



## HPAE 2021 Resolution Addressing Racial Disparities in Healthcare

**WHEREAS**, the COVID-19 pandemic exposed a disproportionately higher number of adverse health outcomes for racial and ethnic minorities, as COVID 19 was the number one cause of death in 2020 for Black, Hispanic, Asian, and foreign born residents in NJ; and

**WHEREAS**, New Jersey is ranked 47<sup>th</sup> in the nation for maternal deaths and has one of the widest racial disparities for both maternal and infant mortality. A Black mother in New Jersey is seven times more likely than a white mother to die from maternity-related complications, and a Black baby is over three times more likely than a white baby to die before their first birthday; and

**WHEREAS**, the data shows that racial and ethnic minority groups, throughout the United States, experience higher rates of illness and death across a wide range of health conditions, including diabetes, hypertension, obesity, asthma, and heart disease; and

**WHEREAS**, people of color face disparities in access to health care, the quality of care received, and have higher rates of adverse outcomes, and implicit bias is one of many factors that contribute to health inequities; and

**WHEREAS**, disparities reflect the social, environmental and structural effects of racism and impacts of the social determinants of health; and

**WHEREAS**, social determinants of health are circumstances of life that affect one's ability to grow, live, work, age and are driven by policies, attitudes and social justice; and

**WHEREAS**, social determinants such as poverty, unemployment, homelessness, food insecurity, access to healthcare, and lack of health insurance, create barriers to optimal patient outcomes and subsequently increase morbidity and mortality; and

**WHEREAS**, social determinants are inadequately identified in healthcare settings and therefore available resources are not utilized; and

**THEREFORE, BE IT RESOLVED**, that HPAE will continue to support legislation and programs that identify forms of and attempt to reduce racial disparities in healthcare; and

**RESOLVED**, HPAE will address social determinants of healthcare, healthcare inequities and racial bias through statewide trainings, membership meetings, labor management meetings, committee meetings and other member engagement strategies.