

# Learning Community 13: Promising Practice for Health Equity

Health Equity Assessment and Response Team (HEART)

Office of Policy Practice and Alignment (OPPA)

05.09.2024



The background consists of numerous vertical lines of varying thickness and shades of blue, creating a textured, forest-like appearance. A dark blue rectangular box is positioned in the upper-left quadrant of the image, containing the text "Welcome!".

Welcome!

# Land Acknowledgement



[First Nations | Newsletters | Green Bay Press-Gazette  
\(greenbaypressgazette.com\)](https://www.greenbaypressgazette.com)

# Today's Agenda

- Welcome
- Guest presentations
- Questions and answers
- Announcements
- Resource overview
- Conclusion and Zoom survey

# Tribal Health Equity

Pam Thunder, Environmental Health Program Manager  
Ho-Chunk Nation Department of Health

# Immunization Advocacy

Southwest Suburban Department of Health

# IMMUNIZATION ADVOCACY: VACCINE ACCESS FOR ADULTS WITH MEDICAID

Southwest Suburban Health Department – (West Allis and Greenfield Health Departments)



# THE PROBLEM

- An influx of patients were coming to our office requesting vaccinations for immigration
  - They had state insurance
- Referred from their primary care physician's office
- Most are non-English speakers, translators needed
- Don't qualify for VFA vaccines
- We only have some private purchase vaccines in stock
- **Where can these patients go to get the needed vaccines?**



# THE PROCESS

- Pharmacies – not able to bill Medicaid for most vaccines
  - Aurora Pharmacy
  - Walgreens
  - CVS
  - Hayat
- Reached out to local partners
  - Regional Public Health Nurse Consultant
  - Milwaukee Healthcare Partnership
  - Free & Low-Cost Clinics
  - FQHCs
  - Other LHDs
- Referred patients to Waukesha health department
  - Transportation barriers
  - Unable to make clinic times

# THE SOLUTION

- Met with Director of Division of Medicaid Services (Pam)
  - All ACIP recommended vaccines are covered by Medicaid/BadgerCare Plus when given by a pharmacy as of January 1, 2024
  - ForwardHealth Update memo redistributed to pharmacy partners
- Met with Danielle and Kate from Pharmacy Society of Wisconsin
  - Danielle reached out to several area pharmacy partners and provided LHD with update the following day
    - Aurora – able to bill all ACIP vaccines to Medicaid as of end of February
    - Walgreens – having technical issues, will bill once issues resolved
    - Hayat – having technical issues, will bill once issues resolved
    - Pick-n-Save and CVS – no response back as of now

# FORWARD HEALTH MEMO

## EXPANDED VACCINE COVERAGE FOR MEMBERS IN BADGERCARE PLUS AND WISCONSIN MEDICAID

Effective for dates of service on and after January 1, 2024, ForwardHealth will expand coverage for vaccines for pharmacy providers to include all Centers for Disease Control and Prevention (CDC) Advisory Committee on Immunization Practices (ACIP) recommended vaccines for members 19 years of age and older.

Note: Pharmacists who meet the requirements of Wis. Stat. § [450.035](#) may administer vaccines to members 18 years of age and younger. Pharmacy providers should refer to the Immunizations Covered for Children topic ([#20577](#)) in the ForwardHealth Online Handbook for more information about providing vaccines to children.

### Allowable Vaccines

ForwardHealth will cover all vaccines that are recommended by ACIP. ForwardHealth will not cover a vaccine that has not been recommended by ACIP.

### AFFECTED PROGRAMS

BadgerCare Plus, Medicaid

### TO

Nurse Practitioners, Nurses in Independent Practice, Pharmacies, Physician Assistants, Physician Clinics, Physicians, HMOs and Other Managed Care Programs

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The information provided in this ForwardHealth Update is published in accordance with Wis. Stat. § 450.035(2i).



# Latest Update as of end of April

- Aurora St Luke's Pharmacy – able to bill Medicaid for all ACIP recommended vaccines
- Aurora West Allis Pharmacy – unaware of recent change, memo provided to location
- Hayat Pharmacy – aware of change, but logistics of billing not figured out yet
- Walgreens – several local stores were unaware of the change, memo provided to them via fax

**Key Takeaway:** Not all pharmacy locations know about the January 1<sup>st</sup> change, so you may have to provide them with the memo, so they can work to change their processes.



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# QUESTIONS?



# Community-Based Partnerships

WIPPS/Hmong and Hispanic Communication Network  
Marathon County Health Department



## Community Health Workers: Partnering with Health Departments to Advance Health Equity





Meranda Eggebrecht MPH, BSN, RN  
Director of Family Health and  
Communicable Disease  
Marathon County Health Department



Mariana Savela BA  
Program Manager, H2N  
Certified Health Navigator, WIPPS  
President, HOLA



Corina Norrbom MD  
Health Policy Fellow, WIPPS  
Assistant Professor, MCW -CW  
Project Direction/Medical Advisor, H2N





Hmong American Center

WIPPS

WISCONSIN INSTITUTE *for*  
PUBLIC POLICY *and* SERVICE

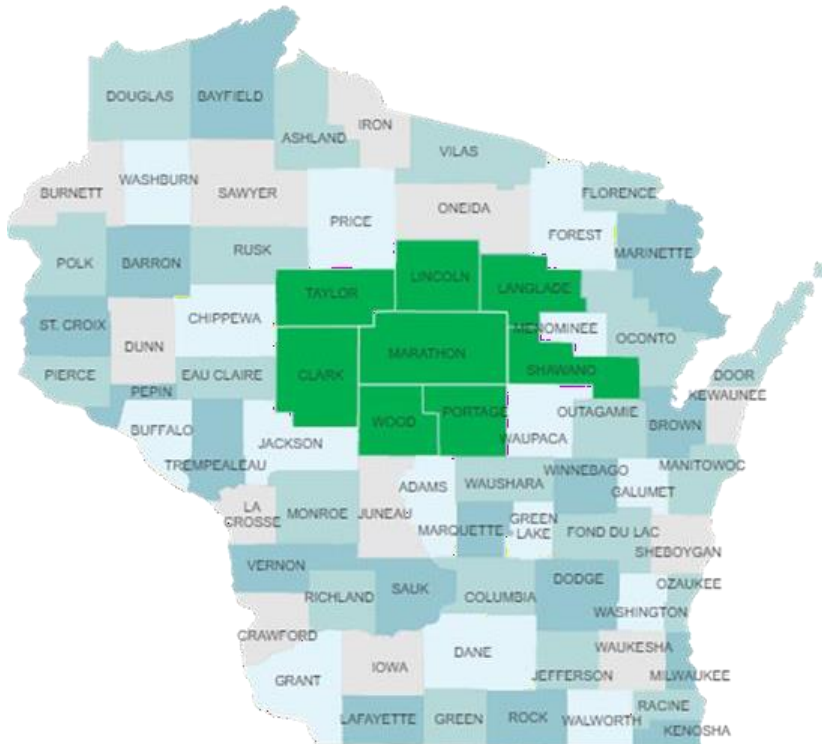


MCW

Central Wisconsin



HMONG & HISPANIC  
COMMUNICATION NETWORK PROJECT



TAYLOR COUNTY  
HEALTH DEPARTMENT





United Way of Marathon County

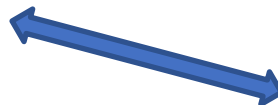




## Hmong & Hispanic challenges and barriers

- Immigration fears
- Ineligibility for programs
- Isolation in rural/farm settings
- Lack of workplace protections
- Limited access to health care
- Housing dependent on employment
- Historical context/government trauma
- Distrust of Western medicine
- Different disease constructs
- Anti-Asian sentiment
- Clan infrastructure
- Many words without direct translation

# Communication Model



Hmong  
CHWs

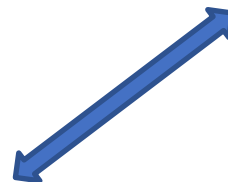
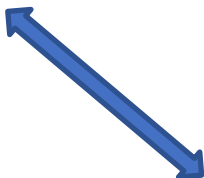
Hispanic CHWs



Project Coordination and Evaluation

Hmong  
Coordinator

Hispanic Coordinator



Collaborators

Health Depts, Health Systems, Resource Agencies  
WI DHS



Hmong American Center





# CHWs

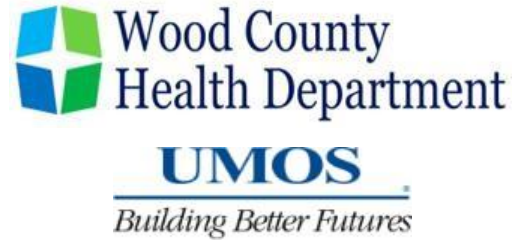
# Trusted Messengers/Community Experts



# Social determinants of health

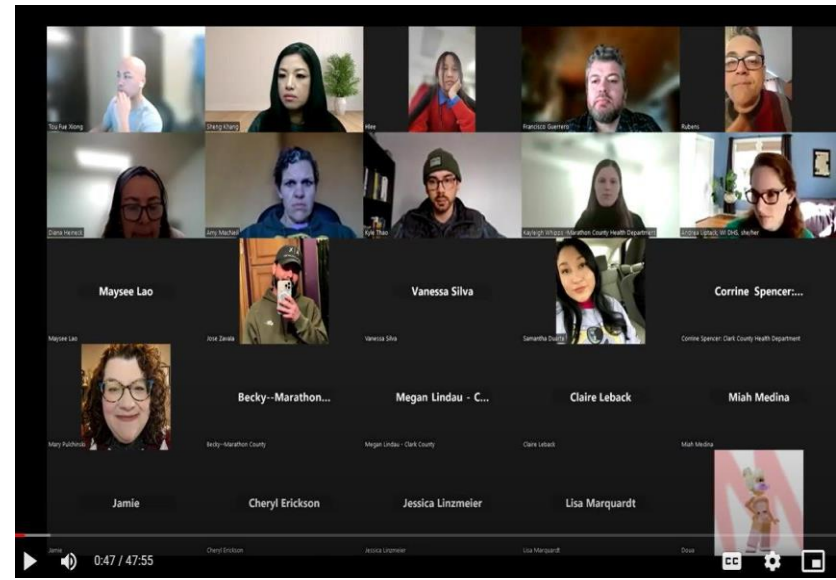


# Economic Impact





# Trainings and Professional Development



# Meeting people where they are





# Farm Outreach







# Rural Festivals



# Health outreach made festive...



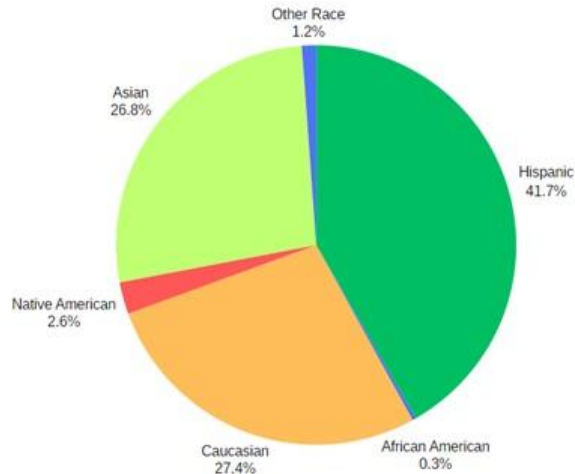




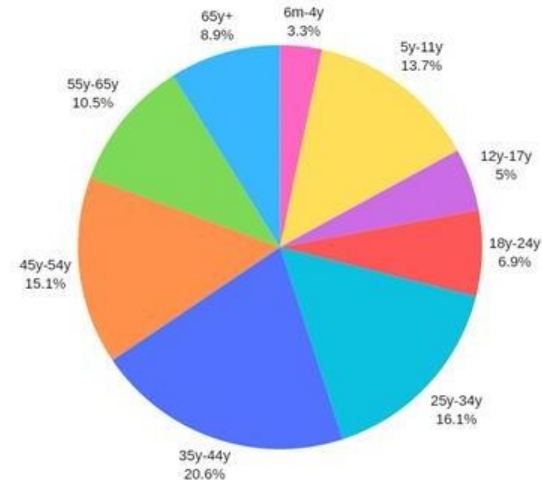
# Influenza Vaccine Statistics

- Pop-up influenza vaccine clinics began in December 2020
- 100+ COVID and/or influenza mobile vaccination clinics were done through 3/14/24
- Over 1,000 free flu vaccinations given

**Flu Vaccine (Ethnicity)**



**Flu Vaccine (Age Group)**



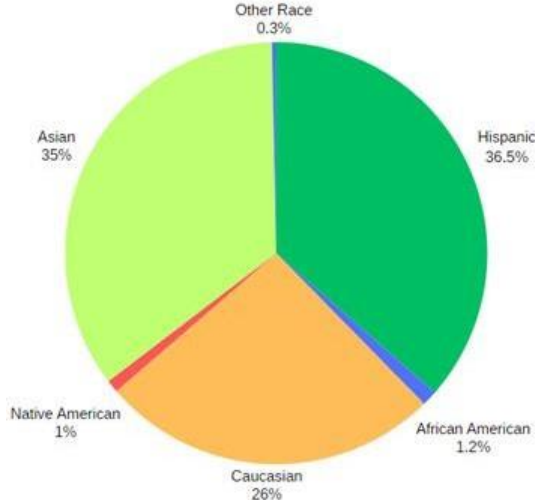
m = months  
y = year

# COVID-19 Vaccine Statistics

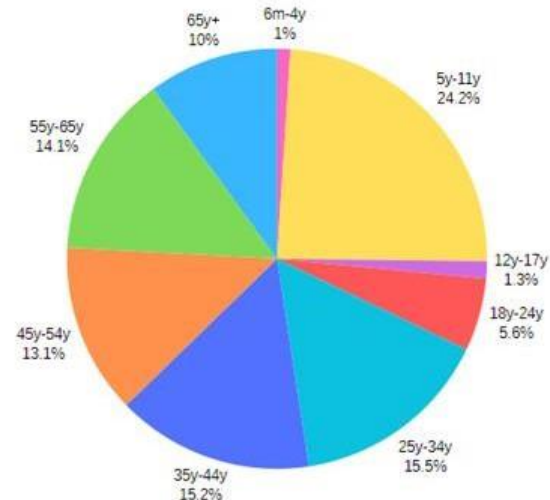


- Assistance in accessing COVID-19 vaccinations before able to start pop-up clinics
- Initial pop-up COVID-19 clinic 5/6/21
- We partner with COVID vaccinators
- Nearly 2,000 COVID-19 vaccines given at our clinics through 3/14/24

**COVID-19 Vaccine (Ethnicity)**



**COVID-19 Vaccine (Age Group)**



# Health Screenings





# Media Outreach



## Las Voces Latinas Podcast



## Mloog, Kawm, Sib (Listen, Learn, Apply)





**Communities  
Coming  
Together:  
Services  
for All**



# COMMUNITY HEALTH & RESOURCE FAIRS



**St. Bernard Catholic Church**  
400 N. 2nd Ave, Abbotsford, WI 54405

**2024 Dates**

2nd Thursday of Even Months

**1:00pm to 5:00pm**

February 8th

April 11th

June 13th

August 8th

October 10th

December 12th

**Church Basement or Outside**

Questions? Call Corrine Spencer  
715-743-5105 Ext. 5107

Immunizations  
Pregnancy Education  
WIC  
Diapers and Wipes Distribution  
Infant Safe Sleep  
Car Seat Safety Checks  
Reproductive Health Services  
Vision Screenings  
Blood Pressure Screening  
Diabetes Screening  
Water Testing Information  
Oral Health Screenings & Fluoride  
**...and more!**



Clark County Health Department



MADISON COUNTY HEALTH DEPARTMENT



TAYLOR COUNTY Health Department



iHOLA!



Family Health Center



Clark County Birth 3



Feed My People FOOD BANK



Equipos Colaborativo

St. Bernard Catholic Church food pantry open every Thursday from 2:00pm to 4:00pm.

Available services may vary based on county of residence.



ASPIRUS HEALTH



WIC WOMEN, INFANTS, & CHILDREN



H2N HAWAIIAN & HISPANIC COMMUNICATION NETWORK PROJECT



HEALTHFIRST



The Babies Place

Last Updated: 12/7/23



# COMMUNITY HEALTH & RESOURCE FAIR



**WEDNESDAY  
MARCH 20, 2024**



**1:00PM-  
5:00PM**



**TAYLOR COUNTY EDUCATION CENTER  
624 COLLEGE STREET | MEDFORD, WI 54451**

This event brings together comprehensive community resources for community members to explore.

FREE Services include:

- Immunizations
- Blood Lead Tests
- Vision Screenings
- Car Seat Checks
- Safe Sleep Education
- Water Tests
- WIC Services
- Reproductive Health
- Birth to 3
- Medicaid Signup
- Job Opportunities
- Local Resources



**THANK YOU TO ALL OUR VENDORS FOR PROVIDING THEIR SERVICES!**

Event brought to you by:





# Med Student Engagement in Public Health



# Health Navigators and Interpreters





SAVE A LIFE



HMONG & HISPANIC  
COMMUNICATION NETWORK PROJECT



# Public health collaboration: What we've learned



- Community-based CHWs are nimble and adaptable and uniquely responsive to their communities in real time
- CHWs influenced eventual state-level public health responses
- There are many needs not being met by anchor institutions
- CHWs can be important public health partners
  - Sometimes politics can get in the way of health departments trying to follow best practice; CHWs do not have the same constraints
  - CHWs increase capacity to carry out CHIP/CHA health priority work
  - They are trusted messengers and have relationships with their communities
- CHWs can bring diverse community voices to CHIP/CHA and strategy development
- Paying and empowering CHWs advances health equity



# Marathon County Health Department Thoughts

- Grateful to have community organization to partner with.
- Improves delivery of key messages (both from Health Department and to Health Department).
- Creates better access to health services.
- Allows cross collaboration.





# Moving forward - evolution of the H2N project

- Continue to build skills and leadership capacity of CHWs
- Increase diverse community voices at decision-making tables
- Community-driven programming
  - Case management
  - Interpreters at Wausau Free Clinic
  - Blood pressure and diabetes screening at farms and in communities
  - Minority youth empowerment and health career pathways programs
  - Safe drinking water outreach
  - Stop the Bleed Trainings
  - Adult ELL classes
  - Car seat safety workshops (CHWs are certified car seat technicians)
  - Education about cancer prevention and screening
  - Vision screening training for CHWs
  - Community art projects
- HOLA, Inc.
- Sustainability



# Questions?

# Lug Noog?

# ¿Preguntas?



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# Thank you!

# Ua Tsaug!

# Gracias!

# Changing the Work Culture

Fon du Lac County Health Department

## Infant at work overview

### Abstract:

Breastfeed your baby or get a pay check? For many working lactating people the exhausting, heartbreaking answer is both but not in the synergistic beneficial way that you'd expect.

*It's time to change that.*

It has been said that a year of breastfeeding equates to approximately 1,800 hours<sup>3</sup>. A full time (40 hours per week) with 3 weeks of vacation job is 1,960 hours. These two jobs do not have to exist in parallel of each other. Bringing your infant to work is a radically underutilized solution to retain quality employees while also supporting and normalizing breastfeeding efforts. Having infants in the work place results in improved efficiency, morale and provides participants, co-workers and community members with a vicarious breastfeeding experience. Supporting an infant at work model comes with concerns and there are important decisions and safeguards that need to be considered before implementing this approach.

The payoff is well worth the effort.

### Objectives:

- How to implement an effective infant at work model into your organization
- What considerations need to be made to cultivate a successful program
- How the infant at work plan cultivates a community approach to breastfeeding normalization
- Why WIC is the logical trailblazer in leading these efforts in the new hybrid world

### Implementation:

#### Eligibility:

- Past 90-day introductory period
- Employee in good standing
- Infant under 180 days not crawling

#### Before returning to work:

- Get supervisor/ HR approval
- Pick alternate care providers/employees
- Submit individual plan of care form

#### Alternative Care Providers:

- Care for infant and safety
- No more than 30 min in 4 hour time period
- Work the same schedule as employee
- Willing to utilize quiet room
- Know who the other alternate care provider is
- Get parental permission before passing off baby
- Parent must be in the building
- Meet with employees supervisor regularly

#### Employee:

- Cannot take infant in a county car or to an offsite location
- Diapers must be changed in a designated, approved space
- Provide all supplies needed to care for the infant
- Have a back up plan
- Remove infant from workplace if fussy for more than 30 minutes
- Maintain acceptable work performance
- Ensure infant doesn't create office disturbances
- Know that program can be terminated if not working
- Need other arrangements in place once 180 days or crawling
- Keep sick infant out of the workplace

### Considerations:

- Type of Baby: not all babies well suited for office/clinic work
- Office/Team buy-in
- Looking ahead for the day and troubleshooting possible problems ahead of time
- Mental Health Awareness- Post-Partum Depression and Anxiety as a factor to success
- Cultural Expectations
- Work closely with management and have regular check in's
- Working from Home-lack of alternate care providers
- Special Circumstances:
  - Formula Recall- extra staff time needed and all hands on deck
  - COVID-19 Pandemic- risk of exposure to baby. Parents need to be okay with this risk.

### Conclusions:

Breastfeeding is a pillar of WIC services. WIC is here to help lactating participants every step of the way<sup>4</sup>. It is only logical that WIC's breastfeeding support would be all encompassing and in turn support lactating WIC staff in that same way. Furthermore, we have already seen that the Peer Program works. Offering Infant at Work programs complements the Peer Program nicely and allows for additional opportunities for community, connection and normalization both internally in the workplace and also externally with participants and community members.

Exclusive breastfeeding rates for infants decline to almost half of initiation rates by 3 months of age<sup>1</sup>; a time when most lactating people are returning to work. We cannot control lack of U.S. Policy in regards to parental leave, but with WIC in every State of the Country WIC can demonstrate and advocate that Infant at Work Programs like this work to retain quality employees while also supporting and normalizing breastfeeding efforts.

### References:

1. CDC. (2022, August 3). Facts. [CDC. Facts | Breastfeeding | CDC](#)
2. Moquin, C. and Parenting in the Workplace Institute. Resources. *Babies at Work*. <https://www.babiesatwork.org/resources>
3. Nelson, A. (2019, June 19). How to Make the Full-Time Job of Breastfeeding Compatible with Work. *Inc.*. [How to Make the Full-Time Job of Breastfeeding Compatible With Work | Inc.com](#)
4. USDA. Get Support from WIC. *USDA WIC Breastfeeding Support*. [Get Support from WIC | WIC Breastfeeding Support \(usda.gov\)](#)

### Acknowledgements:

This program was supported by the Fond du Lac County Health Officer Kim Mueller and by the Fond du Lac County WIC Director Kara Kerrigan. The program was approved by the late Fond du Lac County Executive Allen Buechel. The pilot program was carried out by Liliana and Luna Janoska; special thanks to them for working to change the culture of what it means to return to work. Sarah Depies and Marla Hemauer were the designated alternative care providers; without them this program would not have been a success. Fond du Lac County Health Department Staff were supportive in this endeavor and willing to help support these efforts. Lastly, thanks to the Parenting in the Workplace Institute for their free resources<sup>4</sup>, from which Fond du Lac County WIC's Infant at Work policy was adapted.



# Questions for Presenters



# Announcements

# Announcements

- SHIP/CHIP CoPs upcoming
  - SHIP 101 [Thursday, June 27, from 9 – 10:30 a.m.](#)
- [GovD Sign up](#)
- Updates to DHS Training Webpage: Health Equity Resource Tab

# Resources



# Resource Guide

Data Equity	Communications	Anti-Racism	General Health Equity
<a href="#"><u>We all Count</u></a>	<a href="#"><u>Public Health Communications Collaborative</u></a>	<a href="#"><u>Governmental Alliance on Race and Equity</u></a>	<a href="#"><u>Wisconsin Population Health Institute</u></a>
Social Determinants of Health	Housing and Homelessness	Equity in Policy	Transportation and Neighborhood
<a href="#"><u>WISCAP</u></a>	<a href="#"><u>Homelessness Forum</u></a>	<a href="#"><u>ChangeLabs Solutions</u></a>	<a href="#"><u>Smart Growth America</u></a>

# Future Meetings

- This will be the last learning community hosted by HEART (BJ, Afeefah, and Sharon)
- Learning communities will be taking a pause.
- Look out in your email for more information about future health equity training and technical assistance.

Please remember to fill out the post-meeting survey!

# Keep in Touch!

- OPPA is still here support LTHD health equity work!
- Health equity training, 1 on 1 technical assistance, and resources
- Contact our External Health Equity Strategist, Kirsten Gundersen:  
[kirsten.gundersen@dhs.wisconsin.gov](mailto:kirsten.gundersen@dhs.wisconsin.gov)
- [GovD Sign up](#)



Thank You!