

Bay Area Health Care Advocates – Equity Leadership Team

Our Charter: Background, Values, Vision, Mission

June 2022

Background

Bay Area Healthcare Advocates recognizes that our county's 400-year history of racism has been codified into all systems, including education, government, housing, and healthcare. The legacy of inequity in our healthcare and insurance systems has resulted in gross disparities in healthcare access, delivery and quality, all of which are harming the health of Black Americans, Indigenous Peoples, and People of Color.



California Data

- Life Expectancy: In 2021, average life expectancy was 81.0 years; for Black Californians, 75.1 years.¹
- Cancer Deaths: In 2017, Black Californians experienced the highest death rates from breast, cervical, colorectal, lung, and prostate cancer among all racial and ethnic groups.²
- Asthma: In 2019, 63.4 children (0-17) per 10,000 went to the emergency department for asthma. For Black Californians, it was 210 children (0-17) per 10,000.³
- Births & Maternal Mortality: Black Californians experienced the highest rates of pre-term births, low-birthweight births, infant mortality, and maternal mortality.⁴
- Chronic Heart Disease: American Indian Alaskan Native (AIAN) make up 1.6 % of the California population and 19.2% of chronic heart disease.⁵
- COVID-19: Black Californians makeup 6.0% of the state's population and LatinX are 38.9%, yet these groups account for 8.3% and 41.8%, respectively, of COVID-19 deaths.⁶
- Poverty: In 2020 Latinx Californians made up 69% of people living below 100% of the federal poverty level – and poverty is linked to both disease and death.
- Medi-Cal: LatinX Californians make up 38.9% of the state's population and 49% of Medi-Cal enrollment.⁷

While leading with race and ethnicity, we also recognize that other communities have been harmed and we strive to amplify the voices of all historically marginalized people whether marginalized by race, ethnicity, class, gender, sexual orientation, disability, or geography.

The Role of Healthcare Advocates and the Healthcare Advocacy Profession

Healthcare Advocacy is a growing and integral part of the larger healthcare system, and we recognize that as individuals and professionals in healthcare we have a role in perpetuating injustices – and a role in counteracting and dismantling racism.

Bay Area Health Care Advocates recognizes that we cannot satisfy our mission of improving patient outcomes by advancing the profession of health care advocacy without centering equity and adopting an anti-racist mindset and taking anti-racist actions.

¹ Life Expectancy by State 2021, World Population Review, Accessed on 2/21/2021.

² California Cancer Registry.

³ "Healthy Beginnings / Reducing Childhood Asthma ED Visits," Let's Get Healthy California, Accessed on 6/28/2021.

⁴ "Linked Birth / Infant Death Records 2001-2018," CDC WONDER Online Database, CDC.

⁵ "AskCHIS," UCLA Center for Health Policy Research, Accessed 10/7/2021.

⁶ "California's Commitment to Health Equity," State of California, accessed 5/13/2021 (cumulative data as of 5/12/2021)

⁷ "Health Disparities, Medi-Cal Managed Care," California Health Care Foundation

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Therefore, Bay Area Healthcare Advocates has created an Equity Leadership Team to guide BAHCA in building a race equity culture (and sharing our process with other healthcare advocacy groups).

Each of us will bring forth our values, skills and efforts to advance justice in healthcare advocacy.

BAHCA Equity Leadership Team

Five members of Bay Area Health Care Advocates attended Equity in the Center’s two-part workshop on building a race equity culture. The five individuals, including the Steering Committee, then met and discussed making equity a strategic imperative. Over the course of three meetings, the Equity Leadership Team developed values-vision-mission statements to guide our work.

Vision

We envision a society in which every individual, regardless of race, ethnicity, class, gender, sexual orientation, disability, or geography can realize optimal health and wellness – and a professional community in which all healthcare advocates have the awareness and tools to embed equity in their practice and actively confront inequities.

Mission

We improve health outcomes for historically marginalized communities through our work in the healthcare advocacy profession by

- Building the capacity of members to recognize our roles in perpetuating racism, to talk about health disparities, and to counteract racism whenever and wherever we experience it.
- Building a membership and leadership team that reflects the diversity of the communities we serve and in which everyone feels a sense of belonging.
- Offering culturally responsive programs to our members and the community.
- Making investments which reflect our commitment to building race equity.
- Collaborating with community organizations on educational outreach.

Values

- We value learning how to be anti-racists and will continue to educate ourselves and each other by reading, attending presentations, talking, and self-reflecting.
- We value trust, integrity, respect and transparency and will listen deeply, share openly and welcome difficult conversations from which to grow.
- We value inclusiveness, belonging, and shared power, and will build an Equity Leadership Team and membership that reflects our communities.
- We value collaboration and partnership with healthcare advocacy groups and community healthcare organizations who are committed to implementing policies and practices that build equity.