

# Taking Action to Correct Health Inequities

## Key Points and Resources

*Health interventions must address the biological, psychological, and social elements that determine patterns of disease among populations to meaningfully improve health outcomes.*

### Improving Health Among Racial and Ethnic Minorities

- **Representation and a trusted voice are crucial for fostering legitimacy when sharing information among racial and ethnic minority communities.** Consider collaborating with “non-traditional” partners; for example, [Hip Hop Public Health](#) and rapper Doug E. Fresh produced a music video for the [20 Seconds or More](#) hand washing campaign to increase compliance during the pandemic.
- **The lack of diversity in clinical trials is as much a moral issue as it is a scientific one.** Encouraging underserved communities to participate in clinical trials helps expand treatment options. The [World Health Organization](#) provides information on such issues.

### The Impact of COVID-19 on the LGBTQ+ Community

- **The LGBTQ+ community has been historically underrepresented in public health literature.** The [Annals of LGBTQ Public and Population Health](#) is the first public health journal focused on topics in LGBTQ+ health.
- [The Fenway Institute](#) is a leading research and policy organizations dedicated to LGBTQ+ health.

### Issues of Health Equity Among Communities with Accessibility Needs

- **Organizations can disseminate information to a broader audience by offering materials in formats for individuals with different accessibility needs,** for example, videos with captions or ALS translation, text dictation audio, or those in multiple languages.
- Economic/employment equity is deeply tied with health equity. In turn, **increased representation in the workforce can bring about innovative mechanisms to improve accessibility.** Visit the [American Association of People with Disabilities](#) to learn more about their work to improve disability inclusion practices in the workplace.
- The Independent Living Research Utilization ([ILRU](#)) is a national center for information, training, research, and technical assistance in independent living.

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Despite major medical, technological, and policy-related advances, our health system struggles to provide fair and equitable care, particularly for those who need it most. The current global pandemic has further highlighted disparities that have yet to be fully addressed. However, this moment presents a critical opportunity for improvement, and members of the patient advocacy community are prime to help facilitate progress, given their unique insight into patient needs. “Taking Action to Correct Health Inequities” convened academic, community, and industry leaders, who offered actionable strategies to improve representation in the healthcare space, expand accessibility, and work toward health and social justice for all.

## Featured Speakers



**John L. Damonti**  
President, [Bristol Myers Squibb Foundation](#)



**Patricia (Patti) Mae Doykos, PhD**  
Lead, Health Equity Initiative and Director, [Bristol Myers Squibb Foundation](#)



**Anthonise Louis Fields, PhD**  
Director, Strategic Collaborations  
World Wide Medical, [Bristol Myers Squibb](#)



**Kemi Osundina PharmD, MS**  
Associate Director, Oncology Advocacy, [Bristol Myers Squibb Foundation](#)



**Perry N. Halkitis PhD, MS, MPH**  
Dean, Professor of Urban-Global Public Health, and Director, Rutgers Center for Health Identity, Behavior and Prevention Studies ([CHIBPS](#))



**Kristen D. Krause PhD, MPH**  
Deputy Director, Rutgers Center for Health Identity, Behavior and Prevention Studies ([CHIBPS](#))



**Steven Kramer**  
Deaf Community Representative, Member, [National Pharmaceutical Association](#)