



# OHE EQUITY REPORT

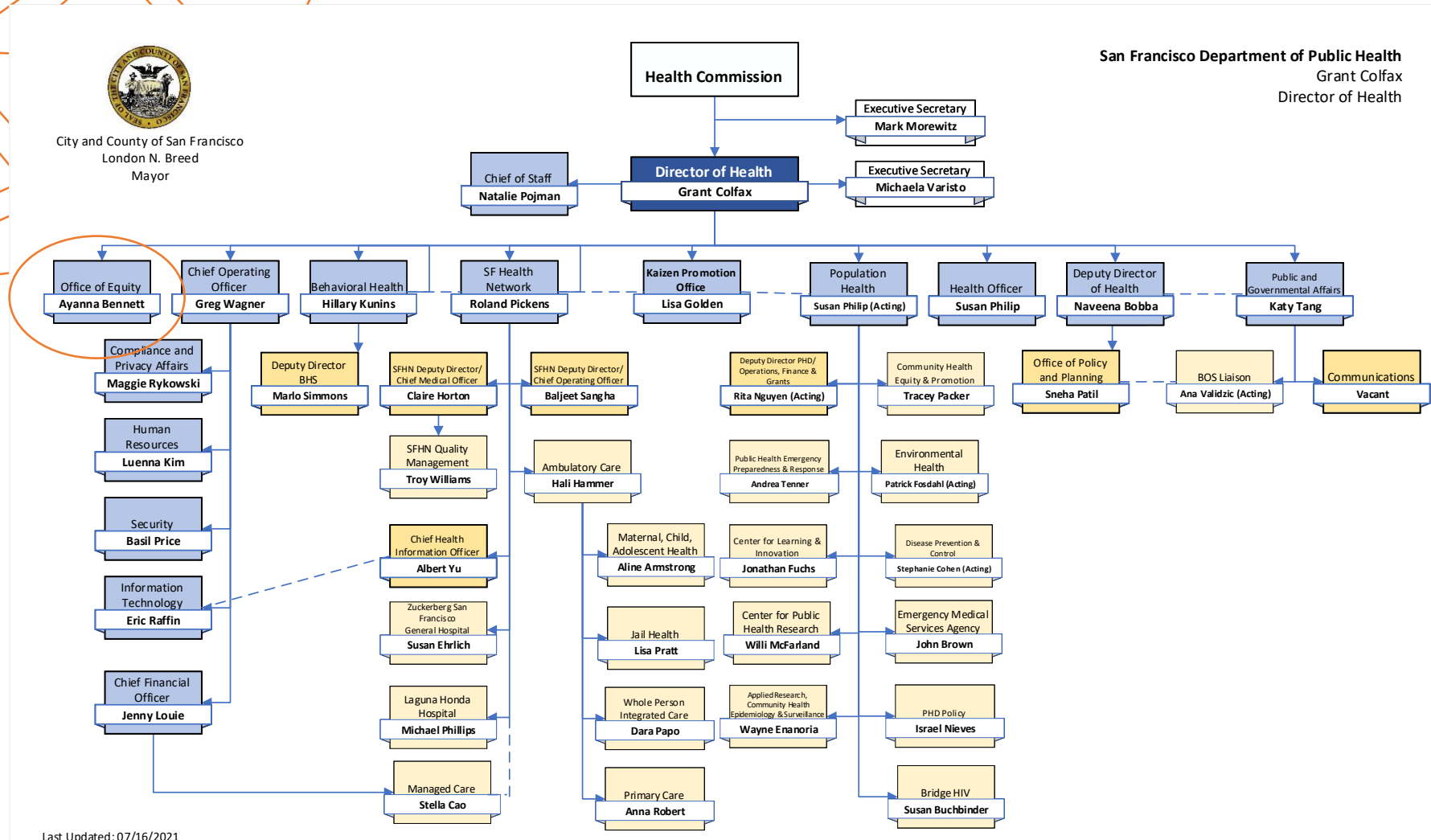
Health Commission Equity/REAP update 3 or 4

Office of Health Equity  
Ayanna Bennett, Director

8/3/21



# OFFICE OF HEALTH EQUITY

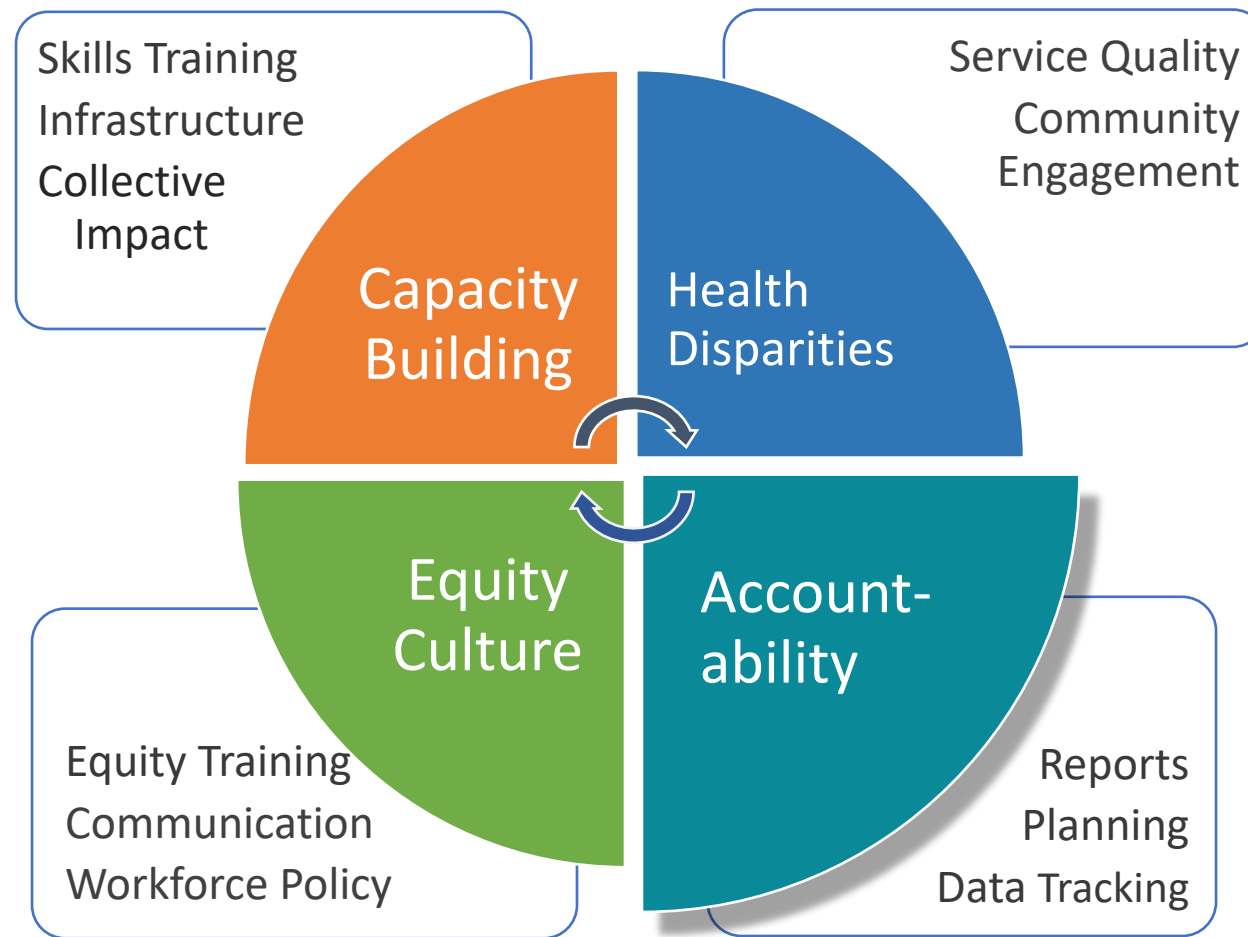


Last Updated: 07/16/2021



# OVERVIEW

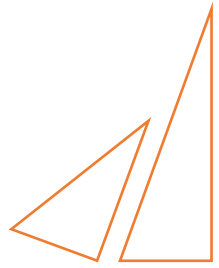
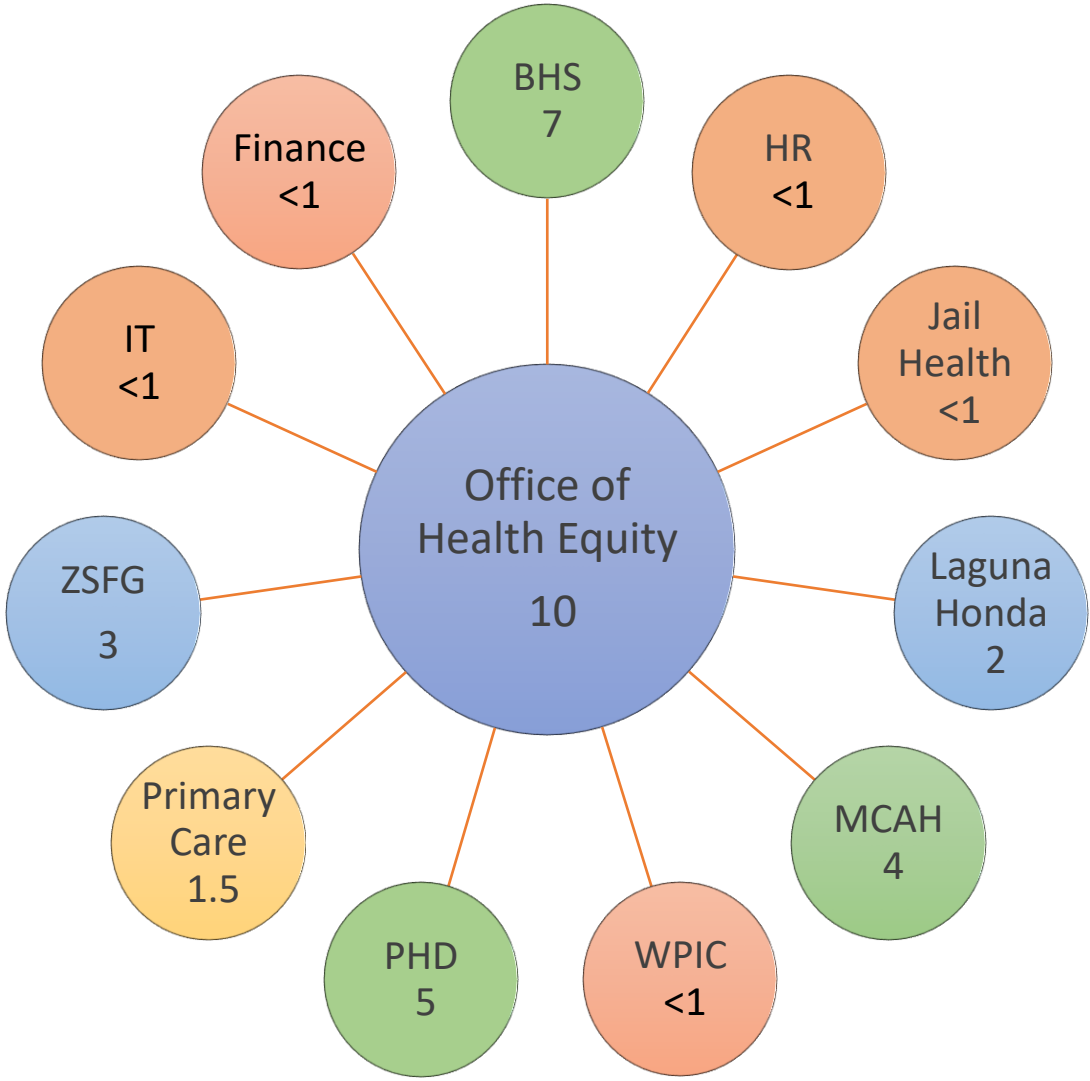
1. DPH Health Equity Overview
  - Expanding Resources
  - Equity A3 goals status
2. Health Commission REAP items
3. REAP Progress from HR



# EQUITY RESOURCES EXPANDING

Projected through FY21/22

DPH Equity Resources	2021/22
OHE staff	10 FTE
Divisional equity staff	14.25 FTE
Individual staff	27 staff
OHE funding	\$329,000
BHS Equity Funding	\$250,000
<b>Total</b>	<b>\$6,141,812</b>



# OHE EXPANSION

## New Staff



### Data and Administration

- Gavin Morrow-Hall, 2588
- Tanya Yared, 9924
- Administration 1844
- Administration 1823
- IT Analyst 1054



### Health and Community

- Toni Rucker, 0921
- Vincent Fuqua, 2591
- 2593 HPC3
- 2589 Health Worker 4
- 2589 Health Worker 4



### Workforce Policy and Training

- Dante King, 0931
- 1232 Trainer
- 1232 Trainer
- 1232 Trainer
- 1232 Trainer

## Capacity

- ▷ Improved data reporting
- ▷ More remote events
- ▷ Support for groups
- ▷ Support for Equity Leads

- ▷ Community input
- ▷ Community events
- ▷ Collective impact
- ▷ Community engagement standards and training

- ▷ Area specific trainings
- ▷ Learning pathways
- ▷ Policy evaluation
- ▷ Quality improvement in workforce areas



# 2021 EQUITY GOALS & ACTIVITIES non-REAP

Goals and Activities: All goals include closing of racial gaps	Status	Expected to Achieve
1. Equity Learning Requirement goal 80% staff complete	active	YES
2. HEIA tool development	active	YES
3. 60% on 2021 Employee Engagement Survey equity activity ?s	planning	YES
4. 80% on 2021 SES respect questions	delayed	UNCLEAR
7. OHE website - includes equity scorecard	active	YES
8. Champions program re-launch	delayed	YES
9. Equity Planning, Assessment and Reporting process	complete	
10. Periodic Health Equity Data Report plan for 2022	planning	YES

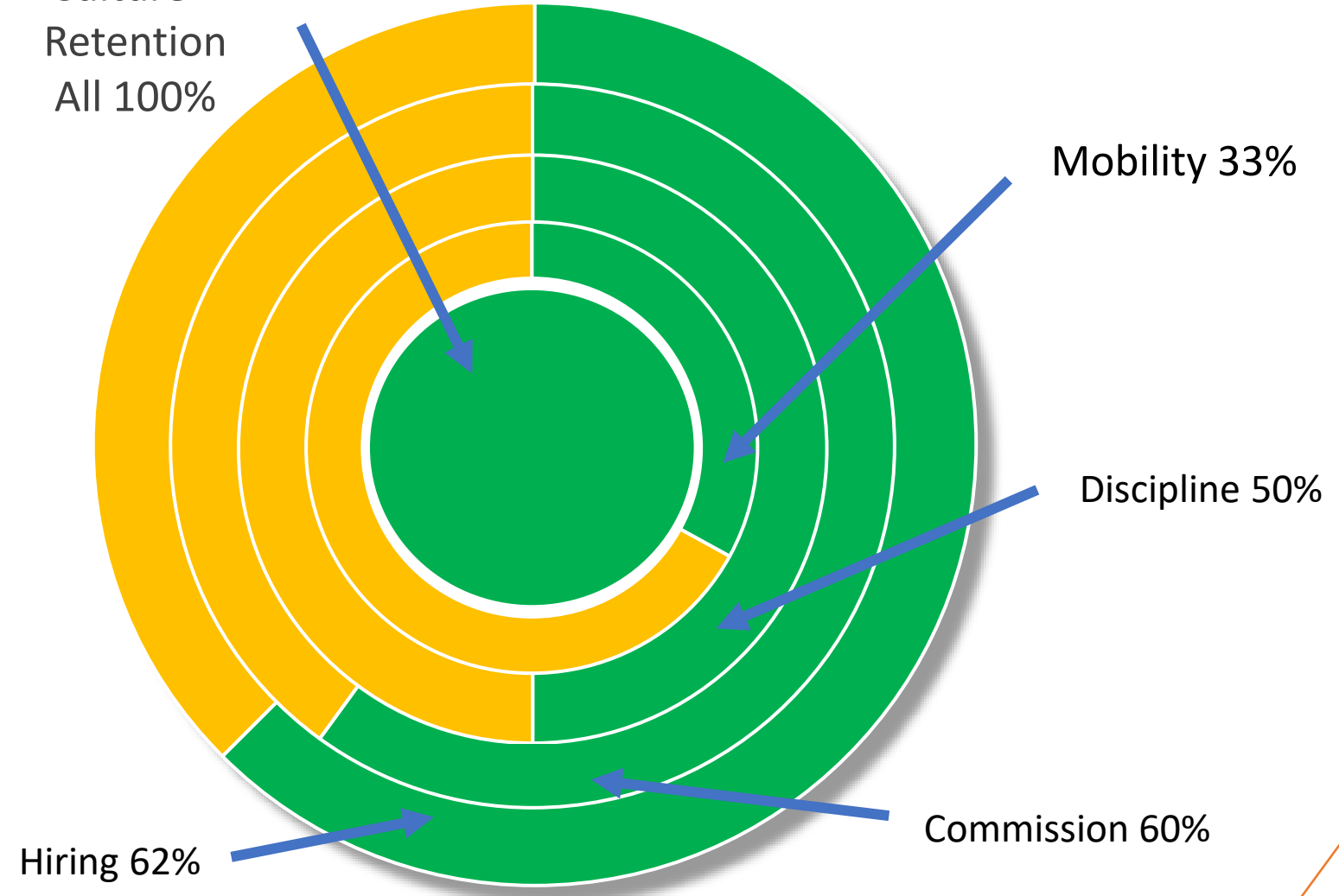




# 2021 REAP OVERVIEW

81% of activities completed (38/47)

Equitable Leadership + Culture + Retention  
All 100%

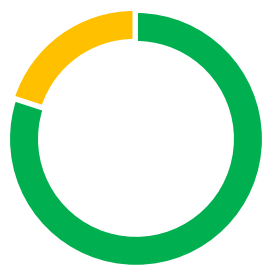
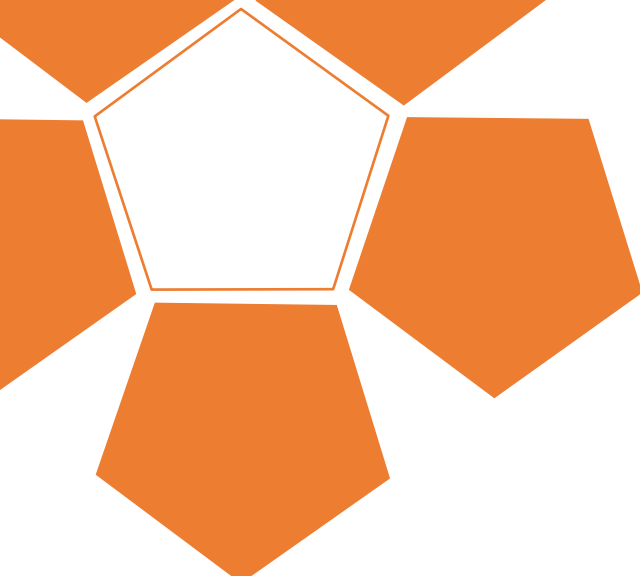


# 2021 KEY REAP ACTIVITIES

HIRING & RECRUITMENT Out of 8 for 2021		Status	Plan to Achieve
1.1.3. Draft and release an equitable and inclusive hiring guide for managers		Green	Already in use
1.4.4. Adopt tool to track application progress and provide assistance		Red	1054 hiring
RETENTION & PROMOTION 9		Status	Plan to Achieve
2.3.4. Internally investigate key classifications with "drop-offs" in diversity		Green	HW project
DISCIPLINE & SEPARATION 2		Status	Plan to Achieve
3.2.2. Train managers on core management responsibilities re. conduct		Yellow	RESPECT project
DIVERSE & EQUITABLE LEADERSHIP & MANAGEMENT 2		Status	Plan to Achieve
4.1.2. Ongoing racial equity training/development for leadership		Yellow	Proposal pending
MOBILITY & PROFESSIONAL DEVELOPMENT 3		Status	Plan to Achieve
5.1.5. Track professional/skill development and assess annually		Red	1054 hiring







# HEALTH COMMISSION REAP ACTIVITIES

80% of activities completed by Sept 1

## 7. Boards and Commissions

Review/Revise bylaws for inclusive language	Planned
Commission demographic data in annual report	Completed
Adopt a resolution around racial equity	Completed
Ramaytush Ohlone Land Acknowledgement	Completed
Monitor implementation of the RE Action Plan	Completed
<b>Commit to ongoing racial equity training</b>	<b>Done 8/17</b>
Equity in the orientation of new Commissioners	Completed
Expand ability to hear from diverse voices	Done 8/17
Health Equity performance standard for the Director	Completed
Adopt a racial equity assessment tool	Due Dec 1



# AVAILABLE EQUITY TRAINING AT DPH



## Effective Communication for Diverse Teams

Wed, Aug 11, 2021 10:00 AM PDT + 4 more events



## Cultural Humility: An Introduction

Mon, Aug 23, 2021 12:00 PM PDT + 11 more events

## Advancing Equity, Inclusion and Diversity

Fri, Aug 20, 2021 10:00 AM PDT + 4 more events

## Race Equity: An Introduction

Thu, Jul 29, 2021 1:00 PM PDT

- 4 hr./year Equity Learning Requirement
- 4 Equity-focused online trainings
- Multiple webinar trainings available from HR
- 5-month Health Equity Fellowship
- Self-Education resources
- Plans to develop online trainings to address multiple competencies

# EQUITY COMPETENCIES (in development - 100 so far)

1. **Structural Competence**
2. Data Management
3. Health Equity Science and Theory
4. Program Planning, Management, and Improvement
5. Quality Improvement (Lean and Results-based Accountability)
6. Equity Policy and Law
8. Professionalism and Social Policing
9. Communication
10. Community Relationships and Collaboration
11. Collective Impact and Partnerships
12. Budget Planning and Financial Management
13. **Senior Leadership Competencies**
14. Clinical Competencies

1.1 Explain the historical and societal context, legacy, and impacts of racism on marginalized communities in the US.; most notably Black, Indigenous, Mexican peoples and other racially oppressed groups.

13.10 Ensures accountability is an accepted and expected part of equity initiatives at all levels; engaging staff about their contributions to the work, and holding management accountable for setting and achieving concrete health and workplace equity goals for advancing equity

# PROPOSED LEARNING PLAN FOR COMMISSIONERS

Equity Learning for 2021	Competency area
<ul style="list-style-type: none"><li>• Introduction to Health Equity</li></ul>	Structural
<ul style="list-style-type: none"><li>• Sexual Orientation Gender Identity</li></ul>	Structural

Standard	Competency area
<ul style="list-style-type: none"><li>• 2 hrs. of online training as orientation, focused on structural competency</li></ul>	Structural
<ul style="list-style-type: none"><li>• 2 hrs. of on-line self-paced training per year</li></ul>	Varying
<ul style="list-style-type: none"><li>• Online trainings to be chosen on an annual basis across competencies</li></ul>	Varying



The image features a complex, abstract geometric pattern. It consists of numerous overlapping shapes, primarily triangles and pentagons, outlined in a vibrant orange color. Some of these shapes are filled with a solid orange color, while others are white. The overall composition is dense and layered, creating a sense of depth and movement. The word "Questions" is centered within a white pentagonal shape in the middle-left portion of the image.

Questions