JOHNS HOPKINS | **Engaging communities**
URBAN HEALTH INSTITUTE | **Improving health**

Social Determinants of Health 2017 Symposium
Planning Meeting
September 27, 2016

Bob Blum opened the planning meeting by welcoming the attendees from both the community and university. He emphasized that the Symposium is not intended to be a one-off event, but rather an event that looks for concrete steps which the audience can take and continue to build momentum. The goal is not for Hopkins to lead the way, but rather to look to people and community-based organizations already doing terrific work and to shine the spotlight on those groups and areas for collaboration.

As a follow-up to the Symposium on trauma in 2015, the UHI and Baltimore County Health Department share a joint staff person (Amanda Latimore). Phil Leaf also works in both hospitals and BCPS to increase trauma-informed practices. Hopkins and UMD have collaborated as well. There are a number of opportunities to build momentum and draw on community resources.

Bob also spoke about racial segregation:
- Although it was outlawed, it was replaced by economic segregation
- Educational segregation shows that more segregated schools lead to poorer outcomes for youth – diversity is educationally advantageous
- In Sandtown-Winchester, education and employment are no better than 20 years ago

Bob then opened the discussion to the audience:
- Koli Tengella spoke about how economic or governmental policy affects African Americans
    o He emphasized the need for tangible and immediate to-do's following the Symposium, even if it's calling a friend
    o In terms of education, African Americans are under credited and overage, coming from unstable living situations
    o We need to be sure to not sound condescending when making recommendations and must embrace parents as well as students
- Diane (an emergency room case worker in West Baltimore)
    o Emphasized the need to value people
    o She realizes the importance of asking patients about SDH, yet is legally unable to do so
- Pastor Gary Dittman
    o Who decides who money gets spent?
    o Revitalization has a negative connotation because it removes people from their homes
    o How do we do "community control development"?
    o Started CDC in his community
    o People in poverty have a voice, but no one is listening to them
    o Important to highlight where has this approach worked?

- Addiction and mental health were raised as important issues
- Creative therapy licenses need to be recognized (Hogan's DHMH – art therapy)

Bob also raised the question of whether we should have a parallel event for high school and college students – an event to reach young people and their parents.

The group then broke off into 4 small group discussions: Health, Employment, Housing, and Education. They each discussed four questions and took notes which are captured below.

Health

1. **What are the most pressing issues related to health here in Baltimore?**
   - Barriers to adherence, compliance: housing, drugs, food
   - Not one thing; intertwined with other issues
   - Addiction – heroin and opioids
   - Mental health issues and the associated stigma
   - Personal empowerment (or lack thereof)

2. **Of these, which are most amenable to change at the policy, program and /or service level?**
   - Lack of personal empowerment – need one-on-one programs like NA or AA
   - Addiction – treatment facilities

3. **When you think of people who have done important work related to health who are they? [these can be policy makers, researchers, program people at the local or national level]**
   - Dr. Hunter Young at Hopkins (First Step Day Hospital - mental health and addiction)
   - Dr. Lisa Cooper
   - Dr. Kathy Edin
   - OSI
   - Abell Foundation
   - LEAP (Leadership, Empowerment and Advocacy Project)
   - Greater Baltimore Urban League and Center for Entrepreneurship

4. **What is the one change you would like to see in this area and what would need to happen to achieve it?**
   - Moving from a "rescue model" to an "empowerment model"

Employment

1. **What are the most pressing issues related to employment here in Baltimore?**
   - Long-term prospects
   - Job readiness – soft/hard skills

- Translating skills for formal economy
- Lack of related resources – banks, trainings, etc.
- Administrations / facilitators also suffering burnout
- Generational experience – racism/oppression
- Barriers to obtaining and keeping jobs
- Traditional vs. non-traditional economy

2. **Of these, which are most amenable to change at the policy, program and /or service level?**
   - Microloans: business school
   - Transportation
   - Living wage
   - Incubators for urban centers, especially non-traditional
   - Opportunities to move up and make mistakes

3. **When you think of people who have done important work related to employment who are they? [these can be policy makers, researchers, program people at the local or national level]**
   - Hopkins – social innovations lab (UMD too)
   - Hopkins One – jobs, training, local hiring – ex-offenders, living wage
   - One Baltimore For Jobs (1B4J)
   - Mayor's Office of Employment Development
   - Living Classrooms – Fusion Partners
   - Empowerment Zones
   - Port Covington/Under Armor
     o Promoting sustainable growth; jobs and long-term prospects
     o Job readiness – prepared? Mindsets?
     o Translating skills into jobs? Legitimizing work
   - Employment opportunities – traditional and non-traditional
     o Lots of skills – entrepreneur, manager
   - "The Connect" newsletter, coalition support by Aspen League

4. **What is the one change you would like to see in this area and what would need to happen to achieve it?**
   - Urban League – Entrepreneurship Classes
   - Nurturing stronger networks of support

Housing

1. **What are the most pressing issues related to housing here in Baltimore?**
   - Affordable housing – defining what it actually means, how to have multicultural and diverse neighborhoods without displacement and gentrification
   - Inclusionary housing – we cannot figure out how to live in diverse, mixed income, walk-to-work communities. Success stories:
     o Ex: Land Trust examples (Pastor Gary)
     o Columbia, MD – developed as an open community
   - Lack of demand due to segregation is the problem

- More affordable housing for people with disabilities; but also less housing for families/children
- Baltimore ranks last? In upward mobility for youth

2. **Of these, which are most amenable to change at the policy, program and /or service level?**
   - What would it take to get to inclusionary housing?
   - Upward mobility
   - Can it be incentivized?
     o Incentives often work to perpetuate racist systems and structures (i.e. live near your work)
     o People don't need incentives – they want to live in diverse areas with resources
   - How to cultivate political will, business will (other players? Hopkins?)
     o We have poor leadership and vision at city level
     o Also sometimes poor implementation- how can we actually connect the dots and undo what's not working?
     o Create a vision around creating opportunities for youth to break the cycle of poverty – holistic healing

3. **When you think of people who have done important work related to housing who are they? [these can be policy makers, researchers, program people at the local or national level]**
   - What would it take to go from worst to first? Crafting a vision…
   - John Powell – Haas Institute at Berkley – big thinker about racial equity
     o Haasinstitute.berkley.edu
     o Poverty and Race Research Action Council
   - Amy Liu – Brookings (director of Metropolitan Policy Program) – new paradigm for economic development

4. **What is the one change you would like to see in this area and what would need to happen to achieve it?**
   - Convene the conversation
   - Families with children

Education

1. **What are the most pressing issues related to education here in Baltimore?**
   - Quality and how to measure use of education to go further
     o Test scores, violence, inclusion
   - Link between quality and income
     o choosing schools
   - ACEs
   - 2015 RWJ – Spokane – child absenteeism
   - Potluck Program – churches
   - Open Society Institute

- Berke Collaborative – surveys, transportation
- Creative therapies
- Disengagement of community

2. **Of these, which are most amenable to change at the policy, program and /or service level?**
   - Watch vs. create
   - Teen interactions
     o Pro-learning norms by parents, disengaged parents
   - Preschool developing norms – exposure in preschool years
   - Engagement – engaging upper class to help lower
     o Create movement to help
     o Community organizations
   - Grant-writing

3. **When you think of people who have done important work related to education who are they? [these can be policy makers, researchers, program people at the local or national level]**
   - Burke – Wes More
   - Russakopf (?)
   - Camden School System
   - Corey Booker
   - Eye of the Prize
   - Bloom – learning from our failures
   - Change top to Bottom – teachers, parents, PTA
   - James Redford

4. **What is the one change you would like to see in this area and what would need to happen to achieve it?**
   - No notes