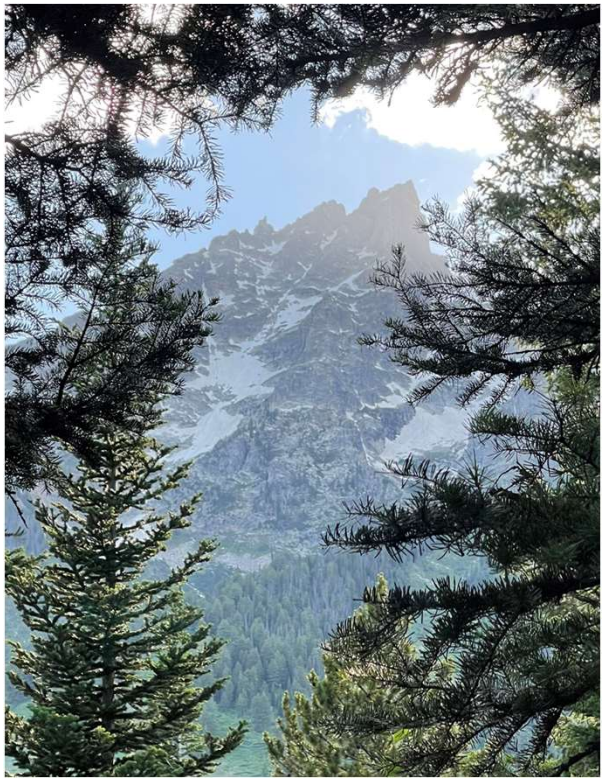
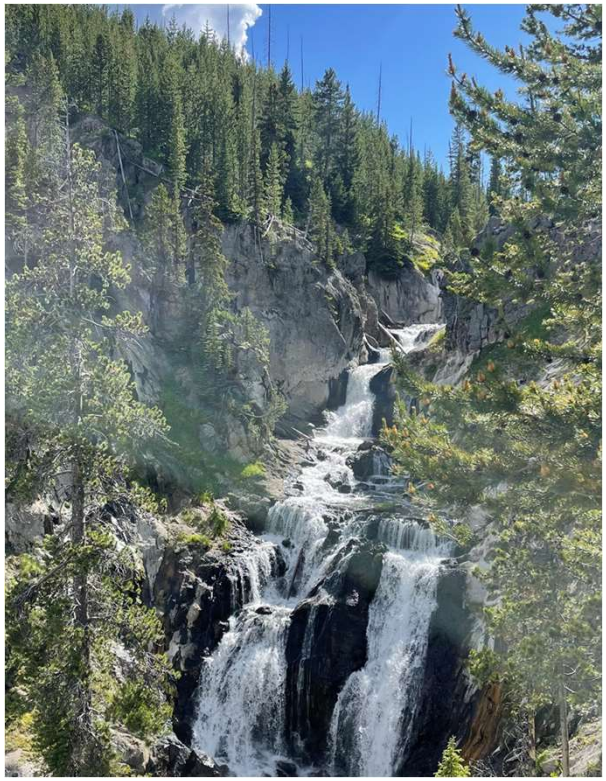
WISCONSIN DEPARTMENT of HEALTH SERVICES

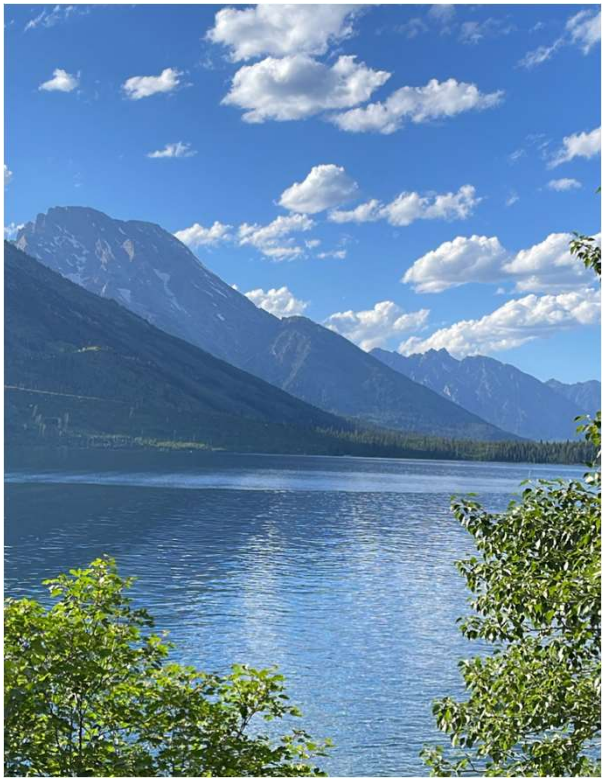
Building our Foundation Part 2 Learning Community #2

Health Equity Assessment and Resource Team
Office of Policy and Practice Alignment

Welcome





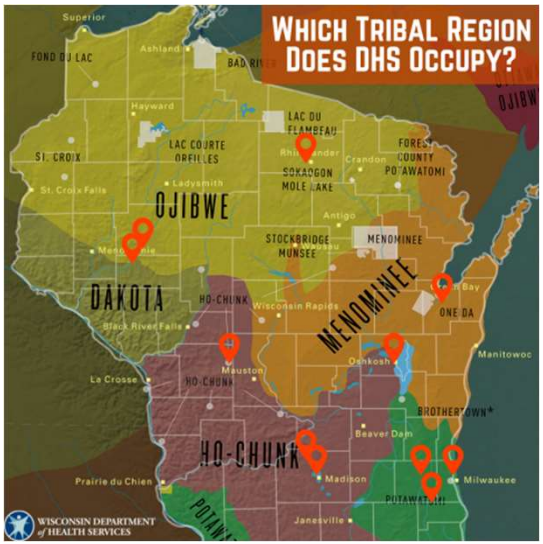


Photographs by Benjamin Johnson

Land Acknowledgement

Native/Tribal Nations of Wisconsin

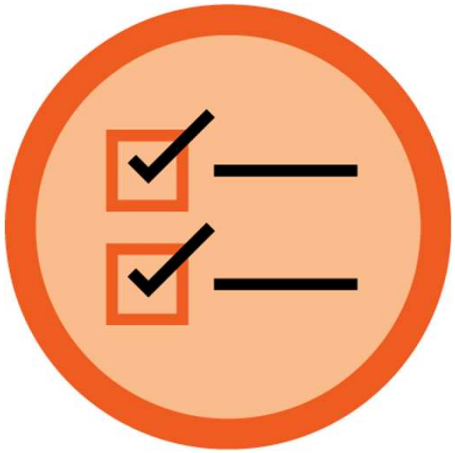
- Bad River Band of Lake Superior Chippewa
- Brothertown Nation* (not federally/state recognized)
- Forest County Potawatomi
- Ho-Chunk Nation
- Lac Courte Oreilles Band of Lake Superior Chippewa
- Lac Du Flambeau Band of Lake Superior Chippewa
- Menominee Indian Tribe of Wisconsin
- Oneida Nation
- Red Cliff Band of Lake Superior Chippewa
- Sokaogon Chippewa Community
- St. Croix Chippewa Indians of Wisconsin
- Stockbridge-Munsee Community Band of Mohican Indians



Learn more at: https://wisconsinfirstnations.org/ and https://native-land.ca/

Today's Agenda

- Review Learning Community Agreements
- Today’s Objectives
- "Getting Started" – Recommendations to Advance Equity in your Agencies
- Case Study



Learning Community Agreements

I/We agree to:

- Recognize conversation as the seed of action.
- Value and hold relationships at the center of this work.
- Engage and participate – this space is what we make it.
- Listen and make room for others to share.
- Be open to new ideas and ways of thinking.
- Be patient with others and with ourself.
- Remain aware of how history, class, and environment shape our worldview.
- Acknowledge the intent but own the impact.

What We've Heard From You

46.7% of 152 respondents indicated that they have the necessary knowledge and skills to incorporate SDoH into their work.
50.7% of 150 respondents indicated that they have the necessary knowledge and skills to incorporate health equity into their work.

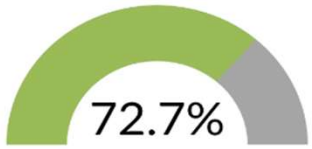
Word Cloud of Survey Responses

From HEART Survey Results Summary: https://www.dhs.wisconsin.gov/publications/p03277.pdf

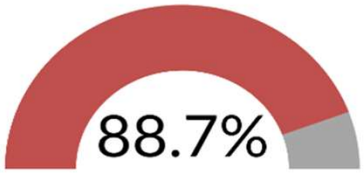
What We've Heard From You

of 150 respondents indicated it is the role/responsibility of public health to improve health outcomes for groups experiencing the worst health outcomes.

Of those,

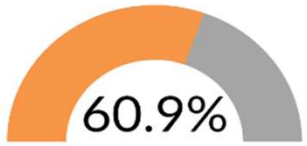


strongly agree.



of 151 respondents indicated that it is the role/responsibility of LTHDs to work to improve social determinants of health.

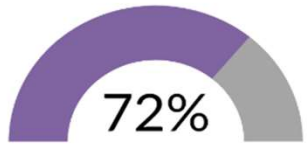
Of those,



strongly agree.

of 150 respondents indicated that is the role/responsibility of LTHDs to work toward greater health equity.

Of those,



strongly agree.

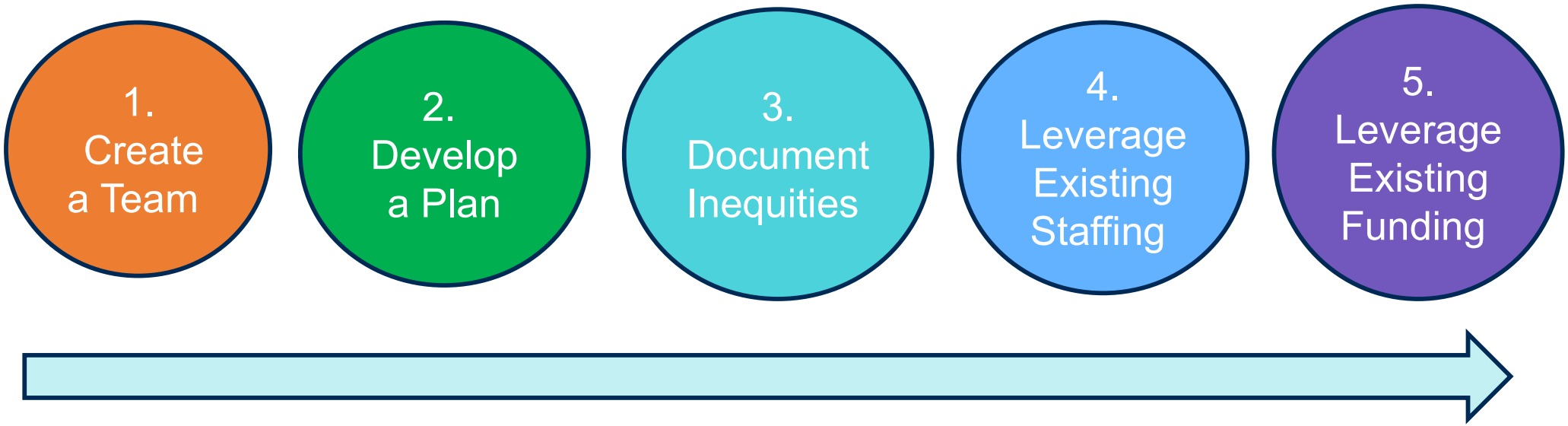
From HEART Survey Results Summary: https://www.dhs.wisconsin.gov/publications/p03277.pdf

Getting Started – Human Impact Partners (HIP)

- Keep in mind that…
  - There are no universal, step-by-step instructions on how to achieve health equity.
  - The following practices must be molded to your local context and adapted when that context shifts.

Link:
Ways to Get Started: Advancing Health Equity in Local Health Departments (healthequityguide.org)

9 Action Steps – Building Internal Infrastructure



Action Description

- **Create a Team**
  - Identify others across your department that have interest advancing health equity.
  - Aim for representation across departments and levels of management.
  - Establish and use basic ground rules to create a safer space for participants.

- **Develop a Plan**
  - Use evidence to rally for the groups that are in most need and create a targeted intervention with members from those group.
  - Be or build leadership to create and maintain momentum.

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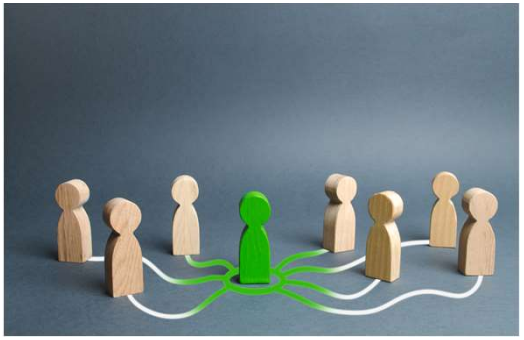
Group Poll

- How many of your colleagues at your agency are interested in or already working towards greater health equity?
- What challenges do you see in your community to planning with an equity lens?



Action Description

- **Document Inequities**
  - Describe existing inequities to start to make a case for widespread action.
  - Bring in community voices for reporting.

- **Leverage Existing Staffing**
  - Encourage staff to identify opportunities for efficiency and equity.

- **Leverage Existing Funding**
  - Consider adding an equity lens to programs and projects that are underway – build into your work.
  - Seek out student interns to support.
    - e.g., outreach, research, and communications.

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9 Action Steps – Building Internal Infrastructure

Action Description

- **Use Equity Tools**
  - Examples:
    - County Health Rankings & Roadmaps
    - National Equity Atlas
    - WhatWorks_SocialEconomic_MATCH.pdf (wisc.edu)

- **Survey Staff**
  - Ask staff for thoughts and opinions on how the organization might advance health equity, and how they would be involved.

Action Description (cont'd)

- **Organize/Attend Trainings**
  - Refer to equity tools for prerecorded trainings and to devise your own.
- **Change Forms**
  - "Include question(s) on population health surveys, clinical intake forms, performance monitoring, and program evaluations on topics like housing status/security, employment conditions, income inequality, discrimination, food insecurity, stress, and other issues that drive inequities."
    - Solicit feedback from other agencies, or communities about wording and how to best ask questions like these.

Case Study – Cuyahoga County, Ohio

- Developed an equity-focused Community Health Improvement Plan (CHIP).
  - Their CHIP identifies health equity as a guiding principle.
  - Tackled structural racism as 1 of 4 strategic priorities.
- Head and Heart Approach
  - Head: Learn intellectually why addressing racism and oppression matters for public health.
  - Heart: Make a personal connection to justice and equity.

Link: [Cuyahoga County Uses Health Improvement Process to Lift Up Equity and Racial Inclusion – HealthEquityGuide.org]

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Graphic from Human Impact Partners: [PowerPoint Presentation (healthequityguide.org)]

Key Focus Areas and Impact

- **Eliminating Structural Racism**
  - Readiness assessment developed to address racial equity and cultural competence.
  - Work to eliminate systemic and structural barriers for communities of color to improve conditions and opportunities impacting health.

- **Linking Clinical and Public Health**
  - Leadership collaboration from all 3 local public health departments, major hospital systems, and the Center for Health Affairs for future community health assessments and plans.

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Key Focus Areas and Impact (cont'd)

- **Healthy Eating and Living**
  - Through the Healthy Food Retail (HFR) program, more than 123,000 residents have greater access to healthier food options in their neighborhoods through HFR certification for store owners.

- **Chronic Disease Management**
  - 8 clinics have implemented the hypertension best practice with success reaching more than 10,000 patients. BP control has improved from between 2 and 13 percentage points.

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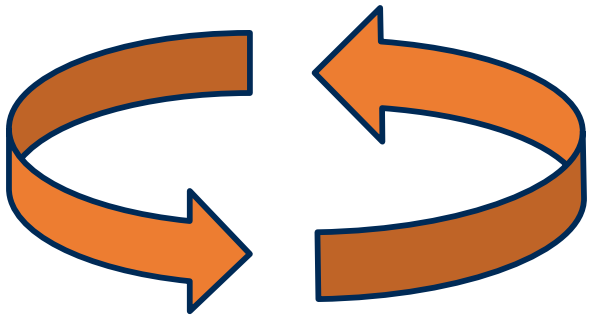
Lessons Learned

- Understand how partner organizations values and vision align with collective efforts to improve health and achieve equity.
- Consistently build knowledge and capacity.
- Develop a comprehensive evaluation plan.
- Develop a resource and sustainability plan with short and long-term financing.



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Next Gathering

- Join us for our next Learning Community on September 15th!
- Don’t forget to respond to our brief survey