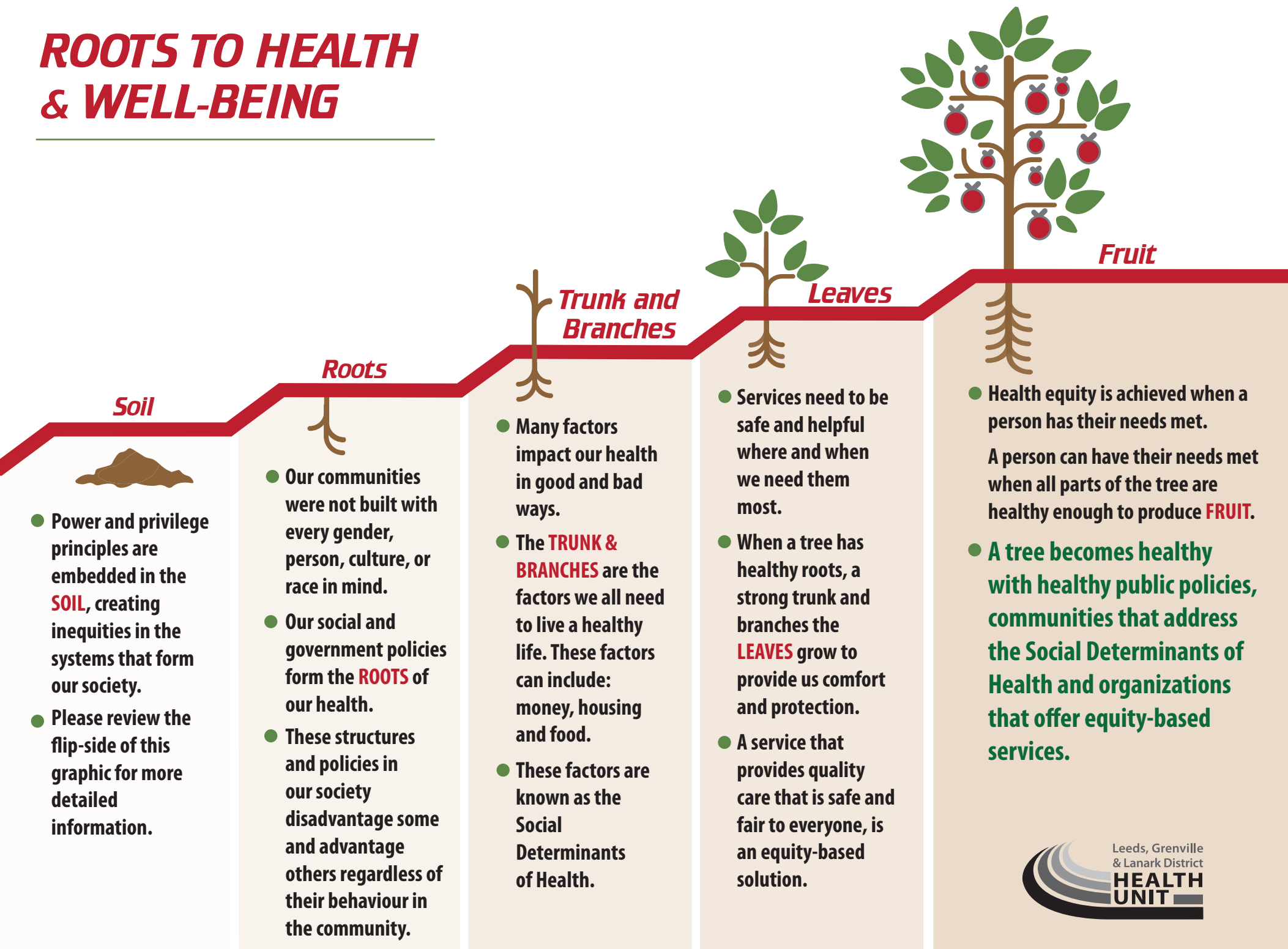


ROOTS TO HEALTH & WELL-BEING

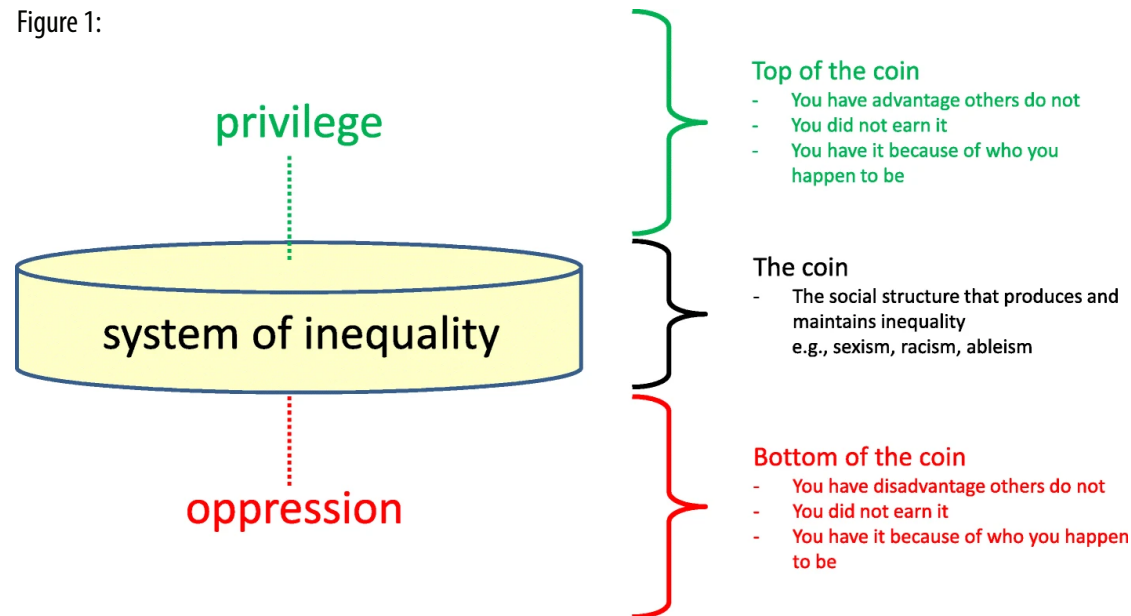


The Coin Model of Privilege and Critical Allyship

There are norms, patterns and structures in society that work for or against certain groups of people. There are 'invisible' systemic forces that privilege some over others such as: sexism, heterosexism, racism, ableism, settler colonialism and classism (Nixon, 2019).

In Figure 1, the top of the coin represents the people that benefit from unearned privilege and the unearned disadvantage from systems of inequity.

Figure 1:

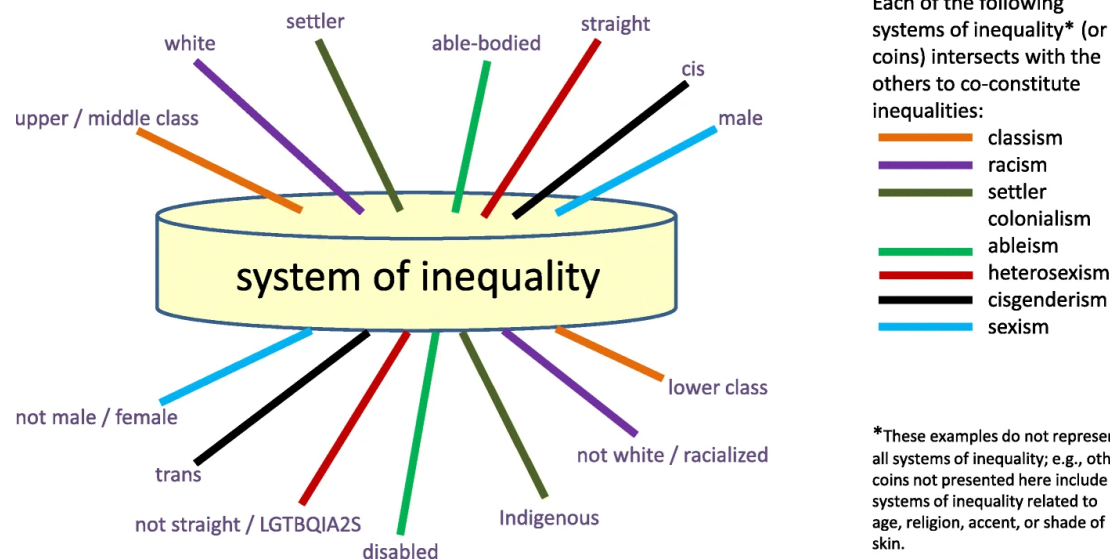


When solutions for health inequities are only focused on people at the bottom of the coin, it fails to address the social structures causing those unfair disadvantages from the top of the coin to the bottom.

These unfair social structures produce health inequities that disadvantage people at the bottom of the coin and advantage others at the top of the coin (Nixon, 2019).

To change a system of inequality, solutions need to include people that are living at the bottom of the coin. Those at the top of the coin play a critical role in deconstructing the systems of inequity (the coin).

Figure 2:



How do we do this:

- Utilize health equity tools (the Health Equity resources and program planning tool) when reviewing/creating new resources, programs, services and initiatives.
- Work with and support equity-deserving groups who are living at the bottom of the coin and collaborate with them when creating/updating services or programs.
- Advocacy work internally and in the community to remove systems of inequity.
- Acknowledging our own preconceived biases and privilege and work toward critical allyship