Workbook 3: Equity
1 (Required)

A note from the IDEAA team

2 (Required)

Defining Equity
Equity vs. Equality

3 (Required)

Social Determinants of Health
PHAC’s Introduction to Social Determinants of Health

4 (Optional)

Justice in Healthcare
Dismantling barriers to healthcare
Dear reader,

We want to welcome you to Workbook #3: Equity.

In this workbook you will be introduced to specialized IDEAA curriculum that aims to enhance IDEAA-competency, and increase your knowledge of equity in the workplace.

Learning objectives include:

- Become comfortable with IDEAA terminology such as equity and barriers to healthcare.
- Understand the ways in which people experience barriers to care.

We began this series to instill confidence in members of #TeamUHN in all areas of IDEAA, and to produce the next generation of inclusive leaders in healthcare.

We encourage you to complete this workbook at your own pace within a period of 0–6 months to give yourself the time you need to fully digest the material and explore this new and exciting curriculum.

In solidarity,

Jacquie & Zainab
Office of IDEAA
Defining Equity

**Equality** happens when we offer the *same* item/treatment/resource to all members of a group.

**Equity** happens when we offer items/treatments/resources to people based on their *specific needs*.

Simply defined, **equity** is the practice of distributing resources based on the needs of each group/person/organization.

**Equitable healthcare** happens when each community member is offered health outcomes based on their specific needs.
Our race, gender, class, sexuality, and education (among other factors) play a big role in determining what kind of health outcomes we will be exposed to.

Working in healthcare requires that we understand the intersections between identity, social location and equitable access to clinical care.

To learn more about the various social determinants of health, visit PHAC's introduction to SDH.
PHAC's introductory video about the social determinants of health describes several inequities that may begin during childhood and continue into adulthood. Discuss three negative health outcomes caused by the inequities mentioned in the video.
In developed nations hundreds of thousands of lives are lost each year as a result of barriers to healthcare.

When these barriers are not properly addressed or managed, it leads to longstanding health inequities. These inequities prevent people from receiving proper care even after accessing medical support.

As such, simply accessing a hospital or medical setting is not enough; the setting itself must be equipped to provide equitable care to all of its patients.

Watch the Institute for Health Improvement's introductory lecture on health equity here
In the previous video we learned how the *same illness*, such as breast cancer, can have vastly more devastating outcomes for Black patients as compared to white patients.

What action can we take to address this healthcare inequity?

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