

# HEALTH EQUITY THROUGH WORKFORCE DEVELOPMENT

**2013 OPHA Conference**

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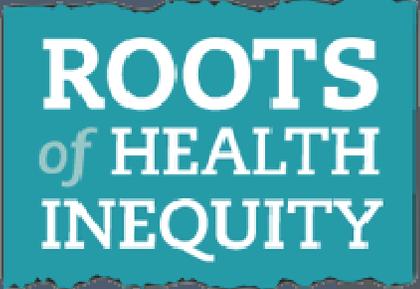
# Overview

- ◎ NACCHO's Roots of Health Inequity
  - What it is and how MCHD has adapted it
  - Decisions and dilemmas along the way
- ◎ Health Equity through Workforce Development
  - Starting place & long-term skill building strategy
  - Increasing individual and organizational capacity
- ◎ Building Core PH Competencies
  - Being clear and intentional about the skills and behaviors we need/want to cultivate

# Health Equity and Inequity

- **Health Equity:** All persons have access to the resources and power they need to attain their full health potential (MCHD).
- **Health Inequity:** The unjust, unfair, and systemic differences in populations' health outcomes (WHO).
  - Health inequities result from an unequal structuring of life chances, based on growing social and economic inequality (NACCHO).

# NACCHO's Roots of Health Inequity



**ROOTS**  
of HEALTH  
INEQUITY

- Online learning collaborative
  - Interactive learning activities
  - Join as individuals or in groups
  - Post response to discussion questions
- Uncover the root causes of inequity
  - Grounded in concepts and strategies that lead to effective action

# NACCHO's Roots of Health Inequity

**ROOTS**  
of HEALTH  
INEQUITY

- Training Goal: To identify methods for beginning to shift elements of public health practice and organizational culture toward the elimination of health inequity.
  - Training delivery
    - Online or in-person?
  - Accessible and relevant to all staff
    - Staff roles and availability greatly vary

# Health Equity through Workforce Development Training Curriculum

- Equity work is deep and requires long-term learning and personal reflection
- Roots provides a starting place for building common understanding and shared responsibility ... and it's not the end of the road!

# Health Equity through Workforce Development Training Curriculum

- ◎ Connected to, yet not duplicative of
  - Highlight other department/County trainings where staff can continue to develop skills
- ◎ Looking at the sum of our parts ... what does it add up to?
  - Skills and behaviors cultivated
  - Ability to identify and fill gaps

## Health Equity through Workforce Development

All persons have access to the resources and power they need to attain their full health potential.

Roots of Health Inequity Discussion Group	Health Promotion Change Process	PH Workforce Dev: 10 ES & Core Competency	HE is the Why, HP is the How (4P Reflect Qs)	Cultural Competency (In Dev)	Popular Education	Equity and Empowerment Lens	Building Partnership Across Difference	Facilitative Leadership	Equity Focused Groups	Equity Academy (In Dev)	<b>County-wide Trainings:</b> <ul style="list-style-type: none"> <li>•Leveraging Diversity ...</li> <li>•Compassionate Communic.</li> <li>•Engaging a Multigen WF</li> <li>•Leading Motivated Teams</li> <li>•Conflict Res in Workplace</li> <li>•Address Secondary Stress</li> <li>•Clinical Ethics in Direct Practice</li> </ul>
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**Example Core Competency Development:**

- Responds to diverse needs that are the result of cultural differences
- Recognizes community linkages and relationships among multiple factors (or determinants) affecting health
- Participates with stakeholders in identifying key values and a shared vision as guiding principles for community action
- Modifies organization practices in consideration of changes in the public health system, and the larger social, political, economic env

**Example Core Competency Development:**

- Considers the role of cultural, social, and behavioral factors in the accessibility, availability, acceptability and deliver of PH services
- Communicates in writing and orally, in person, and through electronic means, with linguistic and cultural proficiency
- Incorporates data into the resolution of scientific, political, ethical, and social public health concerns
- Determines the feasibility and expected outcomes of policy options

**Meet requirements for**

- Public Health Accreditation
- Joint Commission (FQHC Accred.)
- Cultural Competence Policy
- Workforce Development Plan

**Supports/Aligns with**

- PH Core Competencies
- 10 PH Essential Services
- Quality Public Service Delivery
- Learning Organization Principles

**Contributes to**

- Quality Improvement
- Professional Development and Succession Planning
- Improved Employee Morale

**New Employee Orientation: Intro to Health Equity Course Curriculum**

<p><b>Equity &amp; Empowerment 101:</b> Create baseline grounding through common language, shared understanding of the root causes of health inequities.</p>	<p><b>Skill Building:</b> Use reflective questioning methods for discussion and discovery, and examination of how issues are and can be framed.</p>	<p><b>Developing Skills through Application:</b> Provide space for deep internal reflection , deep exploration of the academic foundations and understanding of the “why”.</p>	<p><b>Advanced Skill Building:</b> This module builds capacity for applying the Lens through participants’ work with equity-oriented groups (i.e. DQT and Health Promotion CoP).</p>	<p><b>The Equity Academy:</b> Represents the deepest level of engagement and practice. Participants gain skills they need to be able to facilitate deep engagement with the Lens.</p>
<p>Roots of Health Inequity Discussion Group</p>	<p>HE is the Why; HP is the How (4P Reflective Q’s)</p>	<p>Equity &amp; Empowerment Lens</p>	<p>Equity Focused Groups</p> <ul style="list-style-type: none"> <li>•Existing or newly formed equity focused groups</li> </ul>	<p>Equity Academy</p> <ul style="list-style-type: none"> <li>•Self-assessment</li> <li>•Equity Mentors</li> <li>•Apply Lens to a project/program</li> </ul>
<p>Health Promotion Change Process</p>	<p>Cultural Competency</p>	<p>Building Partnership Across Difference Series &amp; Roadshow</p>	<ul style="list-style-type: none"> <li>•Apply Lens to their work as a group or to their individual roles in the HD</li> </ul>	<ul style="list-style-type: none"> <li>•Produce case studies</li> <li>•Commit to being future equity coaches, mentors, facilitators</li> </ul>
<p>PH Workforce Dev: 10 Essential Services &amp; Core Competency</p>	<p>Popular Education</p>	<p>Facilitative Leadership</p>	<ul style="list-style-type: none"> <li>•Produce case studies</li> <li>•Commit to being future equity group “guides”</li> </ul>	<ul style="list-style-type: none"> <li>•Recognize and celebrate graduates</li> </ul>

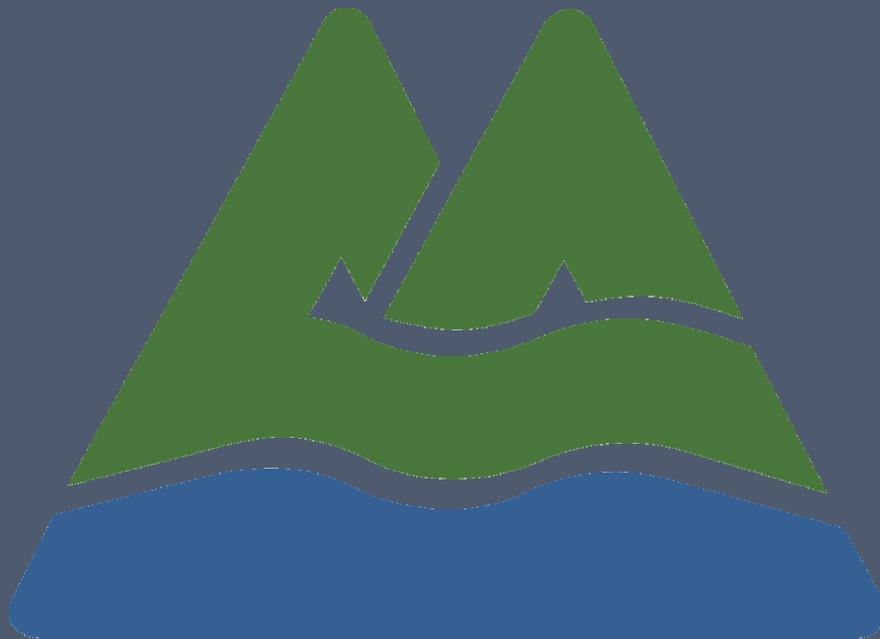
# Workforce Development and Core Public Health Competencies

- ◎ **GOAL 1 Workforce Development Plan:** Develop curricula and trainings based on the Core Competencies for Public Health Professionals in 8 skill areas:
  1. Analytical/Assessment Skills
  2. Policy Development/Program Planning Skills
  3. Communication Skills
  4. Cultural Competency Skills
  5. Community Dimensions of Practice Skills
  6. Public Health Sciences Skills
  7. Financial Planning and Management Skills
  8. Leadership and Systems Thinking Skills

HE through WF Development Curriculum and Core PH Competencies	Analytical/ Assessment Skills	Policy Development/ Program Planning Skills	Communication Skills	Cultural Competency Skills	Community Dimensions of Practice Skills	Public Health Sciences Skills	Financial Planning and Management Skills	Leadership and Systems Thinking Skills
Roots of Health Inequity Discussion			X	X	X			X
Health Promotion Change Process			X		X	X		X
HE is the Why, HP is the How	X	X						X
Cultural Competency			X	X	X	X		
Popular Education			X	X	X			
Equity and Empowerment Lens	X	X						X
Building Partnership Across Difference			X	X	X			
Facilitative Leadership			X		X			X
Diversity and Quality Team	X	X						X
HP Community of Practice		X			X	X		X
Equity Academy	X	X	X	X				X

# In Alignment with and Support of Department Goals

- HE through WF Development  
Curriculum helps us meet department goals:
  - MCHD Strategic Plan
    - Improve health outcomes and achieve health equity
  - Public Health Accreditation, Domain 8
    - Maintain a competent public health workforce



Multnomah County Health  
Department

Health Equity Initiative

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