

Social Determinants of Health

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My Story

3 Objectives for the Presentation:

1. Define Social Determinants of Health
2. Explore the importance of valuing Age-Friendly's Mentation & What Matters.
3. Describe practical ways to mitigate implicit (negative) bias.

Defining Social Determinants of Health

*“Social determinants of health (SDOH) are the conditions in the environments where people are born, live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks.
- Healthy People 2030*

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SDOH High-Level Domains (Groups/Communities)

- ◆ Economic Stability (Money)
- ◆ Education Access and Quality (Education)
- ◆ Health Care Access and Quality (Healthcare)
- ◆ Neighborhood and Built Environment (Environment)
- ◆ Social and Community Context (People)



(Elias et al. 2019)

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SDOH Ground Level Concerns (Individual)

- ◊ Mobility/Transportation
- ◊ Dietary/Nutrition
- ◊ Housing/Home Condition
- ◊ Their Story/What Matters

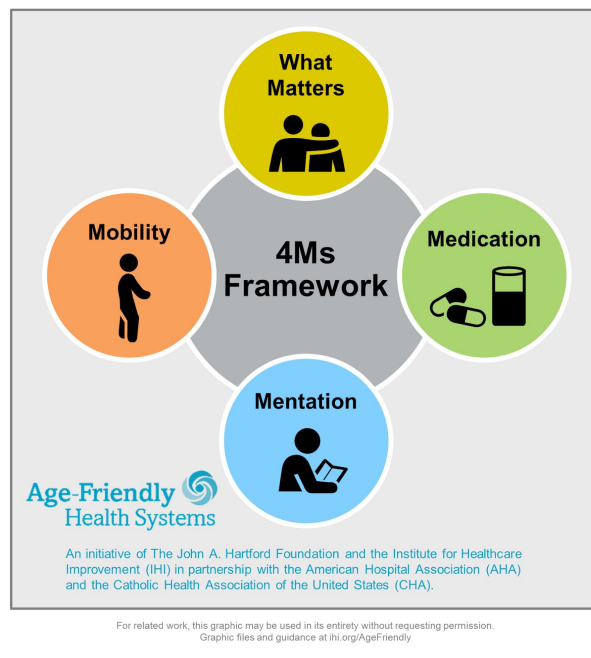


(Whitman et al. 2019)

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**Explore the importance
of valuing
Age-Friendly's What
Matters.**

Age-Friendly Approach for Geriatric Care



What Matters

Know and align care with each older adult's specific health outcome goals and care preferences including, but not limited to, end-of-life care, and across settings of care.

Medication

If medication is necessary, use Age-Friendly medication that does not interfere with What Matters to the older adult, Mobility, or Mentation across settings of care.

Mentation

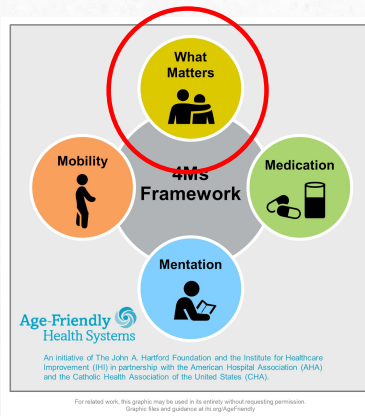
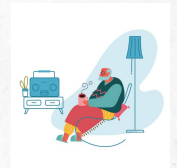
Prevent, identify, treat, and manage dementia, depression, and delirium across settings of care.

Mobility

Ensure that older adults move safely every day in order to maintain function and do What Matters.

(Healthy People 2030)

Solution Focus on What Matters



What Matters

Know and align care with each older adult's specific health outcome goals and care preferences including, but not limited to, end-of-life care, and across settings of care.

Medication

If medication is necessary, use Age-Friendly medication that does not interfere with What Matters to the older adult, Mobility, or Mentation across settings of care.

Mentation

Prevent, identify, treat, and manage dementia, depression, and delirium across settings of care.

Mobility

Ensure that older adults move safely every day in order to maintain function and do What Matters.

(Mate et al. 2021)

What Matters

- What Matters to the individual is what matters most to the individual.
 - Ask your patients, family, friends, “What matters to you?”



(Tinetti et al. 2016)
(Naik et al. 2018)
(Marston, and Van Hoof. 2019)

Address Subconscious Ideas

- Medications are NOT what matters firstly to an individual.
- Medications is one approach to help assist the individual focus on What Matters.



(Mate et al. 2021)

What Matters: From Age-Friendly Approach

- First step: Listen to and value the core values of the individual.
 - One's core values, principles and beliefs have a fundamental role in healthy aging, including ideas about happiness and fulfillment.
- Next steps: Dialog with individual and establish with them a plan to incorporate What Matters into the treatment plan.

(Tinetti et al. 2016)
(Naik et al. 2018)
(Marston, and Van Hoof. 2019)

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Major Roadblocks to Promoting What Matters for SDOH

Roadblock to Valuing and Learning One's Story (Narrative)

- ◆ Nothing (AKA: Excuses)



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Social Isolation and Loneliness

- **Loneliness** is linked to increased rates of hypertension, cognitive decline, and other physical health effects, and has been identified as a public health priority.
- Loneliness and social isolation are cited as having negative health impacts equivalent to smoking 15 cigarettes a day.



(Flowers et al, 2017)
(Xia, N., and Huige, L., 2018)

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Destroy Silos and Negative Implicit Bias When Possible

- Lack SDOH Trainings and Application can further permit Silos, Bullying, and Burnout: A lack of environments where we focus on what truly matters creates isolated work environments, contributing to staff burnout, interprofessional conflict, and bullying (Baumbusch et al., 2012; van der Geest & Faber, 2017).



(Flowers et al, 2017)
(Xia, N., and Huige, L., 2018)

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**Describe
practical ways to
mitigate implicit
bias.**

Implicit Bias...

- ◆ “Refers to when, rather than being neutral, we have a preference for (or aversion to) a person or group of people. Thus, we use the term **implicit bias** to describe when we have attitudes towards people or associate stereotypes with them.”
- ◆ “We may determine that one particular group is trustworthy or pleasant and another is dangerous or disagreeable based on these implicit biases.”

(Perception Institute)
(Narayan, M. C. 2019)

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Implicit Bias Example

- ◆ In a study, Professionals with implicit biases...
 - ◇ Spent less time listening to Black patients
 - ◇ Held implicit assumptions that Black and Hispanic patients are less likely to adhere to treatment and are less cooperative than White patients
 - Note: be curious; ask why; question assumptions

(Zestcott et al. 2016)

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Solution

Learn and value the stories of individuals, especially marginalized groups.

Undesirable behaviors or “problems” are the result of an individual’s unmet needs and expressions. -Dr. Caroline Stephens



(Narayan, M. C. 2019)

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Taking Action

What Action Plans can we take to Dissolve Implicit Biases with New Behaviors?



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Action Plans to Dissolve Implicit Biases with New Behaviors

- ◆ Interventions: Be involved in interventions that promote empathy, compassion, bias-mitigating strategies as often as possible for habit replacement
- ◆ Mindfulness: Appreciation; gaining perspective and deepening therapeutic relationships
- ◆ **Reflective Journaling

(Narayan, M. C. 2019)

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Action Plans to Dissolve Implicit Biases with New Behaviors

- ◆ Journaling Topics:
 - ◆ How did I recognize my own implicit bias today?
 - ◆ How am I making a commitment to break a small habit?
 - ◆ How am I doing with my bias-mitigating strategies?
 - ◆ How did I practice humility, empathy, and compassion?



(Narayan, M. C. 2019)

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Consider frequent Reflective & Debriefing Sessions

(MacIntosh, R., and Tiaki, K. 2019)

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Debriefing Sessions

- ◆ Provide a safe place to...
- ◆ Provide a place of learning
- ◆ Provide a place to make changes



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Debriefs also...

- ◆ Offer collegial support and listening to each other
 - ◇ This helps diffuse stress on the job.
- ◆ Lead to an appreciation of roles and stressors, and prompts brainstorming ways to support one another.



(MacIntosh, R., and Tiaki, K. 2019)
(Cameron, F., and Brownie, S. 2010)

Results

- ◆ Seeing clients/patients (and staff) as individuals and not as obstacles (or pawns) to achieving a goal.
- ◆ Observing one's own thoughts, feelings, and assumptions.
- ◆ Being less judgmental (facial expressions and other body language included).
- ◆ Working from mutually respected facts, to thoughts, then feelings (be objective).



(Narayan, M. C. 2019)
(Greenwald et al. 2022)

Other Suggestions to improve Social Engagement for Older Adults

- ◆ Communication Strategies: Training in effective communication and cueing strategies for staff to assist older adults with cognitive impairments.
- ◆ Interdisciplinary Coordination: Collaboration among healthcare professionals to share insights and coordinate care.
- ◆ Community and Family Engagement: Involvement and training for family members and community organizations in care processes.

(Narayan, M. C. 2019)
(Greenwald et al. 2022)

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Practical Communication Strategies

- ◆ Use Simple, Clear Language
- ◆ Maintain Eye Contact (or Not)
- ◆ Repeat and Reaffirm
 - ◆ Repeat Information
- ◆ Use the Older Adult's Name



(Jack et al. 2019)

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Communication Strategies: Cueing Strategies

- ◆ Visual Cues
 - Pictures of What Matters on wall.
- ◆ Physical Cues
 - Subtly speaking with one's hands
- ◆ Environment Adjustments
 - Use Contrasting colors
 - Reduce Clutter
- ◆ Consistent (daily) Routine



(Leung et al. 2021)
(Zhou et al. 2022)

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Interdisciplinary/Interprofessional Coordination (IC)

- ◆ Use IC to share insights from different professional perspectives, like medicine, nursing, therapy, and social work.
- ◆ Conduct cross-training sessions so that team members understand the basics of each other's roles, enhancing mutual respect and facilitating better coordination.
- ◆ Clearly delineate each team member's responsibilities to avoid duplication of effort and ensure coverage of all aspects of patient care.
- ◆ Establish clear processes for resolving disagreements among team members, prioritizing patient-centered care in decision-making.

(Nomura et al. 2008)
(Amici, F., and Bietti, L. 2022)

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Conclusion

Find and Create Safe Positive & Constructive Places to discuss

- ◆ Economic Stability (Money)
- ◆ Education Access and Quality (Education)
- ◆ Health Care Access and Quality (Healthcare)
- ◆ Neighborhood and Built Environment (Environment)
- ◆ Social and Community Context (People)



Find and Create Safe Positive & Constructive Places to discuss

- ◆ Mobility/Transportation
- ◆ Dietary/Nutrition
- ◆ Housing/Home Condition
- ◆ c/What Matters



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Consider frequent Reflective & Debriefing Sessions

(MacIntosh, R., and Tiaki, K. 2019)

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Debriefing & Reflection Sessions

- ◆ Provide a safe place
- ◆ Provide a place of learning
- ◆ Provide a place to make changes



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“Of all the forms of inequality, injustice in health is the most shocking and inhumane.”

– Martin Luther King, Jr., *Civil Rights Activist & Nobel Peace Prize Recipient*

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Debriefing Questions

- Think of a situation in which you needed to reflect or debrief on a challenging encounter.
- What were possible factors outside of this conflict that might be contributing to the issue?
- How can you set out to understand the individual's perspective (story) better?
- How will you implement debriefing in your respective place of work?



What's Your Story?

WHAT DO YOU LOVE?



WHAT WHOLESOME HOBBIES DO YOU ENJOY?



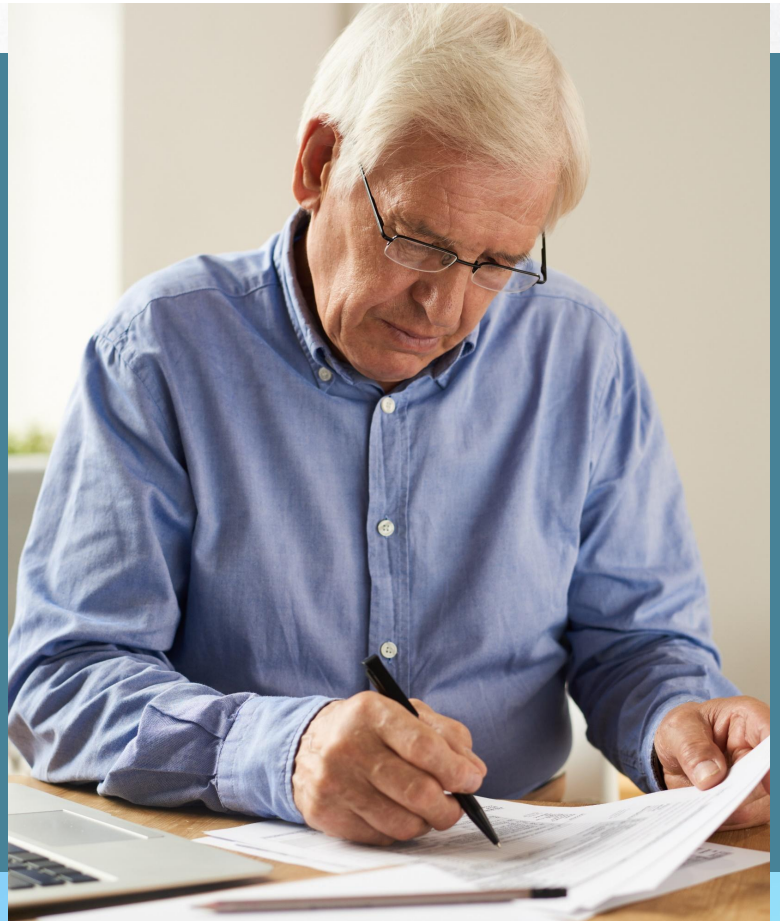
GOAL-SETTING AND VISUALIZATION

Goal-Setting is known to facilitate increased motivation, a sense of meaning, greater focus / decisiveness, and a sense of achievement.

Visualization in goal-setting utilizes the demonstrable abilities of sight, sound, feeling and emotion.

Visualization has been used for centuries and the technique is an established approach in medicine and traditions as well as other healing practices.

Source: Treadway & Lazar, 2009.



Write it down



1

WRITE DOWN WHAT YOU LEARNED FROM YOUR PERSONAL HISTORY.

2

WRITE DOWN WHAT YOU ARE THANKFUL FOR TODAY

3

WHAT DOWN YOUR (IDEAL) GOALS

4

CONNECT WITH SOMEONE AND SHARE WITH THEM

“Remember that work and life coexist. Wellness at work follows you home and vice-versa. The same goes for when you’re not well, fueled, or fulfilled. Work and life aren’t opposing forces to balance; they go hand-in-hand and are intertwined as different elements of the same person: you.”

— Melissa Steginus, [Self Care at Work: How to Reduce Stress, Boost Productivity, and Do More of What Matters](#)

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Request a Workshop



Link:

[https://docs.google.com/forms/d/e/1FAIpQLSdvvbLKrz7ou0Cout85mu4rjwY9uS3o0IS18Bzn4acTtP0kcFQ/viewform?usp=sf link](https://docs.google.com/forms/d/e/1FAIpQLSdvvbLKrz7ou0Cout85mu4rjwY9uS3o0IS18Bzn4acTtP0kcFQ/viewform?usp=sf_link)



Thank you!

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Reflect

Discussion



Thank you, again.