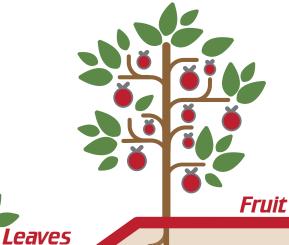
ROOTS TO HEALTH & WELL-BEING



Trunk and Branches

Roots

Soil



- Power and privilege principles are embedded in the SOIL, creating inequities in the systems that form our society.
- Please review the flip-side of this graphic for more detailed information.

 Our communities were not built with every gender,

person, culture, or

race in mind.

- Our social and government policies form the ROOTS of our health.
- These structures and policies in our society disadvantage some and advantage others regardless of their behaviour in the community.

- Many factors impact our health in good and bad ways.
- The TRUNK & BRANCHES are the factors we all need to live a healthy life. These factors can include: money, housing and food.
- These factors are known as the Social Determinants of Health.

- Services need to be safe and helpful where and when we need them most.
- When a tree has healthy roots, a strong trunk and branches the LEAVES grow to provide us comfort and protection.
- A service that provides quality care that is safe and fair to everyone, is an equity-based solution.

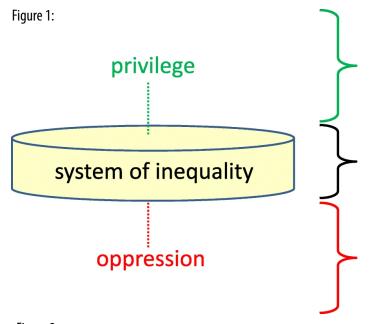
- Health equity is achieved when a person has their needs met.
 - A person can have their needs met when all parts of the tree are healthy enough to produce FRUIT.
- A tree becomes healthy with healthy public policies, communities that address the Social Determinants of Health and organizations that offer equity-based services.



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.



Top of the coin

- You have advantage others do not
- You did not earn it
- You have it because of who you happen to be

The coin

The social structure that produces and maintains inequality
e.g., sexism, racism, ableism

Bottom of the coin

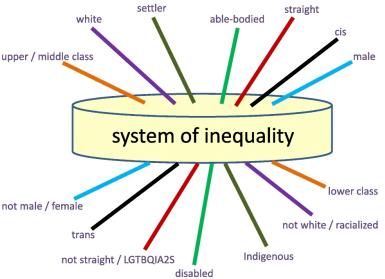
- You have disadvantage others do not
- You did not earn it
- You have it because of who you happen to be

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).





Each of the following systems of inequality* (or coins) intersects with the others to co-constitute inequalities:



*These examples do not represent all systems of inequality; e.g., other coins not presented here include systems of inequality related to age, religion, accent, or shade of skin.

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