

The Health Consequences of Racial Inequality: Patterns and Interventions

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Race Matters for Health

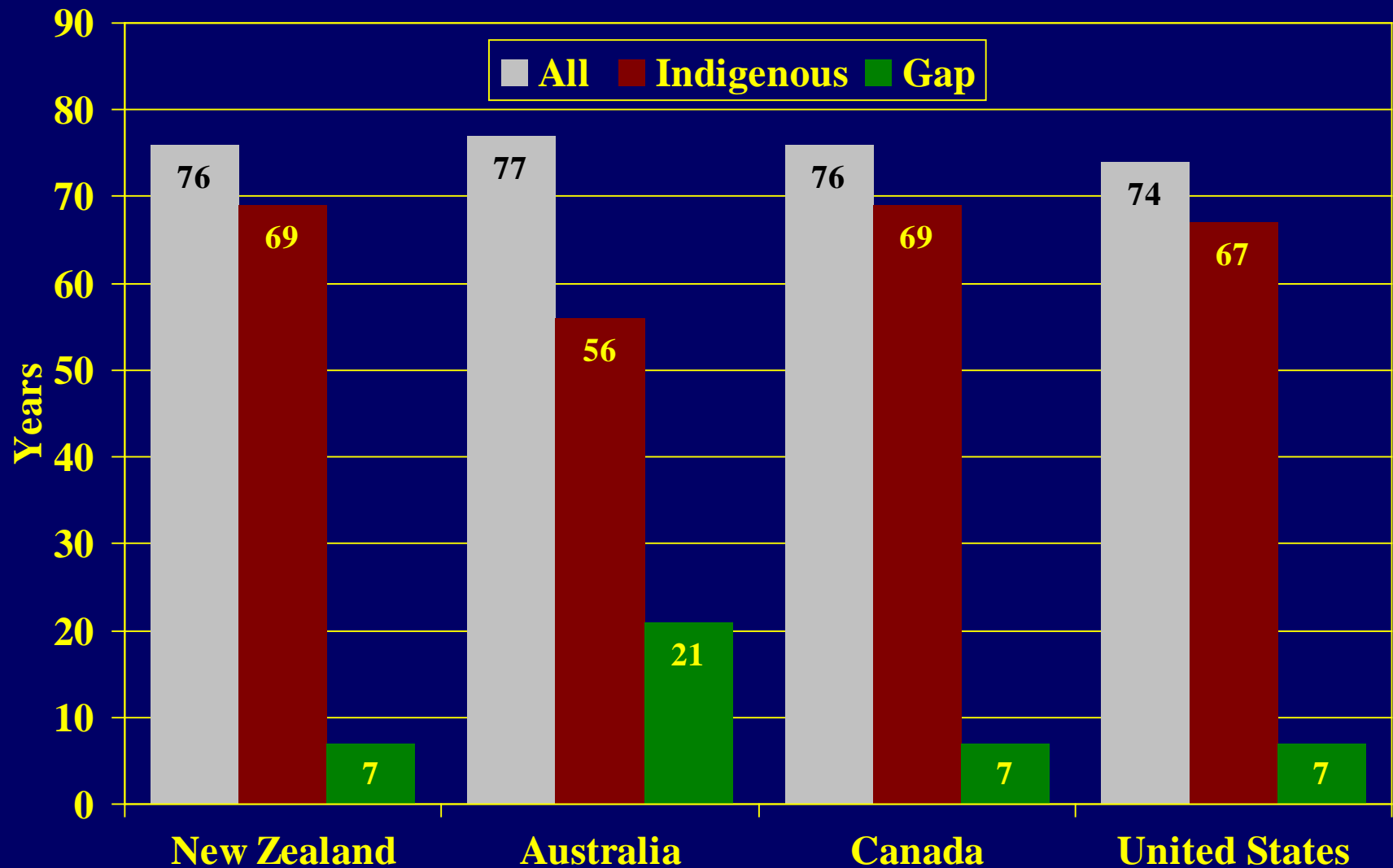
A Global Phenomenon

In race-conscious societies, such as,

- Australia
- Brazil
- New Zealand
- South Africa
- the U.K.
- United States,

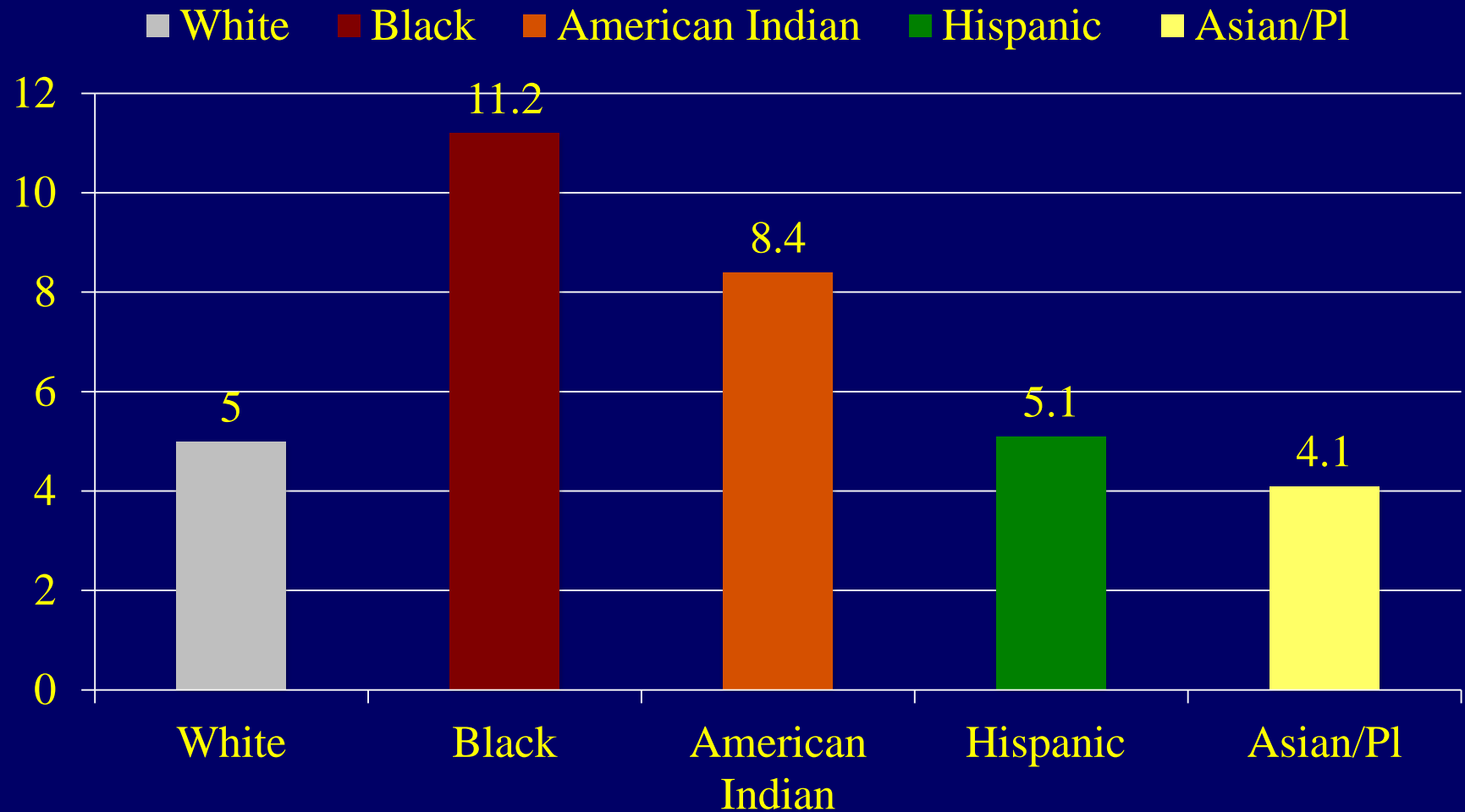
non-dominant racial groups have worse health than the dominant racial group

Life Expectancy, Indigenous Men



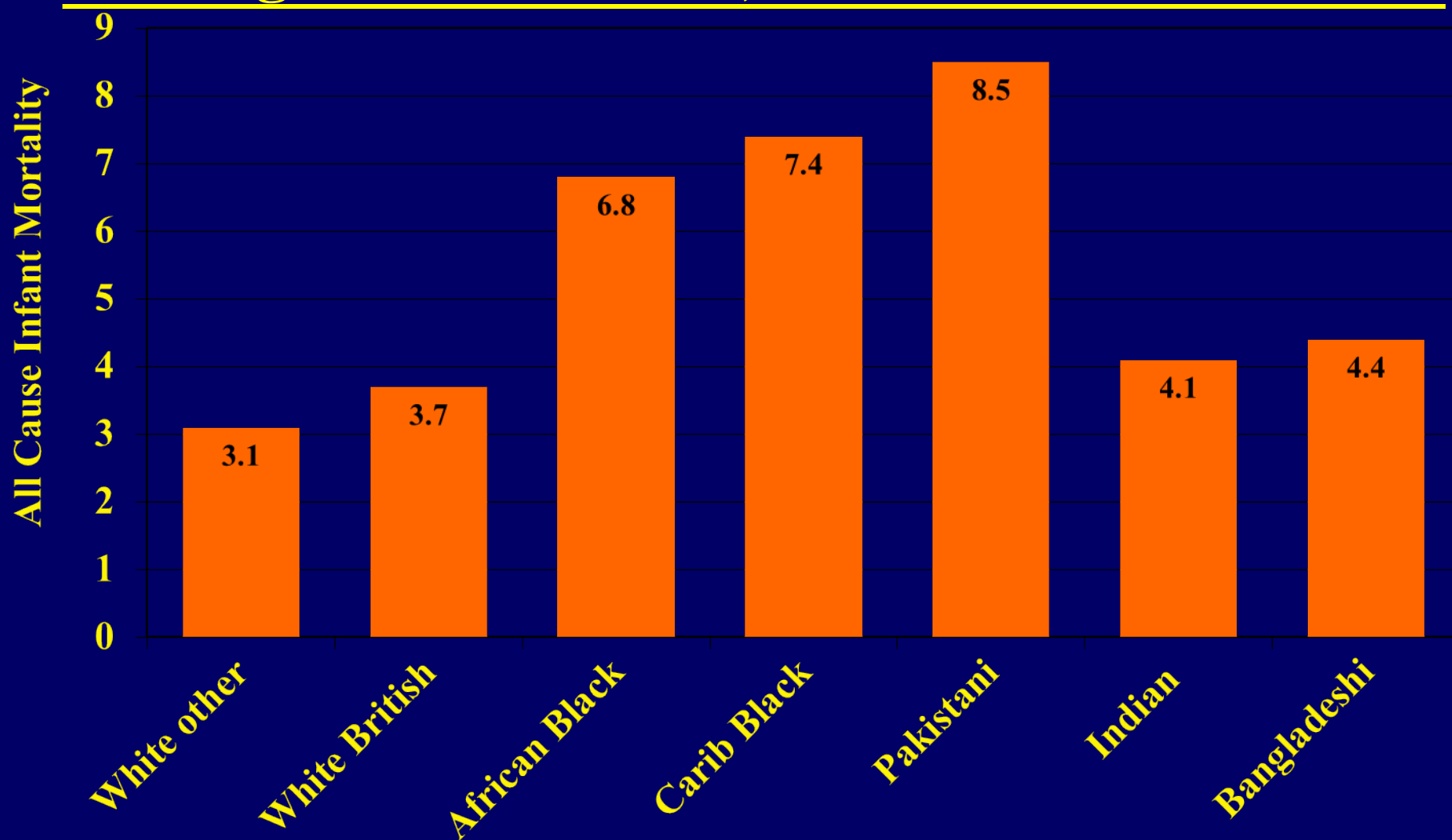
Maori, Aboriginal, First Nation, Am Indian & Alaskan Native; Bramley et al. 2004

Infant Mortality in the U.S., 2012



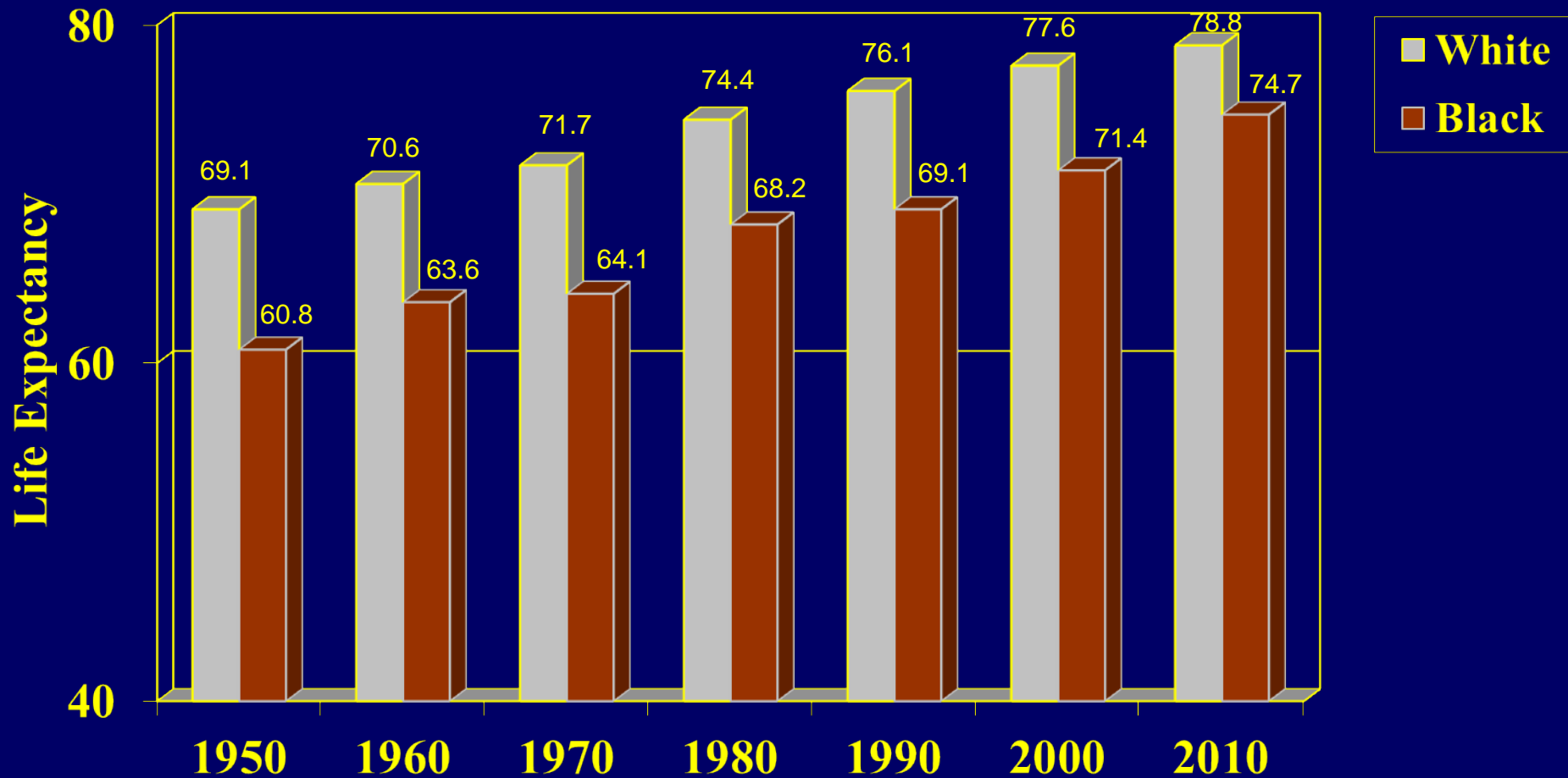
Infant Mortality by Ethnicity

England and Wales, 2011 Birth Cohort



Deaths per 1,000 live births, known gestational age, Office for National Statistics, 2013

Life Expectancy Lags, 1950-2010



Source: NCHS, Health United States, 2013

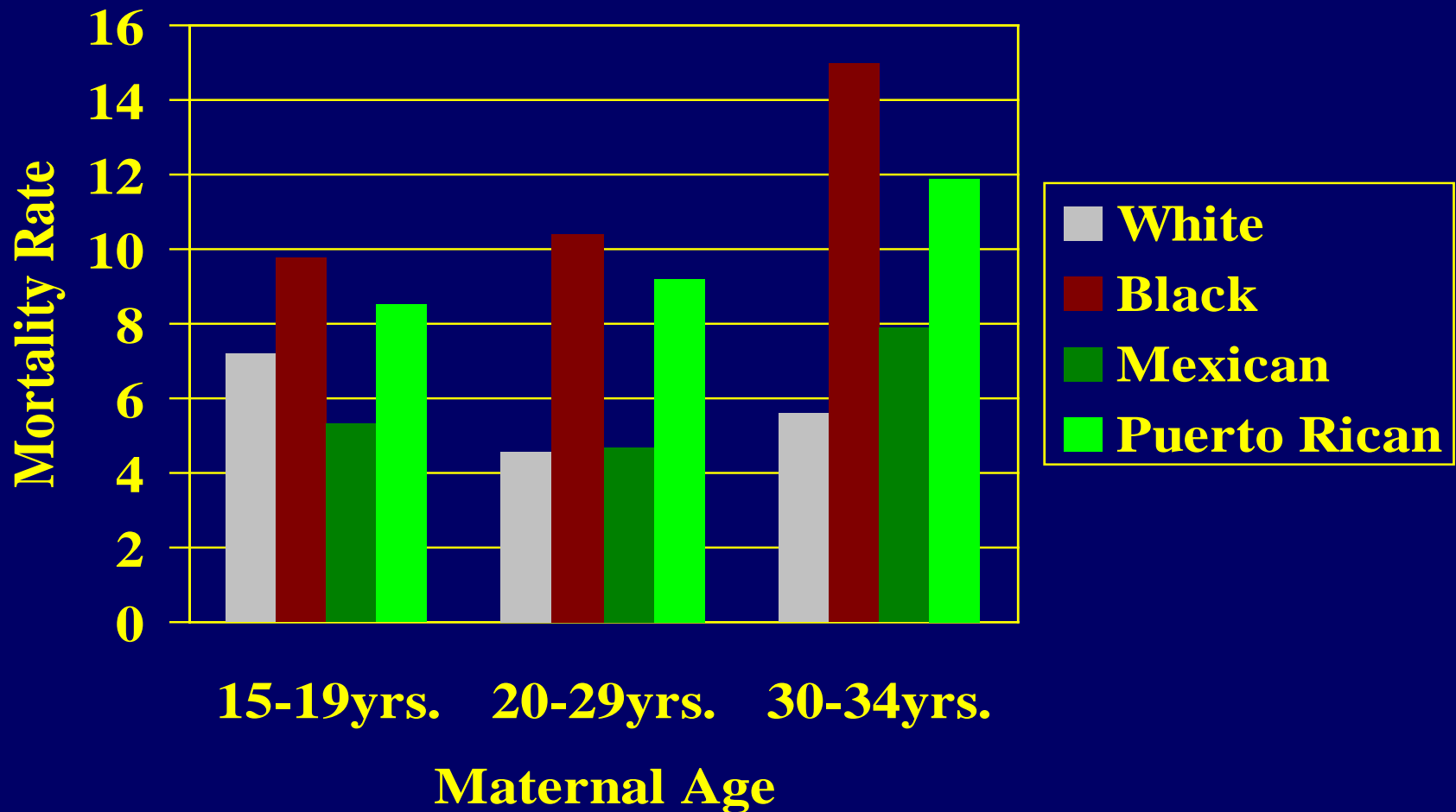
A Striking Pattern

Accelerated aging - earlier onset of disease

Early Onset: Heart Failure

A 20-year follow-up of young adults in the CARDIA study found that incident heart failure before the age of 50 was 20 times more common in Blacks than Whites, with the average age of onset being 39 years old

Neonatal Mortality Rates (1st Births), U.S.



Biological Weathering

- Chronological age captures duration of exposure to risks for groups living in adverse living conditions
- U.S. blacks are experiencing greater physiological wear and tear, and are aging, biologically, more rapidly than whites
- It is driven by the cumulative impact of repeated exposures to psychological, social, physical and chemical stressors in their residential, occupational and other environments, and coping with these stressors
- Compared to whites, blacks experience higher levels of stressors, greater clustering of stressors, and probably greater duration and intensity of stressors

Allostatic Load

10 biomarkers

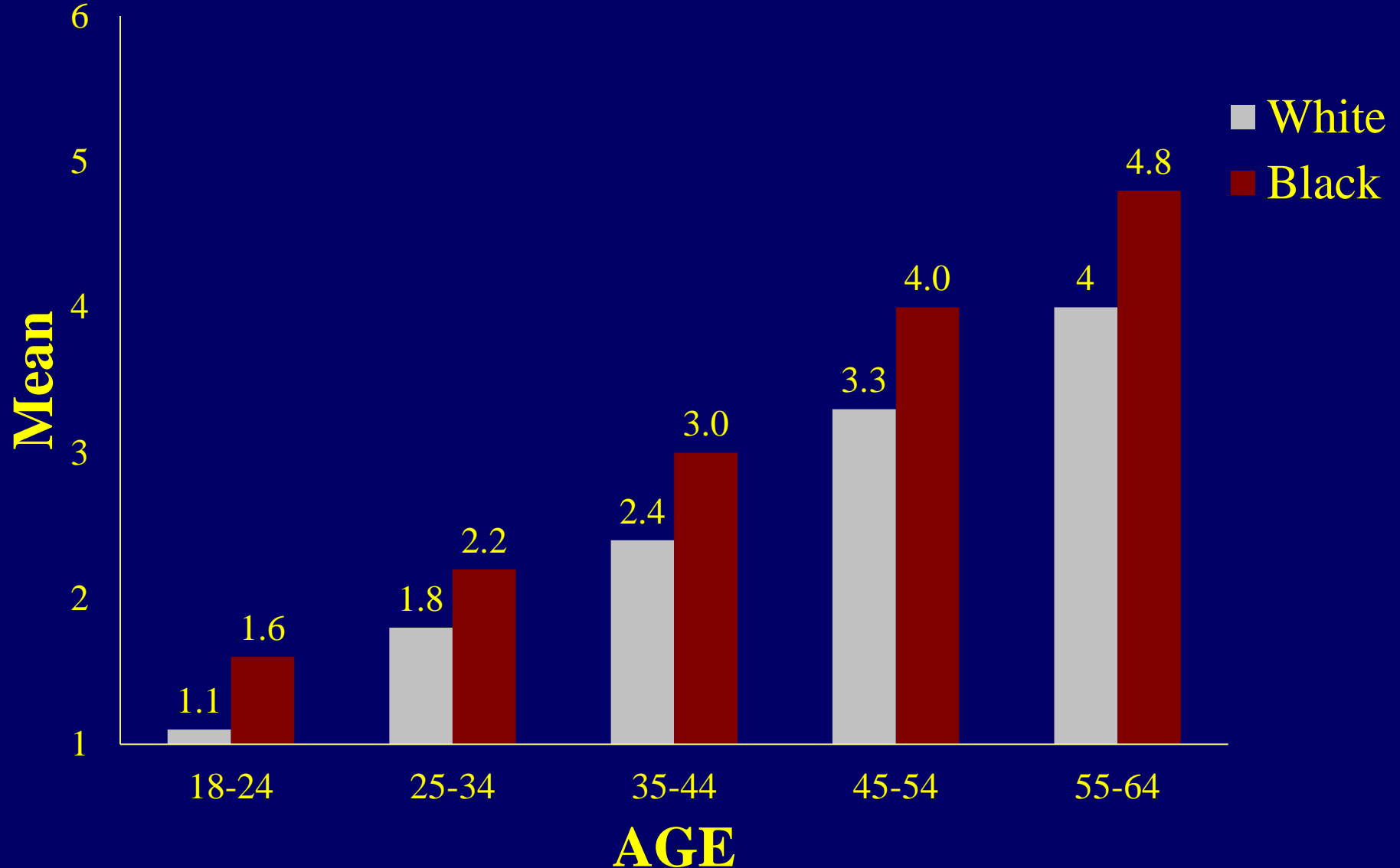
1. Systolic blood pressure
2. Diastolic blood pressure
3. Body Mass Index
4. Glycated hemoglobin
5. Albumin
6. Creatinine clearance
7. Triglycerides
8. C-reactive protein
9. Homocysteine
10. Total cholesterol

High-risk thresholds *

127 mm HG
80 mm HG
30.9
5.4%
4.2 g/dL
66 mg/dL
168 mg/dL
0.41 mg/dL
9 μ mol/L
225

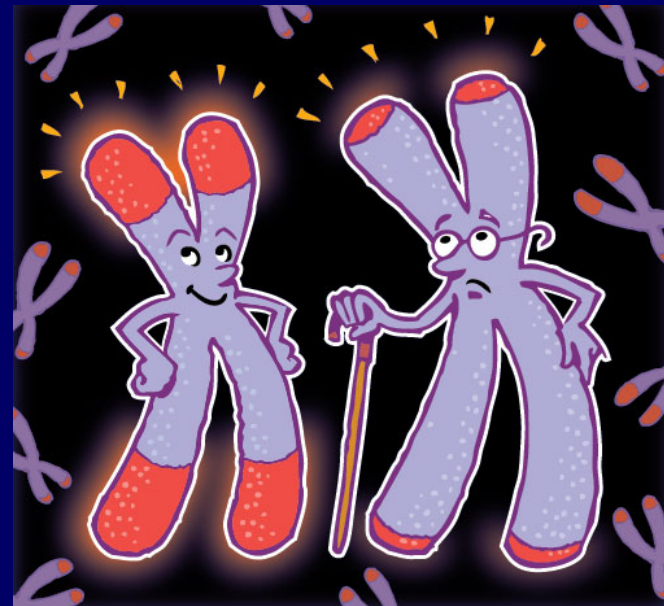
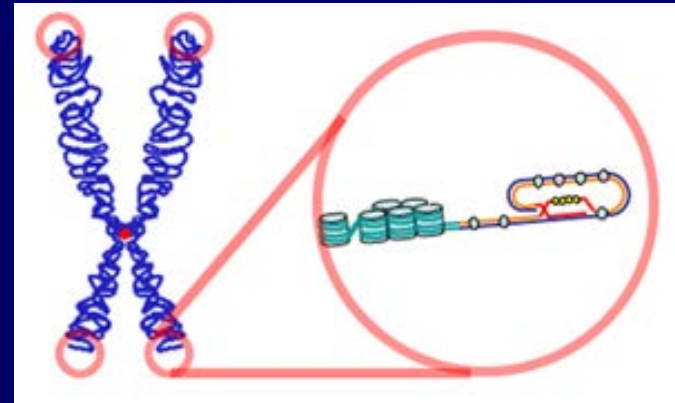
* = < 25th percentile for creatinine clearance; >75th percentile for others

Mean Score on Allostatic Load by Age



Racial Differences in Telomere Length

- Telomeres are sequences of DNA at end of chromosome. Telomere length is viewed as an overall marker of biological aging
- Study found that Black women had shorter telomeres than White women
- At same chronological age, black women had accelerated biological aging of about 7.5 years



Pathway 1: Socioeconomic Status
(SES) or Social Class is
strongly linked to Race and
Ethnicity

We have made Progress on Race...

But BME communities continue to face longstanding barriers with regards to economic, educational, and social opportunities

US: Median Household Income & Race, 2013

Racial Differences in Income are Substantial:

1 dollar



White

1.15 dollar



Asian

70 cents



Hispanic

59 cents



Black

Median Wealth and Race, U.S., 2011

For every dollar of wealth that Whites have,



Asians have 81 cents



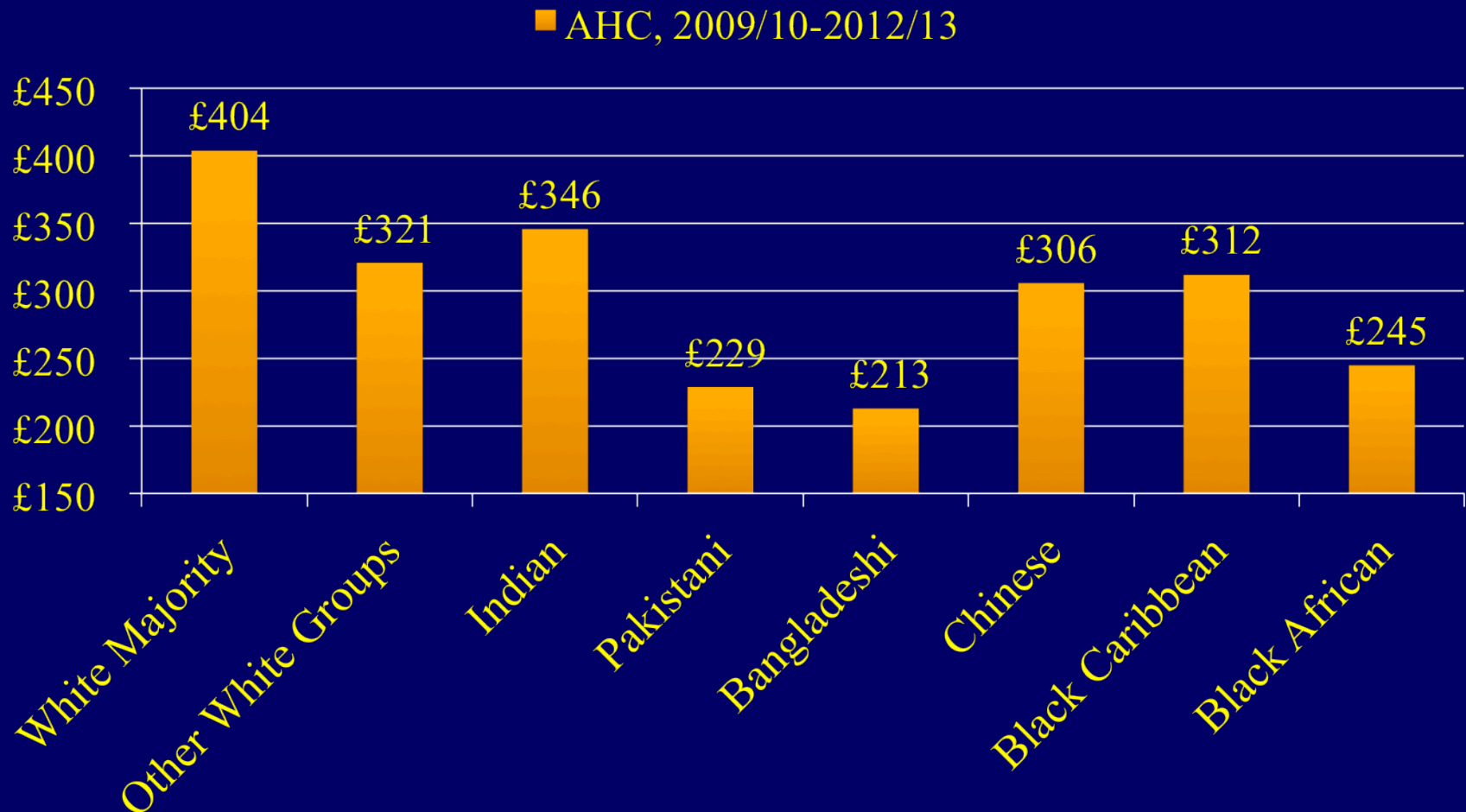
Blacks have only 6 cents



Latinos have only 7 cents



UK: Median Household Income, 2009/10-2012/13



Fisher & Nandi, Joseph Rowntree Foundation, 2015 AHC: Net equalized household income after housing cost

Median Household Income, 2009/10-2012/13

For every £ of weekly income that White majority earns

Other Whites earn 79p



Indians earn 86p



Pakistanis earn 57p



Bangladeshis earn 52p



Medium Household Income, 2009/10-2012/13

For every £ of weekly income that the White majority earns

Chinese earn 76p



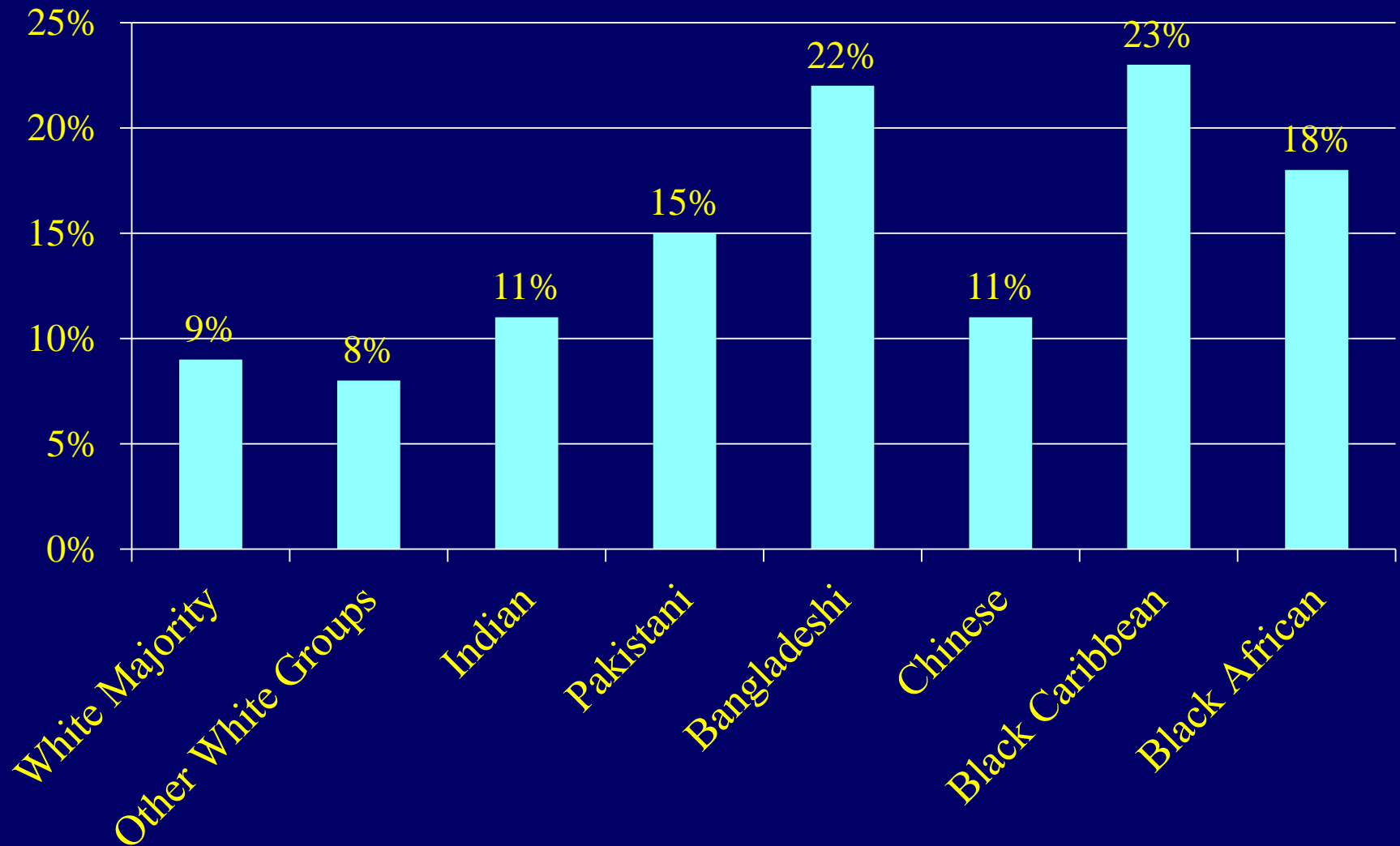
Black Caribbeans earn 77p



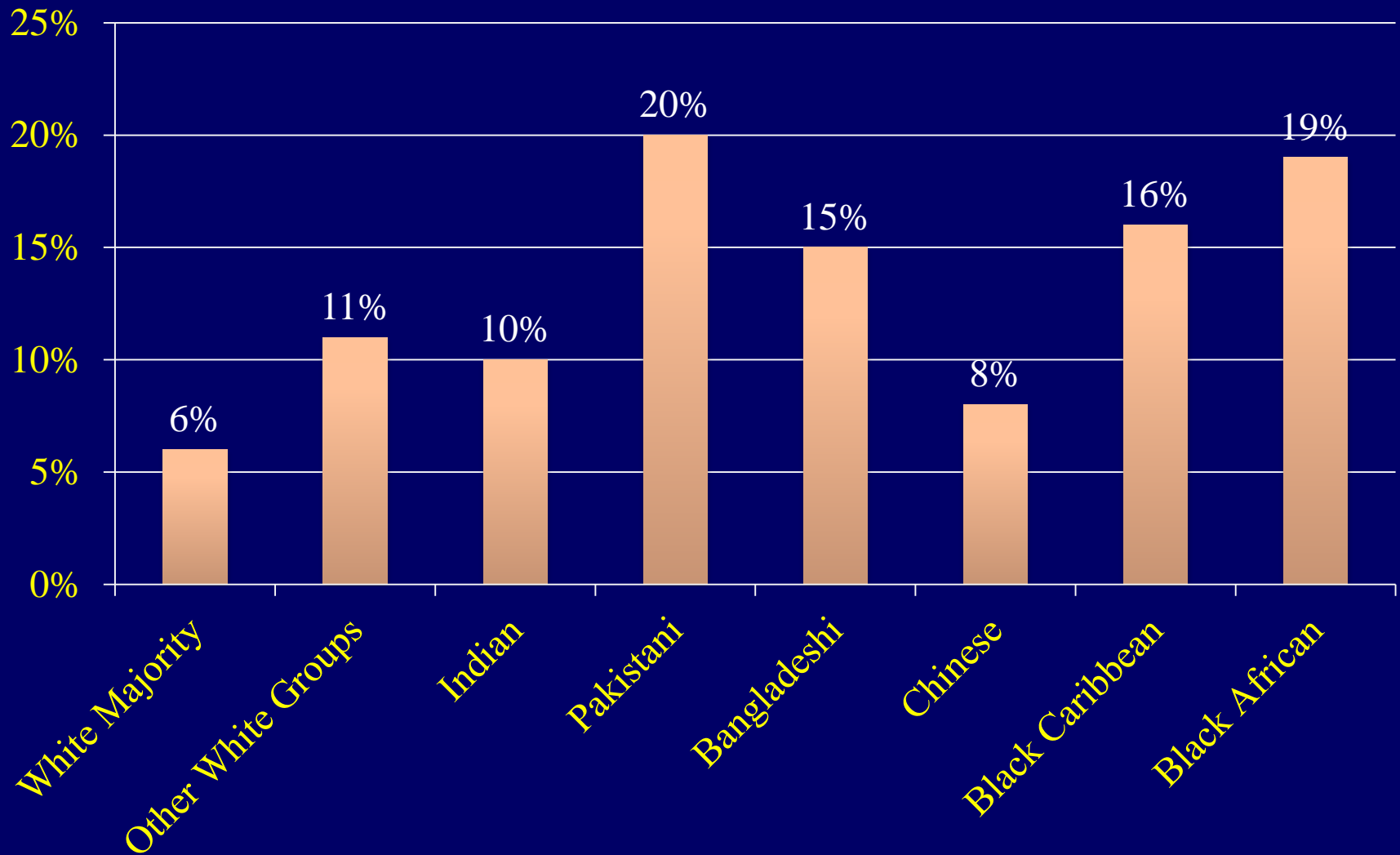
Black Africans earn 60p



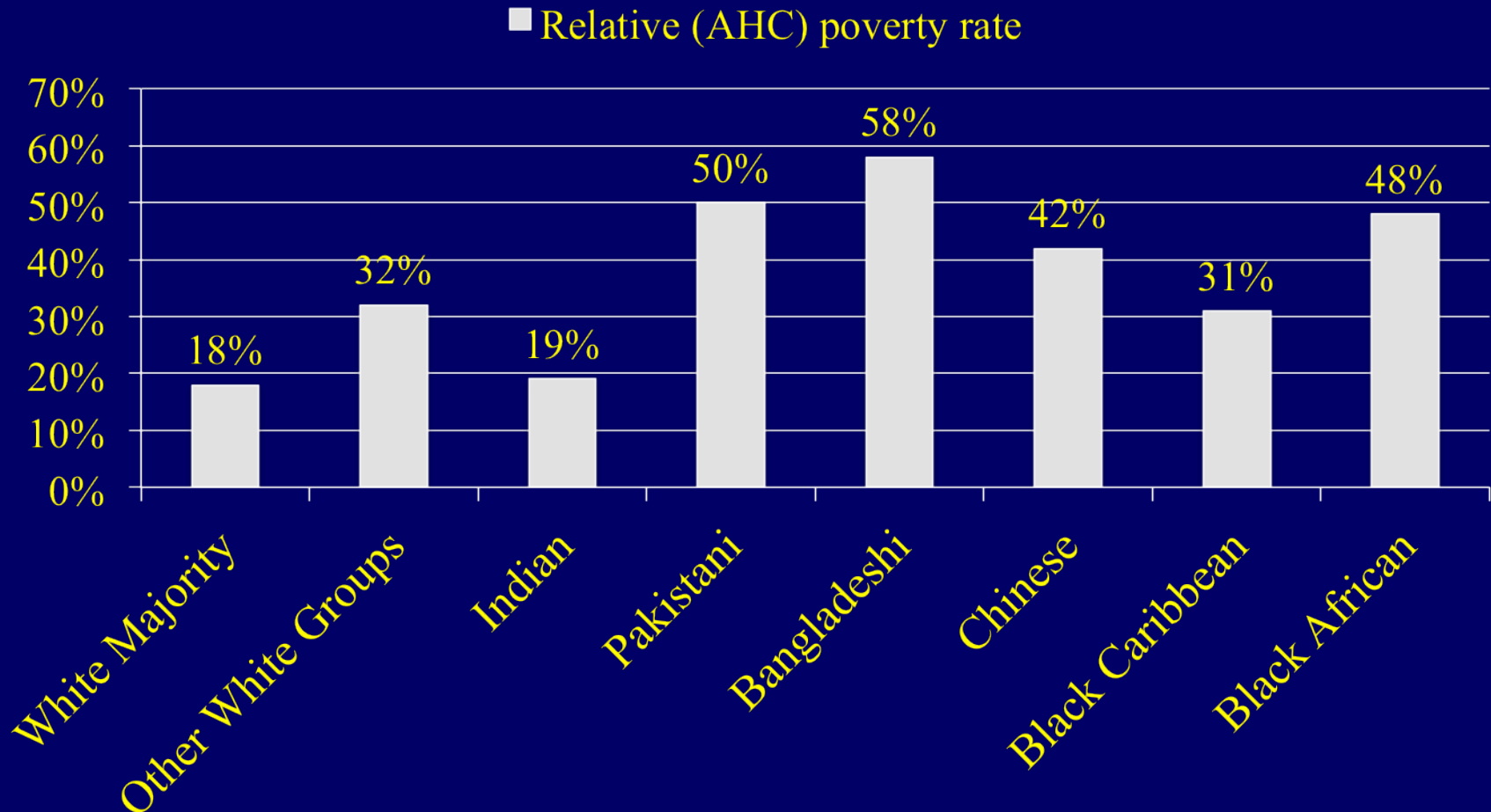
Unemployment, Men, UK, 2009/10-2012/13



Unemployment, Women, UK, 2009/10-2012/13

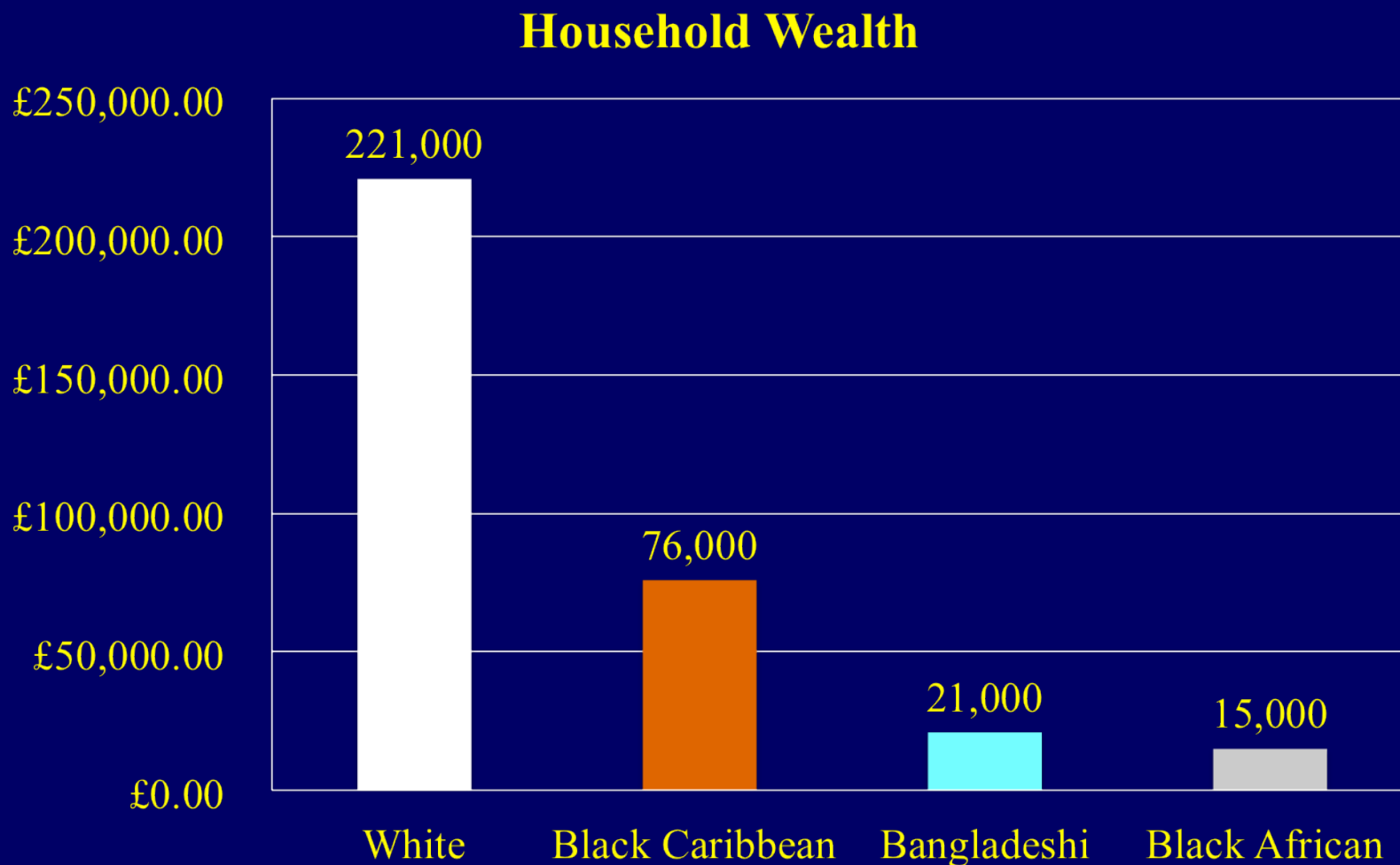


Relative Poverty Rates, 2009/10-2012/13



Fisher & Nandi, Joseph Rowntree Foundation, 2015 AHC: Net equalized household income after housing cost

Race and Wealth, U.K. 2009



Source: The Runnymede Trust

Race and Wealth, UK, 2009

For every £ of wealth that Whites have

Caribbean Blacks have 34p



Bangladeshis have 10p

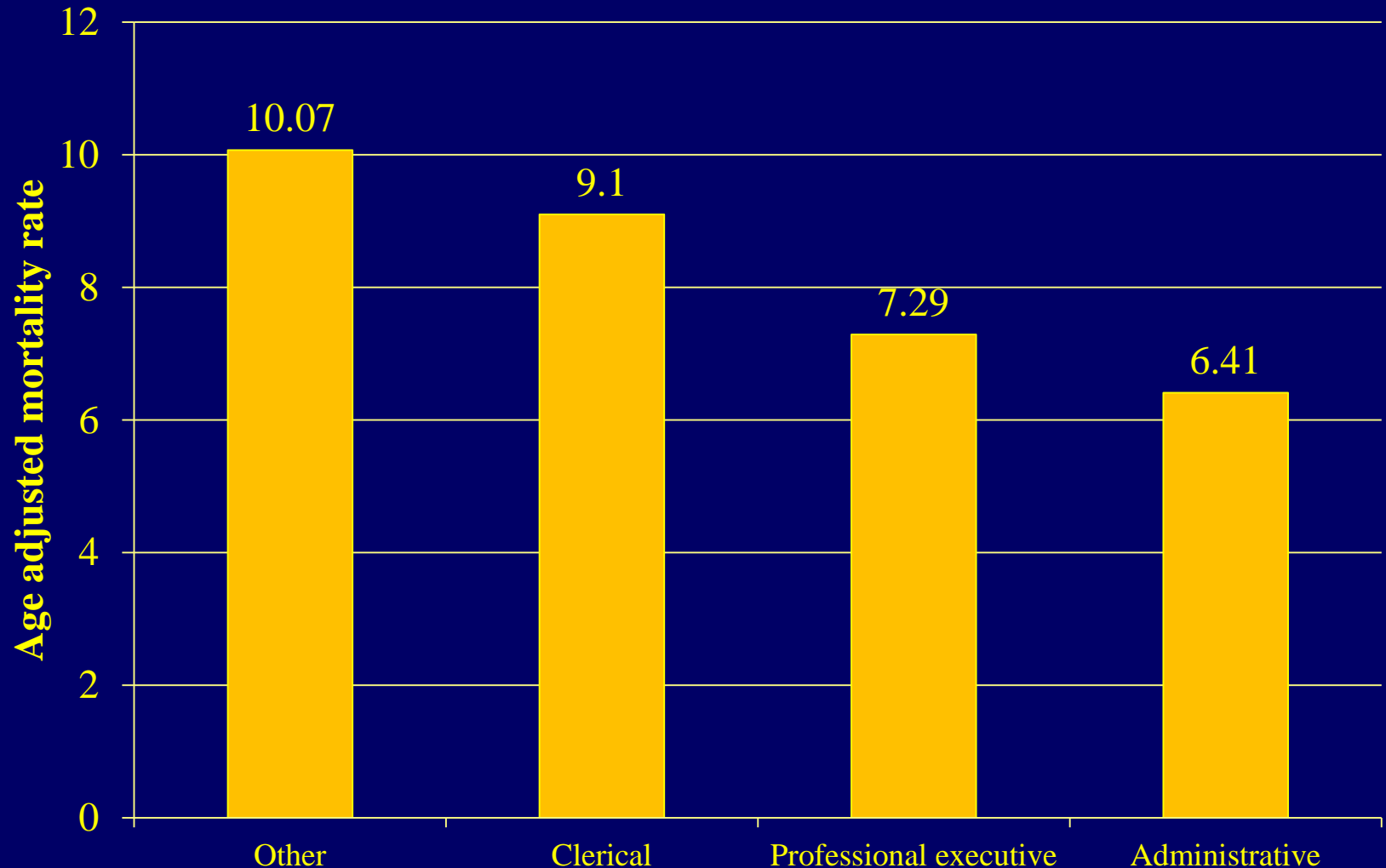


Black Africans have 7p



**Socioeconomic Status (SES) is a
central determinant of the
distribution of valuable
resources in society**

Employment grade differences in Ischaemic Heart Disease, 25 year follow up of the Whitehall study



Race Still Matters for Health after
SES is taken into Account

Life Expectancy At Age 25, US

| Group | White | Black | Difference |
|-------|-------|-------|------------|
| All | 53.4 | 48.4 | 5.0 |

Life Expectancy At Age 25

| Group | White | Black | Difference |
|-----------------|-------|-------|------------|
| All | 53.4 | 48.4 | 5.0 |
| Education | | | |
| a. 0-12 Years | 50.1 | | |
| b. 12 Years | 54.1 | | |
| c. Some College | 55.2 | | |
| d. College Grad | 56.5 | | |
| Difference | 6.4 | | |

Murphy, NVSS 2000; Braveman et al. AJPH; 2010, NLMS 1988-1998

Life Expectancy At Age 25

| Group | White | Black | Difference |
|-----------------|-------|-------|------------|
| All | 53.4 | 48.4 | 5.0 |
| Education | | | |
| a. 0-12 Years | 50.1 | 47.0 | |
| b. 12 Years | 54.1 | 49.9 | |
| c. Some College | 55.2 | 50.9 | |
| d. College Grad | 56.5 | 52.3 | |
| Difference | 6.4 | 5.3 | |

Murphy, NVSS 2000; Braveman et al. AJPH; 2010, NLMS 1988-1998

Life Expectancy At Age 25

| Group | White | Black | Difference |
|-----------------|-------|-------|------------|
| All | 53.4 | 48.4 | 5.0 |
| Education | | | |
| a. 0-12 Years | 50.1 | 47.0 | 3.1 |
| b. 12 Years | 54.1 | 49.9 | 4.2 |
| c. Some College | 55.2 | 50.9 | 4.3 |
| d. College Grad | 56.5 | 52.3 | 4.2 |
| Difference | 6.4 | 5.3 | |

Murphy, NVSS 2000; Braveman et al. AJPH; 2010, NLMS 1988-1998

Why Race Still Matters

- Distinctive Social Exposures
 - High levels of Stressors
 - Greater Clustering of Multiple Stressors

Higher Rates of Most Stressors for Blacks and U.S. Born Hispanics than Whites

- Financial Stressors
- Work Stressors
- Major life events (death of loved ones, divorce, unemployment,
- Relationship Stressors
- Early Life Adversity
- Neighborhood Stressors
- Discrimination

Distinctive Social Exposure

Racism Persists and Remains
Consequential for Health

Racial Stereotypes in Our Culture

- BEAGLE Project
- 10 million words
- Sample of books, newspapers, magazine articles, etc. that average college-level student would read in lifetime
- Allows us to assess how often Americans have seen or heard words paired together over their lifetime

Stereotypes in Our Culture

| | | | | | |
|--------|-----------|-----|-------|--------------|-----|
| BLACK | poor | .64 | WHITE | wealthy | .48 |
| BLACK | violent | .43 | WHITE | progressive | .41 |
| BLACK | religious | .42 | WHITE | conventional | .37 |
| BLACK | lazy | .40 | WHITE | stubborn | .32 |
| BLACK | cheerful | .40 | WHITE | successful | .30 |
| BLACK | dangerous | .33 | WHITE | educated | .30 |
| FEMALE | distant | .37 | MALE | dominant | .46 |
| FEMALE | warm | .35 | MALE | leader | .31 |
| FEMALE | gentle | .34 | MALE | logical | .31 |
| FEMALE | passive | .34 | MALE | strong | .31 |

Stereotypes in Our Culture

| | | | | | |
|-------|-----------|-----|-------|--------------|-----|
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| BLACK | dangerous | .33 | WHITE | educated | .30 |
| BLACK | charming | .28 | WHITE | ethical | .28 |
| BLACK | merry | .28 | WHITE | greedy | .22 |
| BLACK | ignorant | .27 | WHITE | sheltered | .21 |
| BLACK | musical | .26 | WHITE | selfish | .20 |

Negative stereotypes about race remain
deeply embedded in our culture

Negative Stereotypes Trigger Racial
Discrimination

Experiences of discrimination are a
source of Toxic Stress

Chronic Stress: Every Day Discrimination

In your day-to-day life how often do these things happen to you?

- You are treated with less courtesy than other people.
- You receive poorer service than others at restaurants or stores.
- People act as if they think you are not smart.
- People act as if they are afraid of you.
- People act as if they think you are dishonest.
- People act as if they're better than you are.
- You are called names or insulted.
- You are threatened or harassed.

What do you think was the main reason for these experiences?

Everyday Discrimination Associated With:

- coronary artery calcification
- C-reactive protein
- blood pressure
- lower birth weight
- cognitive impairment
- poor sleep
- mortality
- visceral fat



Tene Lewis

Sources: Lewis et al., Psy Med, 2006; Lewis et al., Brain Beh Immunity, 2010; Lewis et al., J Gerontology: Bio Sci & Med Sci 2009; Earnshaw et al., Ann Beh Med, 2013; Barnes et al., 2012; Lewis et al, Hlth Psy, 2012; Barnes et al., J Gerontology: Bio Sci & Med Sci, 2008; Lewis et al., Am J Epidemiology, 2011

Millennium Cohort Study (MCS), UK



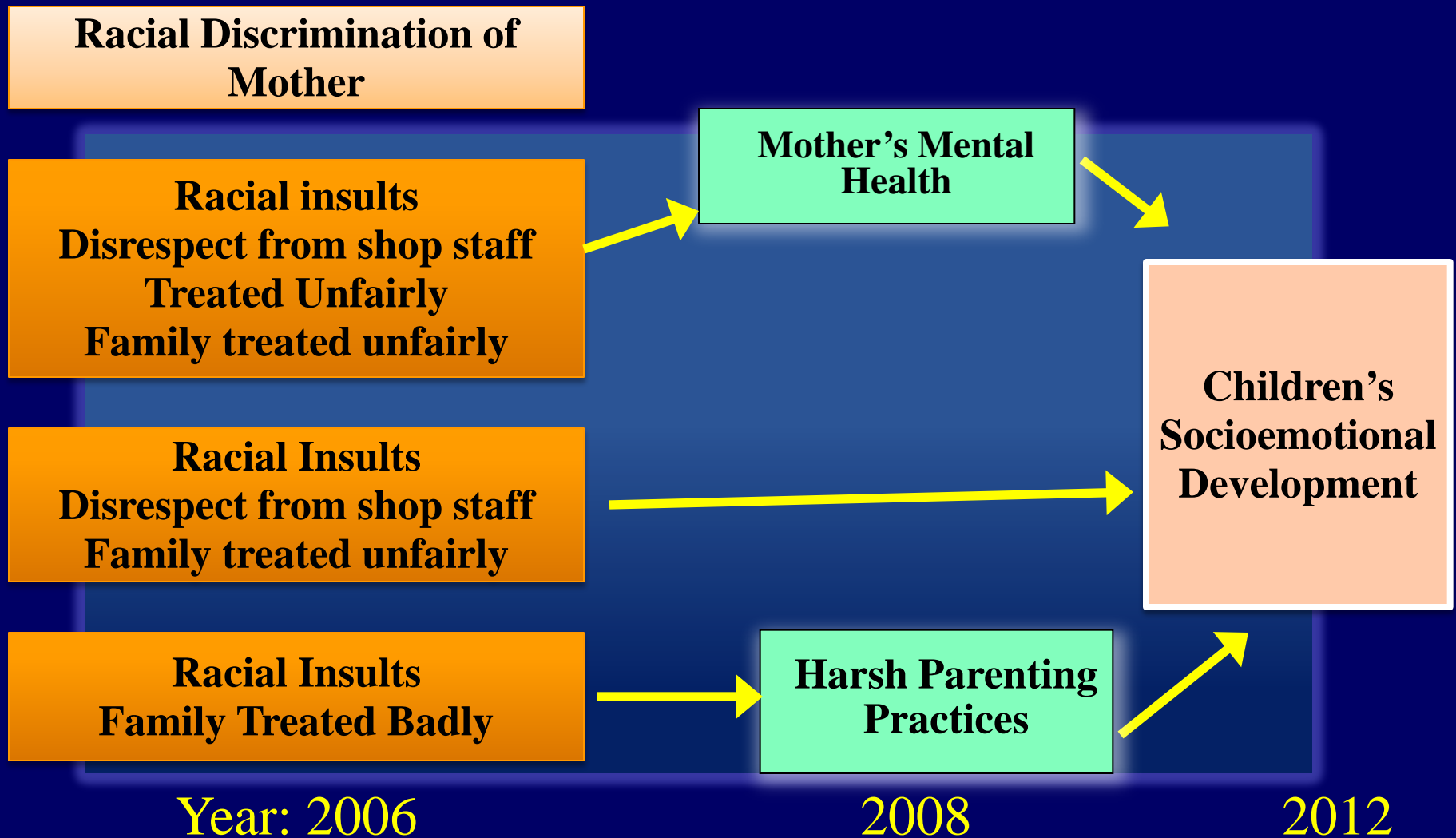
- National longitudinal study of infants born in the UK, Sept 2000 to Jan 2002
- Over 18, 500 families recruited
- Disadvantaged and high proportion BME residential areas over-sampled
- How does maternal discrimination affect 4 domains of social & emotional behaviour (conduct & peer problems, emotional symptoms and hyperactivity)

Discrimination in (MCS)

Reports of racial/ethnic discrimination (in 2006)
among Ethnic Minority mothers in the past 12 months:

- 23% report racial insults
- 16% report disrespectful treatment from a shop keeper or sales person
- 19% reported having been treated unfairly
- 23% report family members were treated unfairly
- 12% report insults or attacks due to someone's race or colour were fairly or very common in residential area

Maternal Discrimination and Child Health



Becares, Nazroo, Kelly, Soc Sci & Med, 2015, Adjusted for sociodemographics and mother's mental health in 2006

Challenges of BME Staff in NHS

- Equally qualified BME applicants for senior medical posts less likely than white applicants to get them
- BME staff in the NHS report:
 - Harassment and victimisation actions at work
 - Perceived unfairness within the NHS
 - Lack of consistency and opportunities
 - Very limited representations and influence at the senior levels leading to lack of involvement and consultation
- Under representation of BME staff at senior levels
- Gaps in compensation and satisfaction of BME managers compared to their white counterparts

Name-Blind Recruitment



“I want us to end discrimination and finish the fight for real quality in our country today. Today we are delivering on that commitment and extending opportunity to all.”

- PM had cited research showing that people with white-sounding names are nearly twice as likely to get job call-backs than people with ethnic sounding names

Moving Forward with Diversity

What Works in Diversity initiatives?

Diversity Defined

- Generally used to describe policies and practices that attempt to include previously excluded groups
- The key aim is to create an inclusive organizational culture that values and uses the talent of all members

Segregated Diversity



- The large entity becomes more diverse and differentiated but dominant groups remain isolated from non-dominant groups
- The need of inclusion and representation is acknowledged but there is no attention to equal representation or parity

NHS: Segregated Diversity ?



- NHS employs a larger number of persons of BME backgrounds than any other organizations in the U.K.
- But it has consistently failed to institute the minimum standards required for compliance with 1976 and 2000 Race Relations Act
- Majority of trusts have formal written equal opportunity policies but only 5 % have begun to implement action plans
- NHS remains a mountain of an organization with snowy white peaks

Critical Diversity



- The equal inclusion of people from all backgrounds
- Special attention to those viewed differently from the majority group because of exclusionary practices
- Attention to parity through all ranks of the organization
- Examines and confronts issues of equity, equality, education and discrimination

Diversity: A Ploy to Forestall Social Progress?

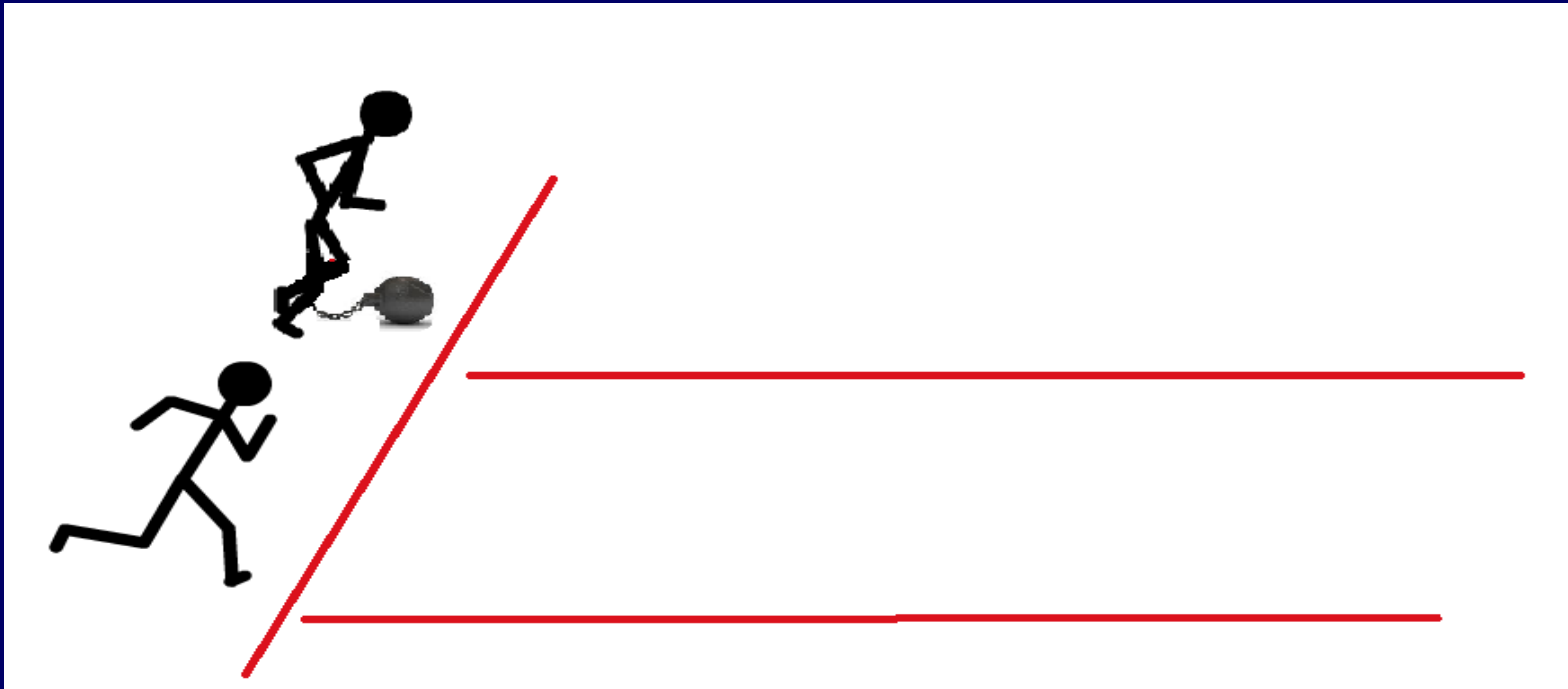
- There is a decline in affirmative action and a rise in diversity rhetoric and programs, while racial occupational inequalities remain larger and persistent
- Diversity can be viewed as a set of activities meant to symbolize corporate 'good will' without meaningful change
- Diversity can obstruct substantive changes and obscure institutional policies that maintain the status quo
- In practice, diversity is too often decoupled from concrete and purposeful initiatives and incentives to effectively address racial inequality

Why should we care about Diversity?

The Shackled Runner

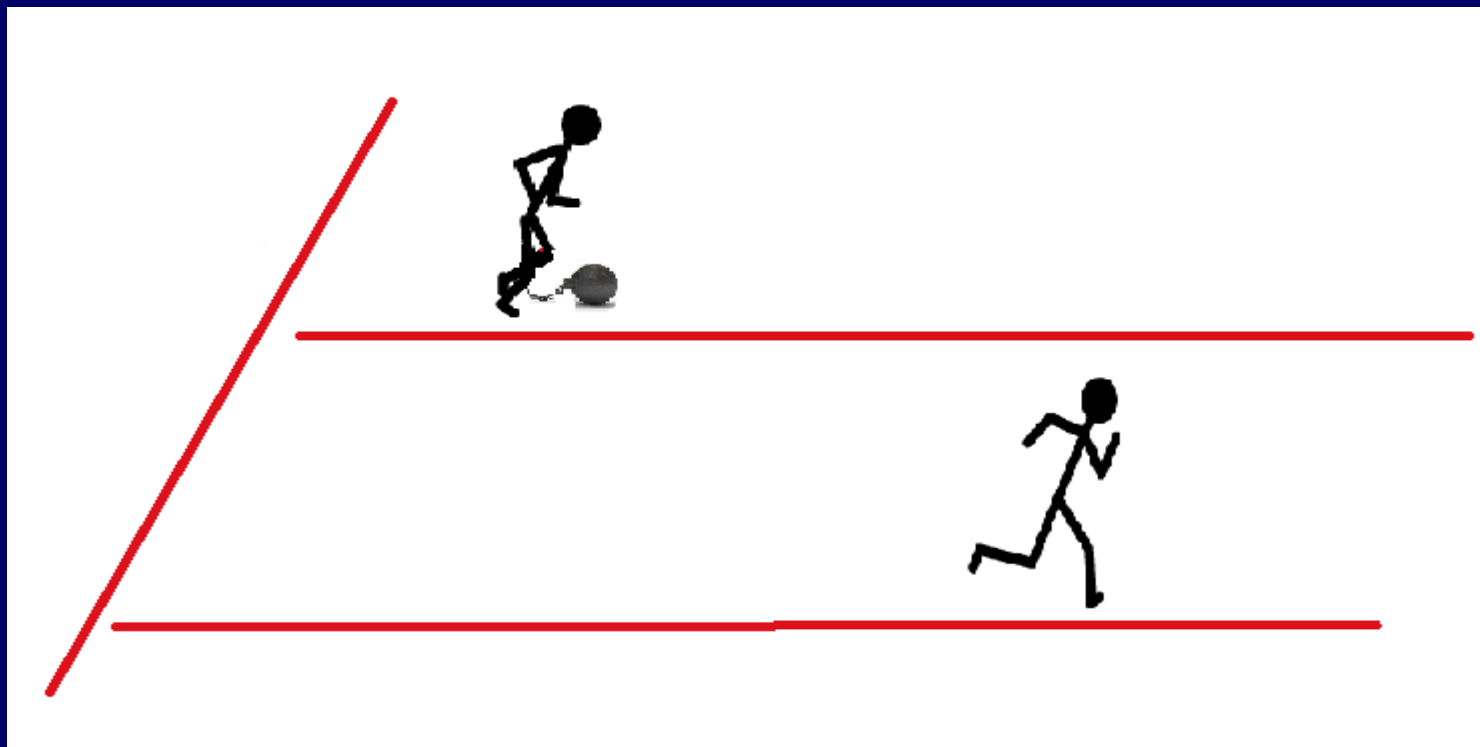
A 100 Meter Dash

Imagine a 100-meter dash in which one runner is a great athlete and the other has his legs shackled together



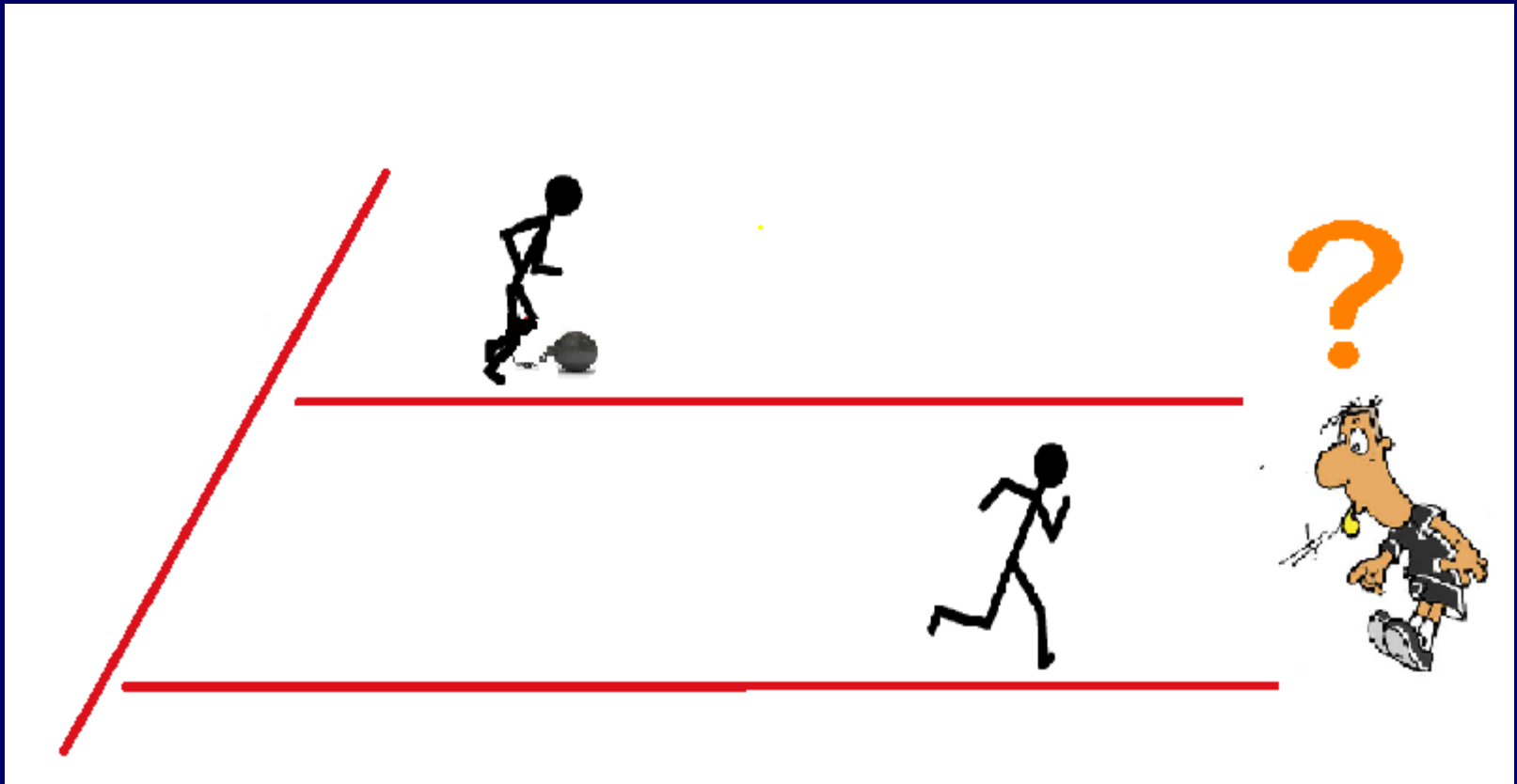
The Race is on

He has progressed 10 meters, while the unshackled runner has gone 50 meters.



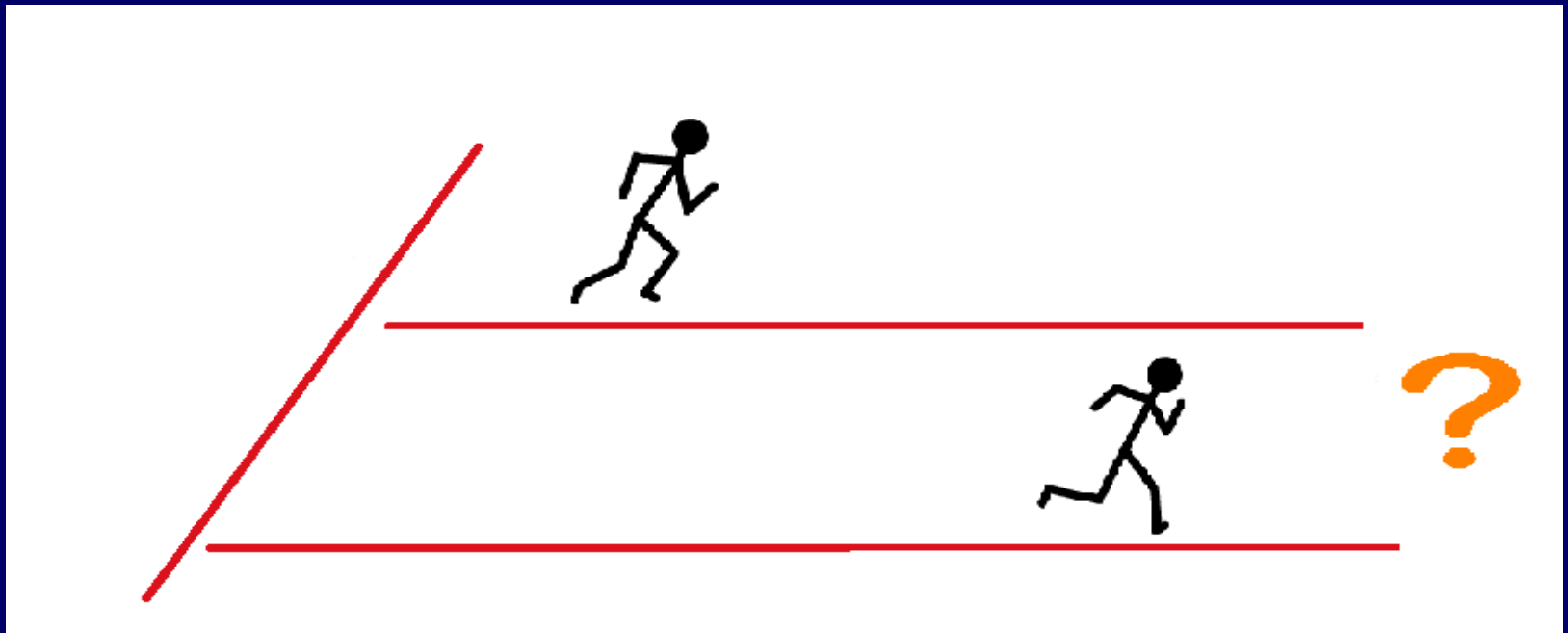
Dilemma

Judges declare the race unfair, but how do they rectify the situation?



Equal Opportunity?

If they merely remove the shackles and allow the race to proceed, the runner would be unshackled but the other runner would still be 40 meters ahead!



A Level Playing Field?

“You do not take a person, who for years has been hobbled by chains, and liberate him, bring him up to the starting line of a race, and then say, ‘You are free to compete with all others,’ and still justly believe that you have been completely fair.”

President Lyndon Johnson, 1965

Freedom is Not Enough

- “But freedom is not enough. You don’t wipe away the scars of centuries by saying: Now you are free to go where you want , and do as you desire, and choose the leaders you please.”

President Lyndon Johnson, 1965

Benefits of Diversity: Creativity and Innovation

Diversity and Innovation

- Diversity can enhance creativity & facilitate access to novel information. Thus, it enables innovation
- Persons from multiple disciplinary backgrounds and multiple social backgrounds bring different information, opinions and perspectives to a task
- Experimental evidence reveals that groups with racial diversity significantly out-performed groups with no racial diversity

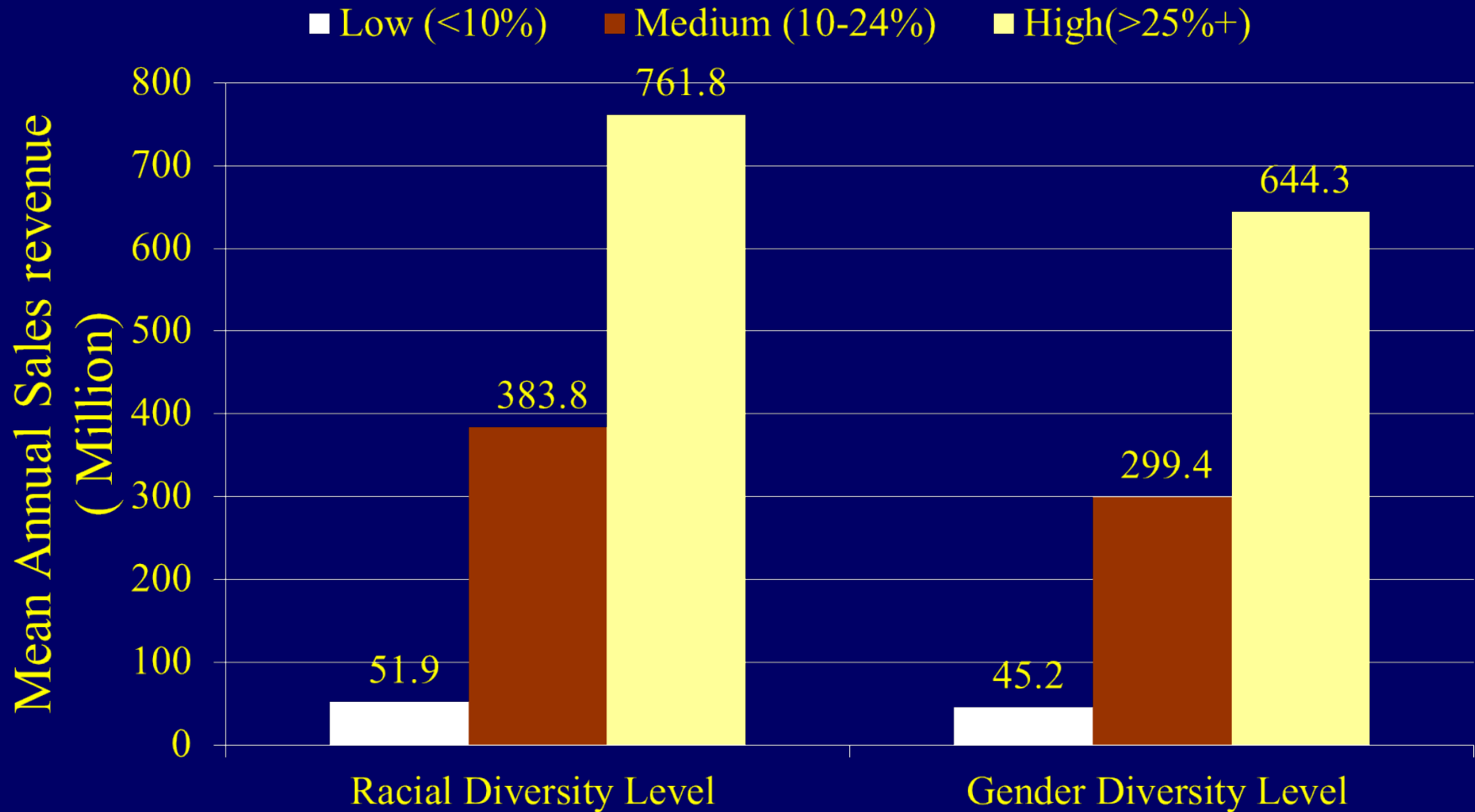
Economic Benefits of Diversity

Economic Consequences of Diversity

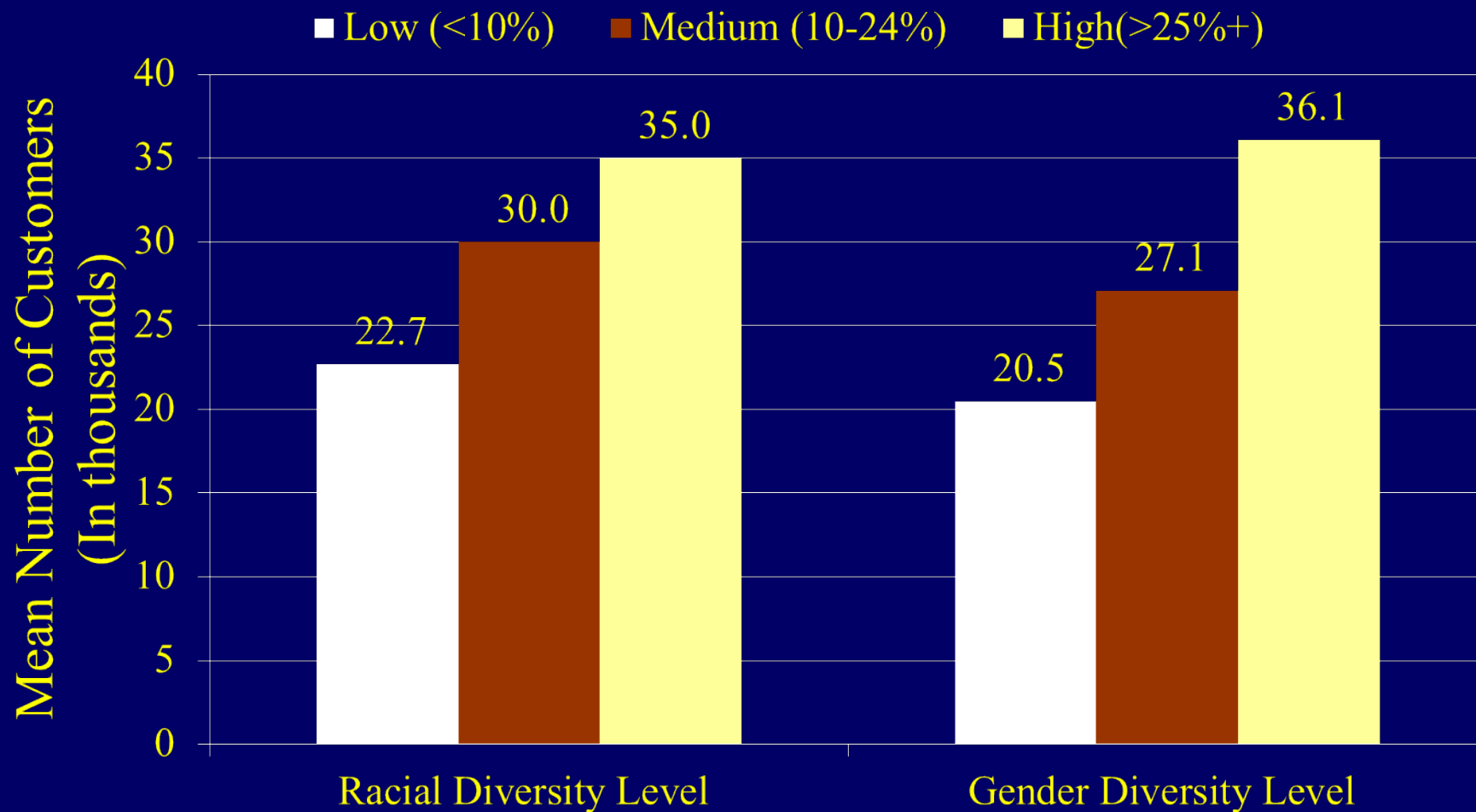
- 1996 – 1997 National Organizations Survey
- Probability sample, representative of 15 million workplaces in Dun and Bradstreet's data file.
- Analyses focus on 506 for-profit business organizations
- Assess the impact of racial and gender diversity on sales revenue, number of customers, market share and profit



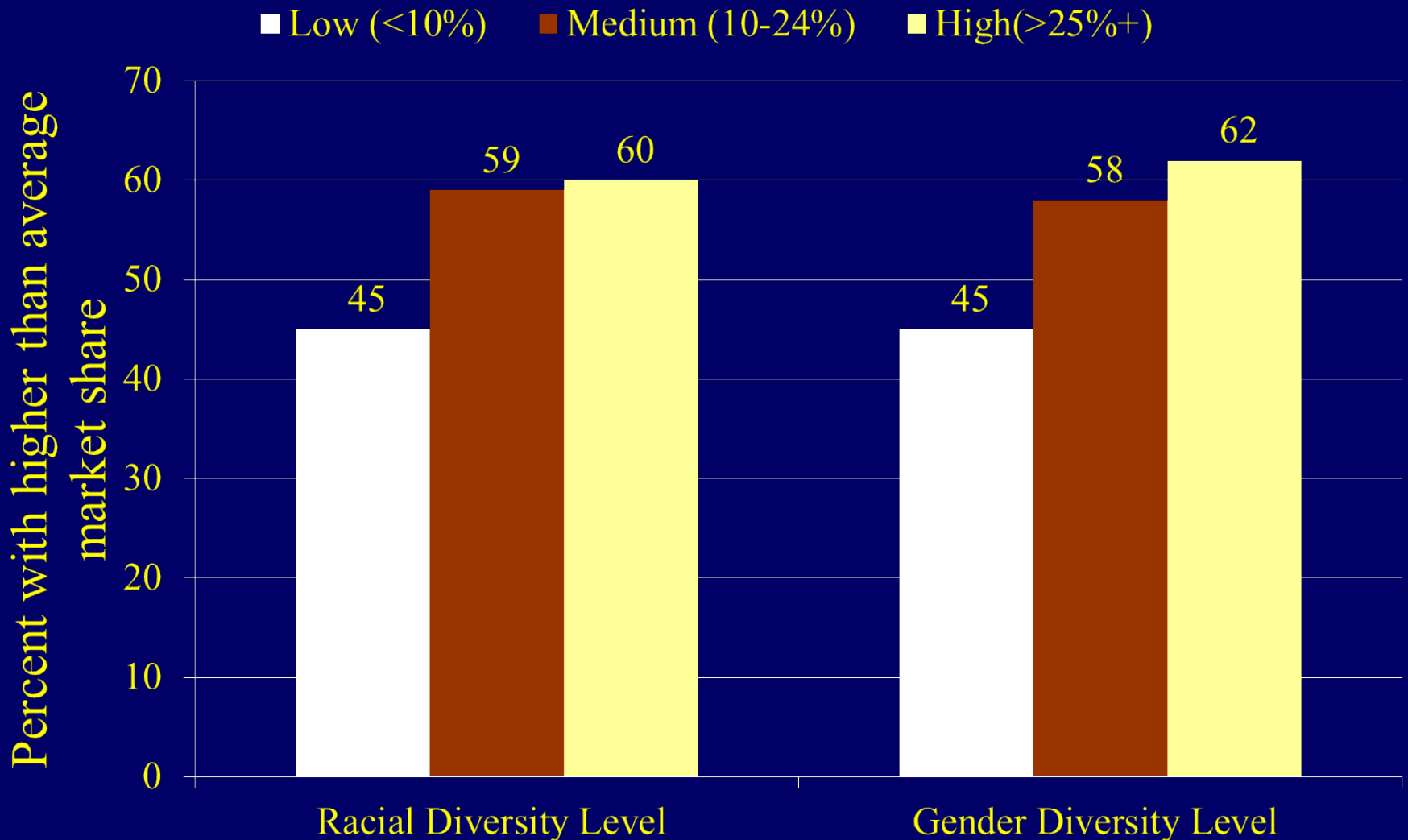
Diversity and Sales Revenue



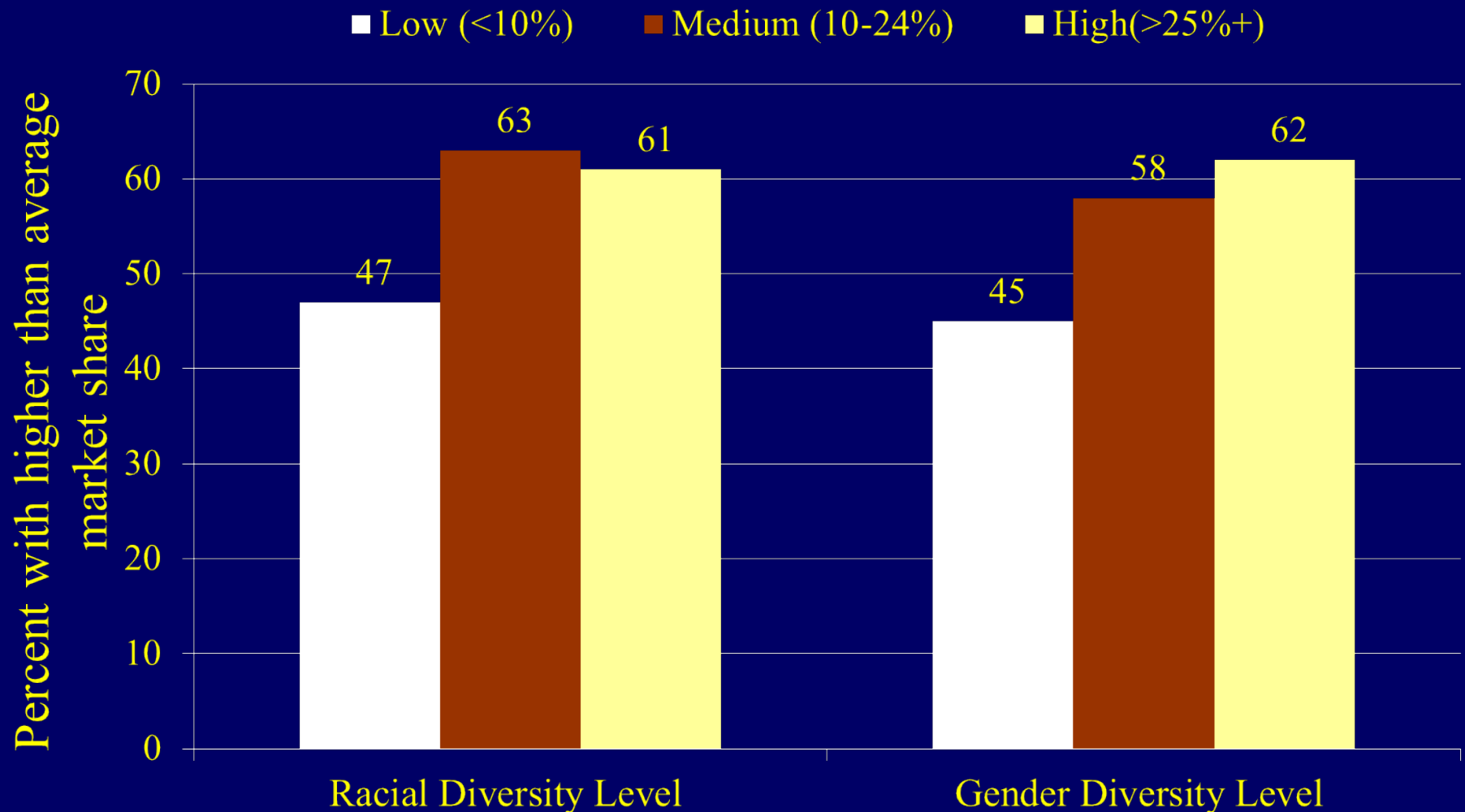
Diversity and Number of Customers



Diversity and Market Share



Diversity and Profitability



Findings are Robust

- All associations showed significant in multivariate models adjusting for:
 - Legal form of organization
 - Organizational size
 - Age of organization
 - Type of industry
 - Region of the U.S.

Doing Diversity Right

What are the Options?

Which work better?

Mandatory programs, or programs with explicit authority, accountability, monitoring, and support from the leadership

Which Diversity Strategy Works Best?

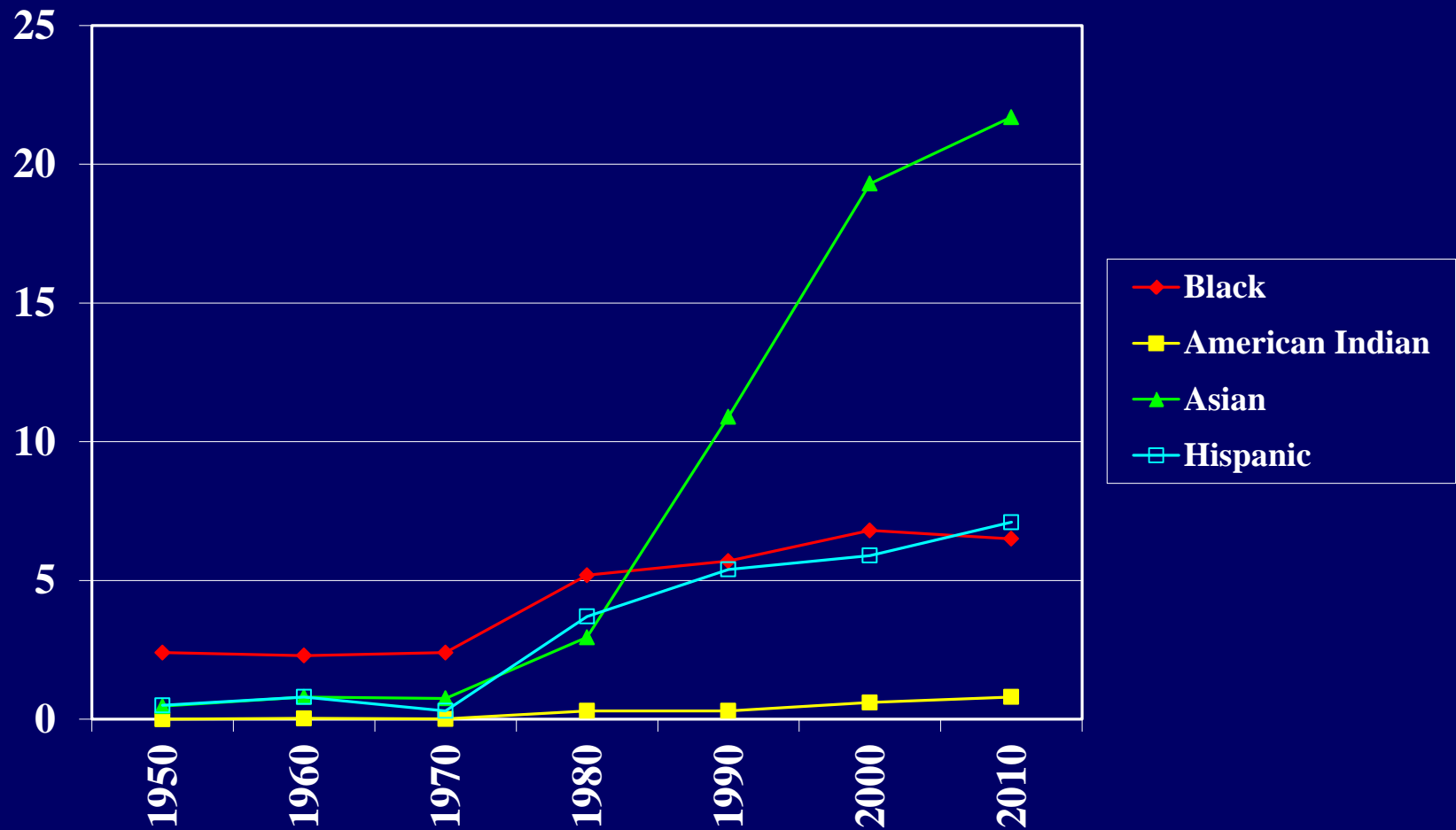
- Study of alternate diversity strategies in private companies in U.S. , 1971-2002
- Initiatives that focus on reducing managerial bias through education (diversity training) and feedback (diversity evaluations) are not effective in increasing diversity (race nor gender)
- Addressing social isolation through mentoring and networking show modest effects
- Initiatives that embed accountability, authority and expertise (affirmative action plans, diversity committees and taskforces, diversity managers) are most effective in increasing proportions of women and minorities

A Comprehensive Diversity Program has to Address Pipeline and Recruitment Issues

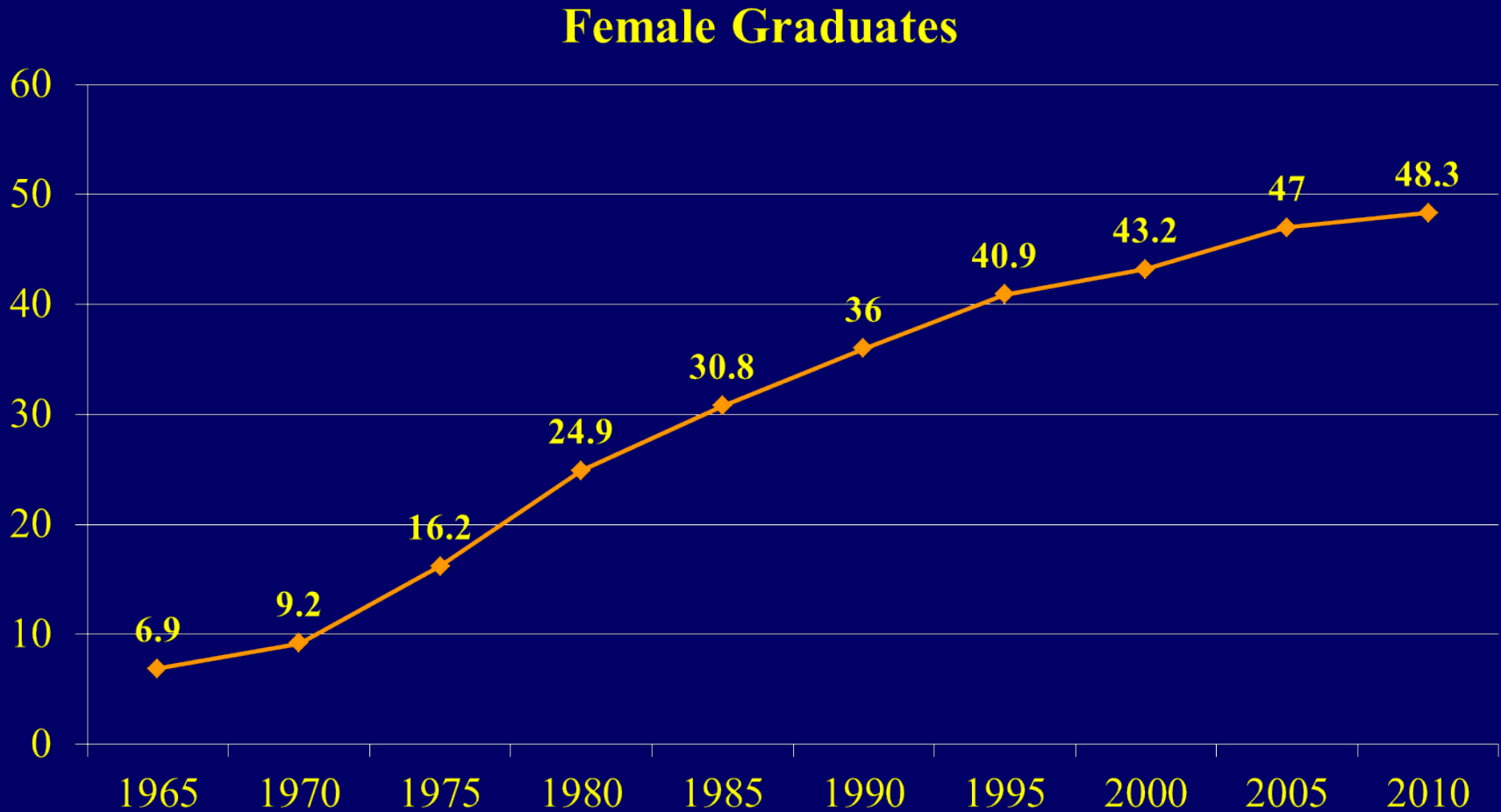
Case of Medicine in the U.S.

**How well did Affirmative Action work
for women and minorities?**

Minority Graduation Trends in US Medical Schools, 1950-2010



Female Graduation Trends in US Medical Schools, 1965-2010



The Differing Diversity Success and Outcomes for Women Versus Minorities Highlights the Critical Need of Making Investments to Ensure that all Are Enabled to Take Advantage of New Opportunities

Positive Action

It is not enough just to open the gates of opportunity. Everyone, irrespective of social group and background, must have the ability to walk through those gates.

“There is nothing so unfair as the equal treatment of unequal people.”

- Thomas Jefferson

A Comprehensive Diversity Program has
to Address Organizational Climate,
Support and Retention Issues



THE BUSINESS CASE FOR RACIAL EQUITY

LEAD AUTHOR:

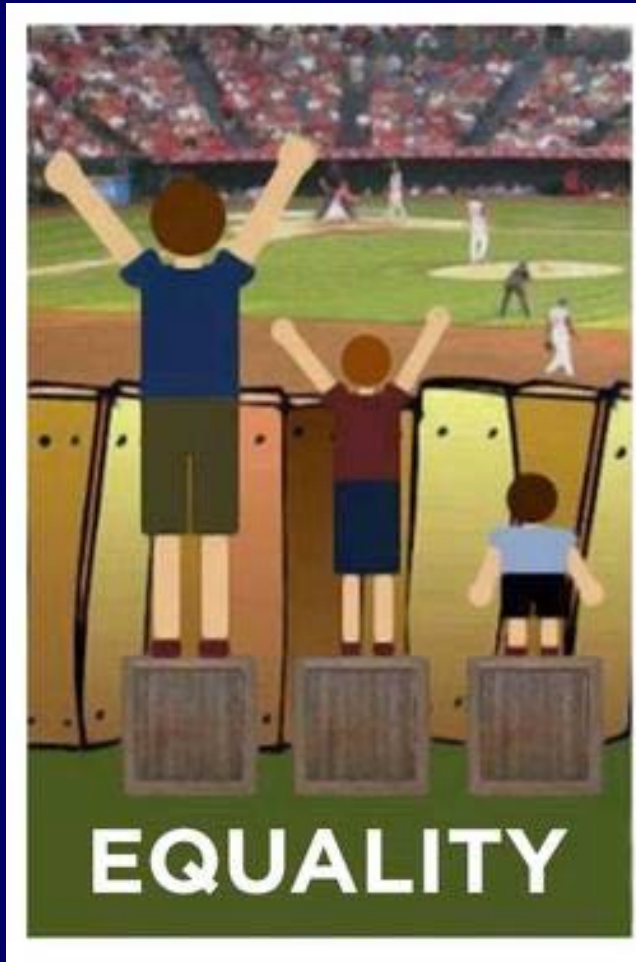
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- Equality = SAMENESS
- Giving everyone the same
- OK, if everyone starts at same place



- Equity = FAIRNESS
- Access to same opportunities
- Must ensure equity before we can enjoy equality

It is no use saying, ‘We are doing our best.’ You have got to succeed in doing what is necessary.”

- Winston Churchill