



*Office of African American Affairs*

# WOMEN'S EQUITY

## Listen to Black Women

Black women continue to face inequities in multiple ways, some of which include, pay gaps with Black women only earning \$0.63 to white men. There must be a change in our approach to Black women equity.

We must listen to Black women. There are inequities that Black women face which are rooted in the foundation of our society and reflected in the policies that are implemented. These inequities cause women and girl's health to be treated as psychologically abnormal in a way that rarely address the structural determinants of health. The determinant of health includes the following:

- Gender Racism
- Healthcare interaction
- Delivery, access
- Care

The reach of health inequity is not only rooted in healthcare, and Black women have persevered in education and civic participation despite systems of oppression, social vulnerability, and adverse risk to violence.

To combat these issues, Black women have historically built collectible voice and mobilizing collective efforts through telling their stories and adding perspective truth, which provides a complete picture of our society. To combat marginalization of Black girls and women in policy consider the Black Feminist Womanist Analytical Path to Health Equity. Here are the seven steps to approaching Black specific health equity.

- Engage, dialogue, and assemble narratives and other evidence
- Define opportunity
- Define the structural, economic, institutional, political, environmental, social, interpersonal, and individual barriers
- Engage in dialogue and assemble informed solutions and criteria for recommendations
- Apply informed solutions and criteria to additional evidence gathering
- Engage dialogue and share policy recommendations and sustainable action steps

Are you incorporating this approach in different initiatives you do? Let us know by clicking [here](#).



“When you think of health disparities, you usually think of problems with unequal access to healthcare, or the impact of things like poverty and unsafe neighborhoods. But there are disparities in healthcare children receive, even after they’re in our hospitals.”

Casey Lion, MD, MPH, Pediatrician, Seattle Children’s, and Researcher, Center for Child Health, Behavior and Development.

## Article Reference



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