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# Addressing Inequities in the Black Community

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# Healthcare Inequities





# COVID-19 Statistics 07/20/20

	Total Confirmed Cases	Total Deaths
World	14,632,087	608,572
US	3,761,362	140,157
Arizona	145,183	2,784



# African American COVID-19 Statistics

## Deaths per 100,000 – Age adjusted 07/20/20

	AA	Whites
US	94	25
Arizona	29	17
Mississippi	74	22
Michigan	223	35
Louisiana	152	46





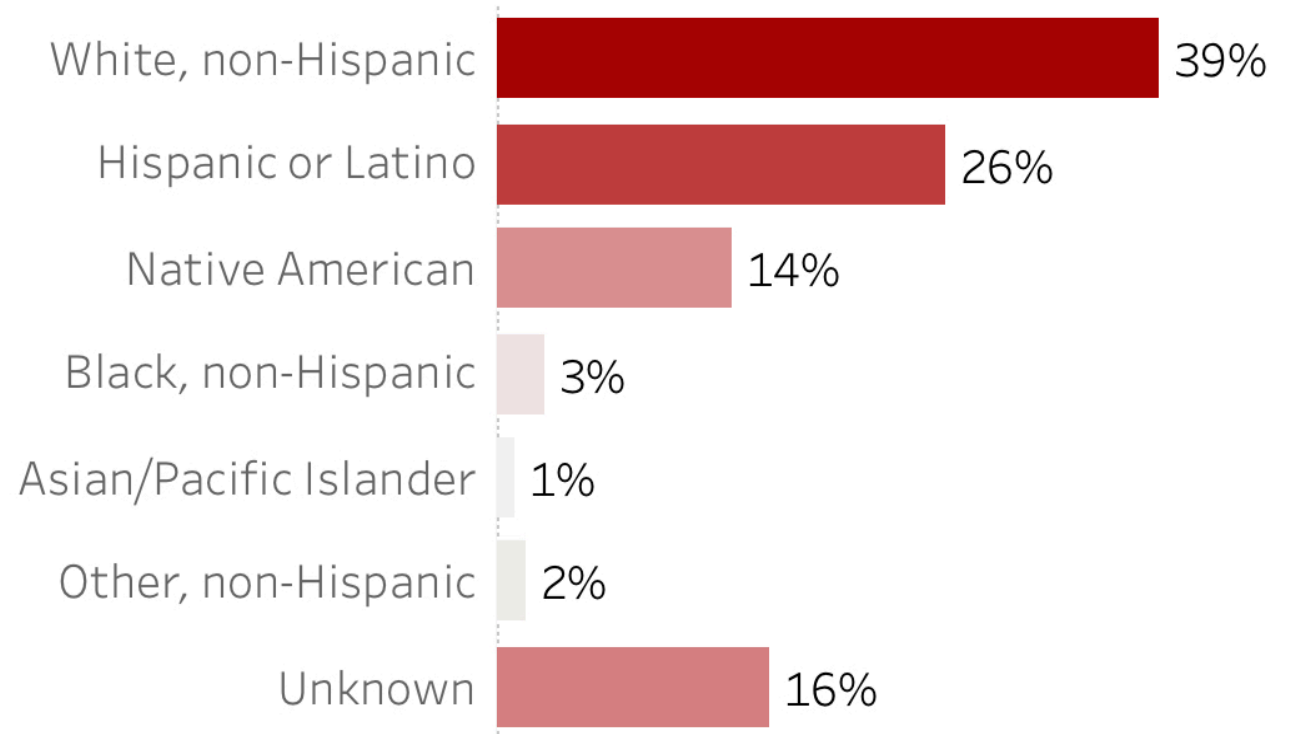
# Other COVID-19 Statistics

Deaths per 100,000 – Age adjusted 07/20/20

		vs Whites
Latin American (US)	62	25
- Arizona	39	17
- Texas	14	6
Native American (US)		
- Arizona	187	17



## COVID-19 Deaths by Race/Ethnicity



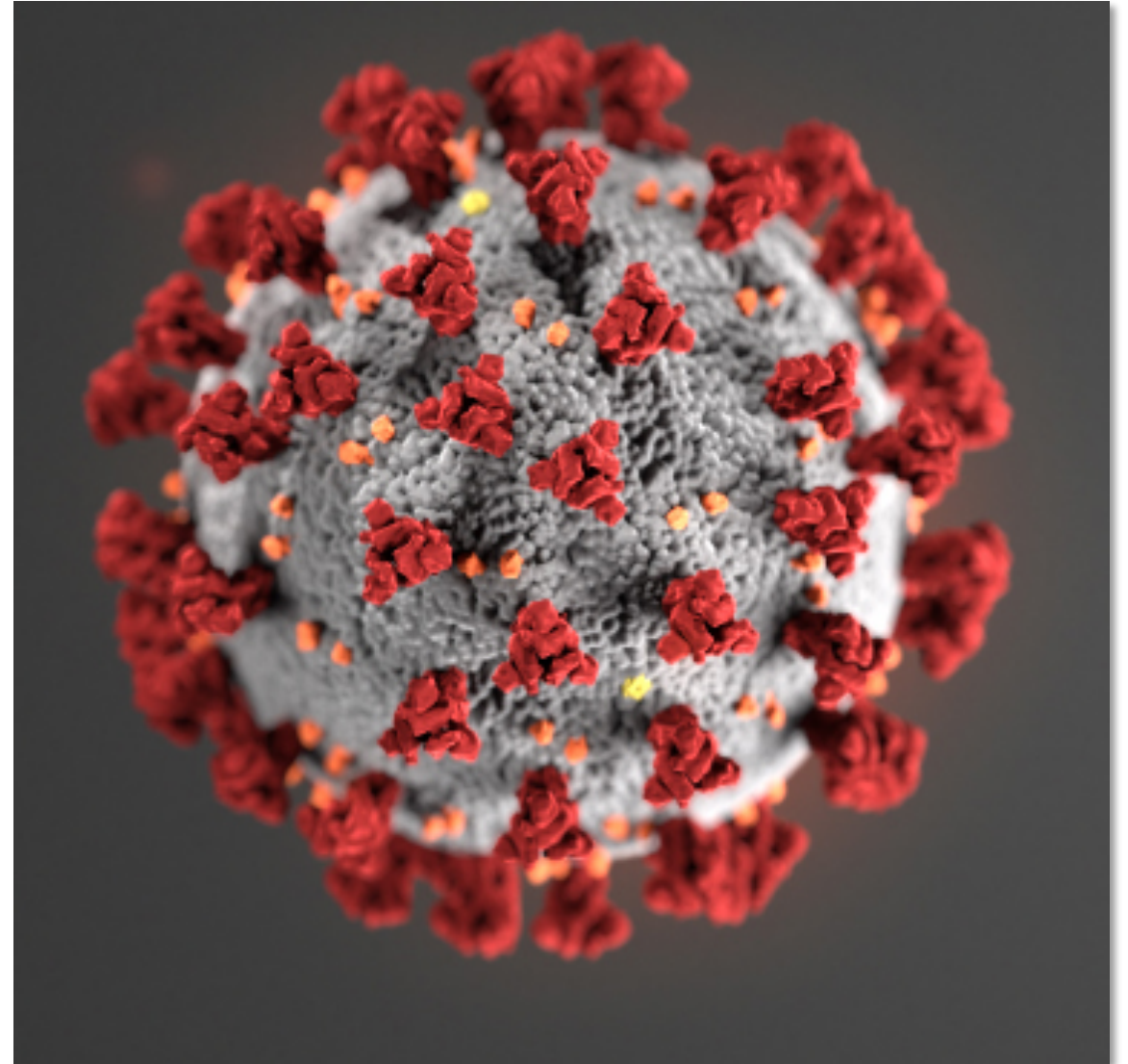
Date Updated:

7/20/2020

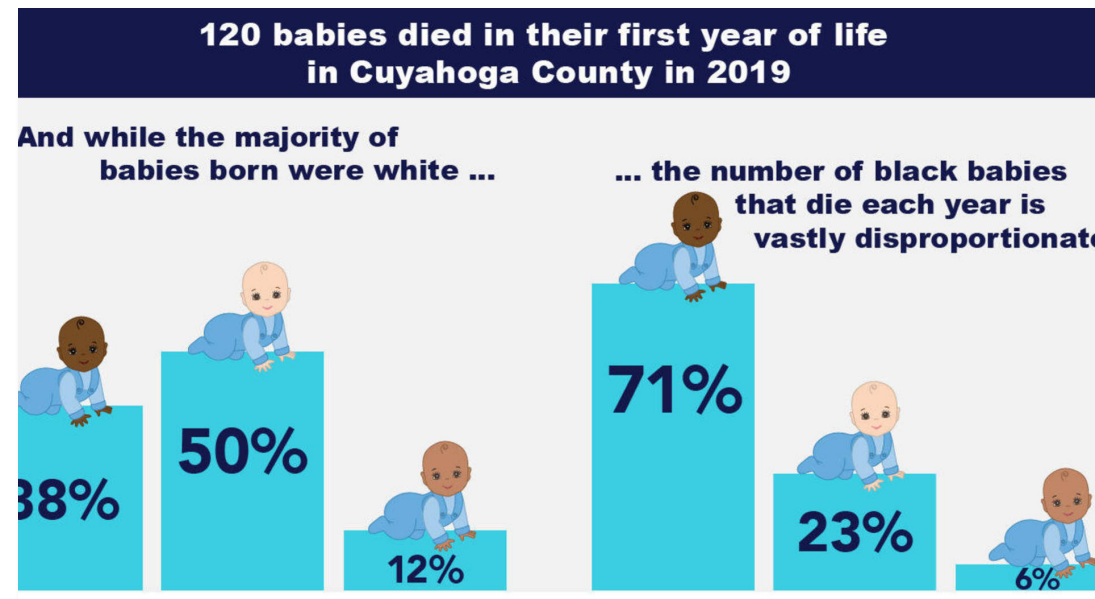
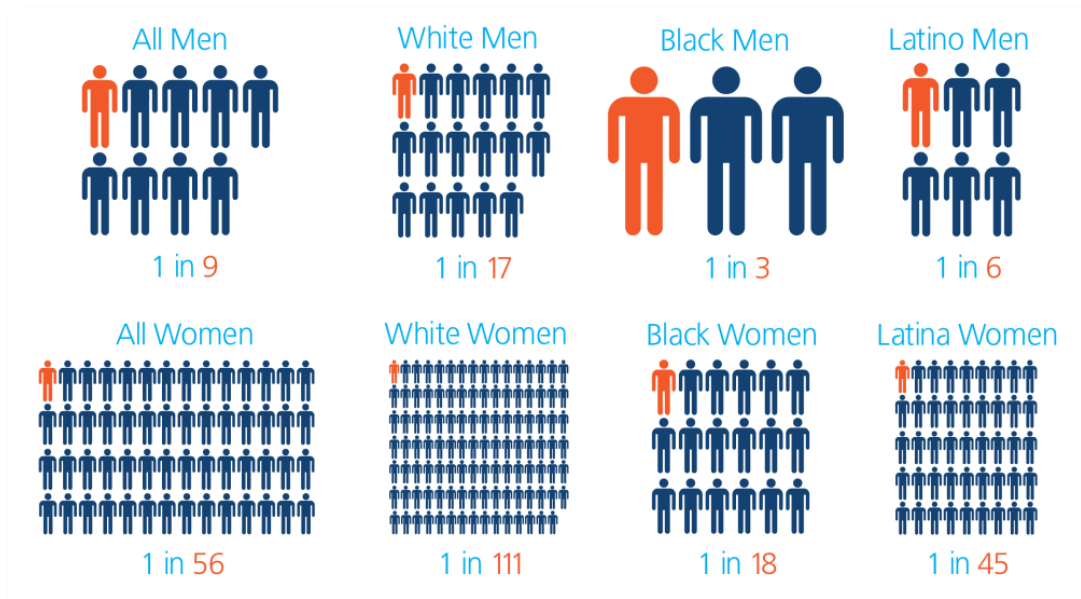


# We're dealing with this...

- The novel coronavirus SARS-CoV-2 is a new betacoronavirus that has not been previously identified.
- Most coronaviruses cause mild disease.
- Recently 2 similar coronaviruses caused severe disease:
  - SARS-CoV China 2002
  - MERS-CoV Saudi Arabia 2012
- Causes COVID-19.



# But... we are also dealing with this!





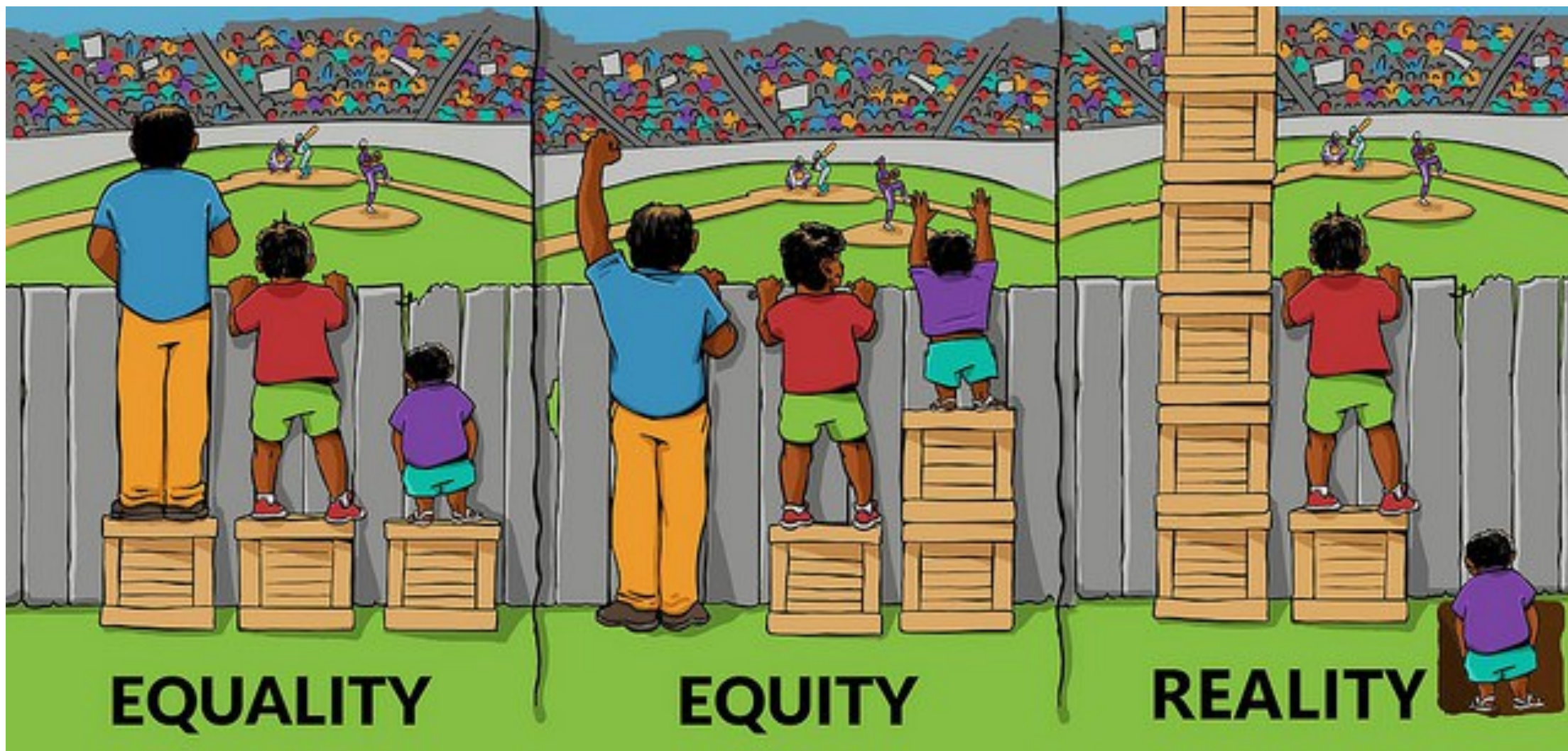
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**EVERYONE HAS A PLAN  
TILL THEY GET PUNCHED  
IN THE MOUTH.**

**MIKE TYSON**

# **Pandemic Preparedness**







# Who is highest risk for serious illness?

- Older adults (> 65yo)
- Chronic diseases (heart disease, lung disease, diabetes)
- Immunocompromised (cancer\*, HIV, transplant patients, chronic steroids)

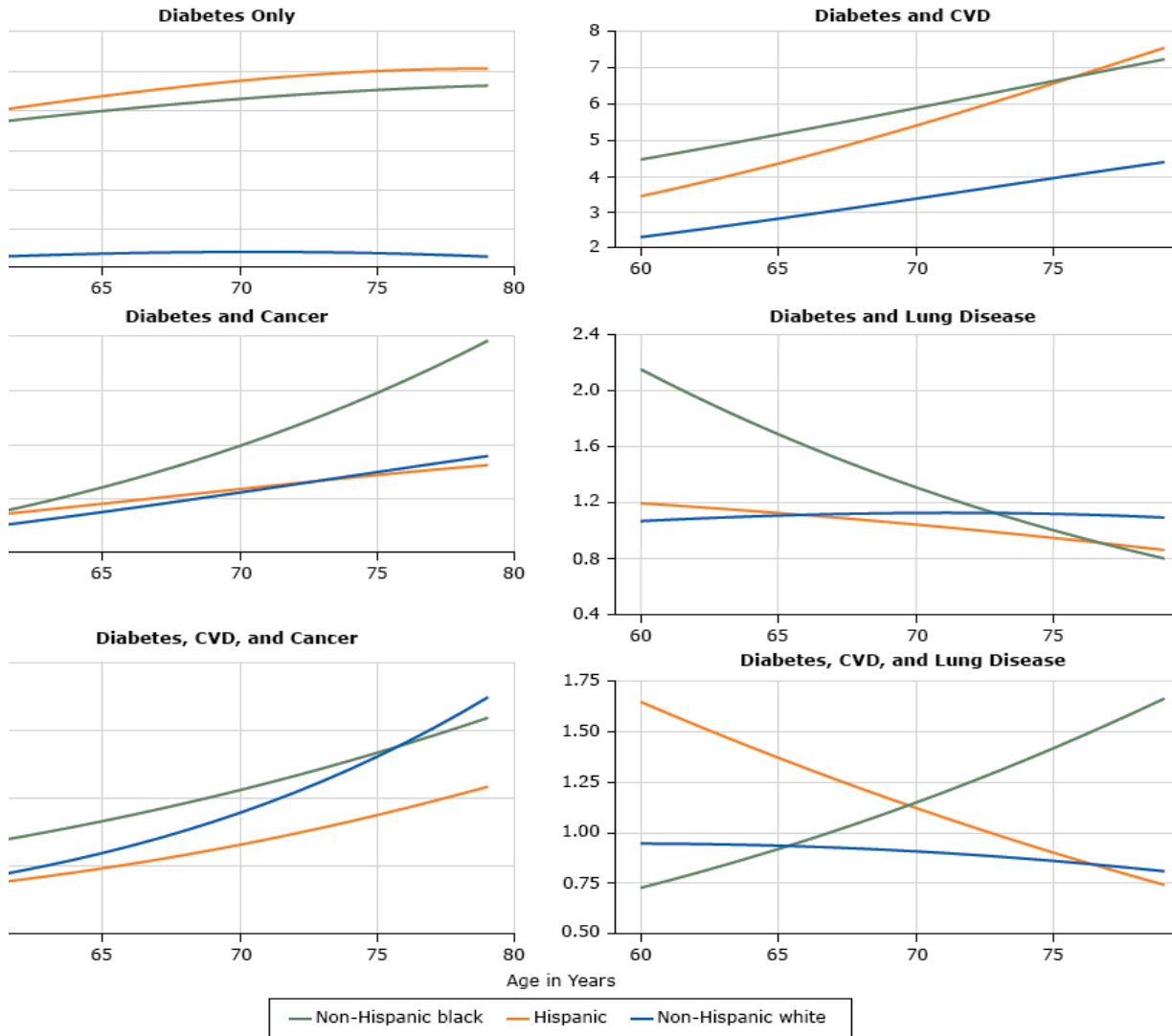
# Disparity in Medicine

- African Americans disproportionately higher:
  - Heart Disease
  - Lung Disease
  - Diabetes
- African Americans high poverty rate (20.8%)

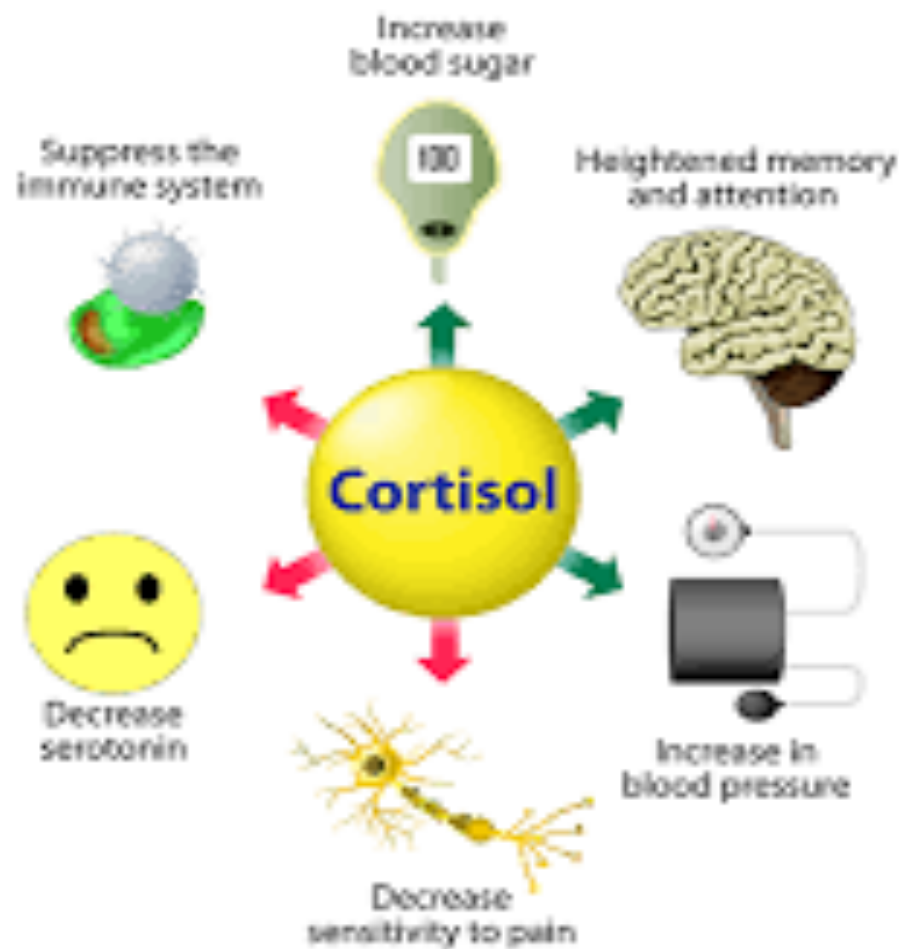




# Differences by Race



# How stress effects us



# Improving outcomes

Continue best practices and self care

Expand the STAY AT HOME initiative

Improve the stream of education

Culturally competent

Available to masses

Improve resources

Community testing

Contact tracing

increase community partnerships

Limit your exposure in the community

Advocate for policy initiatives that address issues that concern our community



# Healthcare Inequities



# Healthcare Inequities





# Healthcare Inequities



**Questions?**





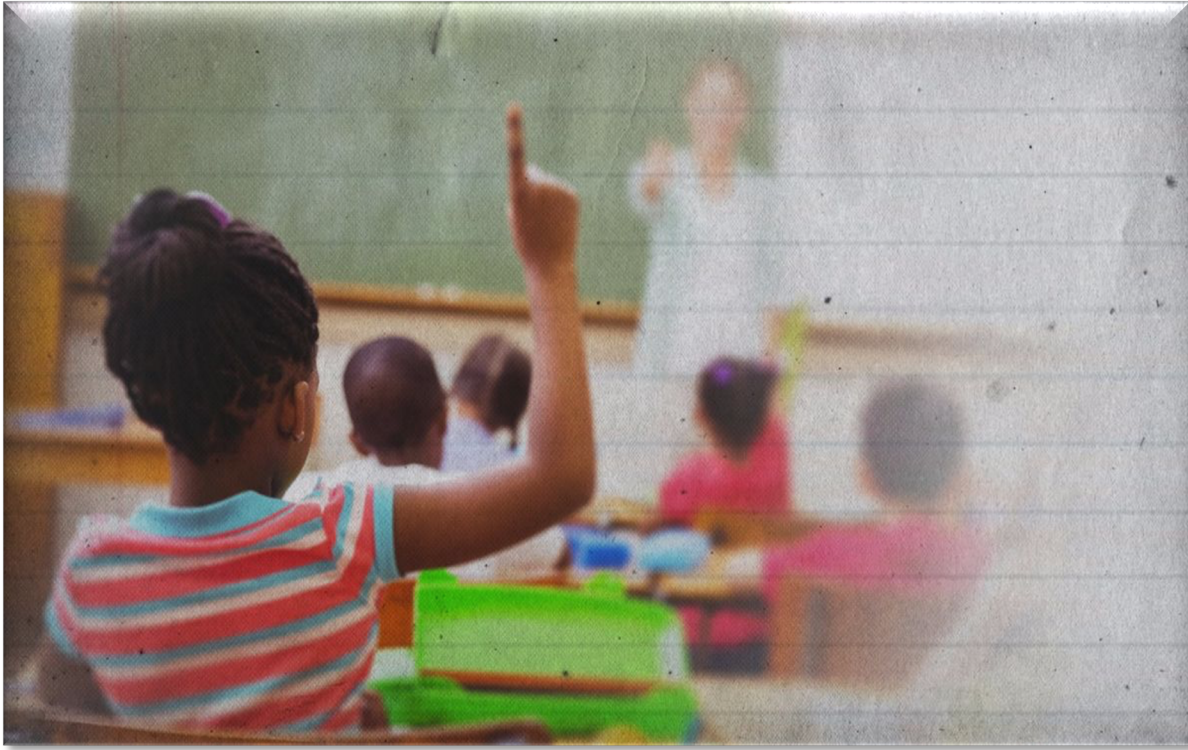
# Our Top Five Education Inequities

- 1. Implicit Bias**
- 2. Over-policing**
- 3. Lack of Teacher Representation**
- 4. Resource & Funding Equity**
- 5. Digital Divide**

*Disclaimer: Not all these issues across public and private education affect all students and teachers in Arizona.*



# **Inequity In Education – Lack of Teacher Representation**



## Lack of Teacher Representation

- **According to the Federal Department of Education statistics, the teaching workforce is overwhelmingly homogenous: Teachers of color represent 18 percent of educators, and black males represent just 2 percent, While approximately half – 49 percent – of public elementary and secondary school students are children of color.  
(US News & World Report – November, 2018)**
- **According to an analysis by The Arizona Republic, data from the Arizona Department of Education shows a vast racial divide between the state's K-12 public district and charter school students and its teachers.  
(AZ Central, February, 2020)**

# Lack of Teacher Representation

## In Arizona:

### 3 out of 4 Teachers are White

- **While 15% Hispanic, 46% students are Hispanic.**
- **While 2% Native American, 4% of students are Native.**
- **While 4% Black, 5% of students are Black.**
- **While 75% White, 38% of students are White.**
- **The numbers matter, experts say, because a diverse teacher pool can have a profound effect on students. Currently, students of color graduate at lower rates than white students in Arizona. Source: AZ Central, February 26, 2020**

## Lack of Teacher Representation

**Researchers found that black students who were matched with a black teacher in kindergarten were as much as 18 percent more likely than their peers to enroll in college. The role model effect seems to show that having one teacher of the same race is enough to give a student the ambition to achieve. (Asst. Professor Nicholas Papageorge at Johns Hopkins University, reported in US News & World Report – November 2018).**

**Researchers at Vanderbilt University found that black students with high standardized test scores are less likely to be referred to school gifted programs. But, the research found, black teachers were more likely to refer black students to gifted programs. (AZ central, February, 2020)**

# Recommendations to Improve Teacher Representation

- ▶ **Establish partnerships with high schools, colleges and universities to promote teaching and administrative careers (principals, superintendents) in education.**
- ▶ **Develop and implement strategies for increasing black teachers, principals and superintendents in public schools.**
- ▶ **Include implicit bias and cultural competence training for teacher courses and cross-over careers in teaching at colleges/universities.**
- ▶ **Develop and provide training for current teachers and Governing School Board members at local schools focused on implicit bias, cultural competence, decreasing achievement gaps and suspension rates.**
- ▶ **Create a balanced work force at schools representative of the population served.**

**Source:**

**Asst. Professor Nicholas Papageorge at Johns Hopkins University – U.S. News & World Report, November, 2018.**



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# Learning from Rep. John Lewis





# Learning from Jean Fairfax









# Arizona Community Foundation

Mission: To Lead, serve and collaborate to mobilize enduring philanthropy for a better Arizona for **All**.

# Learning about BPI





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# AAWGEC and REAP







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# Total Grants \$245,380.00









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# Every Wednesday in August at 6pm





**QUESTIONS?**