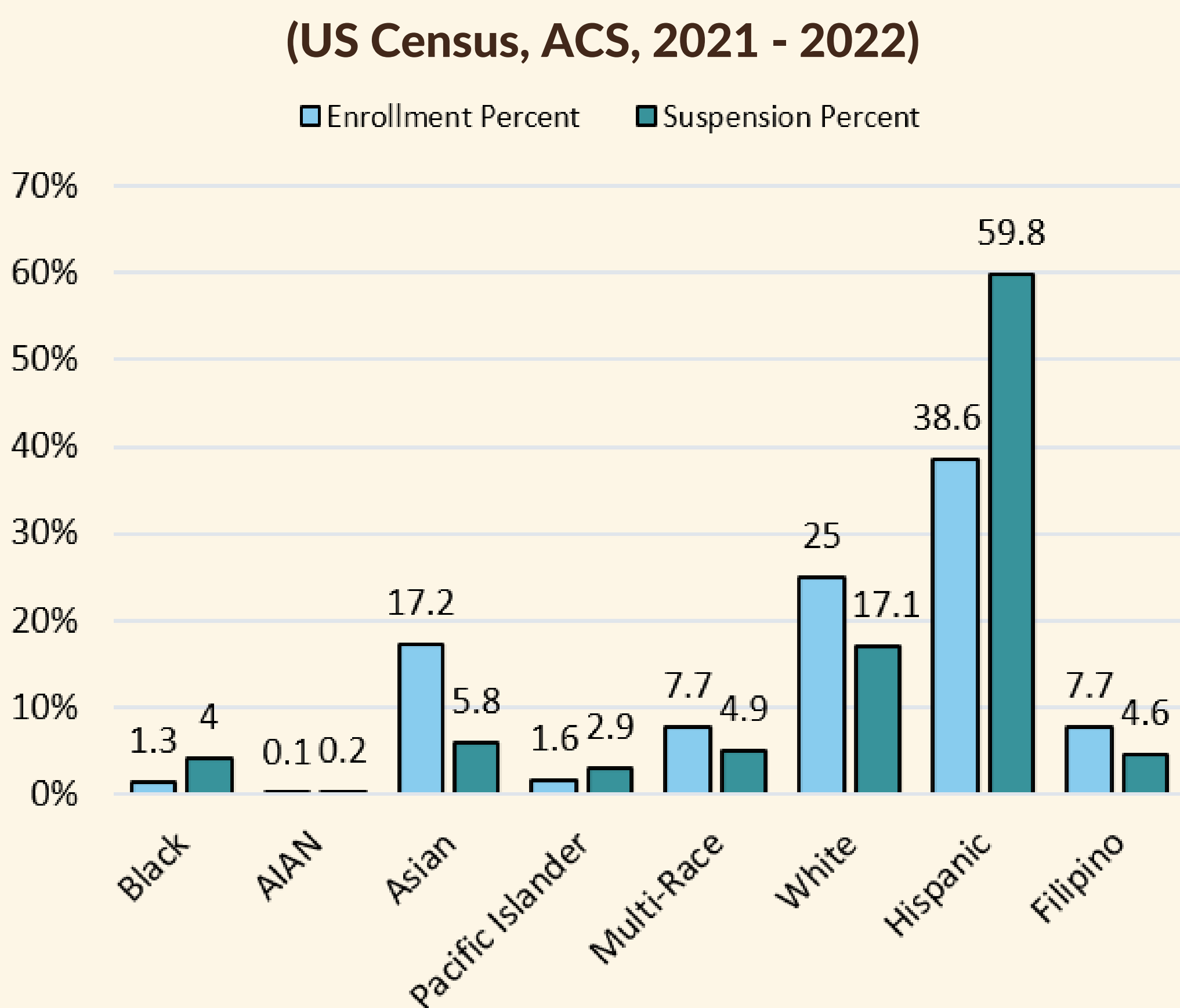
Current:

- Implicit bias
- Teacher diversity rates
- Zero tolerance policies

Actions for Equity

- Restorative justice programs

SMC Suspension Rates & Student Population by Race (US Census, ACS, 2021 - 2022)



Hispanic students account for over half of all San Mateo County student suspensions, despite making up only 38% of the student body. Black students are overrepresented among student suspensions, while white and Asian students are underrepresented among total suspensions.

IMPACT

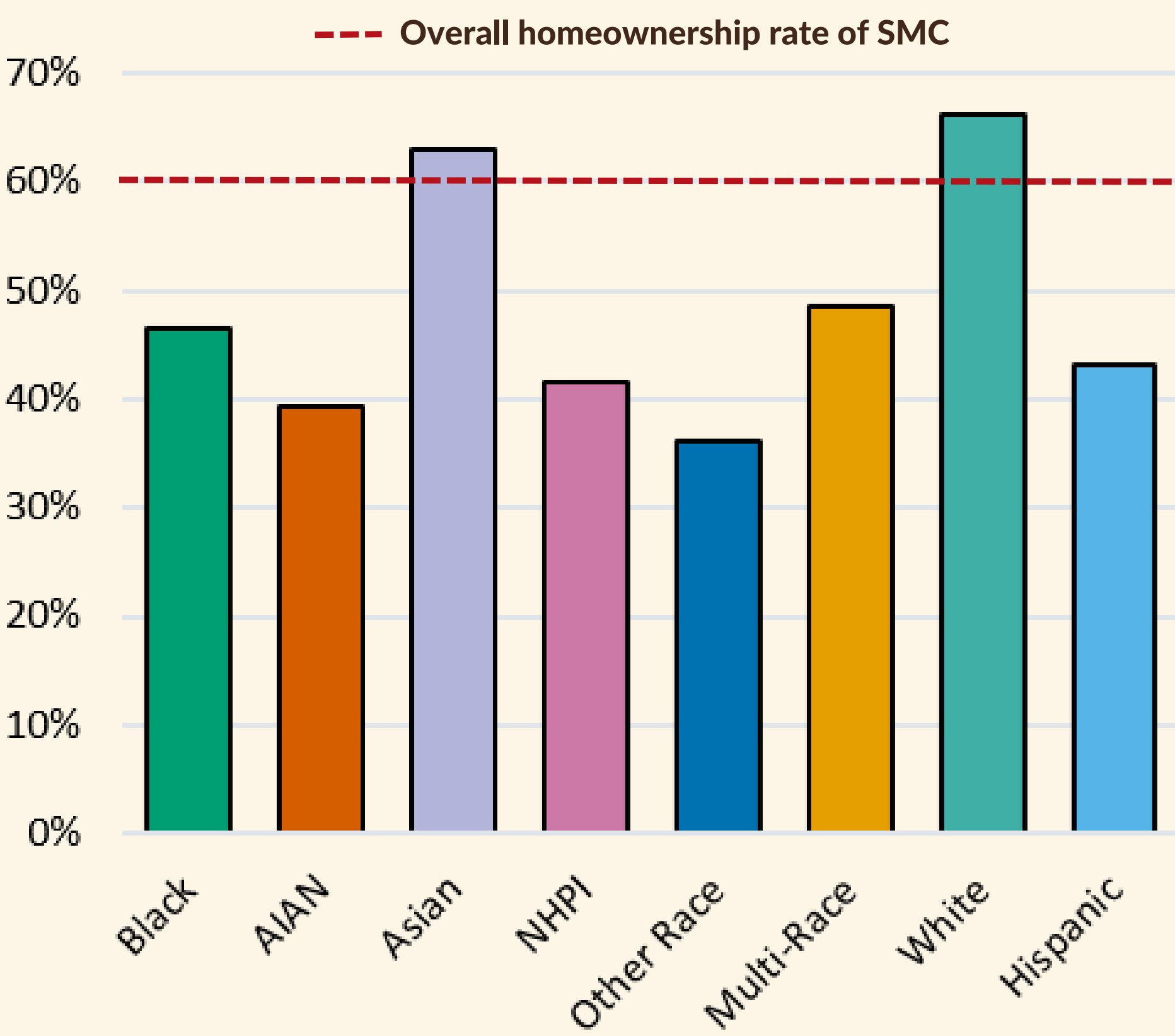
Black and Hispanic students are disproportionately burdened by suspensions and face greater barriers to success in school.



HOUSING OUTCOME GAPS

SMC Homeownership by Race

(US Census, ACS, 2017-2021)



Homeownership rates for white and Asian households are significantly higher than those of Black, AIAN, Hispanic, and NHPI.

Root Causes

Historical:

- Residential segregation
- Housing discrimination
- Racial property deed restrictions
- Redlining

Current:

- Predatory lending
- Home loan discrimination
- Residential & housing segregation
- High cost of living
- Gentrification

Actions for Equity

- Low income mortgage assistance programs

IMPACT

Residents of color with the exception of Asian households are significantly underrepresented among home ownership rates in San Mateo County.



ECONOMIC OUTCOME GAPS

Root Causes

Historical:

- Employment discrimination
- Segregation in unions
- Exclusion from military benefits
- Factory decline/job loss

Current:

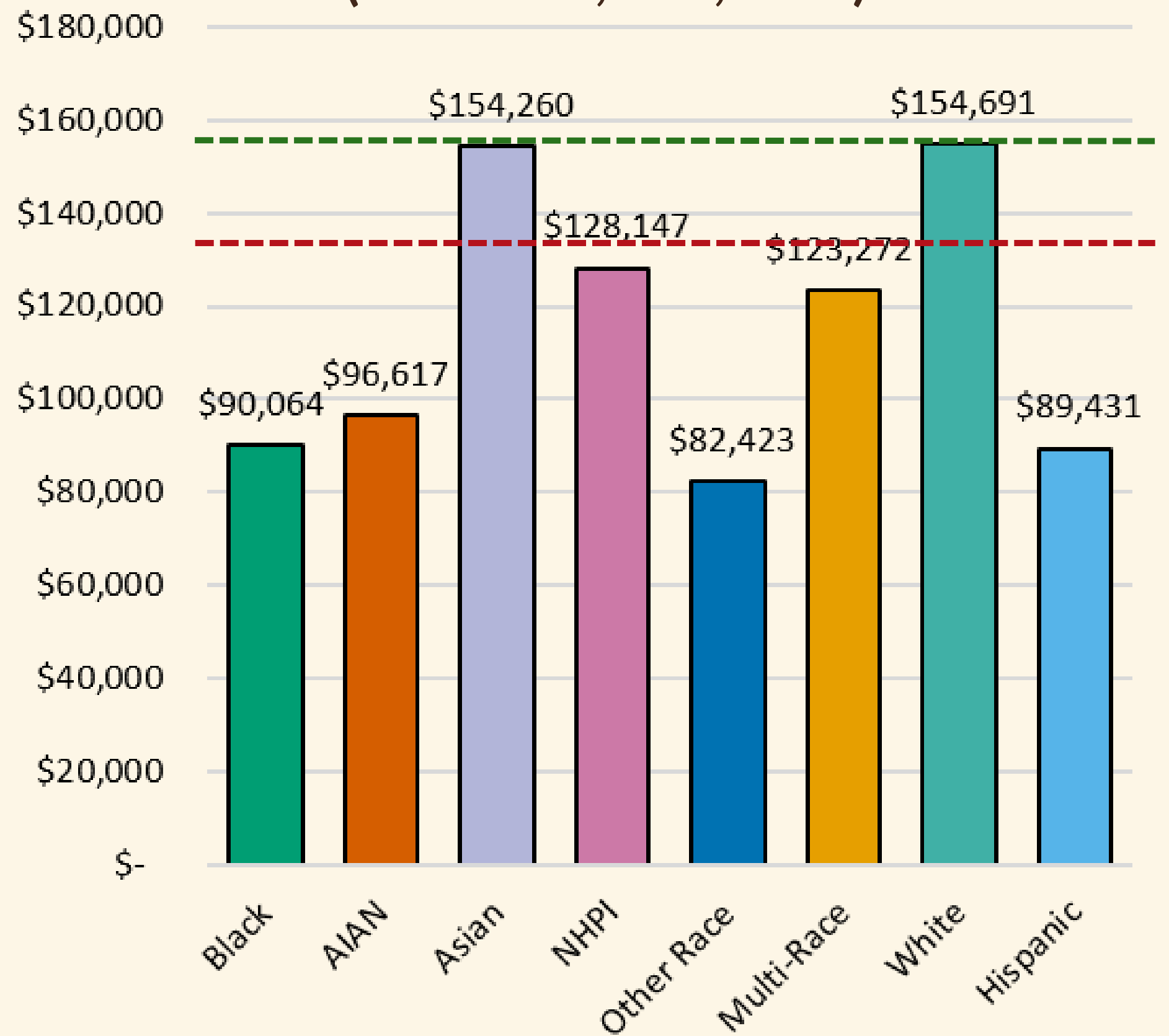
- Wage stagnation
- Implicit bias
- Wealth inequality

Actions for Equity

- Inclusive hiring practices
- Guaranteed universal income

SMC Income by Race

(US Census, ACS, 2021)



White and Asian households, on average, receive \$64,000 more a year than Black households, \$58,000 more than AIAN households, and \$65,000 more than Hispanic households.

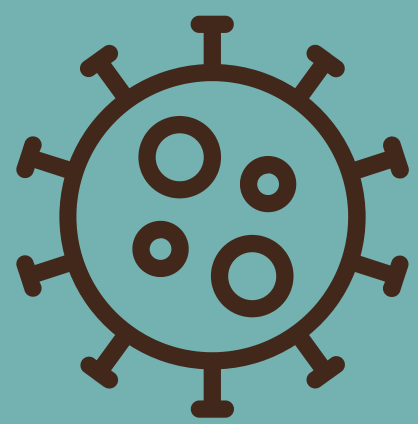
Source: Massachusetts of Technology (MIT) living wage calculator

--- Median annual income for SMC residents is \$136,837

--- Family of 4 would need an annual income of about \$159,000 to earn a living wage in SMC

IMPACT

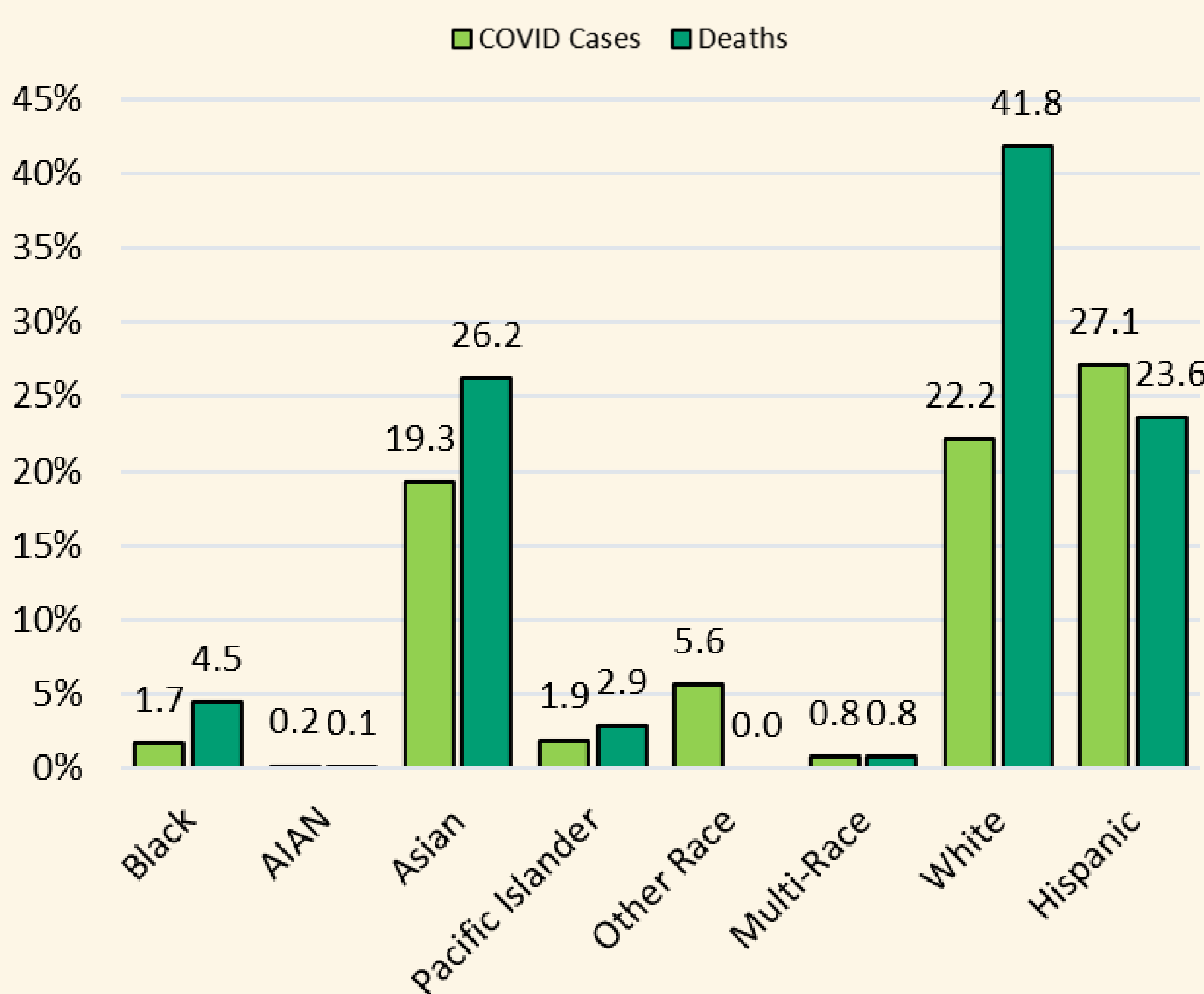
Many Black, Pacific Islander, AIAN, and Hispanic residents do not have the financial resources they need to be healthy.



COVID-19 OUTCOME GAPS

SMC Health Inequities in COVID-19

(US Census, ACS, 2019 - Feb 16, 2023)



Hispanic and Pacific Islander residents are overrepresented among COVID-19 cases. Black and Pacific Islander residents are overrepresented among COVID-19 deaths.

Root Causes

- Government distrust
- Healthcare mistreatment
- Poverty
- Housing discrimination
- Employment discrimination
- High cost of living
- Crowded housing conditions
- Disproportionate makeup of essential workers
- Lack of healthcare access

Actions for Equity

- Mobile vaccination clinics
- Language access in health education

IMPACT

BIPOC communities are disproportionately burdened by COVID-19 among both cases and deaths.