Slide 1

Working with the BARHII Self-Assessment Toolkit for Addressing Health Inequities

Experiences of Mid-Sized Health Department

Slide 2

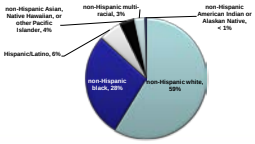
Acknowledgements

- Sandi Galvez, BARHII
- Kate Clayton, City of Berkeley Health Department
- Katherine Schaff, Alameda County Health Department

Slide 3

Columbus Public Health (CPH)

- 400 full-time & part-time employees
- $46 million dollar budget with over 40 programs
- 787,033 residents

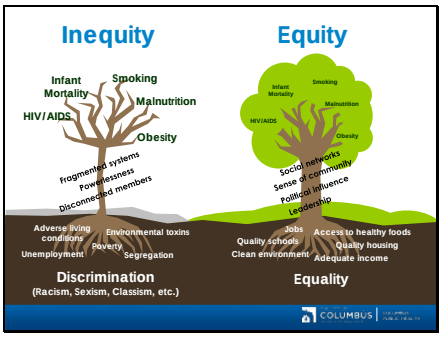


Slide 4

Staff Knowledge

- NACCHO Conference 2007
- Unnatural Causes
- Action Learning Collaborative (MCH)
- Dr. Camara Jones
- Tree slide

Slide 5



Slide 6

Tailoring the Tool

- Staff experience with health equity work
- Current organizational issues
- Matrix of organizational characteristics and workforce competencies

Slide 7

Tailoring the Tool: Matrix

What are the characteristics of a local health department that can effectively address health inequities?

Institutional Commitment to Address Health Inequities	Hiring to Address Health Inequities	Structure that Supports True Community Partnerships	Support Staff to Address Health Inequities	Transparent & Inclusive Communication (Community, staff, partners, etc.)
• integrate public health and health equity into workforce and program development • decision making is inclusive • institutional commitment to primary prevention • institutional commitment to addressing health inequities • clear vision, goals and benchmarks • succession plan provides for continuity of vision and promotes new leadership • strategic plan and	• Human Resources operations develop and promote job specifications and qualifications that reflect the skills and characteristics desired to address health equity • Human Resources operations' incorporate social justice principles, seek diversity, reflect the populations served, expand language capacity, build the workforce's capacity to address health inequities • Human Resources operations' provide living-wages, schedule	• community partnerships are welcome and supported • structured to act • collaborates with other agencies and stakeholders to amplify health equity • addresses the needs of community residents such as child care, refreshments, etc.. to promote their participation	• mentors staff • strongly supports professional growth • consistent supervision to reinforce practice • required training for all new permanent staff	• transparent communication • communication is multi-directional • solicits and uses community input • decision making is shared with community partners

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Slide 8

Tailoring the Tool

- Alameda County's strategic planning survey
- Katherine Schaff
  Katherine.Schaff@acgov.org

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Slide 9

Lessons Learned

- Give yourself enough time to tailor and implement the toolkit
- SurveyMonkey links
  - Generic for staff survey
  - Unique for partner survey
- Survey taking meetings and incentives to increase response rate
- Keep staff updated

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Slide 10

Results

- Provides feedback on organizational processes
- Highlights strengths and gaps in staff skills
- Provides important information for accreditation
- CPH Health Equity Roadmap

Slide 11

Accreditation

- Strategic planning
- Quality improvement
- Workforce development needs
- Partnerships
- Policies and procedures

Slide 12

Contact Information

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