

Special note for 2022: In the midst of the pandemic, the health and well-being of people remains our primary concern. There are many activities, tools and resources in this action kit that can easily be adapted as virtual experiences for participation in this year's National Day of Racial Healing.

Health Equity

- Health equity describes a world in which “everyone has a fair and just opportunity to be as healthy as possible. This requires removing obstacles to health such as poverty, discrimination and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments and health care.”¹ The COVID-19 pandemic has brought longstanding health equity issues into sharp relief.
- Learn about the ways that racism impacts health. You might consider gathering coworkers (live or virtually) to watch and discuss some short videos. Dr. David Williams, a researcher at Harvard University and a member of the Kellogg Foundation’s Solidarity Council on Racial Equity, has done extensive research on the impacts of racism on health. Read [this interview](#) as he describes why the disparate impacts of COVID-19 and watch his [TED Talk: How Racism Makes Us Sick](#). There’s also a short video about the range of ways political decisions impact health called [Jessica’s Story](#).
- Some additional resources that may be useful to help you uncover the full truth about the history of health equity issues in communities of color in the US include: an article by the American Medical Association about [the history of African Americans and organized medicine](#), the CDC web page on [racism and health](#), the video showing Dr. Donald Warne’s presentation about [the impact of unresolved trauma on American Indian health](#), [a reading list on racism and health](#) by the Association of American Medical Colleges, some publications on [advancing health equity in dental therapy](#) and an American Medical Association video of a presentation about [structural racism and the Latinx community](#). Learn about the ways that children from different communities have different [access to opportunities](#). Using these resources, talk with others in your community, gather local data and consider what needs to happen locally to promote health equity.
- Many health care and public health associations (the [American Public Health Association](#), the [American Medical Association](#), the [American Academy of Pediatrics](#), the [American Psychiatric Association](#), the [American Psychological Association](#), the [American Nurses Association](#) and the [National Collaborative for Health Equity](#), to name a few) are prioritizing racial equity in their work and exploring the ways their field has failed to challenge a belief in a hierarchy of human value. Explore their websites and consider ways the organization you work for may do something similar.
- Think about ways you can help [build an equitable health care workforce](#).

¹ Braverman, P. (2017). [A New Definition of Health Equity to Guide Future Efforts and Measure Progress](#). *Health Affairs*

- Consider whether your city, Tribe, county, state or organization might pass a resolution declaring racism a public health crisis. The American Public Health Association has been [tracking these resolutions](#), which have been passed in over 200 municipalities.
- Become an active part of the solution year-round. Invest in educational programs directly tied to discussing and fostering a positive environment of racial equity and racial healing. Consider how to make some changes in practice in your organization to ensure that you always consider whether and how health and racial equity might be at play in decisionmaking.
- Talk to your colleagues and plan activities for the National Day of Racial Healing on Jan. 18, 2022.
- Show your support on social media using the hashtag **#HowWeHeal**.
- Buy advertising space in local publications (online or print) to amplify the day's activities and purpose. Ads can be simple e.g., (YOUR ORGANIZATION' S NAME) Supports the National Day of Racial Healing, Jan. 18, 2022 or a lengthier article by your organization regarding support. Share your ad in many places such as your website and social networks where you enjoy membership (e. g., Facebook, Twitter, Instagram etc.) and don't forget to use the hashtag **#HowWeHeal** so everyone can find it.