

Organizational Self-Assessment for Addressing Health Inequities

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BARHII Toolkit

- Looks at Local Health Department (LHD) to build greater capacity to address health inequities
- Creates the initial dialogue between senior managers and staff in LHD to re-examine their collective understanding and ability to address the underlying causes of health inequities
- Self-assessment included:
 - Anonymous Staff Survey via Survey Monkey
 - Anonymous Collaborating Partner Survey Via Survey Monkey
 - Staff Focus Group
 - Management Interviews
 - Internal Document Review and Discussion



Goals

Short Term

- Collect data to identify skills and capacities of LHD ability (both organizational and individual) to address health inequities
- Gain knowledge of where PCPH currently stands in organizational characteristics and workforce competencies internally and externally
- Create priorities of implementation that address equity internally

Long Term

- Incorporate equity in all aspects of Polk County P&P, programs, outreach events, strategic planning and workforce training
- To be a role model and provide support for county departments to address inequities
- Continue to implement internal changes that address barriers to services

Modifications to the BARHII TOOLKIT

Staff survey

- Provided a greater in-depth glossary list of equity vocabulary
- Made staff time available for staff to take survey
- Removed strategic planning portion of survey

Collaborating Partner Survey

Provided a greater in-depth glossary list of equity vocabulary

Management Interview

Structured to be a focus group instead of individual interviews

Areas of Success

- Had a 100% success rate of staff participation in online staff survey (13/13)
- 15 collaborating partners participated in our online partner survey
- Conducted a successful staff focus group (4) to gain a better insight on staff responses from survey
- Conducted a successful management focus group with 1 county commissioner to gain knowledge about their awareness regarding equity
- Screened all series of unnatural causes and facilitated conversations among the various topics to all PH staff
- Collaborated in presenting a culturally responsive training to all health and human services staff

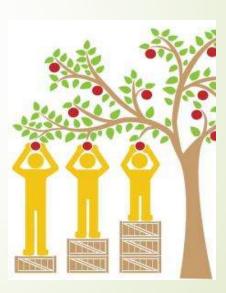
Considerations/Issues/Obstacles

- Conflicting obligations (other job related priorities)
- Lack of opportunities around the topic of health inequities
- Safe space and uncomfortableness
- Personal bias
- Lack of knowledge of what are health inequities/terminology
- Time
- Shortage of staff and resources



Moving Forward

- PCPH equity implementation team will prioritize strategies to address health inequities internally
 - Some areas include:
 - Workforce development
 - Communication Improvement
 - Structural changes
 - Building capacity internally



Special Thanks...

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Polk County Public Health Staff & Community Partners

Developing Equity Leadership Through Training and Action (DELTA) Program

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