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
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Developing Equity Leadership Through Training and Action (DELTA) Program

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