

Characteristic Racial Equity Approaches to Health^{1,2}

Characteristic Approaches	Description
A. Institutionalized-equity Approach	Builds organizational structure from outset to consider racial equity in all policies, practices, procedures
B. Equity-add-on Approach	Engages in post-hoc actions to graft racial equity considerations and approaches onto existing (usually non-equity supporting) institutional frameworks
C. Cultural-matching Approach	Focuses on developing, implementing, and disseminating approaches, usually limited to <i>education and care</i> , that match historical, cultural, and social needs and desires of populations of color
D. Missionary Approach	Provides needed services in conventional ways, targeted specifically to people of color, usually delivered by people of a different ethnicity than the population served
E. Diversity Approach	Includes people of color in defined aspects of the program; in some cases, people of color did not have power and influence in shaping program
F. Equality-- “Raise-all-boats” Approach	Focuses on improving systems of care or addressing social determinants with the expectation that equal provision of services will automatically produce equity for all populations of color
G. Selective-equity Approach	Selectively chooses one population or inequity to address as the sole programmatic focus, e.g., income inequality but not racial inequities; Latinas but not African Americans
H. Concerned, Non-action Approach	Knows that racial inequities exist, but does not know how to incorporate into programmatic actions
I. Low-or Non-awareness Approach	Conducts professional work in absence of recognition or consideration of need to address racial inequities

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²This table is based on a qualitative assessment of a specific subset of maternal and child health programs funded by a philanthropic foundation. We asked program directors and staff to describe their approach to racial equity. Organizations across the U.S. were interviewed face to face. This list represents our summary of what the programs described as their current approaches at the time of the interview. These characteristic approaches may also be relevant for describing the environment of a wider set of organizations. Note that these approaches are not mutually exclusive, as an organization may display characteristics of several approaches. This descriptive table also does not imply a rank ordering or other judgment about these approaches. This chart is presented as a tool for thinking, learning, planning and evaluating organizational approaches to health equity with a racial equity lens to ensure that the approaches used are holistic and science-based.