

Place & Health: Is Your Zip Code More Important Than Your Genetic Code?

Bernard Guyer Lecture

October 4, 2015

Rochester, NY

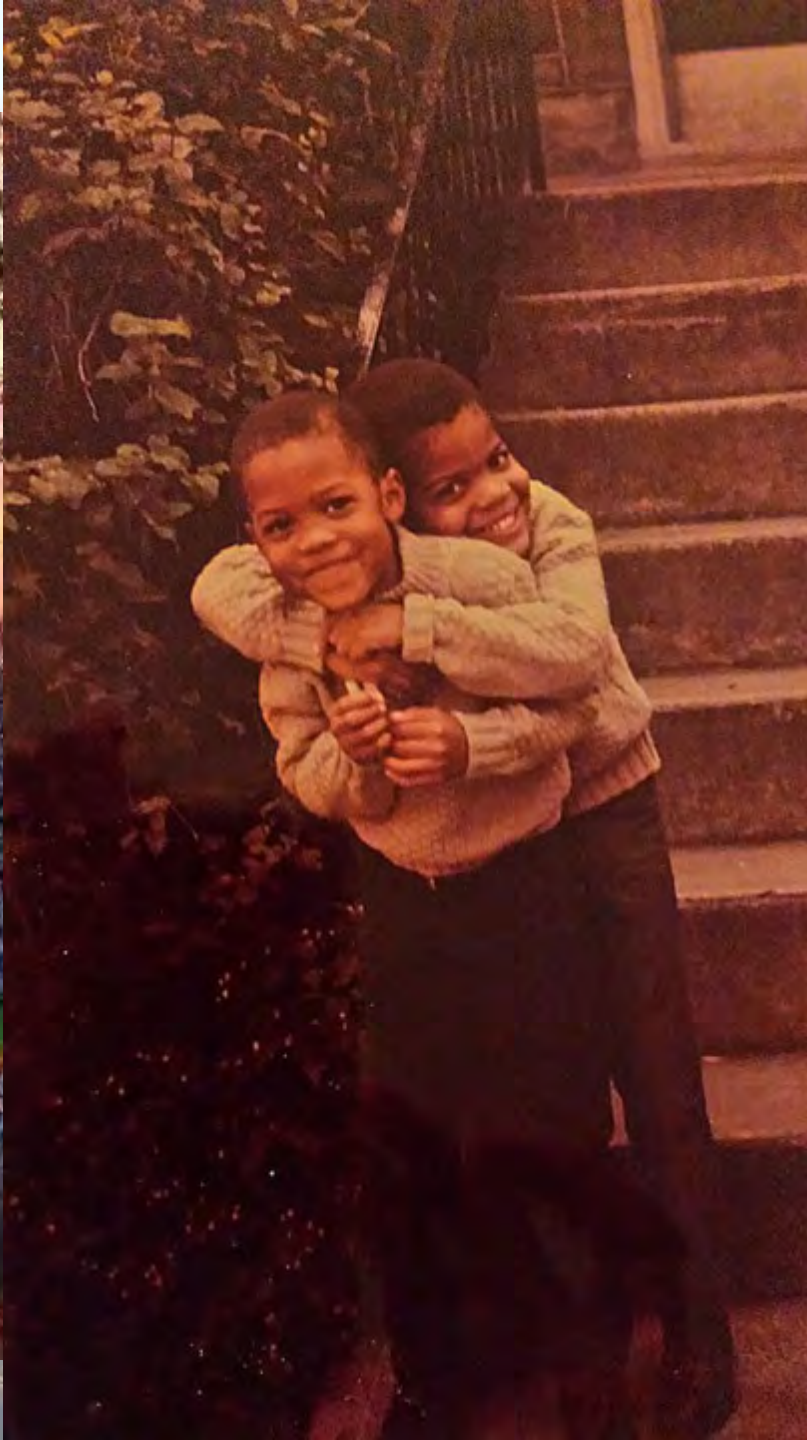
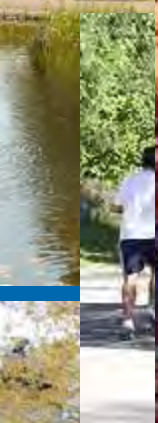
Tony Iton, M.D., J.D., MPH

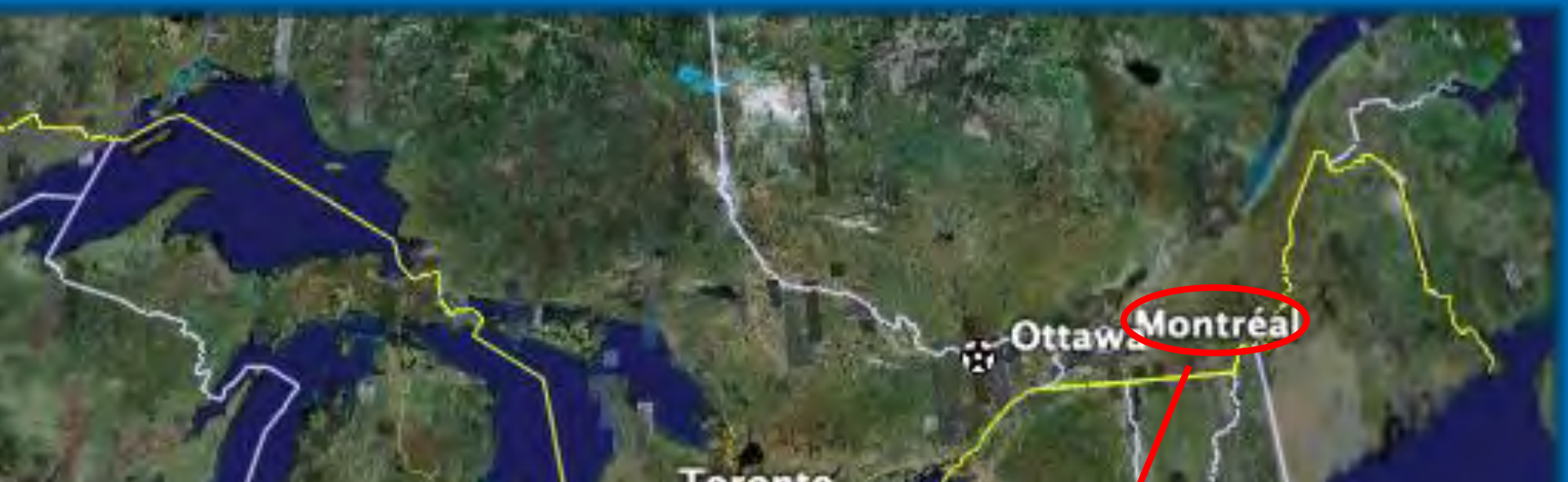
➤ *I will say then that I am not, nor ever have been, in favor of bringing about in any way the social and political equality of the white and black races — that I am not, nor ever have been, in favor of making voters or jurors of negroes, nor of qualifying them to hold office, nor to intermarry with white people; and I will say in addition to this that there is a physical difference between the white and black races which I believe will forever forbid the two races living together on terms of social and political equality. And inasmuch as they cannot so live, while they do remain together there must be the position of superior and inferior, and I as much as any other man am in favor of having the superior position assigned to the white race.*

- Abraham Lincoln 1858

Why Place Matters







ork
ia



LIFE

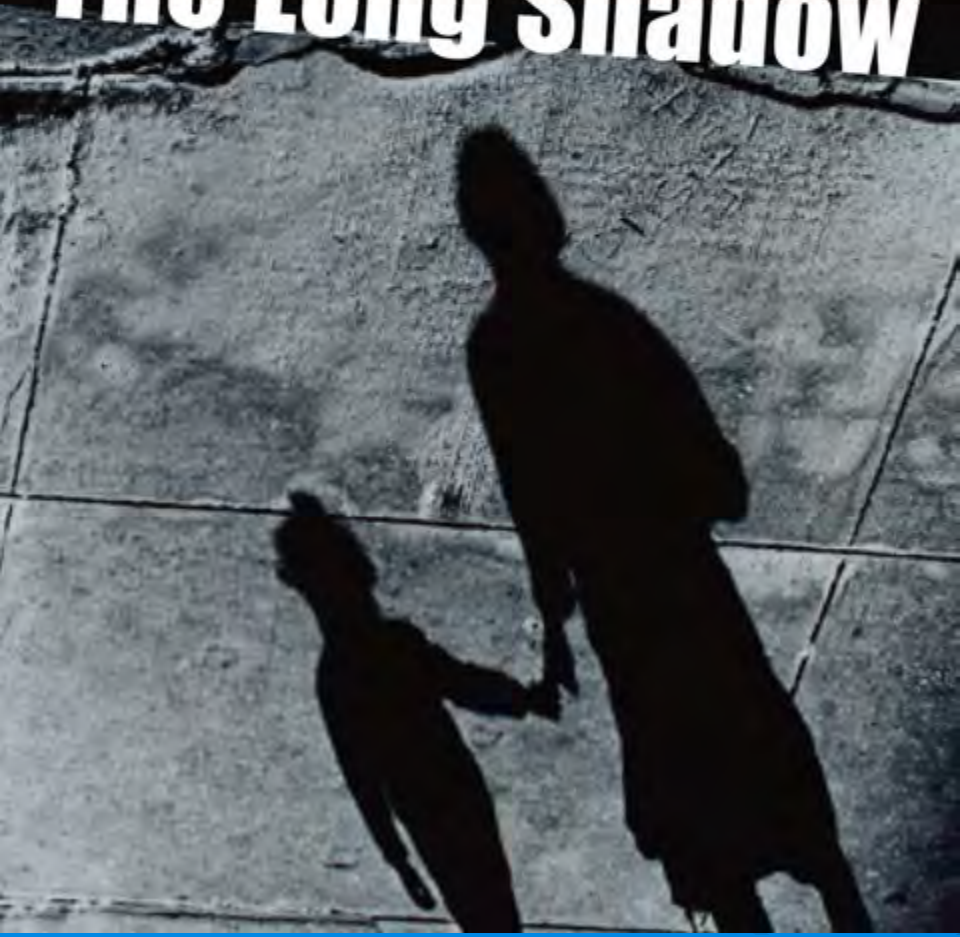


Family Background,
Disadvantaged Urban Youth,
and the Transition to Adulthood

Karl Alexander
Doris Entwisle
Linda Olson

THE AMERICAN
SOCIOLOGICAL ASSOCIATION'S
ROSE SERIES IN SOCIOLOGY

The Long Shadow



- Almost none of the children from low-income families made it through college.
- Among those who did not attend college, white men from low-income backgrounds found the best-paying jobs.
- "The implication is where you start in life is where you end up in life," Alexander said. "It's very sobering to see how this all unfolds."



142 cases of HIV linked to illegal drugs

Many cases in Scott County are traced to people injecting Opana, a prescription painkiller similar to heroin and sold in pill form.



Oxymorphone
An opioid painkiller sold under names



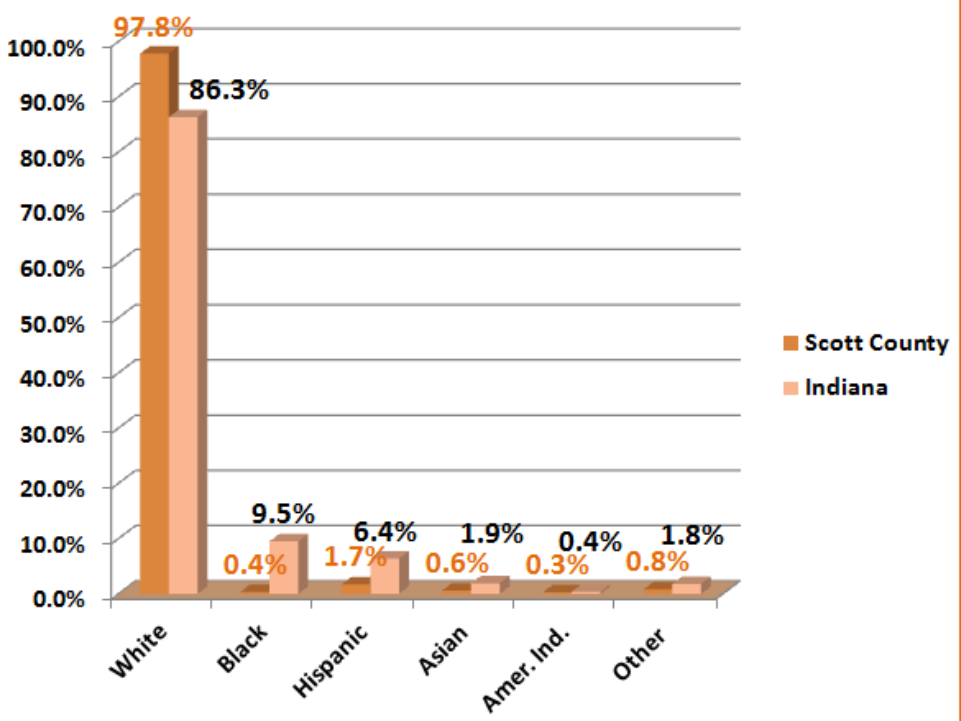
Scott County

Opana is a hard pill that is difficult to crush and dissolve for injection drug use. For that reason, users find larger needles are necessary,

To slow the rise in HIV, Indiana has

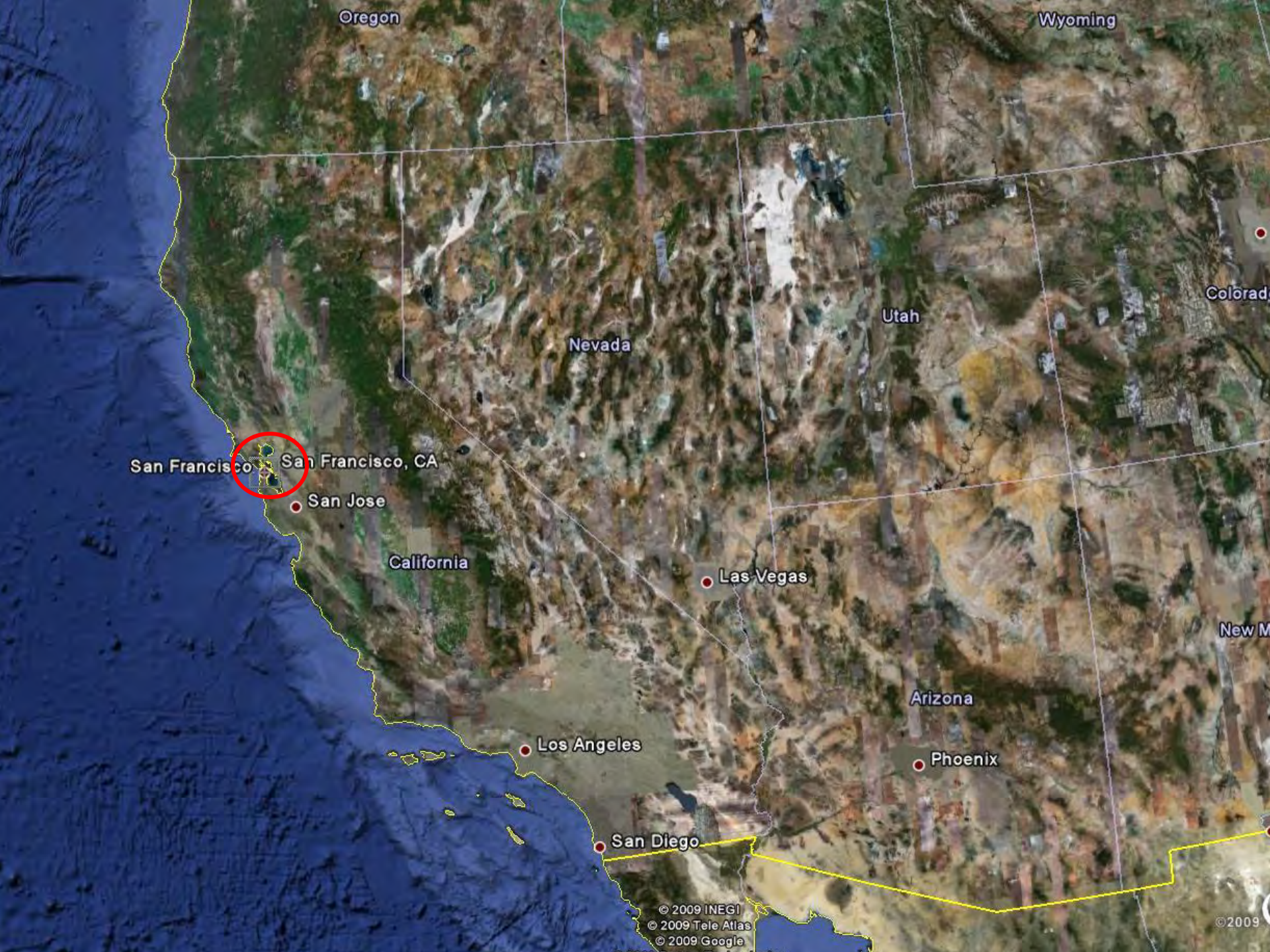


Racial demographics of Scott County and Indiana (2013)





**Does Your *Zip Code*
Matter More Than
Your *Genetic Code* ?**



Oregon

Wyoming

Colorado

Utah

Nevada

San Francisco

San Francisco, CA

San Jose

California

Las Vegas

New M

Arizona

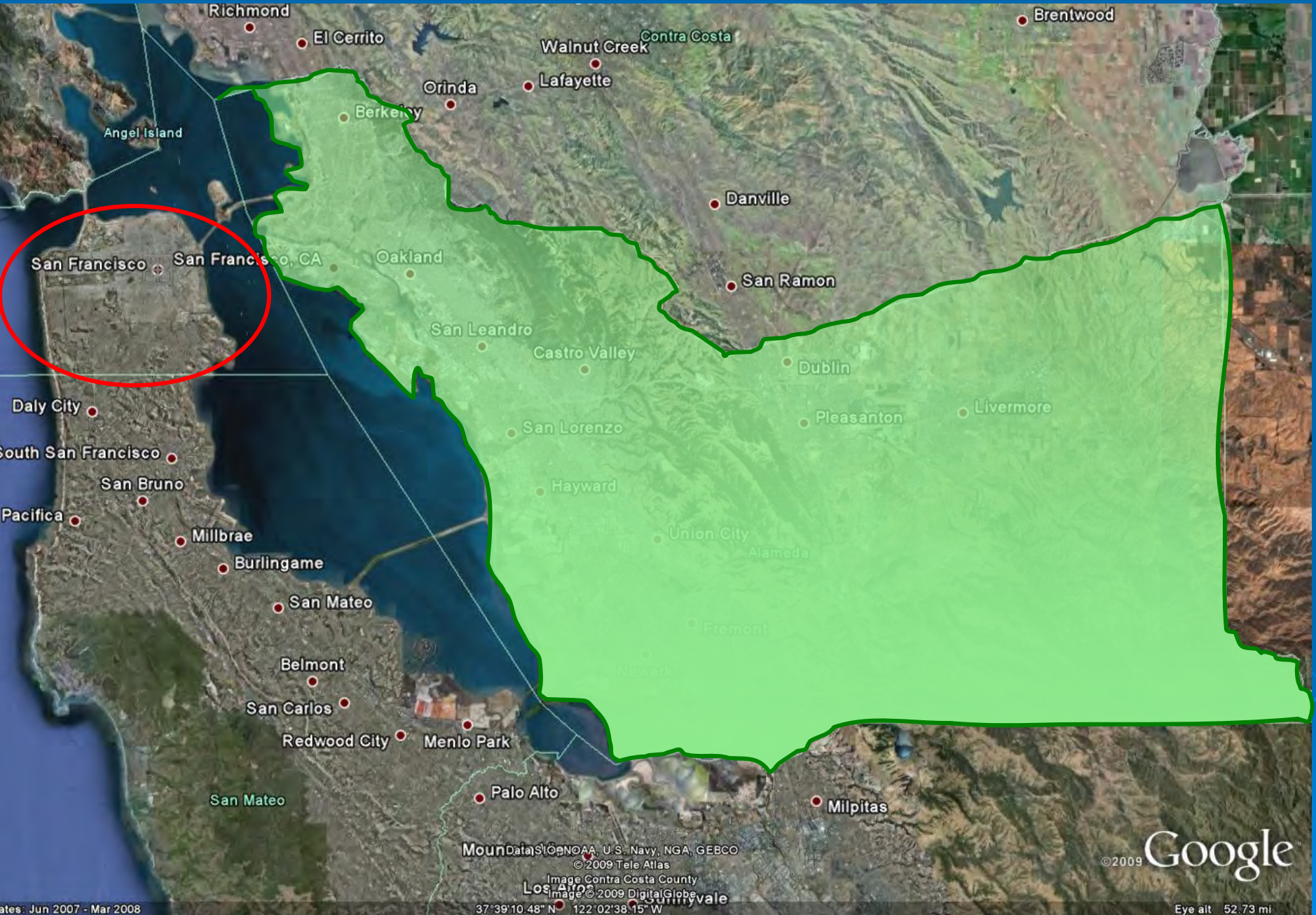
Los Angeles

Phoenix

San Diego

© 2009 INEGI
© 2009 Tele Atlas
© 2009 Google

© 2009



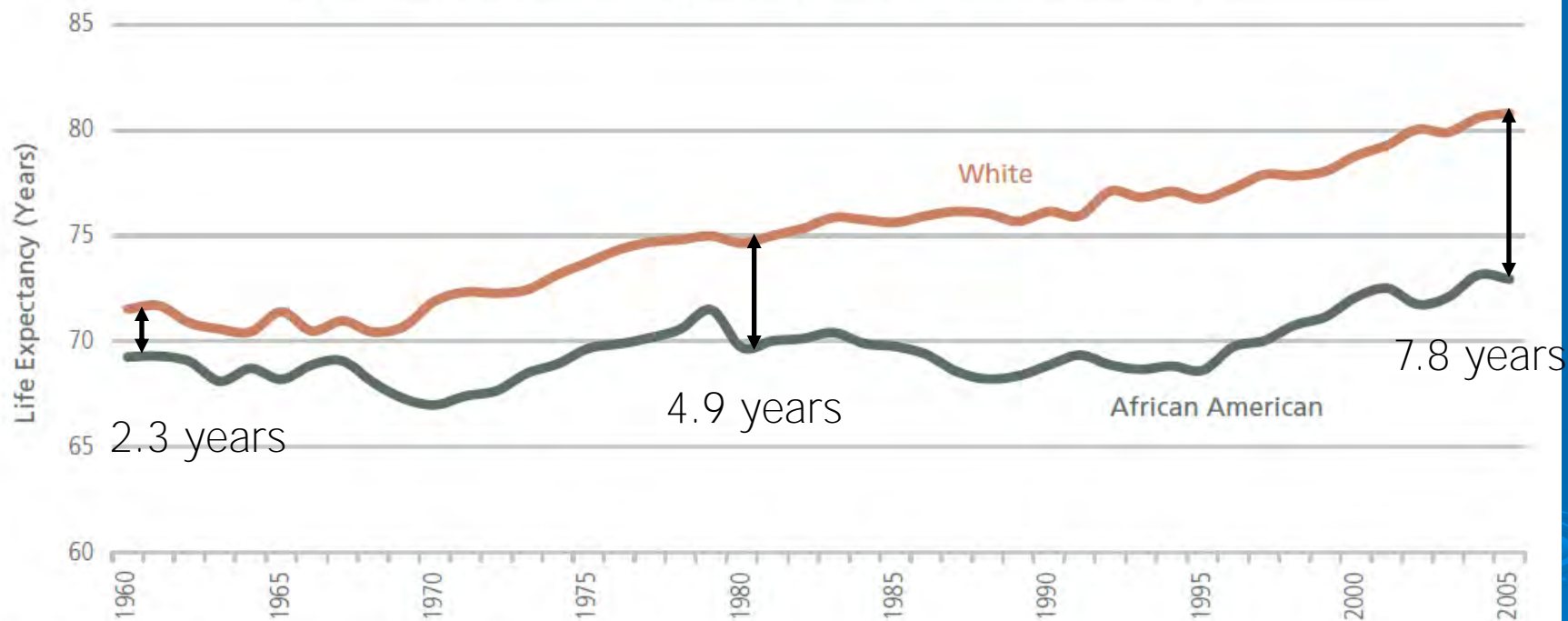
CERTIFICATE OF DEATH

3200701000029

1. NAME OF DECEASED - FIRST (Last)		2. MIDDLE		3. LAST (Family)	
DONALD		H.		DUCK	
4. DATE OF BIRTH		5. SEX		6. RACE	
02/14/1937		M		CAUCASIAN	
7. BIRTH CITY AND COUNTRY		8. SOCIAL SECURITY NUMBER		9. MARITAL STATUS	
FINLAND		243-65-9974		NEVER MARRIED	
10. EDUCATION		11. HIGHEST GRADE ATTAINED		12. OCCUPATION	
06		EDUCATION		TEACHER	
13. USUAL OCCUPATION		14. KIND OF BUSINESS OR INDUSTRY		15. YEARS IN INDUSTRY	
TEACHER		EDUCATION		4	
16. DECEASED'S RESIDENCE		17. COUNTY		18. ZIP CODE	
348 8TH AVE		ALAMEDA		94501	
19. CITY		20. YEARS IN COUNTY		21. STATE OR FOREIGN COUNTRY	
ALAMEDA		3		CA	
22. NAME OF SURVIVING SPOUSE		23. DECEASED'S MALE AND FEMALE CHILDREN		24. ADDRESS OF LAST RESIDENCE	
SUE M. MOUSE		345 HIGH ST, OAKLAND, CA 94601			
25. NAME OF SURVIVING SPOUSE - FIRST		26. MIDDLE		27. LAST (Family Name)	
-		-		-	
28. NAME OF FATHER - FIRST		29. MIDDLE		30. LAST	
THOMAS		-		DUCK	
31. NAME OF MOTHER - FIRST		32. MIDDLE		33. LAST	
MINNIE		-		UNKNOWN	
34. DEPOSITION DATE		35. PLACE OF DEATH		36. PLACE OF DEATH	
01/22/2007		RES		345 HIGH ST, OAKLAND, CA 94601	
37. TYPE OF DEPOSITION		38. SIGNATURE OF EXAMINER		39. EXAMINER NUMBER	
CR/RES		MANUEL FLORES		EMB6370	
40. NAME OF FUNERAL HOME		41. LICENSE NUMBER		42. SIGNATURE OF LOCAL REGISTRAR	
CLARENCE N COOPER MORTUARY INC		FD381		ANTHONY ITON, M.D.	
43. PLACE OF DEATH		44. HOSPITAL		45. OTHER	
EDEN MEDICAL CENTER		CASTRO VALLEY		CASTRO VALLEY	
46. COUNTY		47. FACILITY ADDRESS OR LOCATION WHERE FOUND		48. CITY	
ALAMEDA		20103 LAKE CHABOT RD		CASTRO VALLEY	
49. CAUSE OF DEATH		50. UNDERLYING CAUSE		51. ICD-10 CODE	
PNEUMONIA		BRONCHITIS		J62.0	
52. OTHER SIGNIFICANT CONDITION CONTRIBUTING TO DEATH		53. OTHER SIGNIFICANT CONDITION CONTRIBUTING TO DEATH		54. OTHER SIGNIFICANT CONDITION CONTRIBUTING TO DEATH	
DEMENTIA		-		-	
55. HAD ORGAN DONATION PERFORMED		56. IF YES, PRESENT IN LAST YEAR		57. IF YES, PRESENT IN LAST YEAR	
NO		NO		NO	
58. I CERTIFY THAT TO THE BEST OF MY KNOWLEDGE AND BELIEF, THE INFORMATION ON THIS CERTIFICATE IS TRUE AND CORRECT		59. SIGNATURE AND TITLE OF REGISTRAR		60. REGISTRAR NUMBER	
02/03/2008		GARY WINSETT BROWN M.D.		A38965	
61. I CERTIFY THAT I AM A PHYSICIAN LICENSED BY THE STATE AND HAVE SIGNED THIS CERTIFICATE		62. TYPE, ADDRESS AND PHONE NUMBER OF PHYSICIAN		63. SIGNATURE OF PHYSICIAN	
01/10/2007		2315 STOCKTON BLVD, SACRAMENTO, CA 95817		MICHAEL ANDREW HOGARTH M.D.	
64. I CERTIFY THAT I AM A PHYSICIAN LICENSED BY THE STATE AND HAVE SIGNED THIS CERTIFICATE		65. TYPE, ADDRESS AND PHONE NUMBER OF PHYSICIAN		66. SIGNATURE OF PHYSICIAN	
-		-		-	
67. PLACE OF BIRTH (State, County, City or Town)		68. DATE		69. TYPE, NAME, TITLE OR POSITION OF PHYSICIAN	
-		-		-	

Race and Racism Matters: Health Inequities by Race/Ethnicity

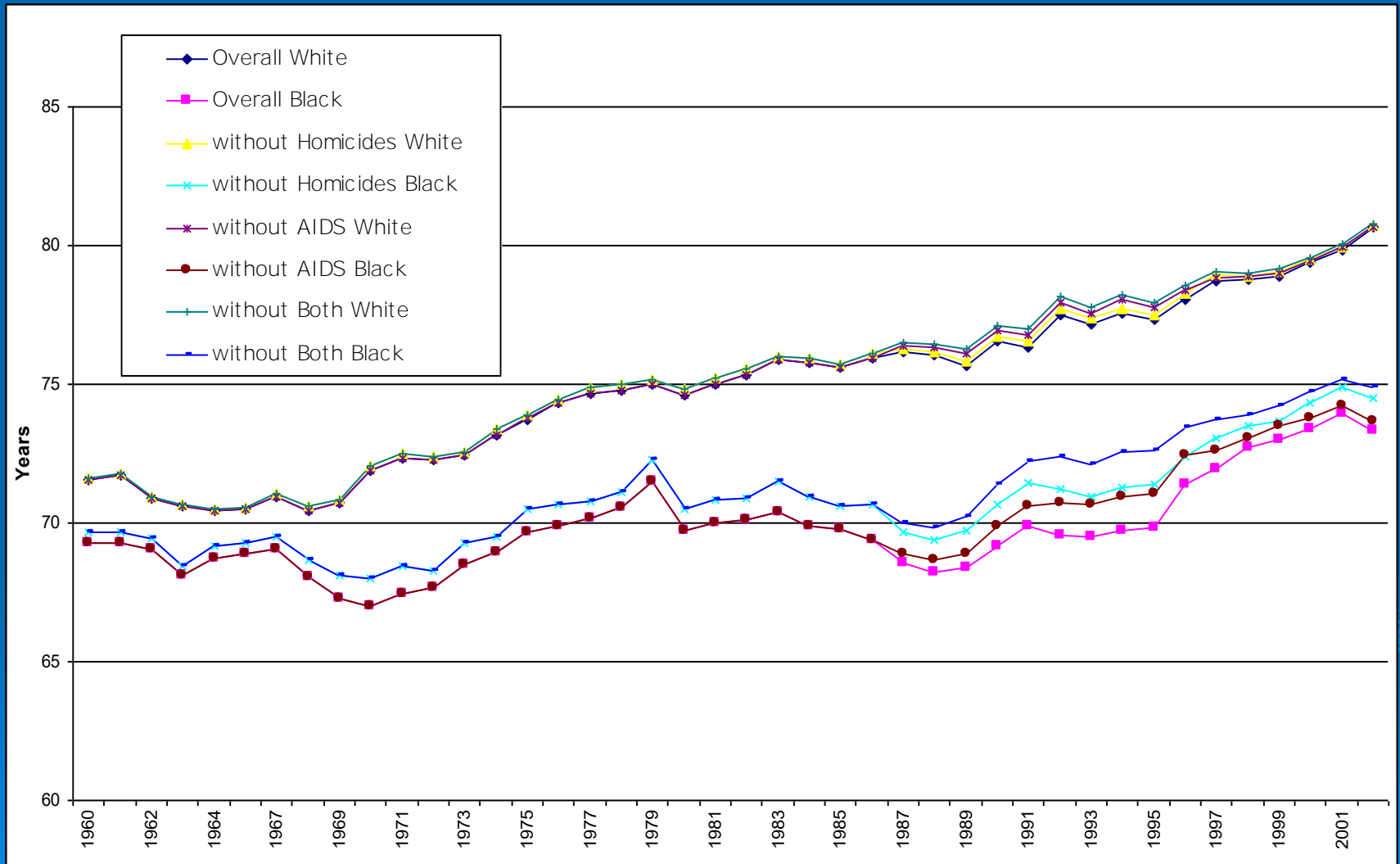
Figure 5: Historical Life Expectancy at Birth, Alameda County



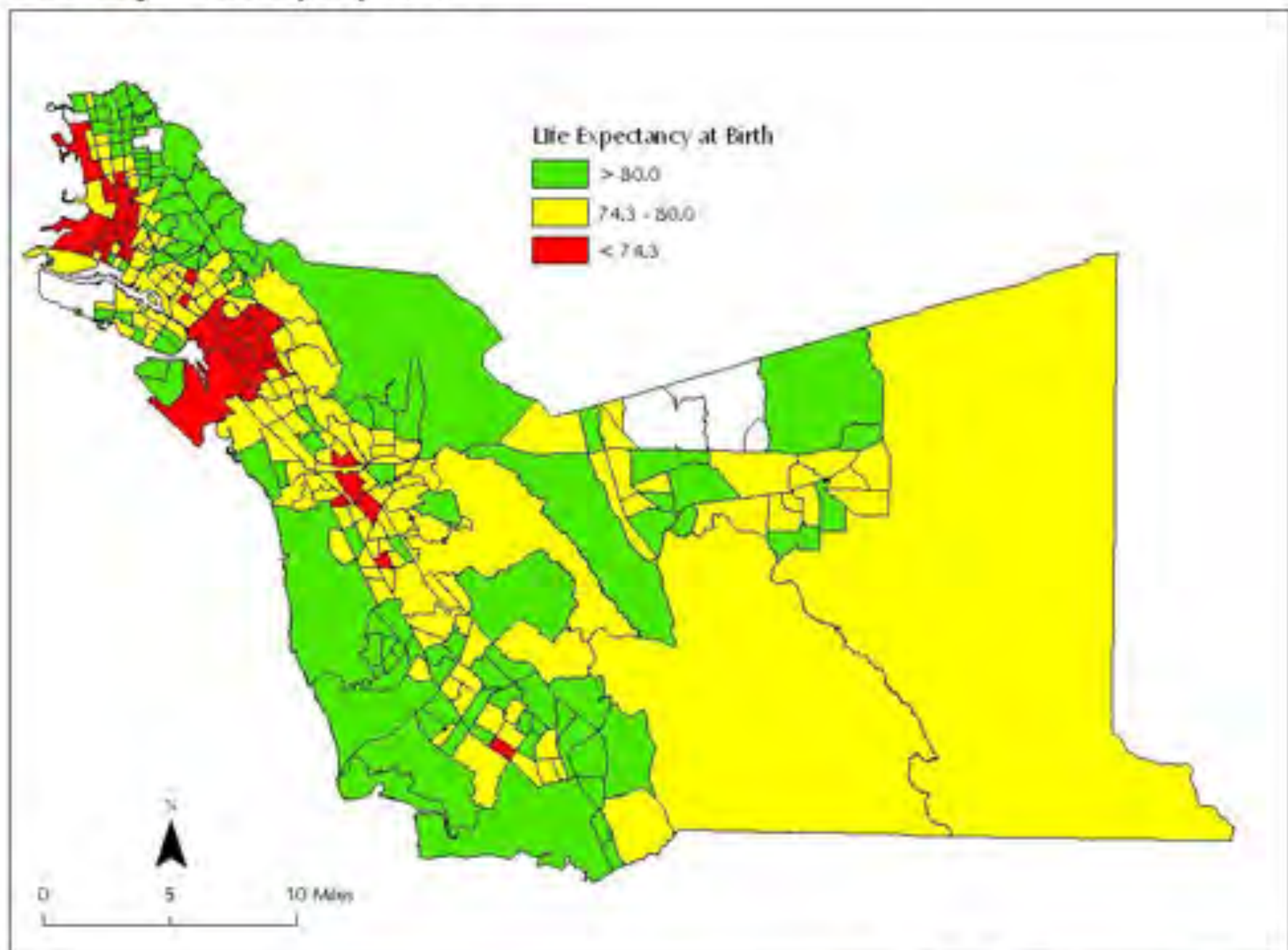
Note: White and African American defined regardless of Latino origin.

Source: Alameda County vital statistics files, 1960-2005.

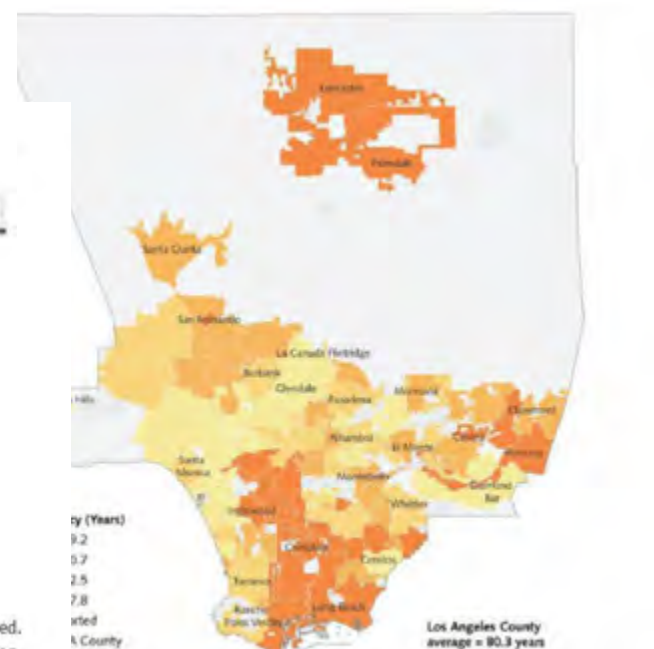
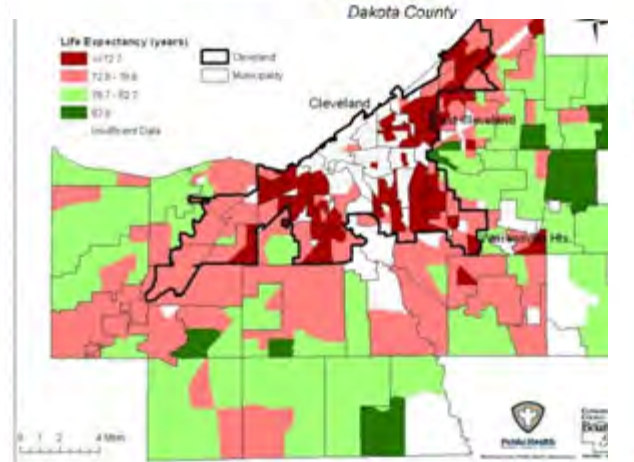
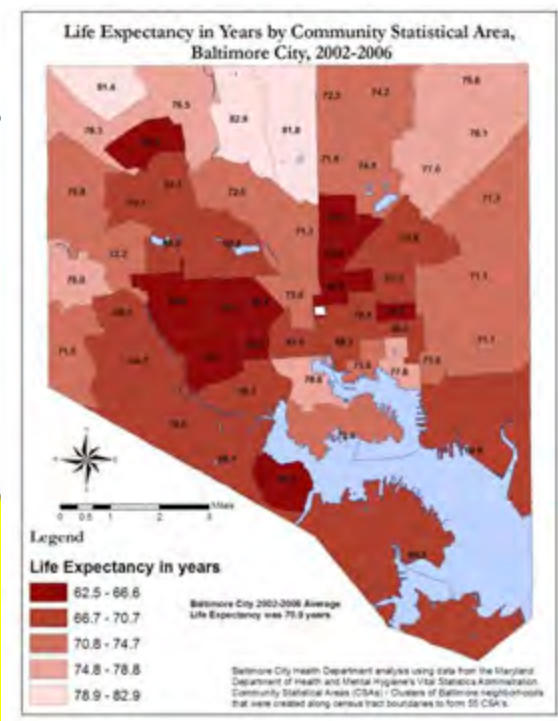
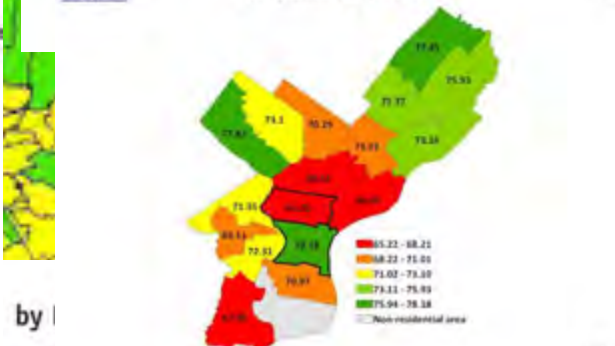
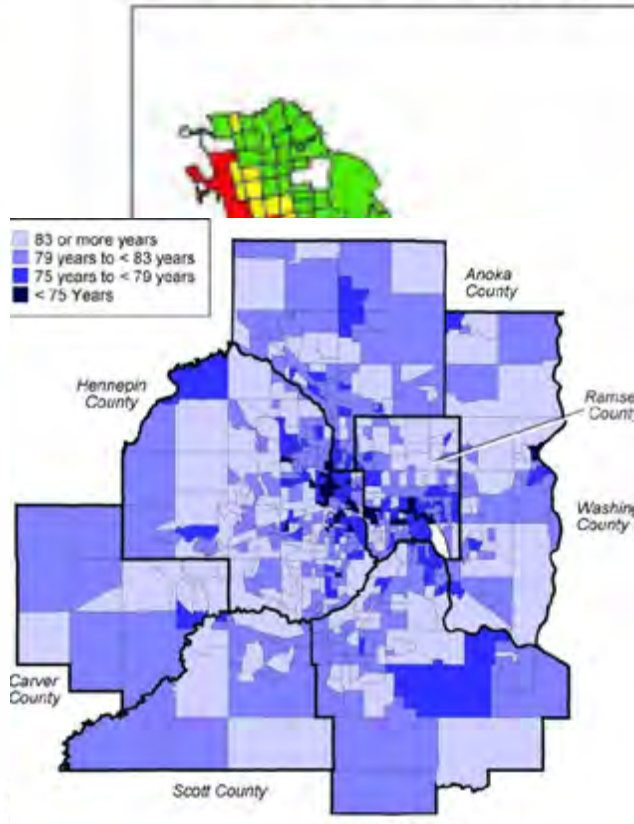
Race and Racism Matters: Health Inequities by Race/Ethnicity



Life Expectancy by Tract

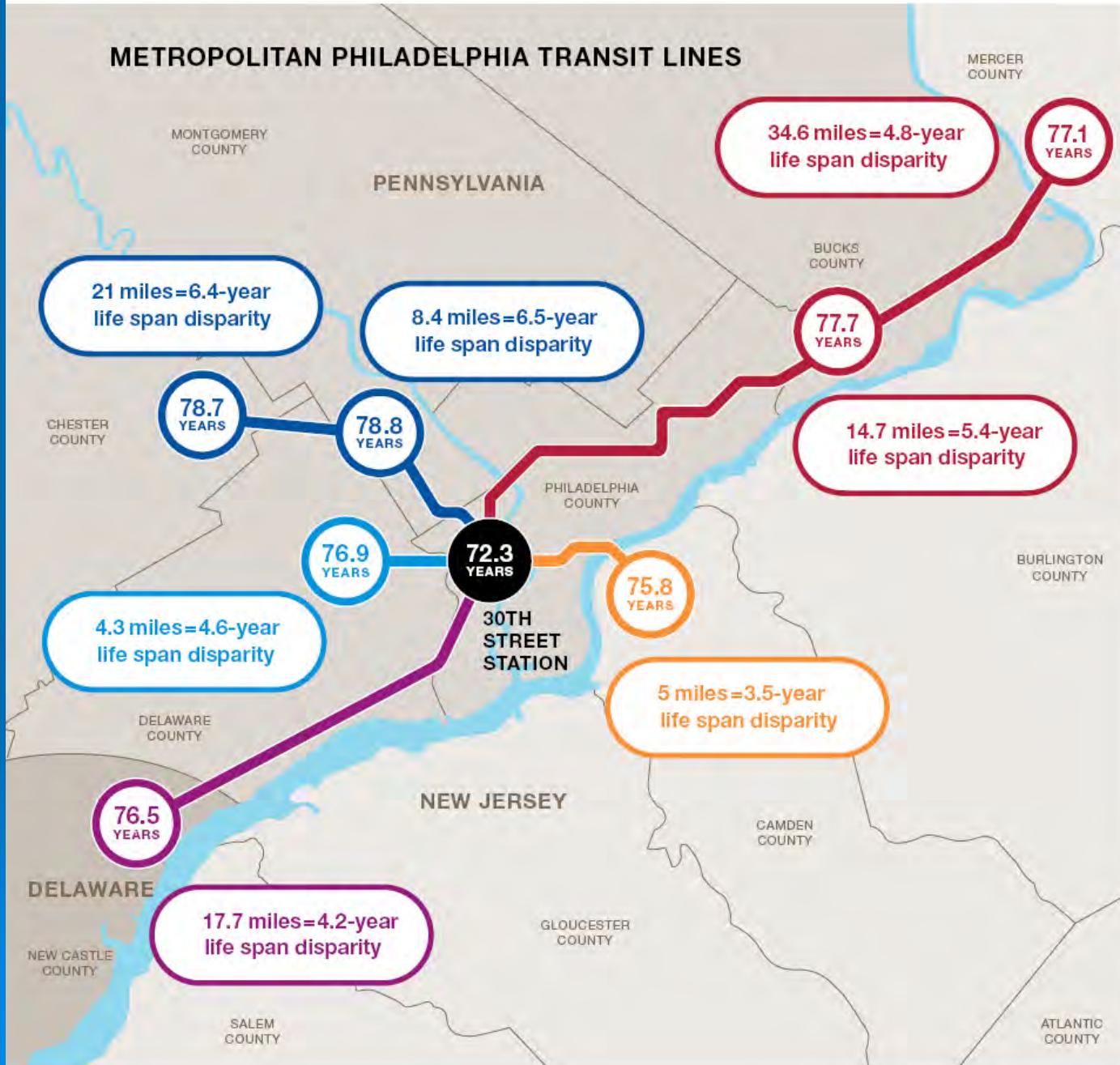


Life Expectancy by Tract

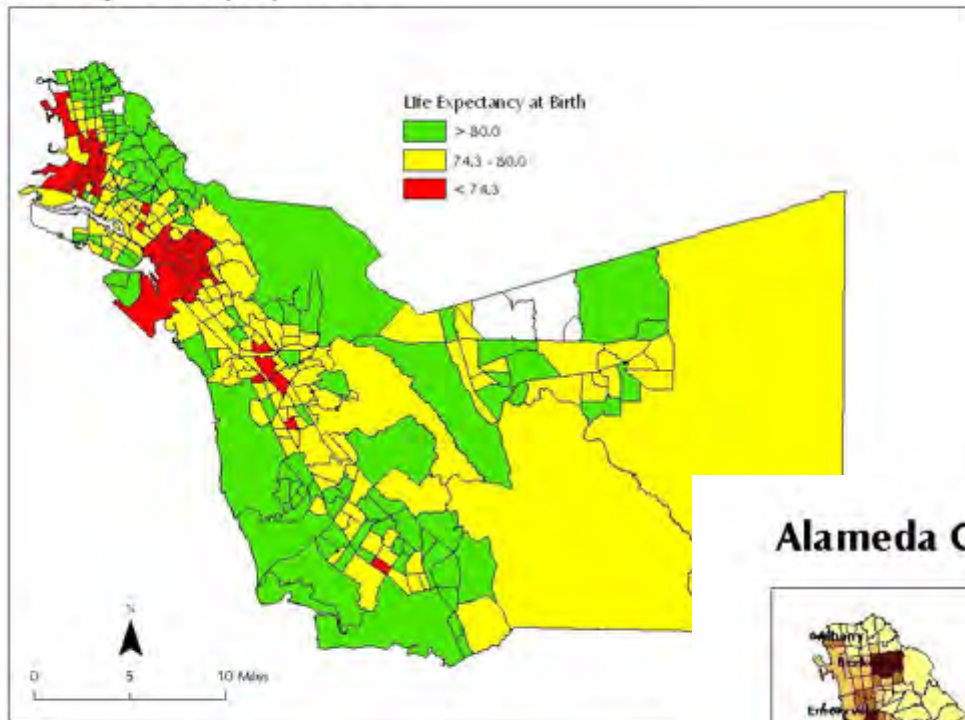




METROPOLITAN PHILADELPHIA TRANSIT LINES

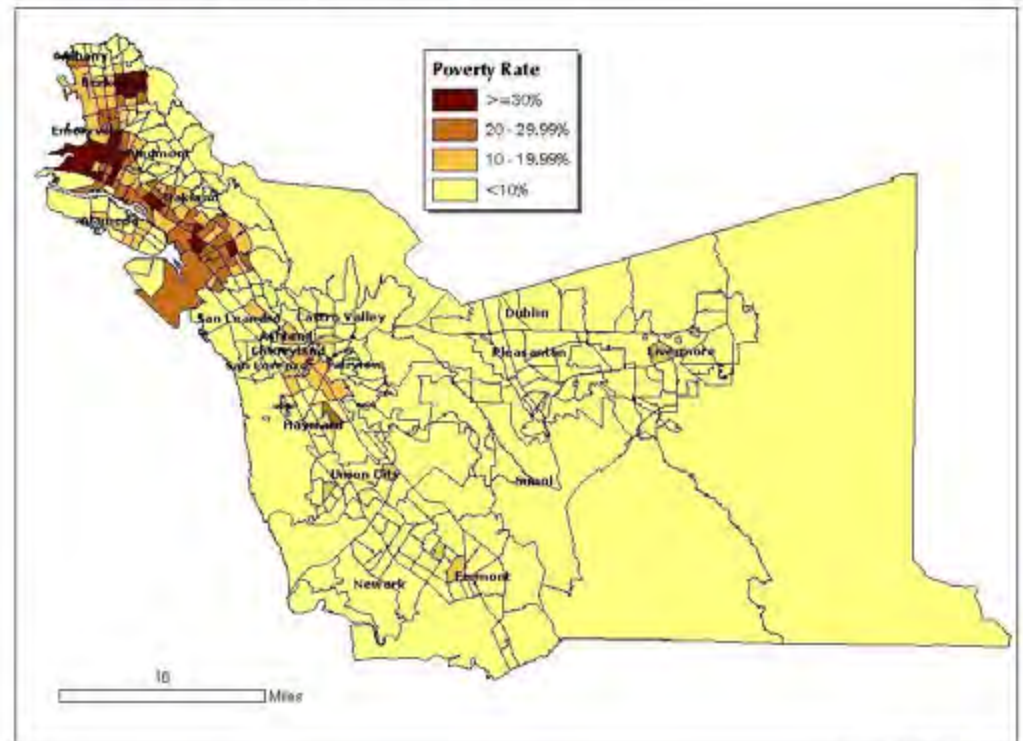


Life Expectancy by Tract



Source:

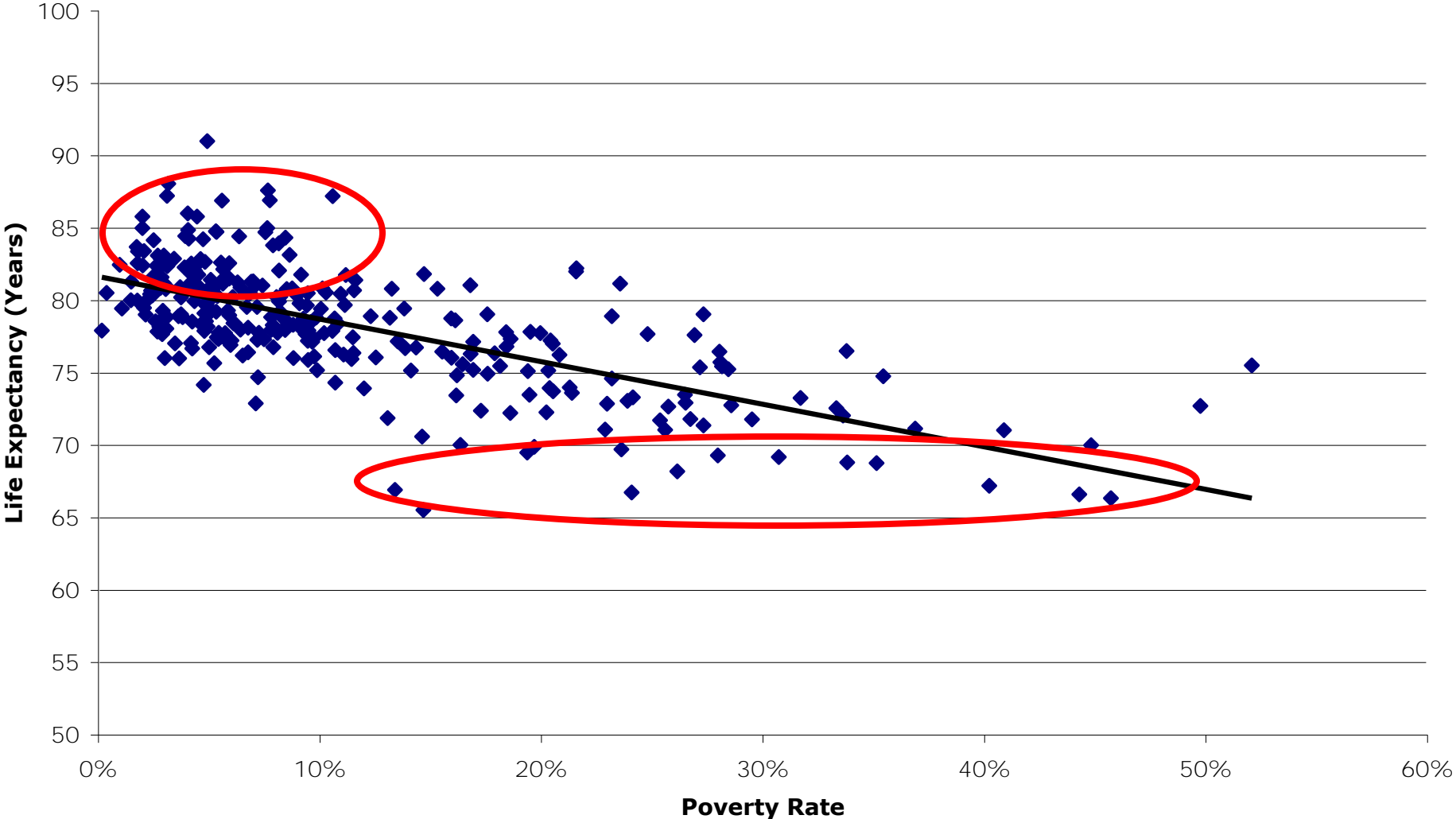
Alameda County Poverty



Source: CAPE, Census 2000

Life Expectancy by Poverty Group 2000-2003

Alameda County



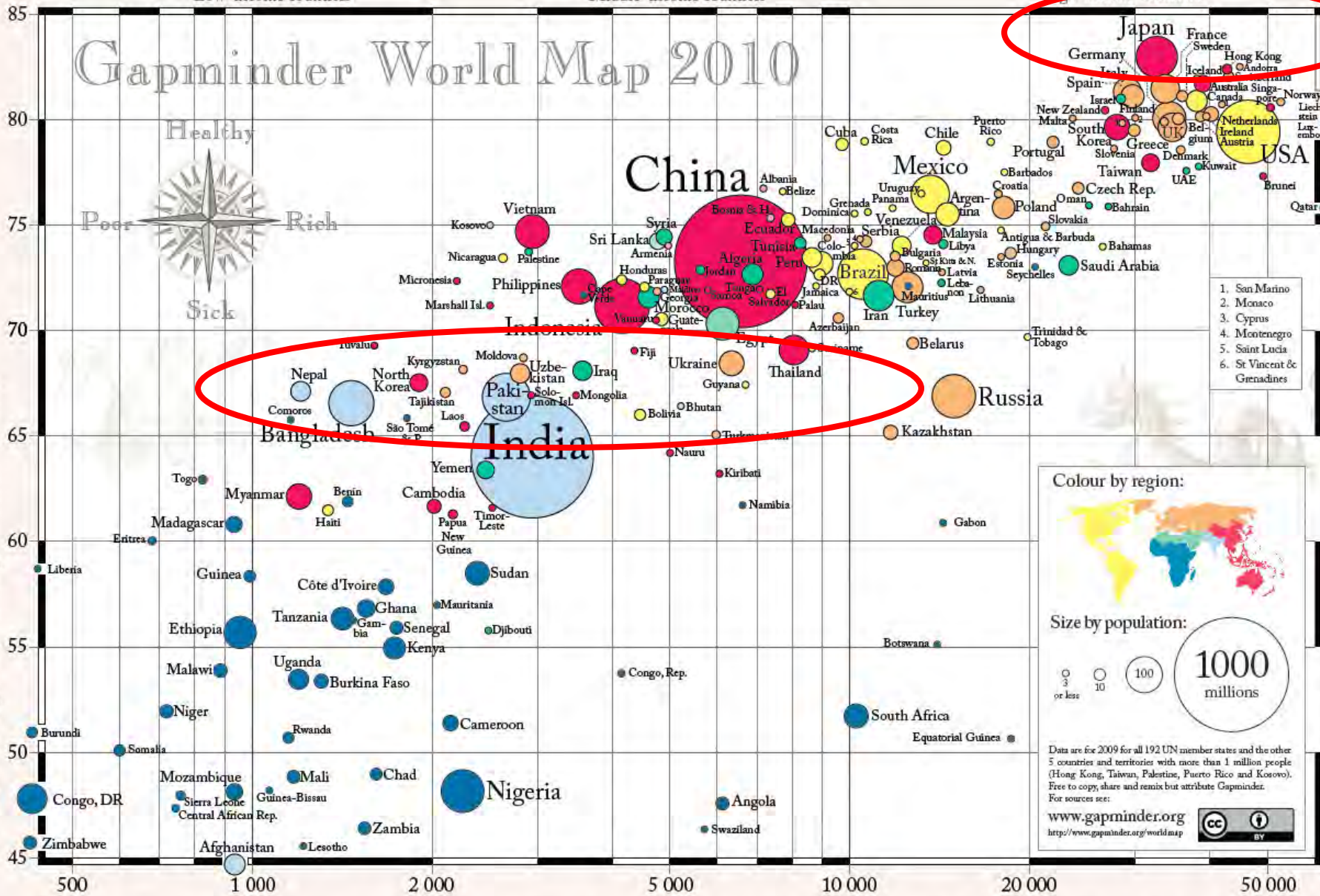
Low-income countries

Middle-income countries

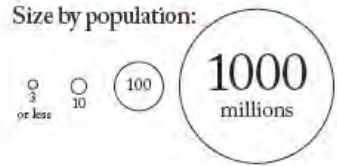
High-income countries

Gapminder World Map 2010

Health Life expectancy at birth (years)



1. San Marino
2. Monaco
3. Cyprus
4. Montenegro
5. Saint Lucia
6. St Vincent & Grenadines

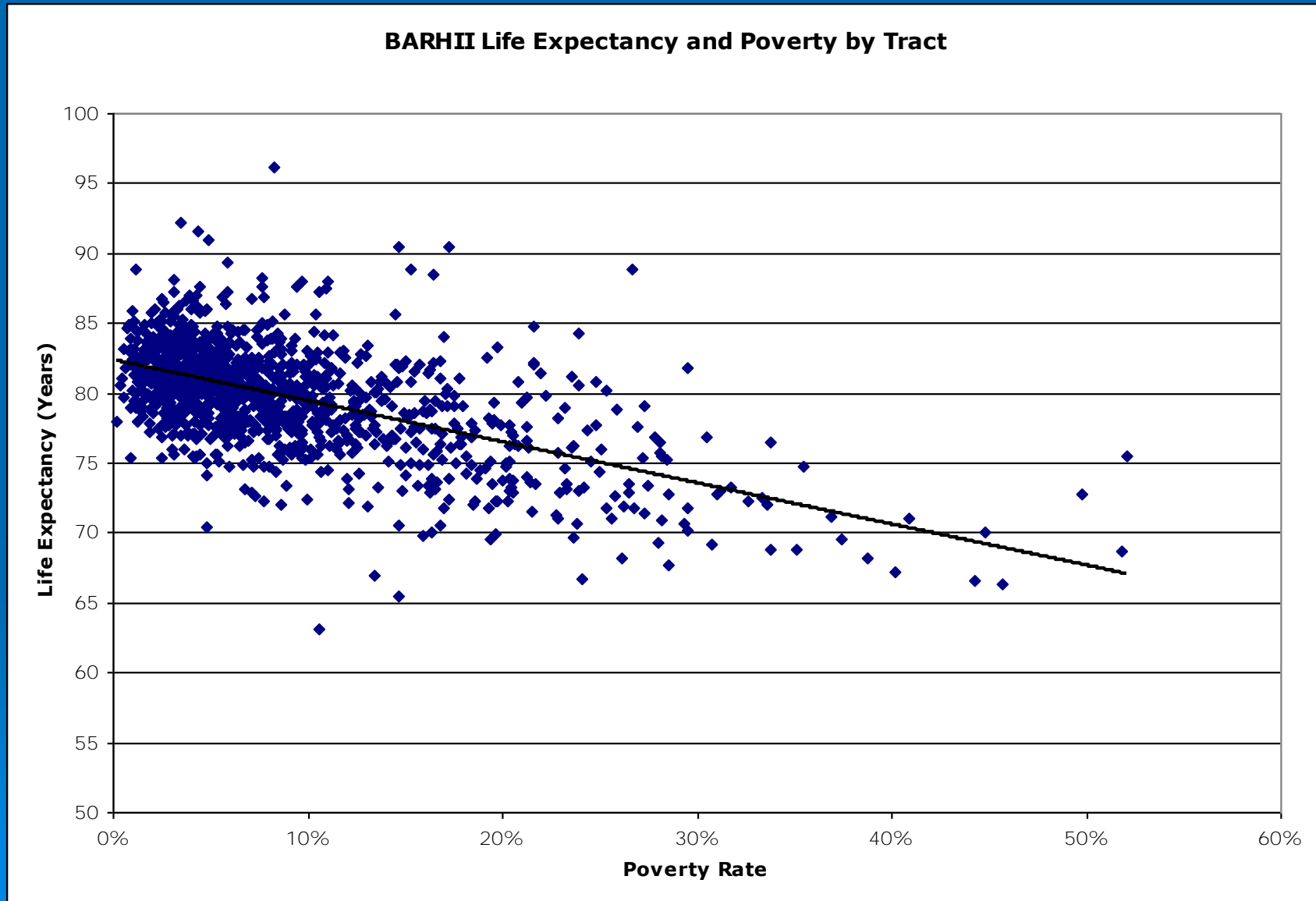


Data are for 2009 for all 192 UN member states and the other 5 countries and territories with more than 1 million people (Hong Kong, Taiwan, Palestine, Puerto Rico and Kosovo). Free to copy, share and remix but attribute Gapminder. For sources see: www.gapminder.org <http://www.gapminder.org/worldmap>

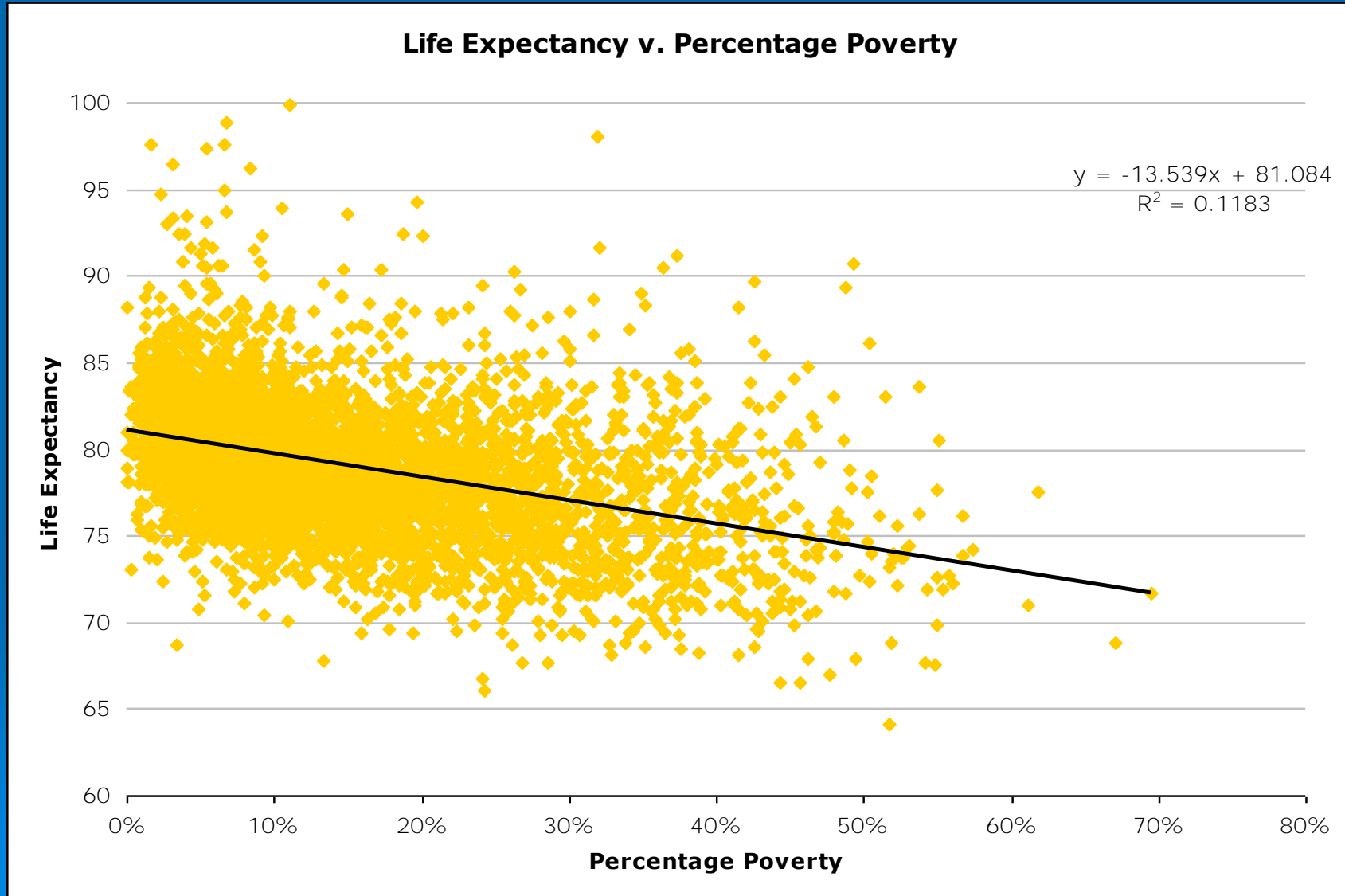
Money GDP per person in US dollars (purchasing power adjusted) (log scale)

GAPMINDER

Bay Area Poverty vs. Life Expectancy



California Poverty vs. Life Expectancy



Cost of Poverty in San Francisco Bay Area

- ***Every additional \$12,500 in household income buys one year of life expectancy***
- ***(Benefit appears to plateau at household incomes above \$150,000)***
- ***Similar gradients in Baltimore, NYC, Philadelphia, Hennepin County (Minneapolis-St. Paul), Colorado, California, AND Cuyahoga County (\$6304/year of life)***

The shape of health to come: prospective study of the determinants of 30-year health trajectories in the Alameda County Study

George A Kaplan,^{1*} Peter T Baltrus² and Trivellore E Raghunathan³

A 30 year longitudinal study of nearly 7000 Alameda County residents from 1965 forward. Those residents with household income 1 SD above mean were 25% less likely to die prematurely, 1 SD below mean were 35% more likely to die early.

Why Obama
Wants a Team
Of Rivals

Justin Fox
On How to
Save GM

Should You
Buy a
Windmill?

TIME

Ahhh...

Ohhh...

Annual Checkup

The Sorry State of American Health

Despite advances in medicine, Americans are less healthy than we used to be, and the next generation may be even worse off. How to reverse the trend—before it's too late

PLUS: The Year in Medicine A-Z



The NEW ENGLAND JOURNAL of MEDICINE

SPECIAL REPORT

Volume 352:1138-1145

March 17, 2005

Number 11

A Potential Decline in Life Expectancy in the United States in the 21st Century

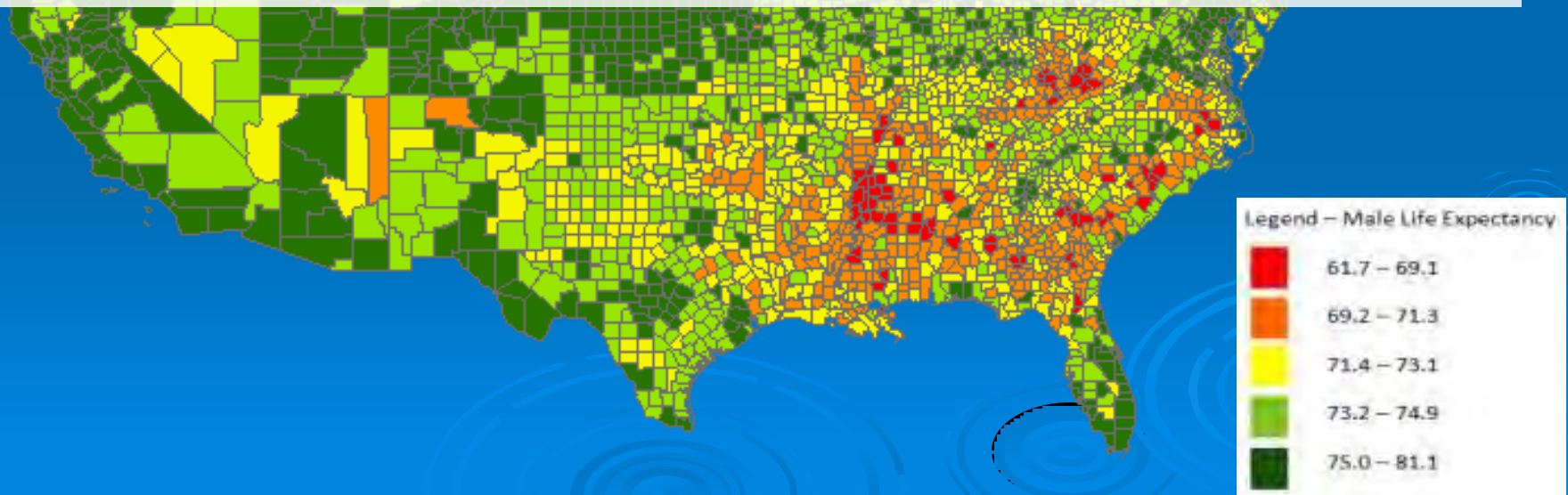
S. Jay Olshansky, Ph.D., Douglas J. Passaro, M.D., Ronald C. Hershow, M.D., Jennifer Layden, M.P.H., Bruce A. Carnes, Ph.D., Jacob Brody, M.D., Leonard Hayflick, Ph.D., Robert N. Butler, M.D., David B. Allison, Ph.D., and David S. Ludwig, M.D., Ph.D.

ABSTRACT

Forecasts of life expectancy are an important component of public policy that influence age-based entitlement programs such as Social Security and Medicare. Although the Social Security Administration recently raised its estimates of how long Americans are going to live in the 21st century, current trends in obesity in the United States suggest that these estimates may not be accurate. From our analysis of the effect of obesity on longevity, we conclude that the steady rise in life expectancy during the past two centuries may soon come to an end.

US Male Life Expectancy 1987-2007

Between 2000 and 2007, more than 80% of US counties fell in standing against the average of the 10 nations with the best life expectancies in the world, known as the international frontier.-IHME



Geographic and Racial Variation in Premature Mortality in the U.S.: Analyzing the Disparities

Mark R. Cullen^{1*}, Clint Cummins², Victor R. Fuchs^{1,2}

¹ General Medical Disciplines, Stanford University School of Medicine, Stanford, California, United States of America, ² Departments of Economics and Health Research and Policy, Stanford University, Stanford, California, United States of America



“Geographic and racial disparities,” said first author Mark Cullen, MD, “are best understood as related to disparities in education, occupations and the like, which are strongly associated with outcomes in every county we studied, whether it was large, small, urban, rural, Southern or not.”

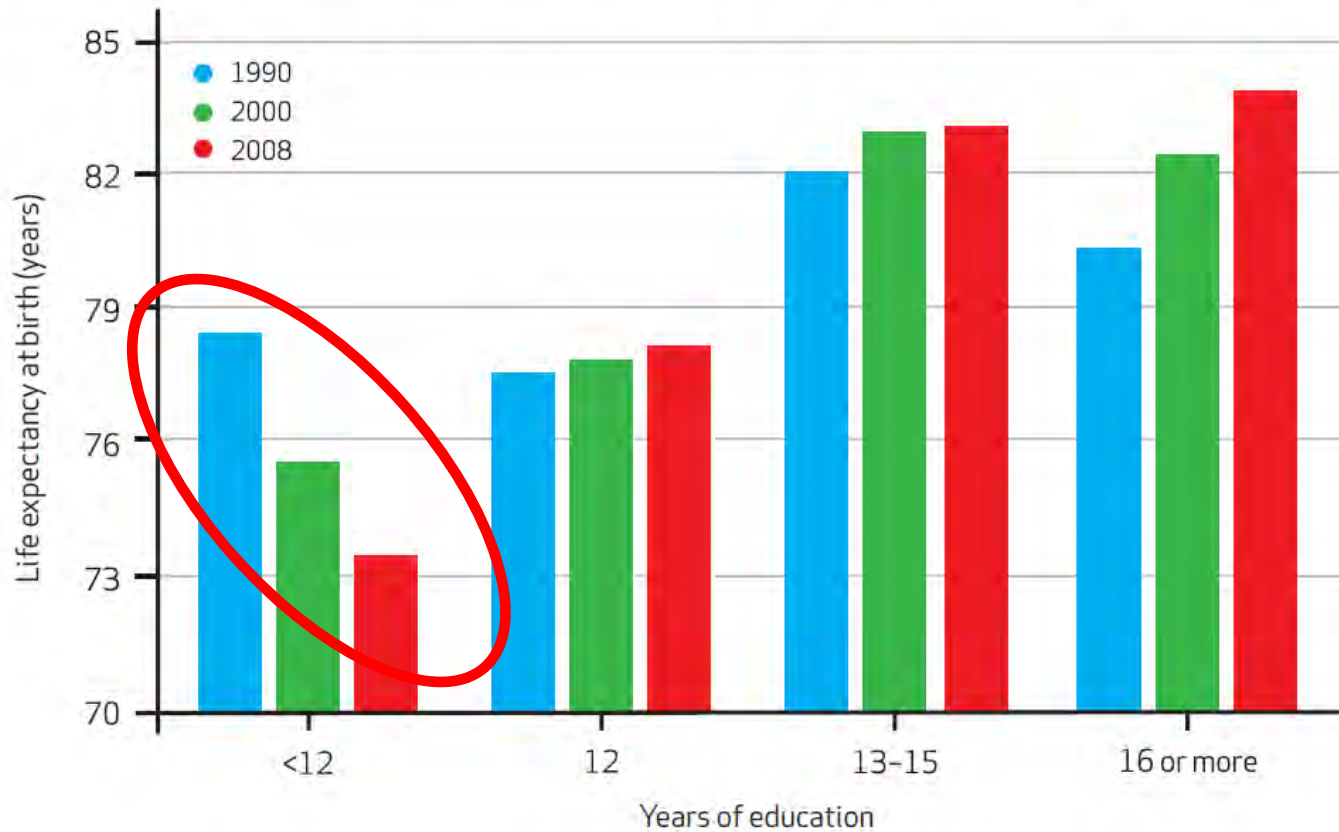
Life span for uneducated white women now lower than that of uneducated black women

DISP Life Expectancy At Birth, By Years Of Education At Age 25 For White Females, 1990-2008

By S. J.
John T.
Martin

Di
Du
Di
Ar

ABS
imp
per
with
73%

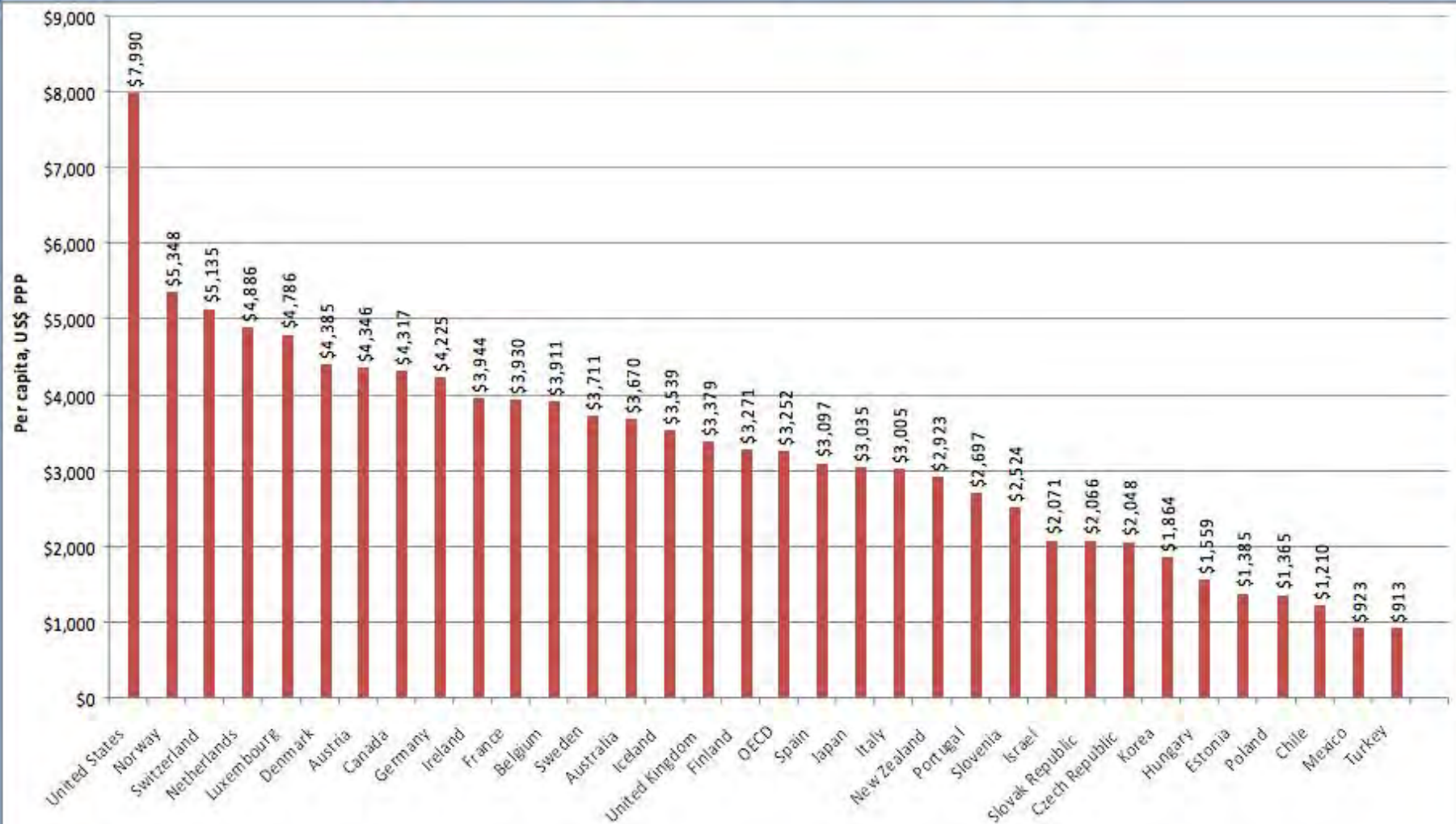


lthaff.2011.0746
31,
33-1813
DPE—
ople Health

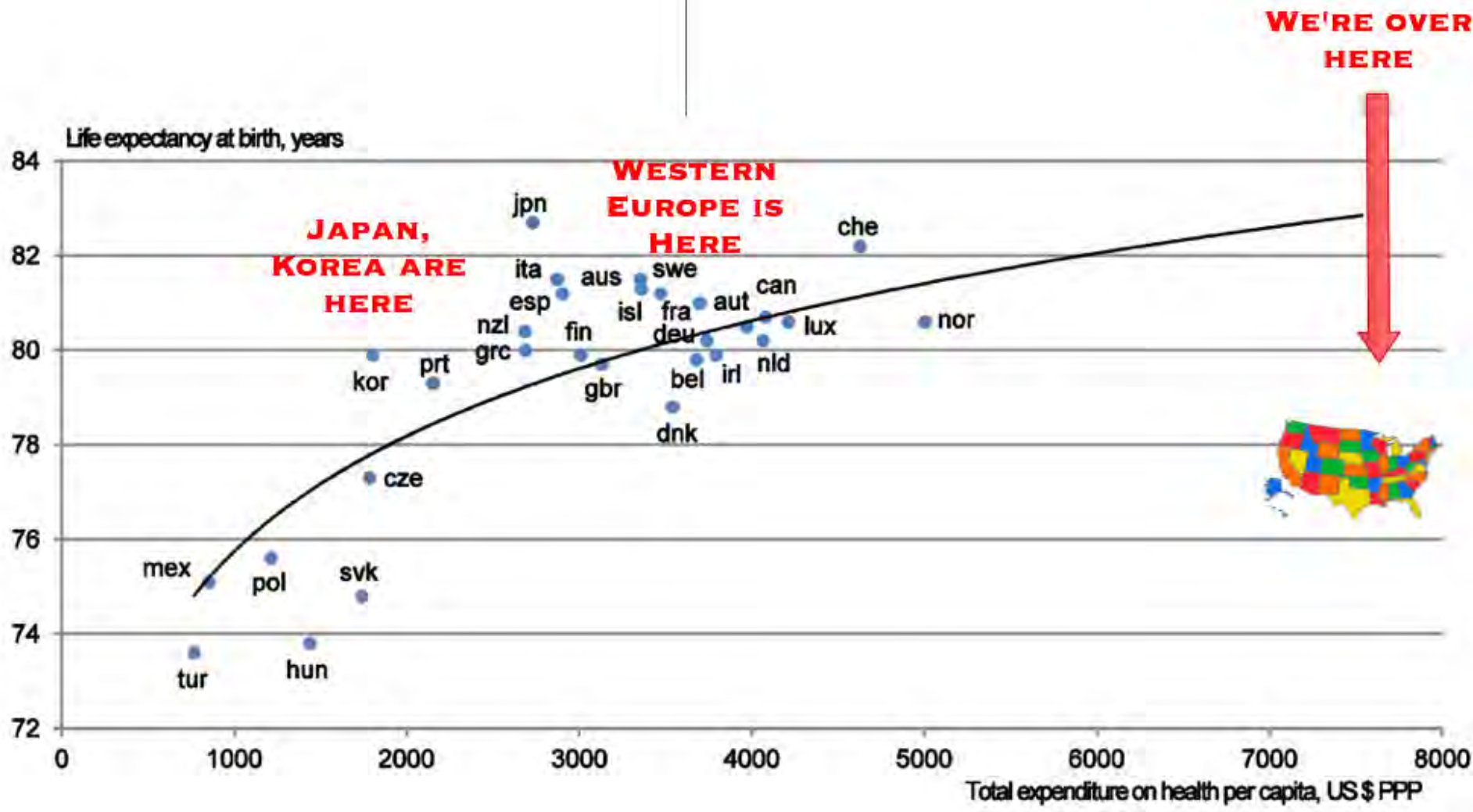
ky (sjayo@uic
ssor at the
ic Health,
inois at

is a research

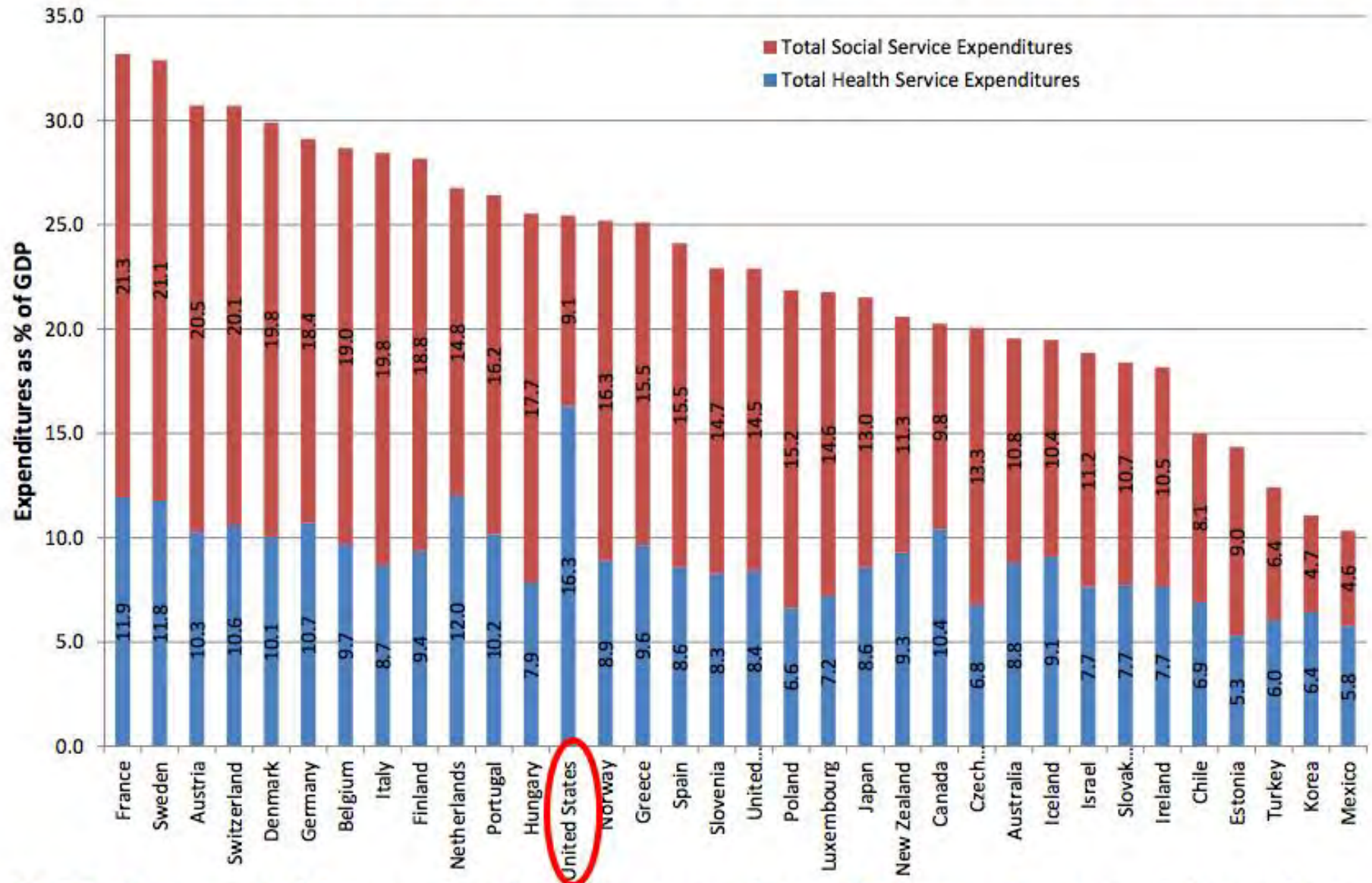
Spending on health care



Data downloaded from OECD.StatExtracts. Available at stats.oecd.org



Total health care investment in US is *less*



In OECD, for every \$1 spent on health care, about \$2 is spent on social services
In the US, for \$1 spent on health care, about 55 cents is spent on social services

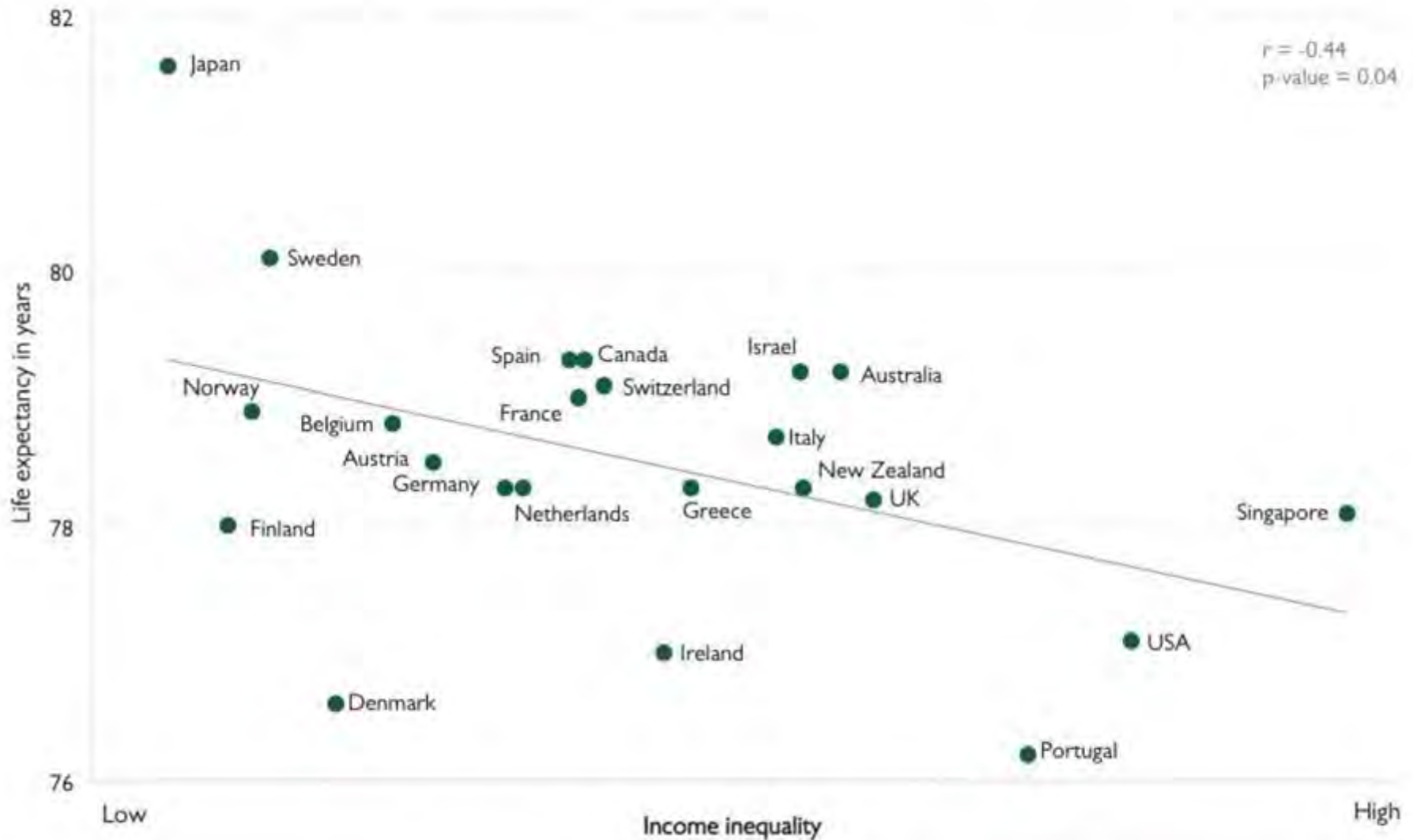
Findings

The ratio of social to health spending was significantly associated with better health outcomes:

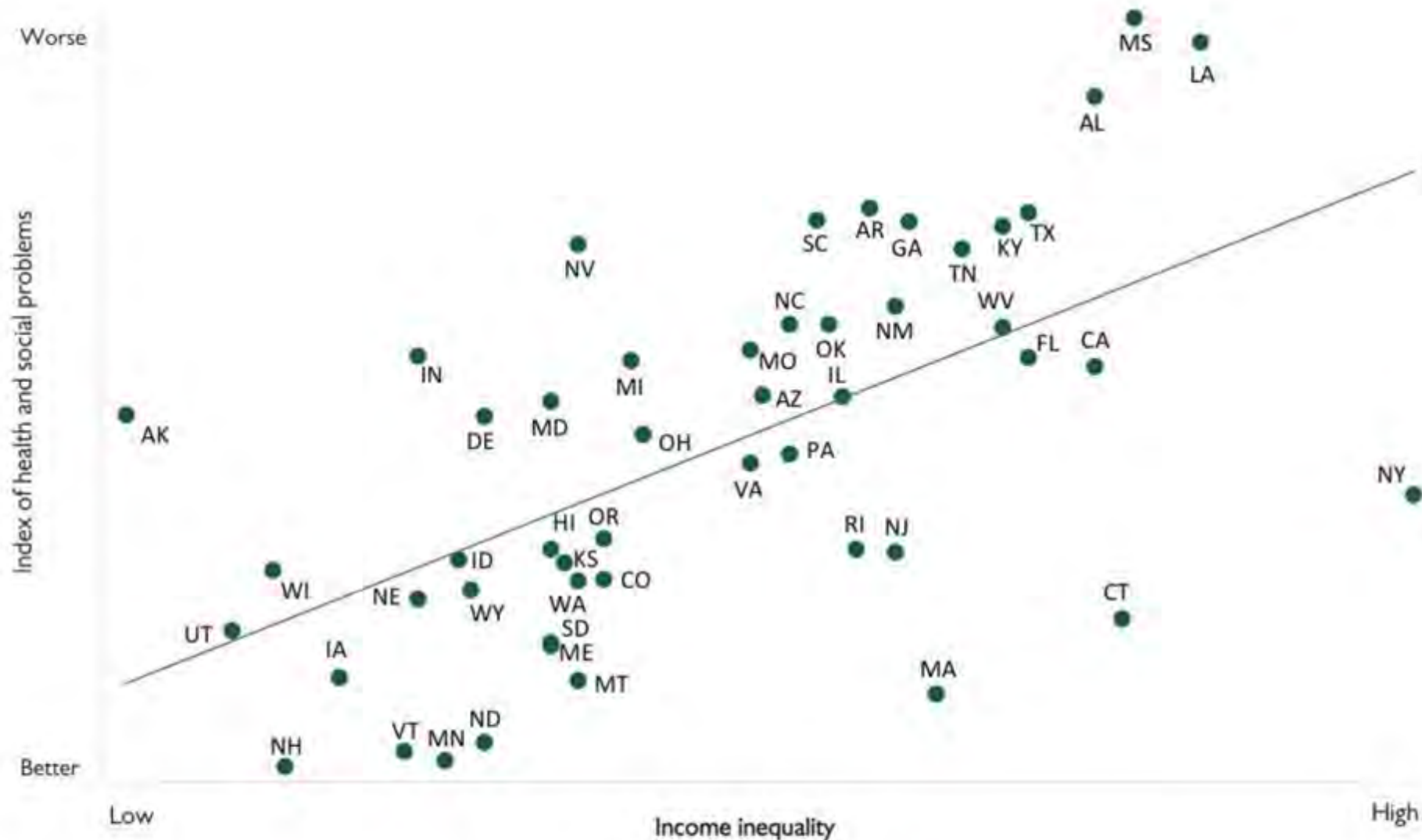
- Less infant mortality, low birth weight, premature death; longer life expectancy
- Non-significant for maternal mortality

This remained true even when the US was excluded from the analysis

Life expectancy is longer in more equal rich countries



Health and social problems are worse in more unequal US states



Life Expectancy of White Americans



US Whites

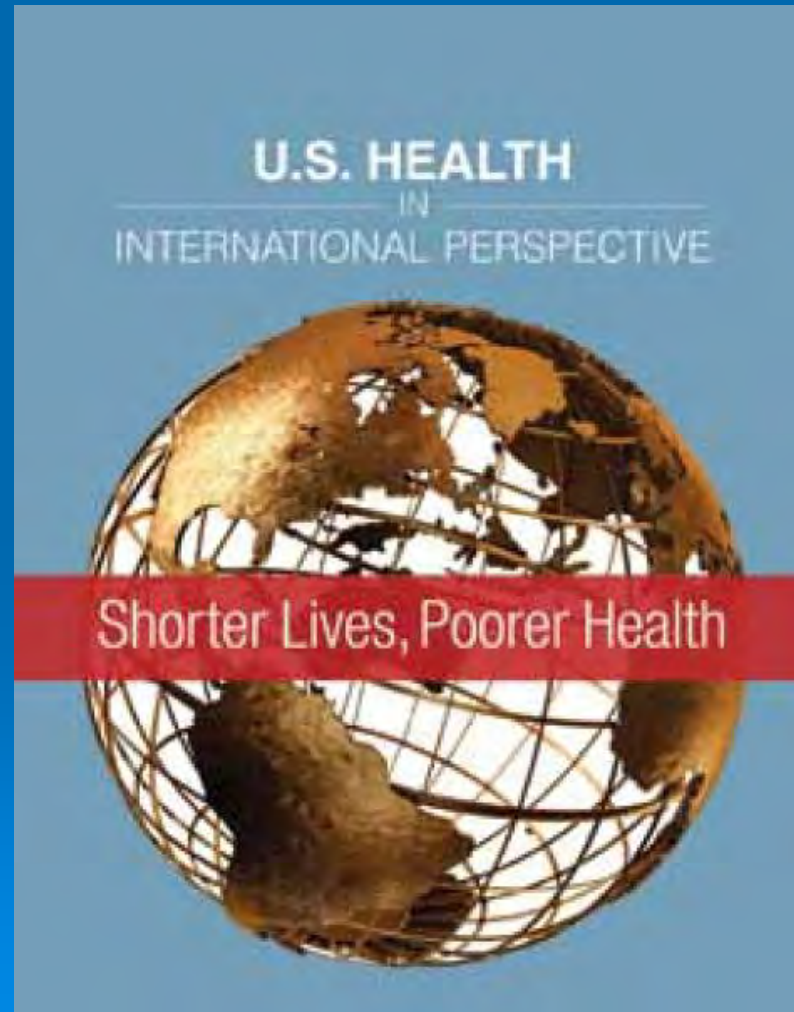
	Life Expectancy
US White	79 years*
Qatar	79 years
Costa Rica	79 years
Nauru	79 years

US Whites Living Shorter Lives Than:

- 80 years: Belgium, Chile, Denmark, Lebanon, Slovenia
- 81 years: Austria, Finland, Germany, Greece, Ireland, Malta, Netherlands, Portugal, UK
- 82 years: Canada, Cyprus, France, Iceland, Israel, S. Korea, Luxembourg, Monaco, New Zealand, Norway, Sweden
- 83 years: Andorra, Australia, Italy, San Marino, Singapore, Spain, Switzerland
- 84 years: Japan
- 33 countries (only 17 in 1990)

“Shorter Lives, Poorer Health”

-January 2013 IOM Report on US Health Compared to 17 peer countries



“Shorter Lives, Poorer Health”

-January 2013 IOM Report on US Health Compared to 17 peer countries

- “ *The panel was struck by the gravity of its findings.* For many years, Americans have been dying at younger ages than people in almost all other high-income countries. This disadvantage has been getting worse for three decades, especially among women.

“Shorter Lives, Poorer Health”

-January 2013 IOM Report on US Health Compared to 17 peer countries

- **“The US health disadvantage cannot be fully explained by the health disparities that exist among people who are uninsured or poor, as important as these issues are. Several studies are now suggesting that even advantaged Americans—those who are white, insured, college-educated, or upper income—are in worse health than similar individuals in other countries.”**

6'0"
5'10"
5'8"
5'6"
5'4"
5'2"
5'0"
4'10"

PRISON
\$62,300

SCHOOL
\$9,100

health happens here

Do the math.

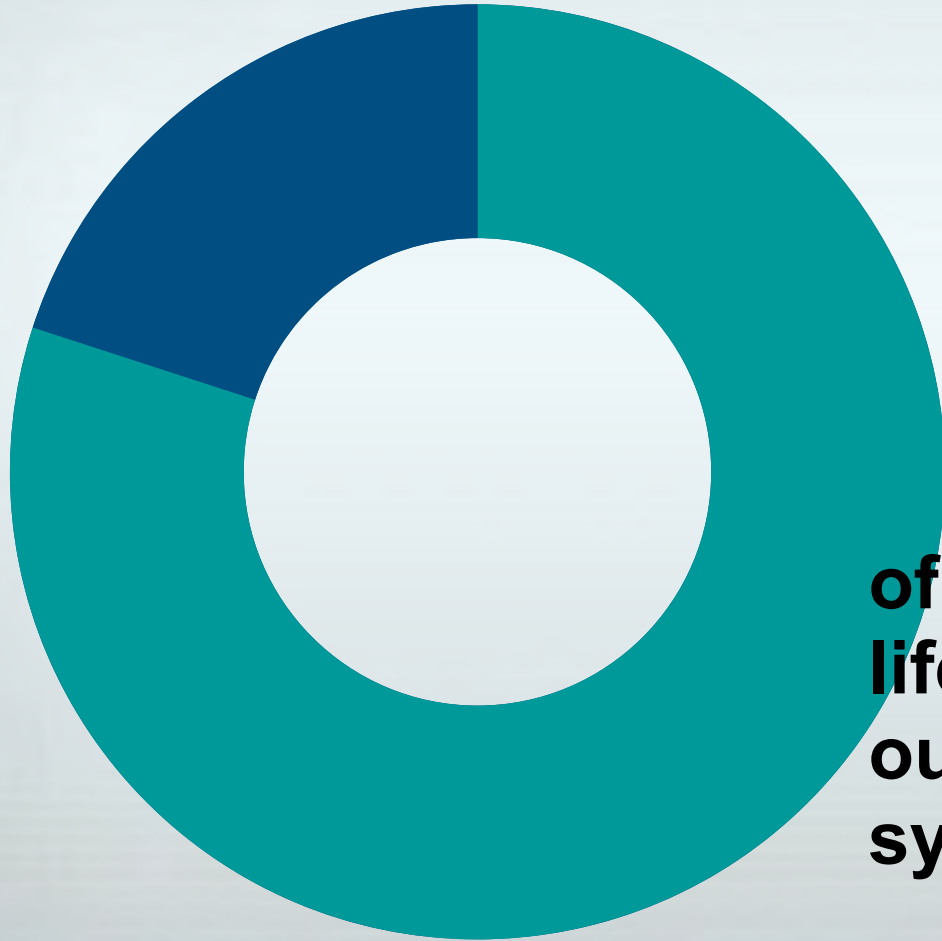
CSIA



The Neighborhood Context





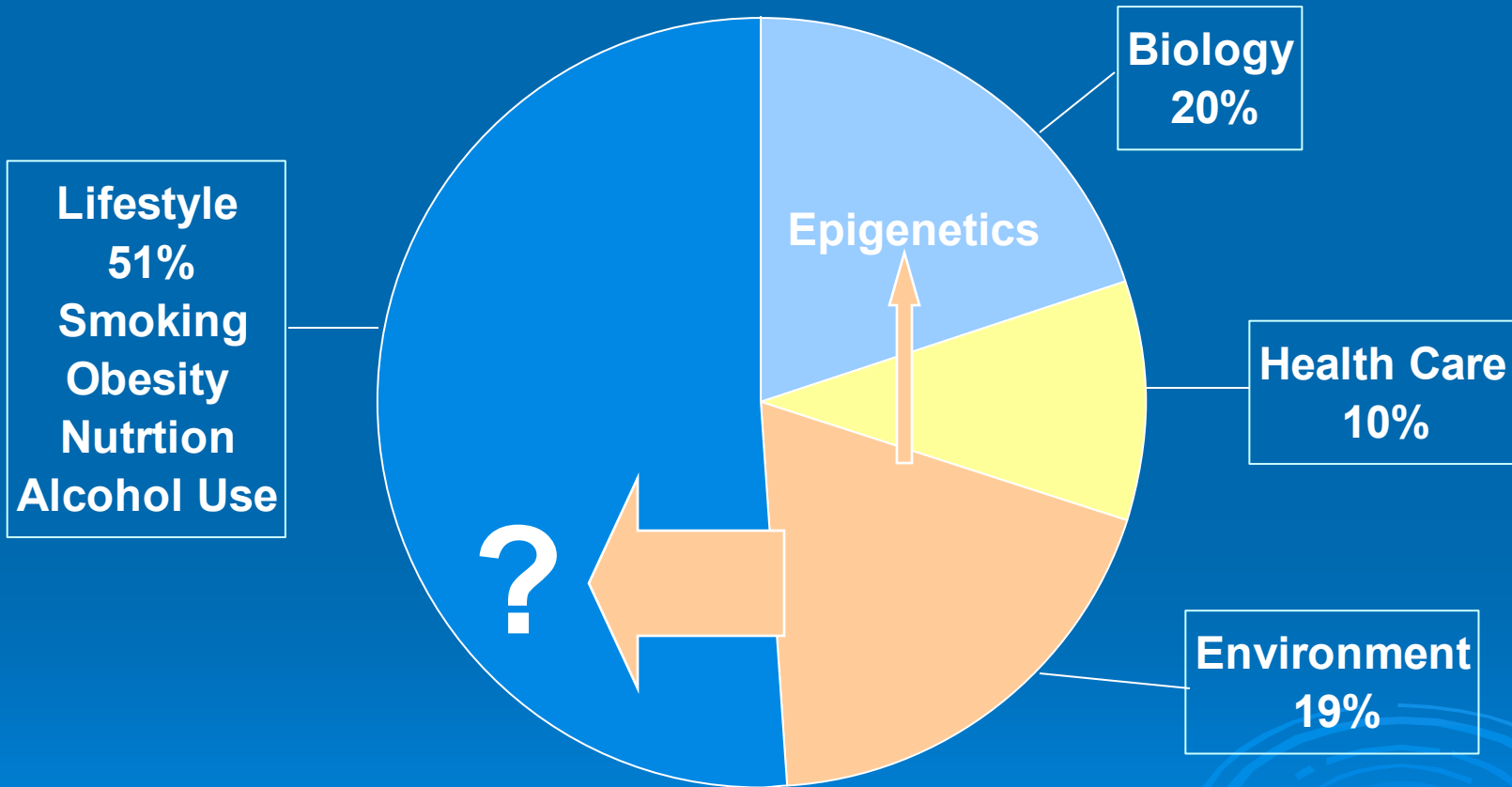


80%

**of what influences your
life expectancy happens
outside of the healthcare
system**

Actual Causes of Death

A bridge between genotype and phenotype— a phenomenon that changes the final outcome of a locus or chromosome without changing the underlying DNA sequence



Source: McGinnis, J.M and Foege, W.H. (1993). "Actual Causes of Death in the United States," Journal of the American Medical Association.

Allostasis, meaning literally "maintaining stability (or homeostasis) through change" was introduced by Sterling and Eyer to describe how the cardiovascular system adjusts to resting and active states of the body. This notion can be applied to other physiological mediators, such as the secretion of cortisol as well as catecholamines.

The concept of "**allostatic load**" was proposed to refer to the wear and tear that the body experiences due to repeated cycles of allostasis as well as the inefficient turning-on or shutting off of these responses.

-Bruce McEwen and Teresa Seeman in collaboration with the Allostatic Load Working Group.

The stress effect

Middle-class people aren't living as long as wealthier people in the same area. One explanation is **chronic stress** — those experiencing more financial hardships and dealing with more everyday worries aren't as healthy as wealthier people. Over time, chronic stress can lead to a condition called **allostatic load**, which becomes even more pronounced in people lower on the socioeconomic ladder.

Stress and cortisol

In response to stress or perceived danger, hormones produced by the adrenal glands (including cortisol and adrenalin) work together when the body must react quickly to sudden threatening situations.



1 The brain and the body react to stress.

Cortisol and craving

The hormone cortisol is secreted from the adrenal gland and helps regulate glucose, which the body uses for energy. But chronic stress creates a constant state of alarm, making the body crave sugar and carbohydrates.

2 Adrenal glands
In a flight-or-fight response, the adrenal glands produce cortisol (and other hormones) to give the body more energy.



Long-term effects of high allostatic load

- Elevated levels of cortisol can create a feeling of hunger, leading to overeating and obesity.
- High blood pressure
- Poor glucose regulation: Under stress, people crave sugar and carbohydrates, which give a quick boost, but then lead to a drop in energy. Over time, this increases the risk of developing diabetes.
- Lowered immune system resistance; can lead to inflammation and increased odds of developing many diseases.

Defending against allostatic load

Regular exercise

Physical exertion can have a powerful effect in diminishing the cascade of stress hormones.



A good night's sleep

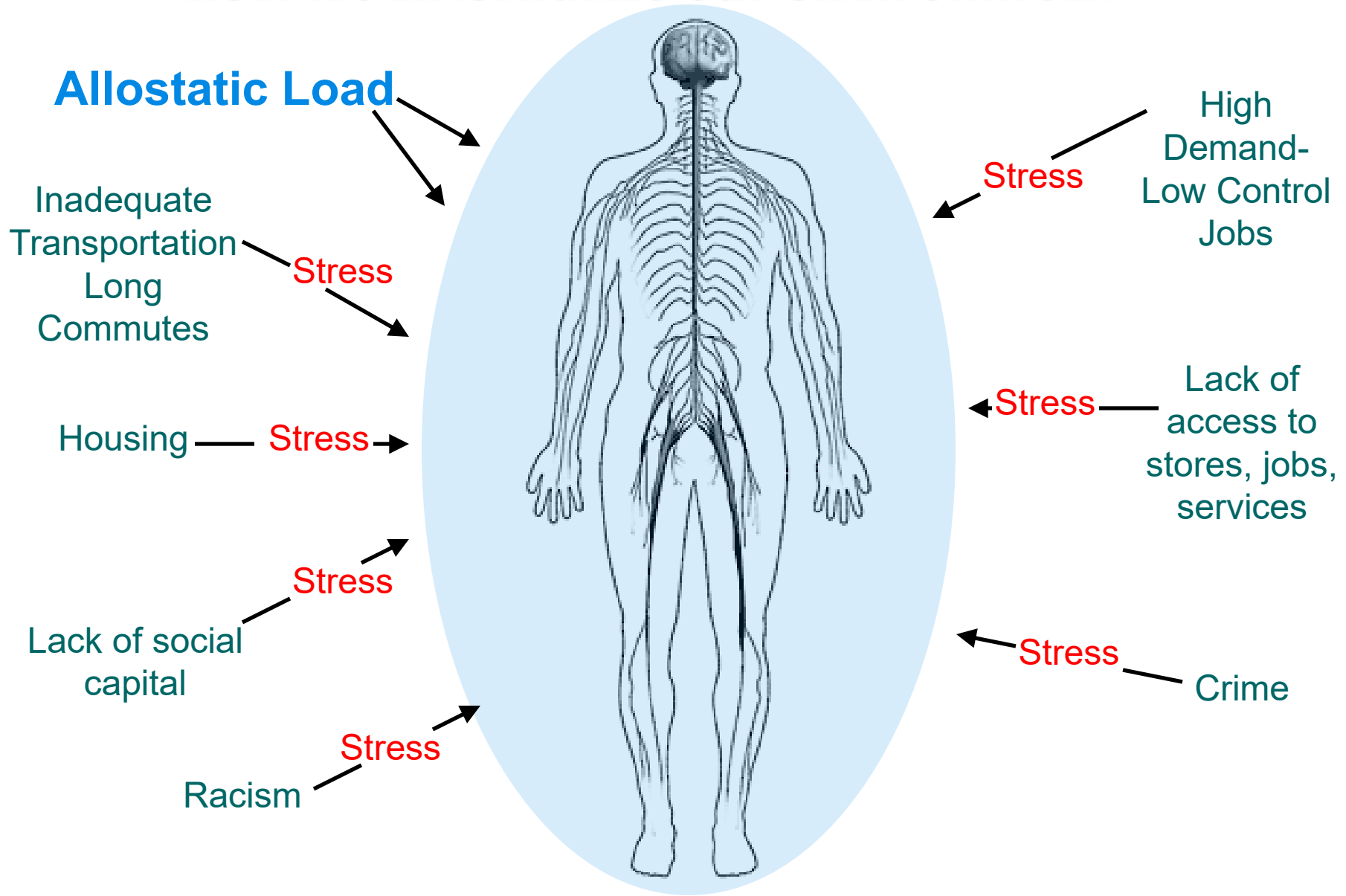
Lack of sleep exacerbates the detrimental effects allostatic load can have on health.



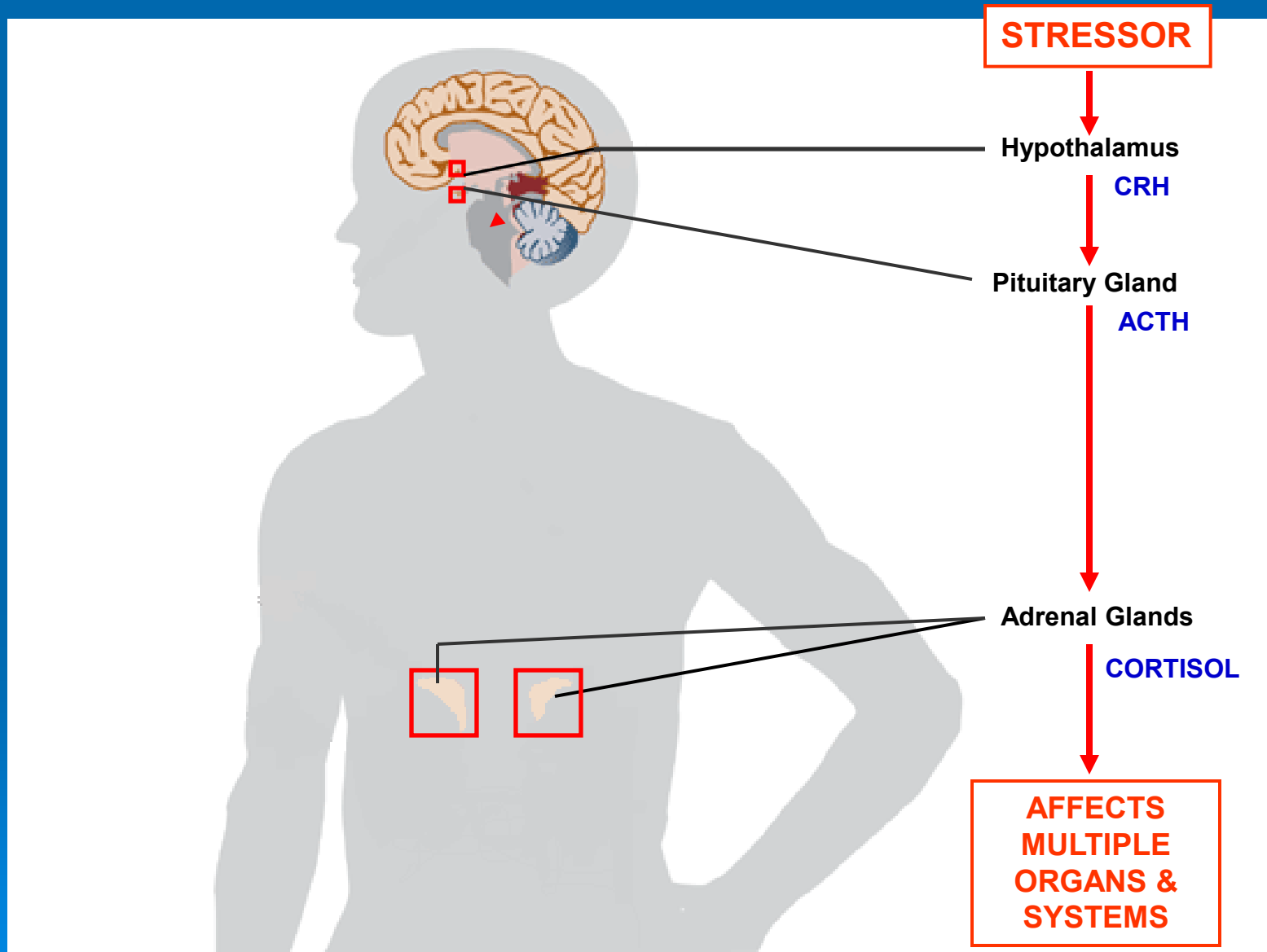
Source: Nancy Adler, MacArthur Network on Socioeconomic Status and Health

©FFOURHAM, DAVE JOHNSON and SUZANNE BOHAN/STAFF

When the external becomes internal: How we internalize our environment



Stress pathway from brain to body



Stressed vs. Stressed Out

➤ Stressed

- Increased cardiac output
- Increased available glucose
- Enhanced immune functions
- Growth of neurons in hippocampus & prefrontal cortex

➤ Stressed Out

- Hypertension & cardiovascular diseases
- Glucose intolerance & insulin resistance
- Infection & inflammation
- Atrophy & death of neurons in hippocampus & prefrontal cortex

Telomeres



T
E
C
S
r
r
C
C

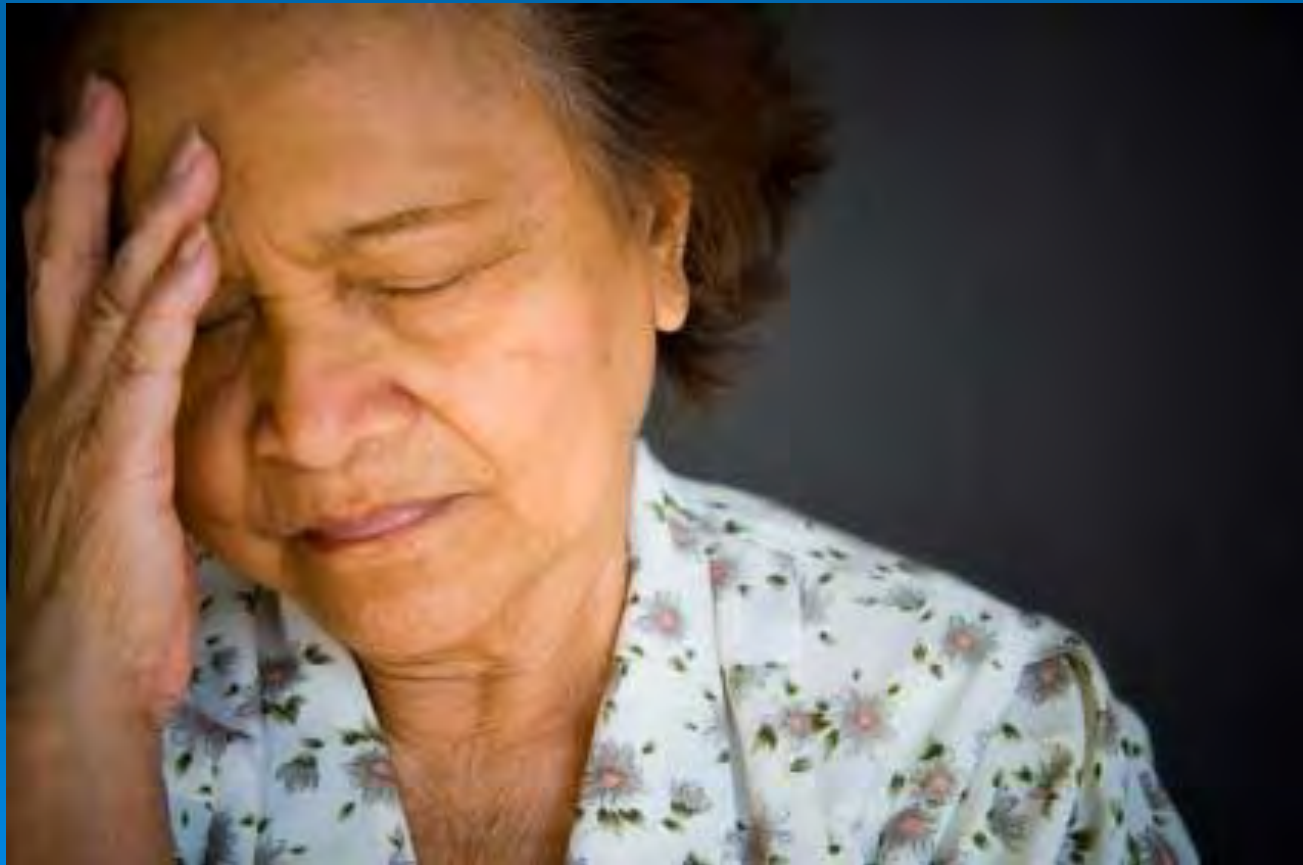


d
g
y,

Telomeres

- Changes in diet, exercise, stress management and social support may result in longer telomeres.
- Telomere length reduced by poverty, education, safety stress, negative social interactions, low neighborhood satisfaction, hopelessness, and obesity.

Loss of Control



Disparities are the tip of the iceberg...

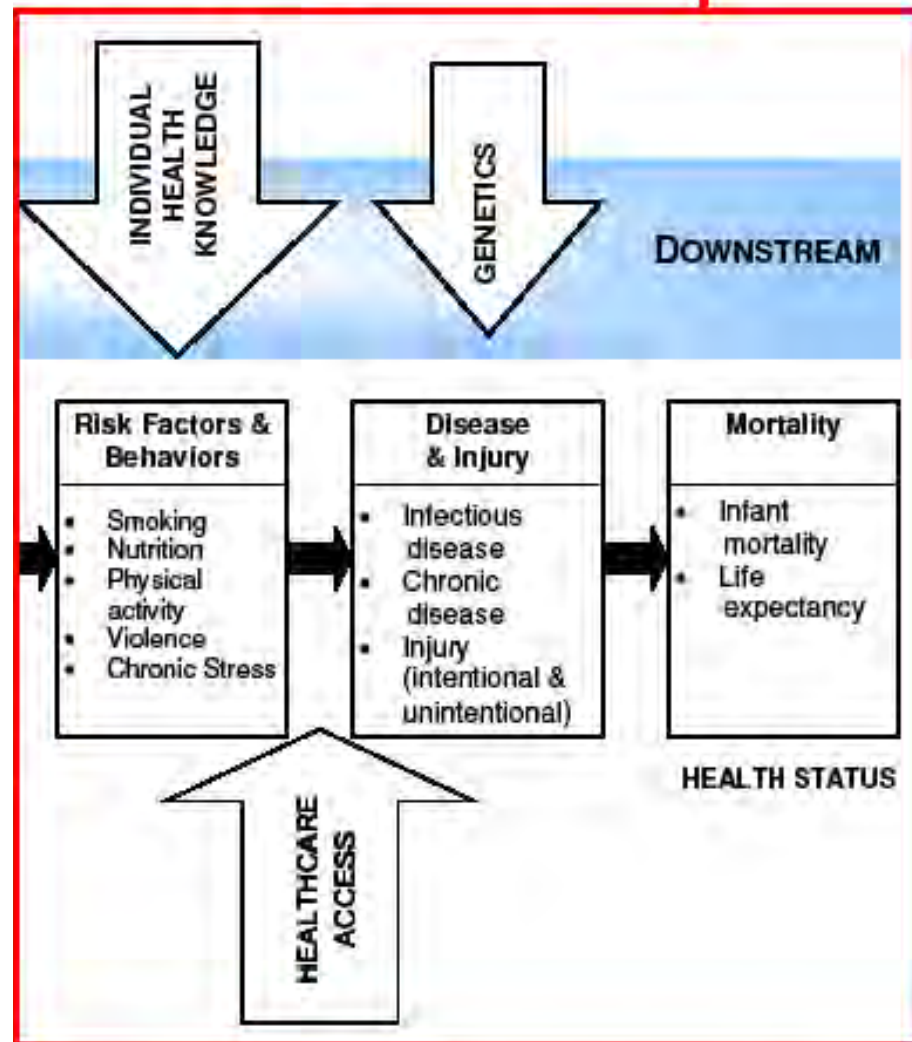


A Practitioner's Framework



A Framework for Health Equity

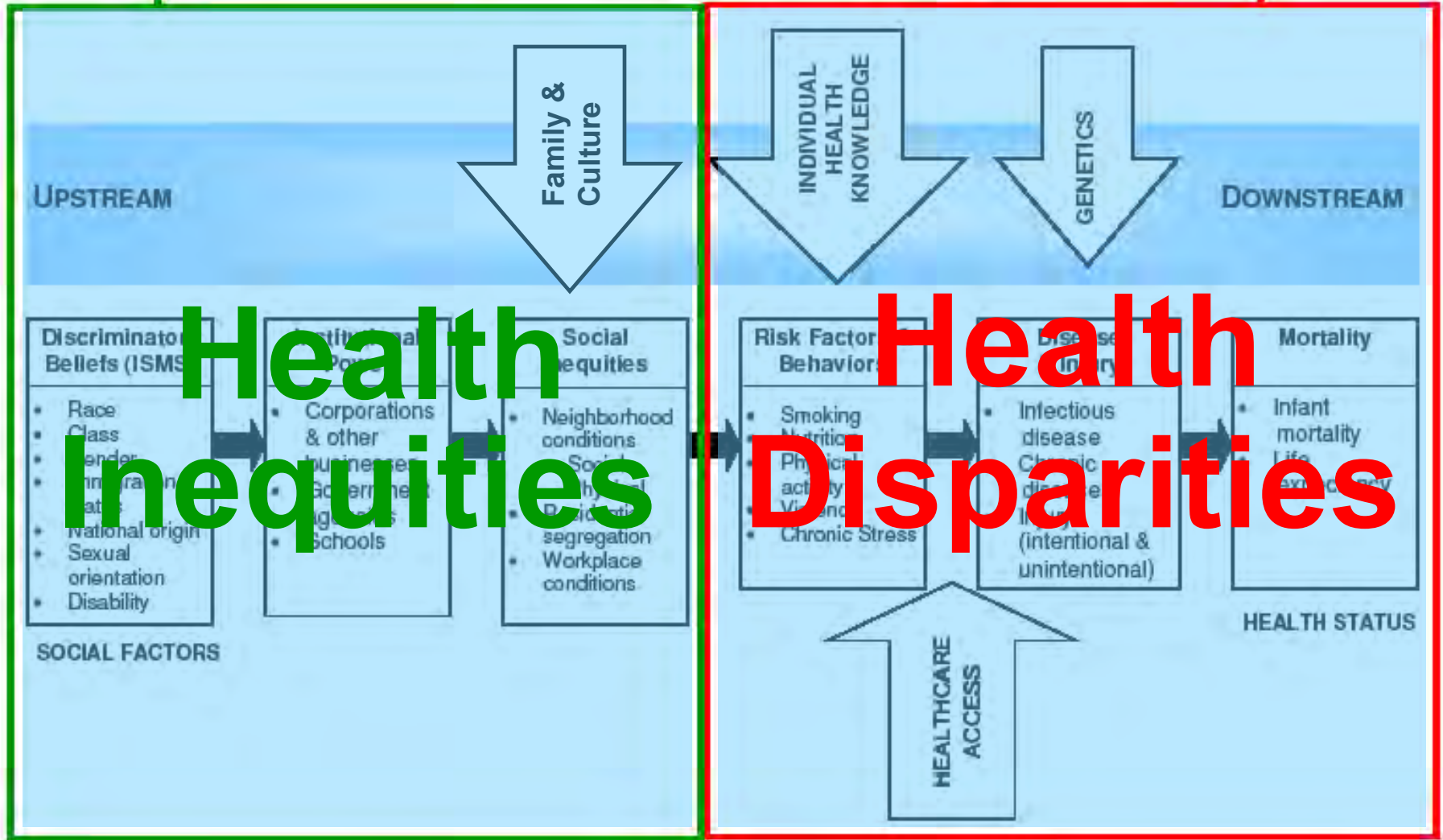
Medical Model



A Framework for Health Equity

Socio-Ecological

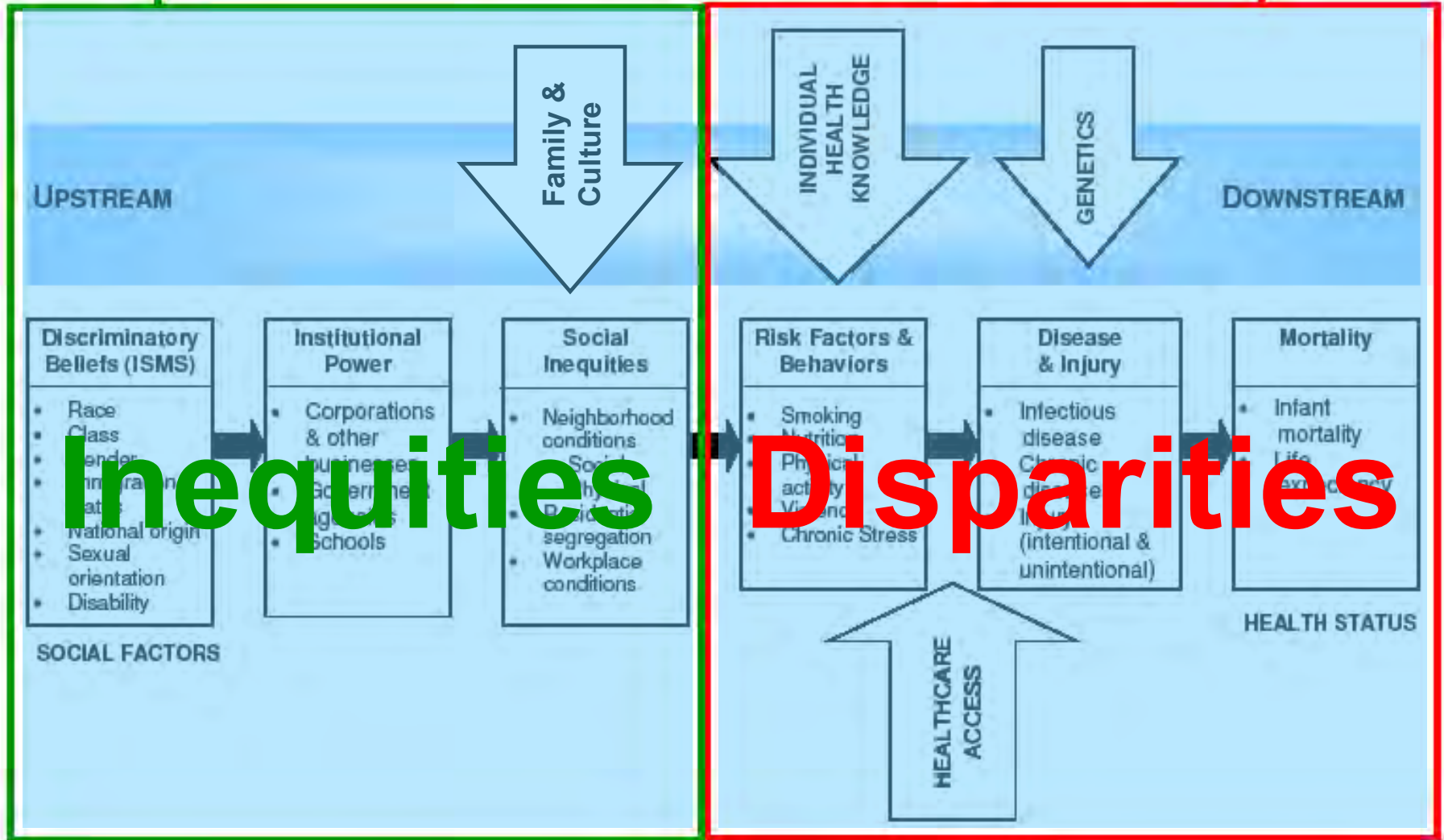
Medical Model



A Framework for Health Equity

Socio-Ecological

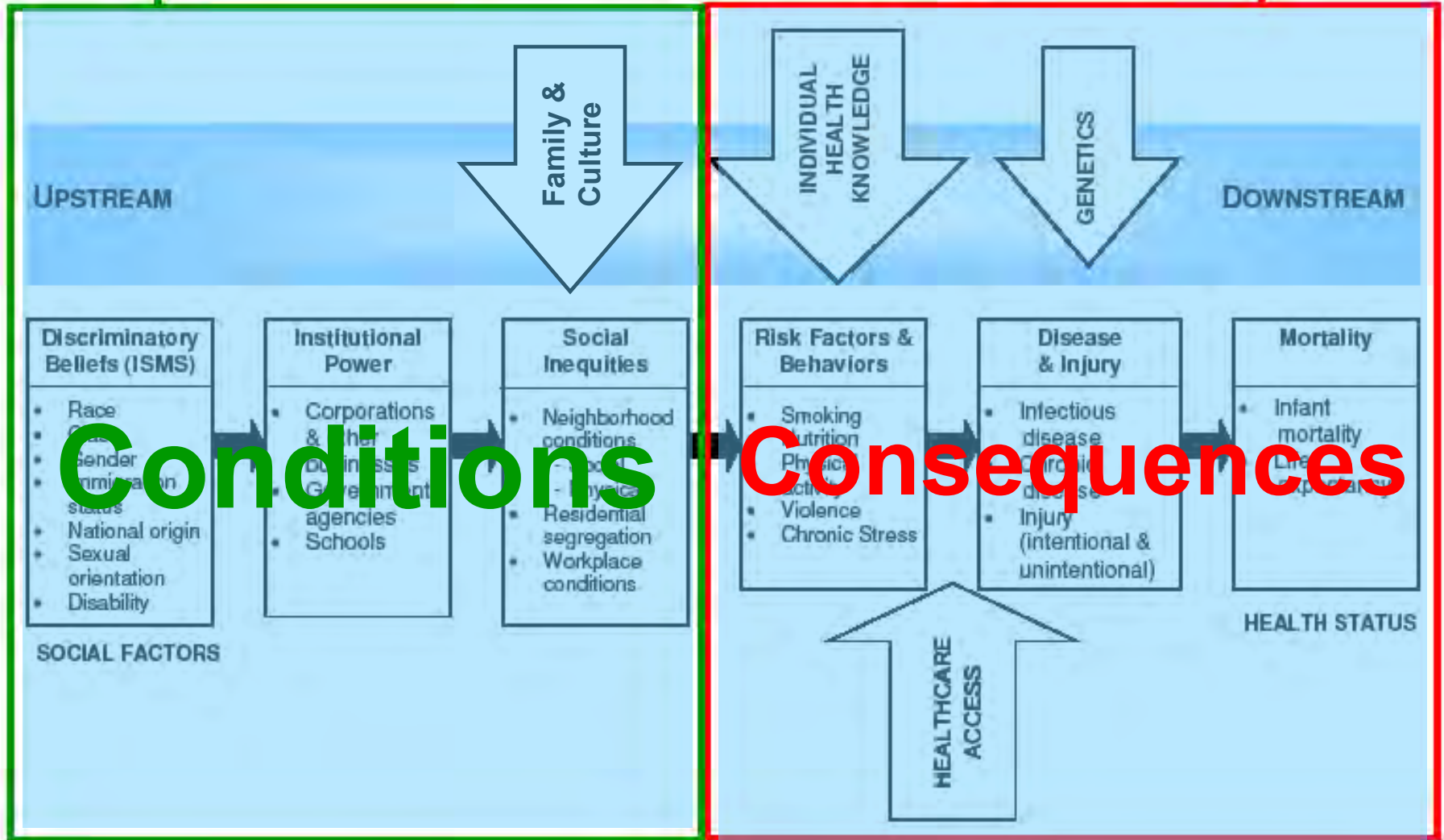
Medical Model



A Framework for Health Equity

Socio-Ecological

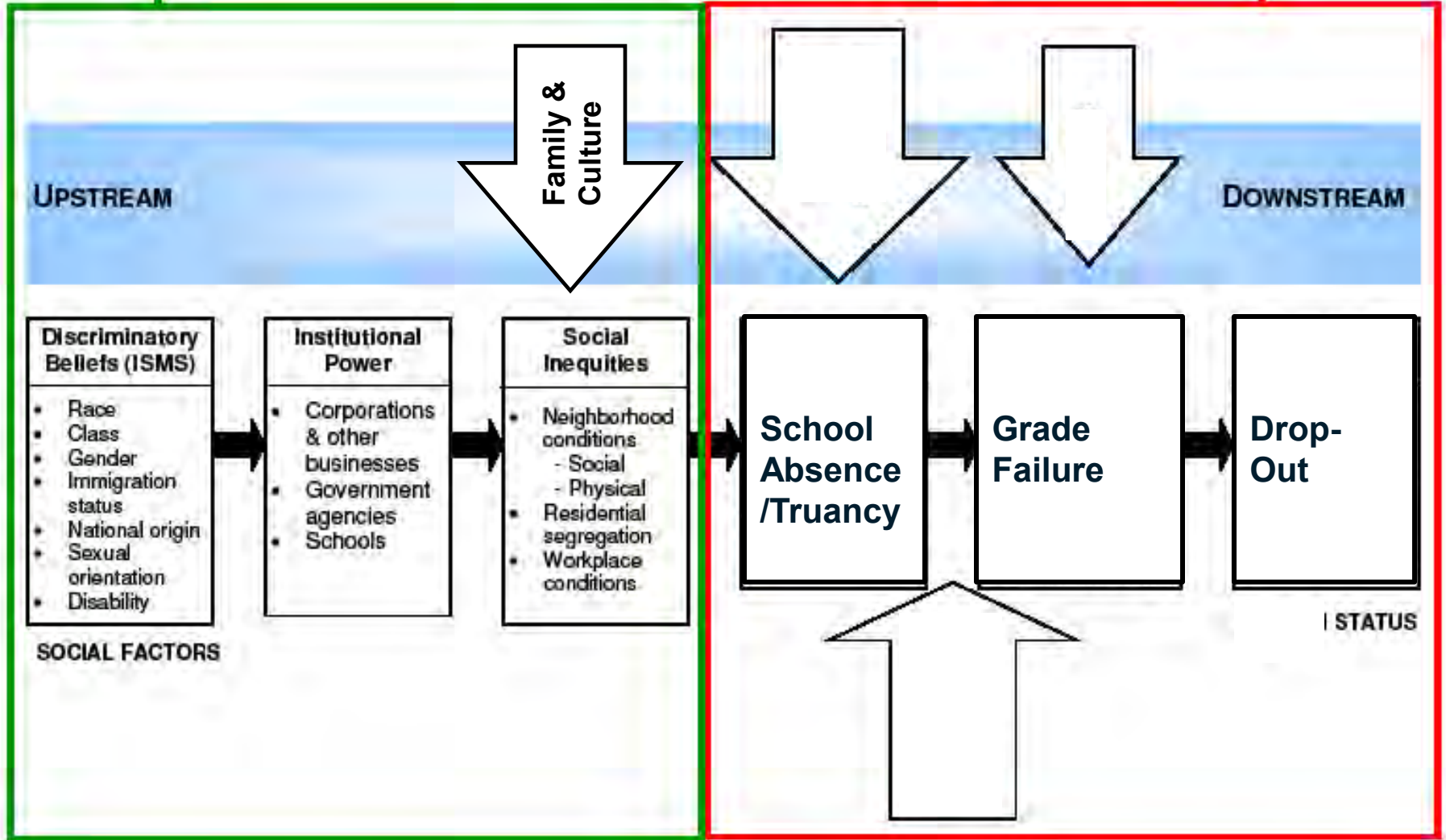
Medical Model



A Framework for Health Equity

Socio-Ecological

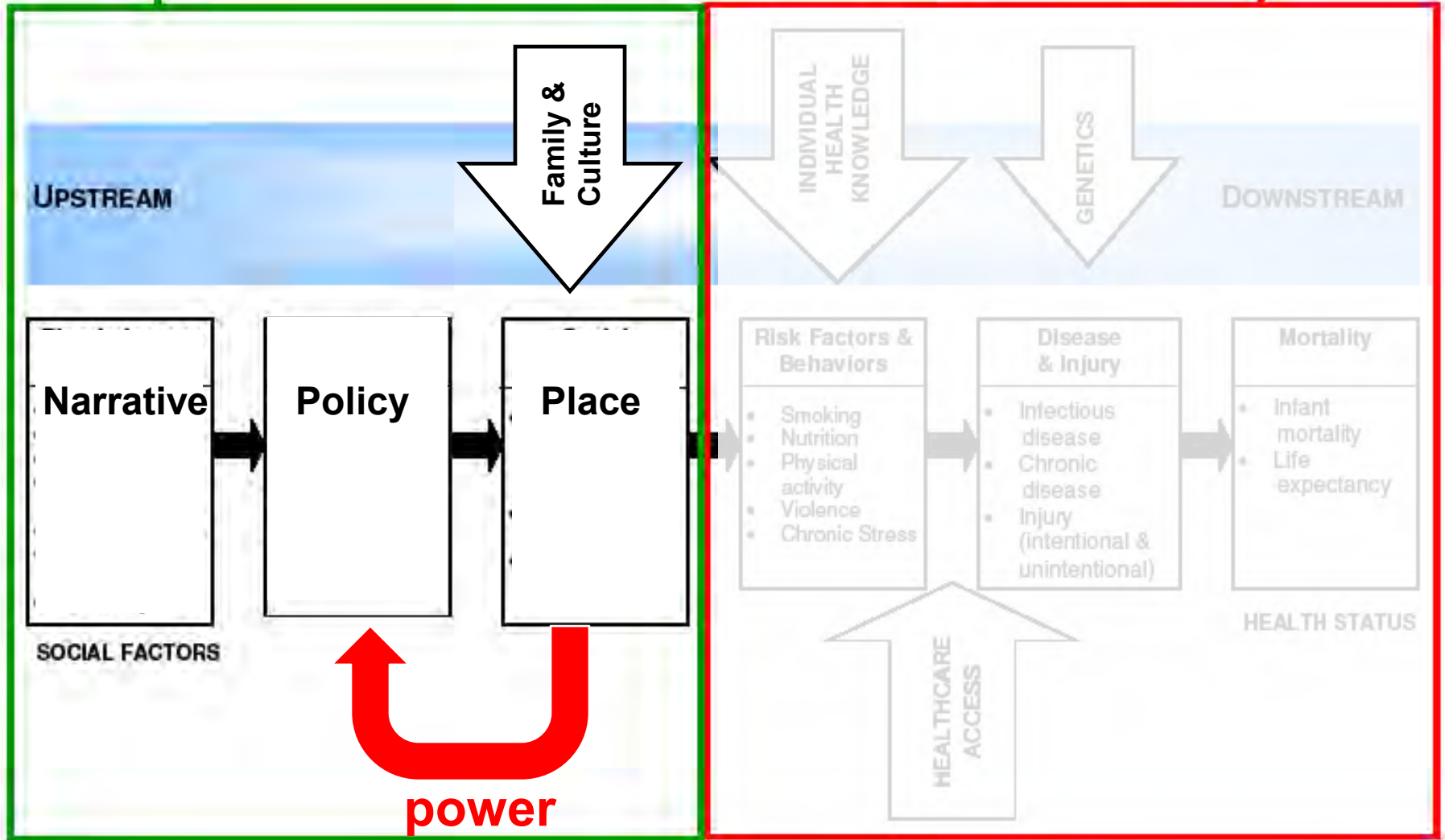
Medical Model



A Framework for Health Equity

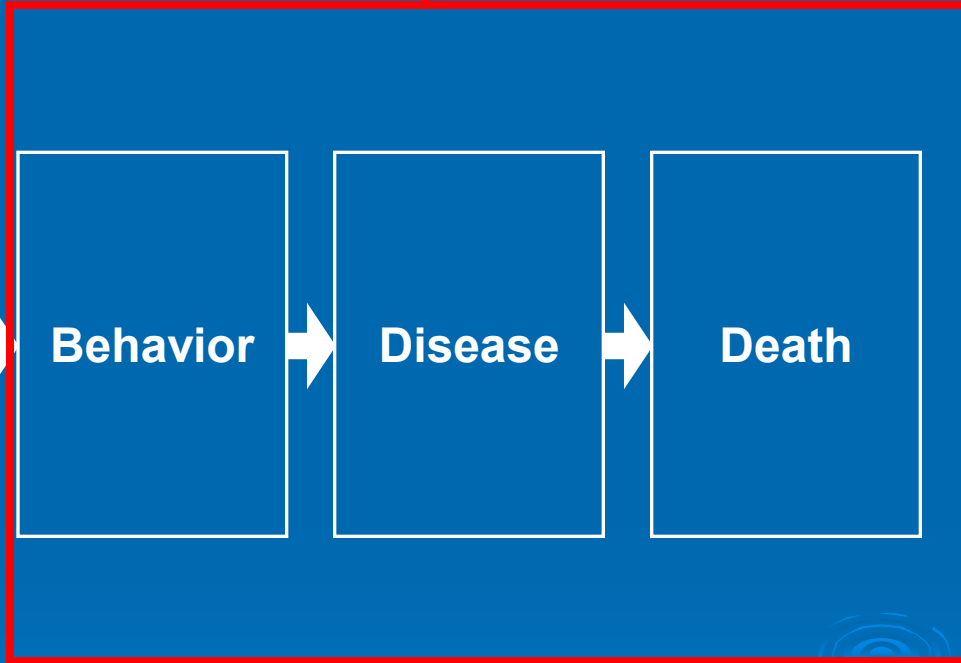
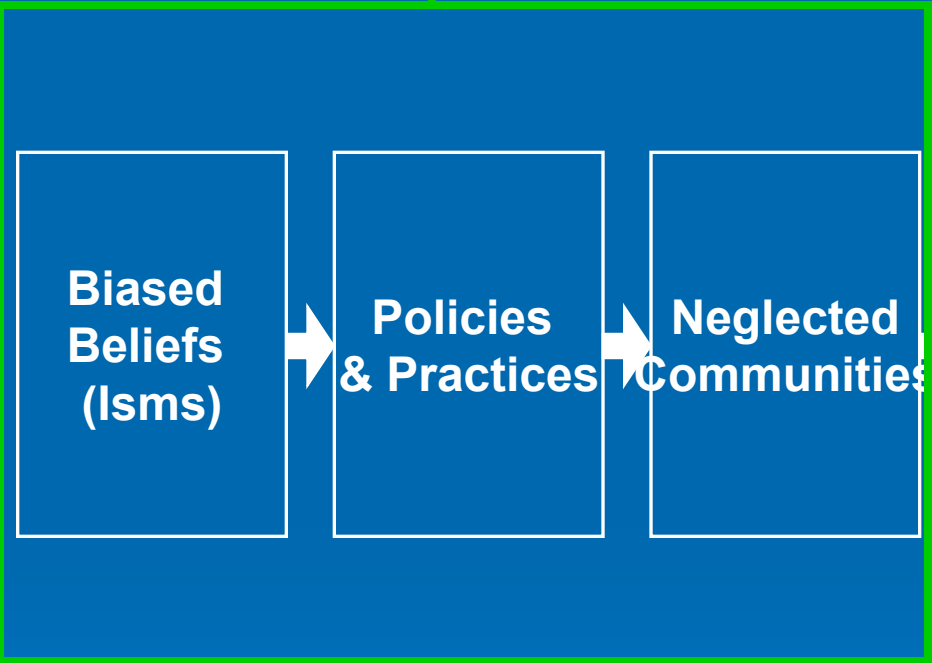
Socio-Ecological

Medical Model



Socio-Ecological (society)

Medical Model (individuals)



Change the Narrative

Policy Advocacy

Building Power in Place

Health Education

Clinics

Emergency Rooms

Building Healthy Communities

*An Ecological Approach to
Improving Population Health*





Building Healthy Communities

**health
happens
here**



Our Community Partners



Human Capital: Our Greatest Resource

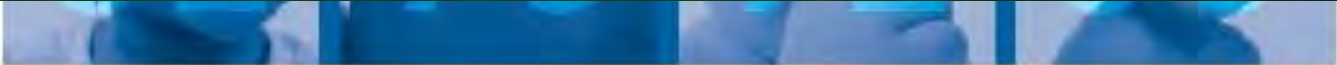


90224

91801

92252

93301



The “What”

The Core Content of Our Work



BHC Planning Process



PREVENTION

SCHOOLS



NEIGHBORHOODS



"Transformative Twelve" Policy Domains

Health Happens in Schools

- School Climate
- School Wellness
- Comprehensive Supports

Health Happens in Neighborhoods

- Food Environment and Food Systems
- Land Use Planning and Anti-Displacement
- Community and Economic Development
- Environmental Health and Justice
- Systems That Restore and Heal
- Healthy Youth Opportunities

Health Happens with Prevention

- Public Health
- Health Homes
- Health Care Services

The “How”

Our Approach in Broad Strokes



4 Systems/Institutional Targets

Health systems are family-centered and prioritize prevention opportunities for children, young adults, and families

Human services systems are family centered, prioritize prevention, and promote healthy opportunities for children, young adults, and families

**BHC
HUB**

Schools promote healthy behaviors and are a gateway for resources and services for families

Physical, social, & economic environments in local communities support health



NARRATIVE

POLICY

POWER

“Physicians are the natural attorneys of the poor, and social problems fall to a large extent within their jurisdiction” –Rudolph Virchow 1821-1902



health happens **here**



Contact Information

Tony Iton, MD, JD, MPH
Senior Vice President
The California Endowment

Aiton@calendow.org
(510) 271-4310



Building Healthy Communities

Drivers of Change

People
Power

Youth
Leadership,
Development
and Organizing

Enhanced
Collaboration
& Policy
Innovation

Leveraging
Partnerships
& Resources

Changing
the
Narrative

People Power

GOALS: Resident organizing and training activities support resident engagement and leadership in local decision-making forums and policy and systems change campaigns. Local systems and institutions promote full and active participation by residents in policy development and implementation. Residents value and have the tools to engage in multi-racial alliances for change.

People Power

As part of the *People Power* vision, we aim to help BHC communities develop the following capacities by 2020:

- Adult residents from traditionally marginalized communities occupy positions of influence and authority in their communities, across public, community-based and private institutions.
- Traditionally marginalized and excluded residents have voice and power in local government agencies and nonprofit decision-making processes.
- Pathways and structures are in place within organizations and community-wide to support resident healing, leadership development and organizing, with residents leading organizing efforts for local, regional and statewide impact.
- Local structures—formal and informal—are in place to support mobilizing resident voice and power.
- Multi-racial and inclusionary alliances build people power and deepen impact.

Youth Leadership, Development and Organizing

GOALS: Youth leadership training and a continuum of other youth development activities support a network of motivated, activated youth leaders in reaching their full potential, serving as leaders in the movement to create healthy and just communities. Youth are organizing within and across all Building Health Community (BHC) sites and beyond. BHC supports leadership development as well as youth academic, economic, and socio-emotional development, employing a trauma- and healing-informed approach. Additionally, BHC supports pushes for norms change within public and private institutions to promote active participation by youth in decision making at the local, regional and statewide levels.

Youth Leadership, Development and Organizing

As part of the *Youth Leadership* vision, we aim to help BHC communities develop the following capacities by 2020:

- Local youth increasingly occupy positions of influence in their communities.
- Pathways and structures to support local youth healing, leadership development and organizing are in place.
- Youth voice and leadership are incorporated in decision making by public agencies and community based organizations.
- Public and private institutions prioritize and increase funding to promote healthy youth development, resiliency, and power.

Enhanced Collaboration & Policy Innovation

GOALS: Improve the way key systems collaborate by enhancing the quality and quantity of interactions between systems players, community-based organizations, and residents to promote constructive and innovative system redesign and performance optimization. Enhance the quality of cross-sector collaboration, resident/stakeholder engagement, and data-sharing/analysis. Tools and mechanisms are made available to facilitate root cause analysis, stakeholder engagement, collaboration (such as the Hub, the convening and coordinating table for all BHC stakeholders), data sharing, and improved local policy analysis and development.

Enhanced Collaboration & Policy Innovation

As part of the *Collaboration and Policy* vision, we aim to help BHC communities develop the following capacities by 2020:

- Local government agencies, community based organizations, residents and other stakeholders work collaboratively across issue areas to establish and pursue shared outcomes and power.
- Local structures and practices grounded in the meaningful participation of marginalized populations are in place to promote and sustain ongoing, inclusive and collective efforts to advance health equity.
- Coalitions, collaborations, and other structures that promote working across issues and sectors are in place to support innovative advocacy approaches to advance policy, systems and social norms change.
- Local policies, practices and structures promote equity and inclusion of historically marginalized populations.
- Community stakeholders, including nonprofit organizations, systems leaders, and policy makers integrate an equity lens in policy development and practice.

Leveraging Partnerships and Resources

GOAL: Strategic partnerships among the many sectors connected to BHC priorities leverage new dollars or other discrete resources so that transformative community strategies thrive and are sustained.

Leveraging Partnerships and Resources

As part of the *Partnerships and Resources* vision, we aim to help BHC communities develop the following capacities by 2020:

- Community stakeholders in divested neighborhoods mobilize and secure new forms of private capital by building community development skills and fostering new relationships.
- Community stakeholders mobilize and secure increased investment of public dollars across sectors (e.g. public health, education, human services, transportation, public works, public safety, public housing, etc.) to address the social determinants of health, such as housing, jobs, food, transportation, and all the opportunities, resources, and services people and communities need to be healthy in disinvested neighborhoods.
- Local residents are directly engaged in the implementation and governance of partnership agreements, such as community benefit agreements, both to reinforce their power and to maximize the potential for sustainability.

Changing the Narrative

GOAL: Engage the local media and local messengers influential with elected officials and other leaders in weaving a compelling and new narrative about community health and prevention, and the historical and structural context for low income communities.

Changing the Narrative

As part of the *Changing the Narrative* vision, we aim to help BHC communities develop the following capacities by 2020:

- People value health equity and inclusion. They understand that the social and physical environment influence health and contextualize current inequities and community problems within a historical and structural context.
- The dominant narrative recognizes historically marginalized communities (Boys and Men of Color, Undocumented, LGBTQ, Women, Formerly Incarcerated) as valuable members of the community and they are supported by policies, practices and structures that ensure their inclusion.
- Local structures—formal and informal—are in place to facilitate adult and youth residents to tell their own stories.