

EQUITY VS. EQUALITY

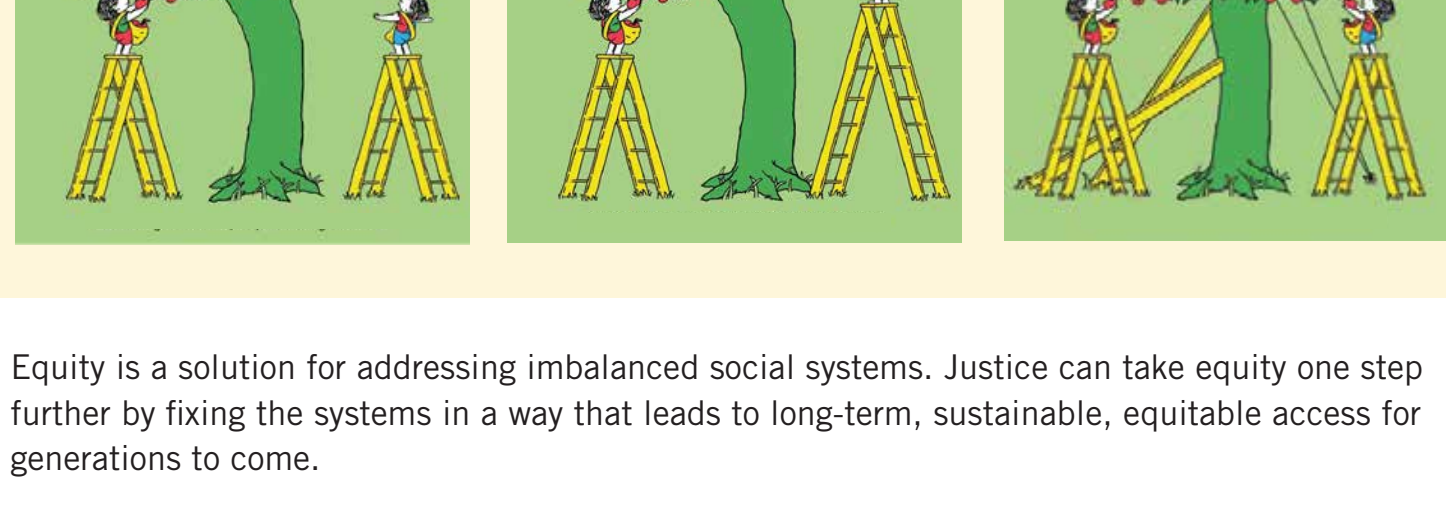
The E in DEI stands for equity. But what is equity? And is it the same as equality?

While the terms equity and equality may sound similar, the implementation of one versus the other can lead to dramatically different outcomes for marginalized people.

Equality means each individual or group of people is given the same resources or opportunities. Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

In the illustration below, two individuals have unequal access to a system — in this case, the tree that provides fruit. With equal support from evenly distributed tools, their access to the fruit still remains unequal. The equitable solution, however, allocates the exact resources that each person needs to access the fruit, leading to positive outcomes for both individuals.

While the tree appears to be a naturally occurring system, it's critical to remember that social systems aren't naturally inequitable — they've been intentionally designed to reward specific demographics for so long that the system's outcomes may appear unintentional but are actually rooted discriminatory practices and beliefs.



Equity is a solution for addressing imbalanced social systems. Justice can take equity one step further by fixing the systems in a way that leads to long-term, sustainable, equitable access for generations to come.

According to the World Health Organization (WHO), equity is defined as “the absence of avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically or geographically.” Therefore, as the WHO notes, health inequities involve more than lack of equal access to needed resources to maintain or improve health outcomes. They also refer to difficulty when it comes to “inequalities that infringe on fairness and human rights norms.”

The U.S. Centers for Disease Control and Prevention (CDC) refers to health equity as “when everyone has the opportunity to be as healthy as possible.” As such, equity is a process and equality is an outcome of that process. Or, as the Race Matters Institute describes, “The route to achieving equity will not be accomplished through treating everyone equally. It will be achieved by treating everyone equitably, or justly according to their circumstances.”

Understanding the difference between health equality and health equity is important to public health to ensure that resources are directed appropriately — as well as supporting the ongoing process of meeting people where they are. Inherent to this process is the promotion of diversity in teams and personnel, public health practice, research methods and other related factors. For these reasons, providing the same type and number of resources to all is not enough. In order to reduce the health disparities gap, the underlying issues and individual needs of underserved and vulnerable populations must be effectively addressed.

Source: <https://onlinepublichealth.gwu.edu/resources/equity-vs-equality/>



Source: <https://devzone.positivecoach.org/sites/uploads/files/Equality-vs-Equity.pdf>

National Poverty Awareness Month

January is national poverty awareness month. Hunger and malnutrition, limited access to education and other basic services, social discrimination and exclusion, disabilities, and restricted access to participation in the democratic process are just some of the many manifestations of poverty. More than 40 million Americans live in poverty, but we can still work to reduce it. As Nelson Mandela said, "Like slavery and apartheid, poverty is not natural. It is man-made and it can be overcome and eradicated by the action of human beings."

INCOME AND POVERTY IN THE US:

Income

- Median household income was \$67,521 in 2020, a decrease of 2.9 percent from the 2019 median of \$69,560. This is the first statistically significant decline in median household income since 2011.
- The 2020 real median incomes of family households and nonfamily households decreased 3.2 percent and 3.1 percent from their respective 2019 estimates.
- The 2020 real median household incomes of non-Hispanic Whites, Asians, and Hispanics decreased from their 2019 medians, while the changes for Black households was not statistically different.
- In 2020, real median household incomes decreased 3.2 percent in the Midwest and 2.3 percent in the South and the West from their 2019 medians. The change for the Northeast was not statistically significant.

Earnings

- The real median earnings of all workers aged 15 and over with earnings decreased 1.2 percent between 2019 and 2020 from \$42,065 to \$41,535.
- The total number of those who worked full-time, year-round declined 13.7 million between 2019 and 2020. The number of female full-time, year-round workers decreased by about 6.2 million, while the decrease for their male counterparts was approximately 7.5 million.
- In 2020, real median earnings of those who worked full-time, year-round increased 6.9 percent from their 2019 estimate. Median earnings of men (\$61,417) and women (\$50,982) who worked full-time, year-round increased by 5.6 percent and 6.5 percent, respectively.

Poverty

- The official poverty rate in 2020 was 11.4 percent, up 1.0 percentage point from 10.5 percent in 2019. This is the first increase in poverty after five consecutive annual declines.
- In 2020, there were 37.2 million people in poverty, approximately 3.3 million more than in 2019.
- Between 2019 and 2020, the poverty rate increased for non-Hispanic Whites and Hispanics. Among non-Hispanic Whites, 8.2 percent were in poverty in 2020, while Hispanics had a poverty rate of 17.0 percent. Among the major racial groups examined in this report, Blacks had the highest poverty rate (19.5 percent), but did not experience a significant change from 2019. The poverty rate for Asians (8.1 percent) in 2020 was not statistically different from 2019.
- Poverty rates for people under the age of 18 increased from 14.4 percent in 2019 to 16.1 percent in 2020. Poverty rates also increased for people aged 18 to 64 from 9.4 percent in 2019 to 10.4 percent in 2020. The poverty rate for people aged 65 and older was 9.0 percent in 2020, not statistically different from 2019.
- Between 2019 and 2020, poverty rates increased for married-couple families and families with a female householder. The poverty rate for married-couple families increased from 4.0 percent in 2019 to 4.7 percent in 2020. For families with a female householder, the poverty rate increased from 22.2 percent to 23.4 percent. The poverty rate for families with a male householder was 11.4 percent in 2020, not statistically different from 2019.

Source: <https://www.census.gov/library/publications/2021/demo/p60-273.html>



<https://www.census.gov/newsroom/stories/poverty-awareness-month.html#:~:text=The%20official%20poverty%20rate%20in,and%20Table%20A%2D1>

What is SOS doing to help?

SOS these community partners provide for those in need:

Interfaith Works, American Heart Association, Operation Walk, F.A.C.E.S of Nottingham, CNY SPCA, CNY Diaper Bank, Meals on Wheels, Francis House, On Point for College, Syracuse Grows, Samaritan Center, Golisano Children's Hospital, Recycle-a-Bully, Sunshine Horses, Food Bank of CNY, YWCA, Boys & Girls Club, First Tee of Syracuse, Hats and Gloves Drive, United Way of CNY (Christmas Bureau Book Distribution, Care Package Project, Day of Caring, Mentor at Hillside)

What can YOU do?

Here is a list of resources for organizations that provide food and support through community coordination, provide food and shelter, provide counseling, provide support for individuals and families with disabilities and poverty, provide affordable housing and support, fight for economic and social justice and equality, and provide access to education and support disadvantaged youth.

Look through these resources, educate yourself, and find ways to contribute:

<https://www.charities.org/news/january-national-poverty-america-awareness-month>

Highlighting a Local Business: UPSTATE MINORITY ECONOMIC ALLIANCE

Upstate Minority Economic Alliance(UMEA) was founded in 2015, and remains the only Minority Chamber of Commerce in the 16 counties in the Upstate New York Region. The mission of UMEA is to “Harness the economic power of the minority community for the benefit of the Upstate and Central New York region.”. The goal is to create a greater regional prosperity for all through enhanced minority economic opportunity.

The foundation for the development of the UMEA was created through a public/private partnership including CenterState CEO and some of the largest local employers. These organizations sensed the need to address poverty rates in the region and explored initiatives to combat an economy plagued by economic disparity. The goal is to help minorities, who are consumers in the local economy also become producers of local products and services.

UMEA focuses on creating strategic partnerships that allow the minority community to connect to resources and companies or individuals who can assist in creating new businesses. The alliance also provides support through educational support and the basics of business ownership and operation that help new business owners be successful. As the number of individuals and companies that belong to UMEA has grown the alliance has become a “virtual” town square for minority owned businesses and a platform to allow others to find these businesses all in one spot.

Visit the UMEA website at <https://www.upstatemea.com/> where you can find a list of the members businesses along with testimonials and a monthly “spotlight” on a business.

International Holocaust Remembrance Day

27 January marks the anniversary of the liberation of Auschwitz-Birkenau, the largest Nazi death camp. Every year on that day Holocaust Memorial Day takes place.

In the words of the Holocaust Memorial Day Trust, Holocaust Memorial Day encourages remembrance in a world scarred by genocide. The trust promotes and supports Holocaust Memorial Day to remember the six million Jews murdered during the Holocaust, alongside the millions of other people killed under Nazi persecution and in subsequent genocides in Cambodia, Rwanda, Bosnia and Darfur.

On January 27, please light a candle in your home as a remembrance of this.

Here are some other resources in how you can honor this day:

<https://www.hmd.org.uk/resources/>

JANUARY EVENTS IN SYRACUSE

- Anastasia, Broadway musical @ The Landmark January 17 – 21
- Syracuse Crunch home games: Jan 13, Jan 16, Jan 21, and Jan 27
- Syracuse University home games during January;
 - o Jan 15, Jan 26, Jan 29 (Women's basketball)
 - o Jan 11, Jan 14, Jan 24, Jan 30 (Men's basketball)
- Parthenon Bookstore Syracuse NY January 21st, 2023 @12pm - Storytime Reading/Signing for You So Black by Illustrator, London Ladd
- Book club held monthly at both Goldenbee Bookshop Liverpool (virtually/in person) and VIA Reading between the Wines book club (on facebook, usually events in Geneva NY, virtually/in person)

Purpose Statement

SOS as a medical practice and a contributor to the local community is committed in its support of diversity, equity, and inclusion. SOS seeks to build patient and team-member relationships among individuals of all ages, races, ethnicities, genders, and sexual identities that fully represents many cultures, backgrounds and viewpoints and thereby cultivate a culture of tolerance where all feel welcome.

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If you have any questions about the content of this newsletter, have suggestions for future topics, or would like to contribute to the DEI newsletter, please contact the DEI newsletter editor in chief, Melissa Patnella, at melissa.patnella@sosbones.com OR any of the DEI committee members.