



# OHE EQUITY UPDATE

HEIA and REAP update

Office of Health Equity 11/02/21

Ayanna Bennett, Director

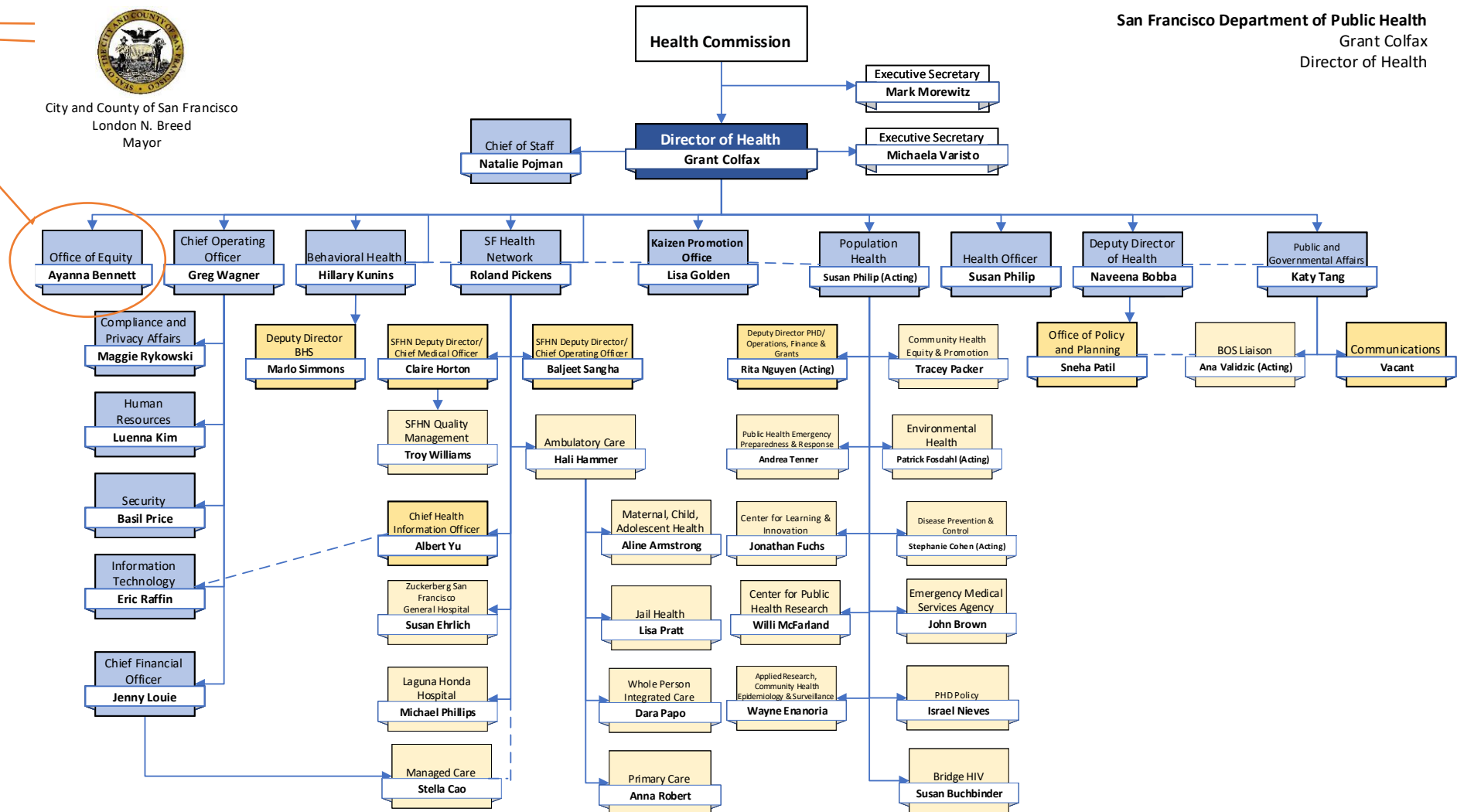


# OFFICE OF HEALTH EQUITY

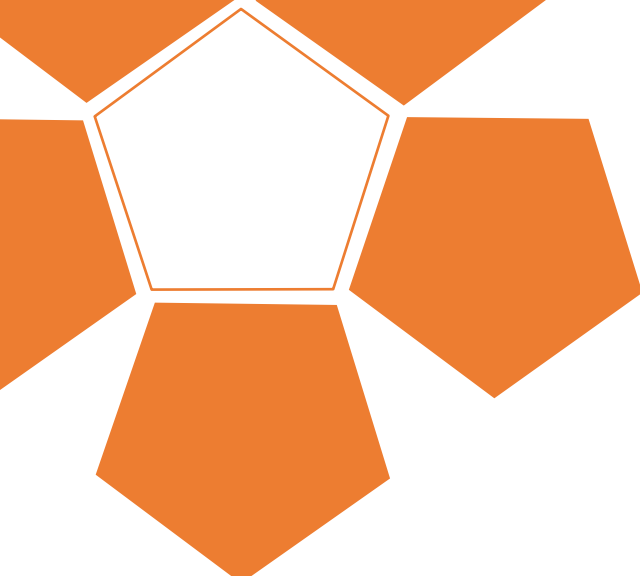


City and County of San Francisco  
London N. Breed  
Mayor

San Francisco Department of Public Health  
Grant Colfax  
Director of Health

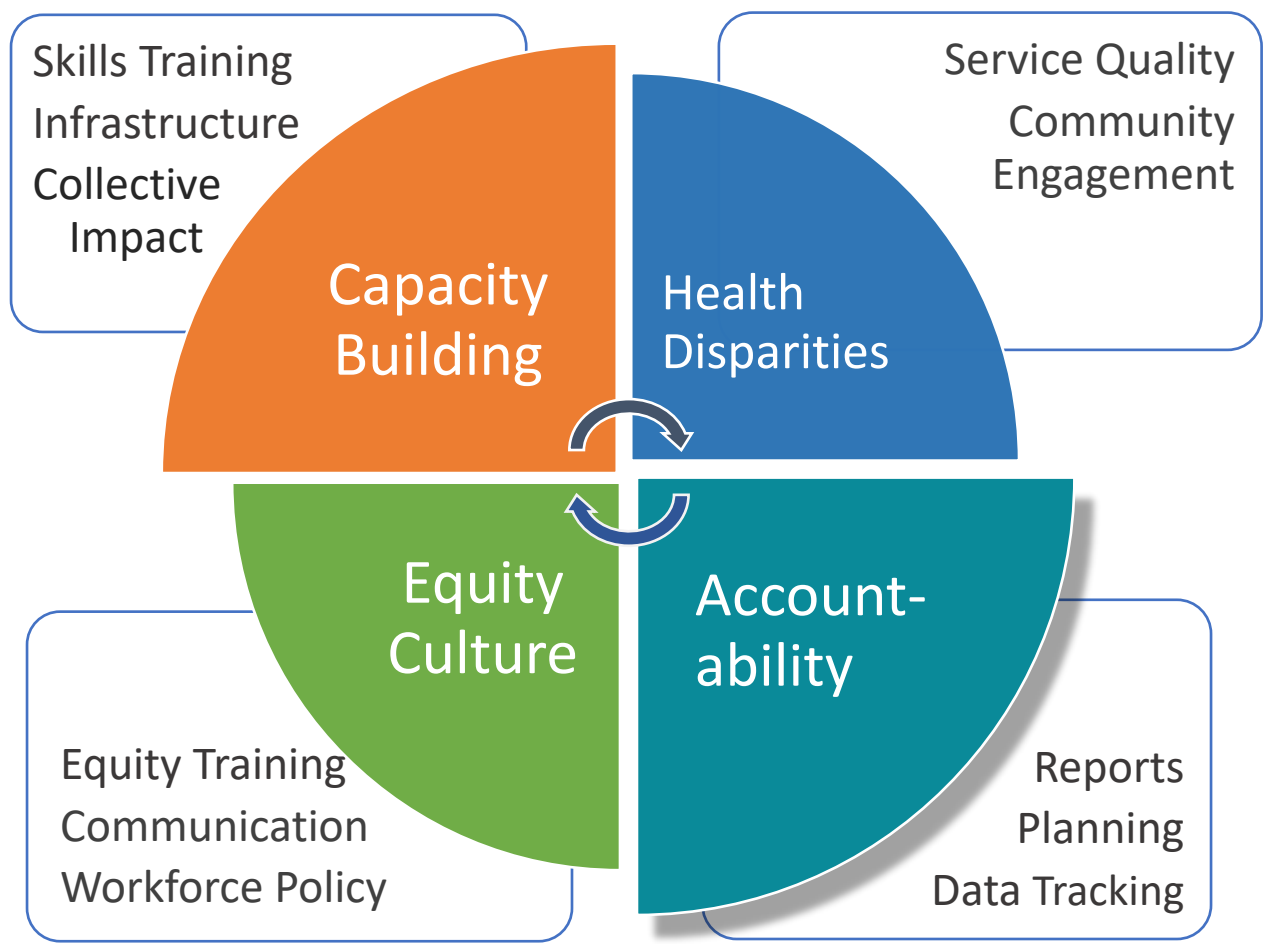


Last Updated: 07/16/2021



# OVERVIEW

1. Health Equity Goals/Activities for 2021
2. Equity A3 Goals/Activities
3. REAP Activity Status



# 2021 EQUITY GOALS & ACTIVITIES (non-HR)

Overall, 7 of 10 goals/activities completed

1. Equity Learning Requirement - goal 80% staff complete	Deferred
2. Health Equity Competencies	Completed
3. Employee Engagement Survey equity + respect questions	Deferred
4. Champions program re-launch	Completed
5. OHE website - includes equity scorecard	Completed
6. Community survey tool plan	In Process



# 2021 EQUITY GOALS & ACTIVITIES (non-HR)

7. Health Equity Fellowship re-launch

Completed

8. Equity A3 Plans + Assessment and Reporting (annual cycle)

Completed

9. HEIA tool development

Completed

10. Equity Dashboard + Health Equity Data Report plans for 2022

Completed





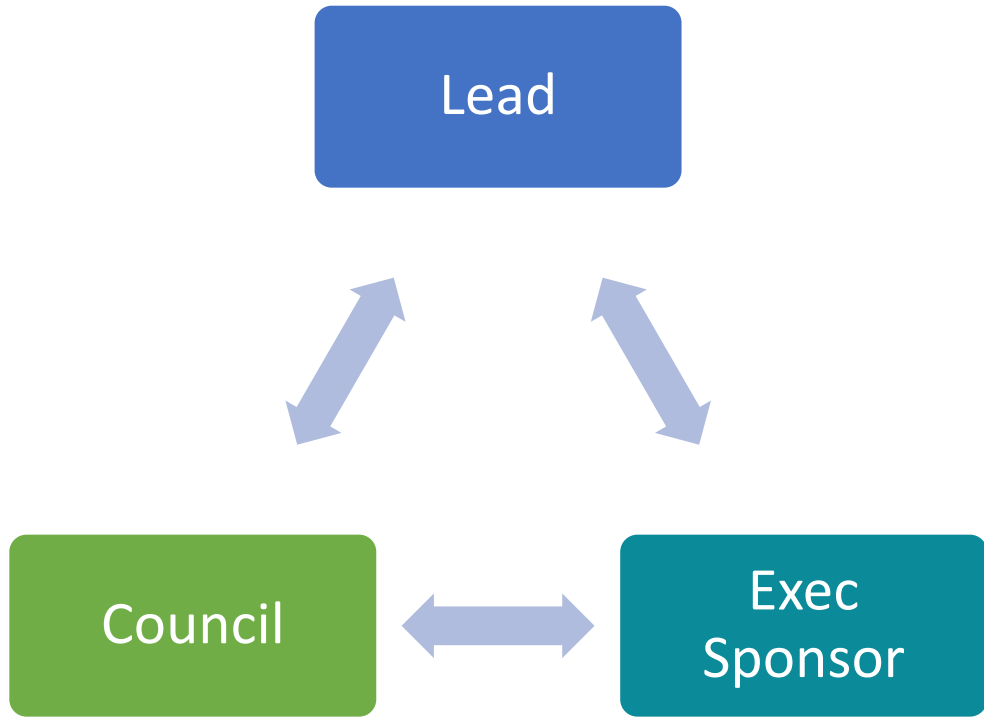
# HEALTH EQUITY FELLOWSHIP



- Training for leaders at all levels to move to active health equity implementation
- Foundational history, key principles, best practices and tools
- 30+ Fellows
- ZSFG, Laguna Honda, Primary Care, MCAH, Jail Health, Behavioral Health and Central Administration represented
- Completed 21 hours of group sessions with additional hours of independent study

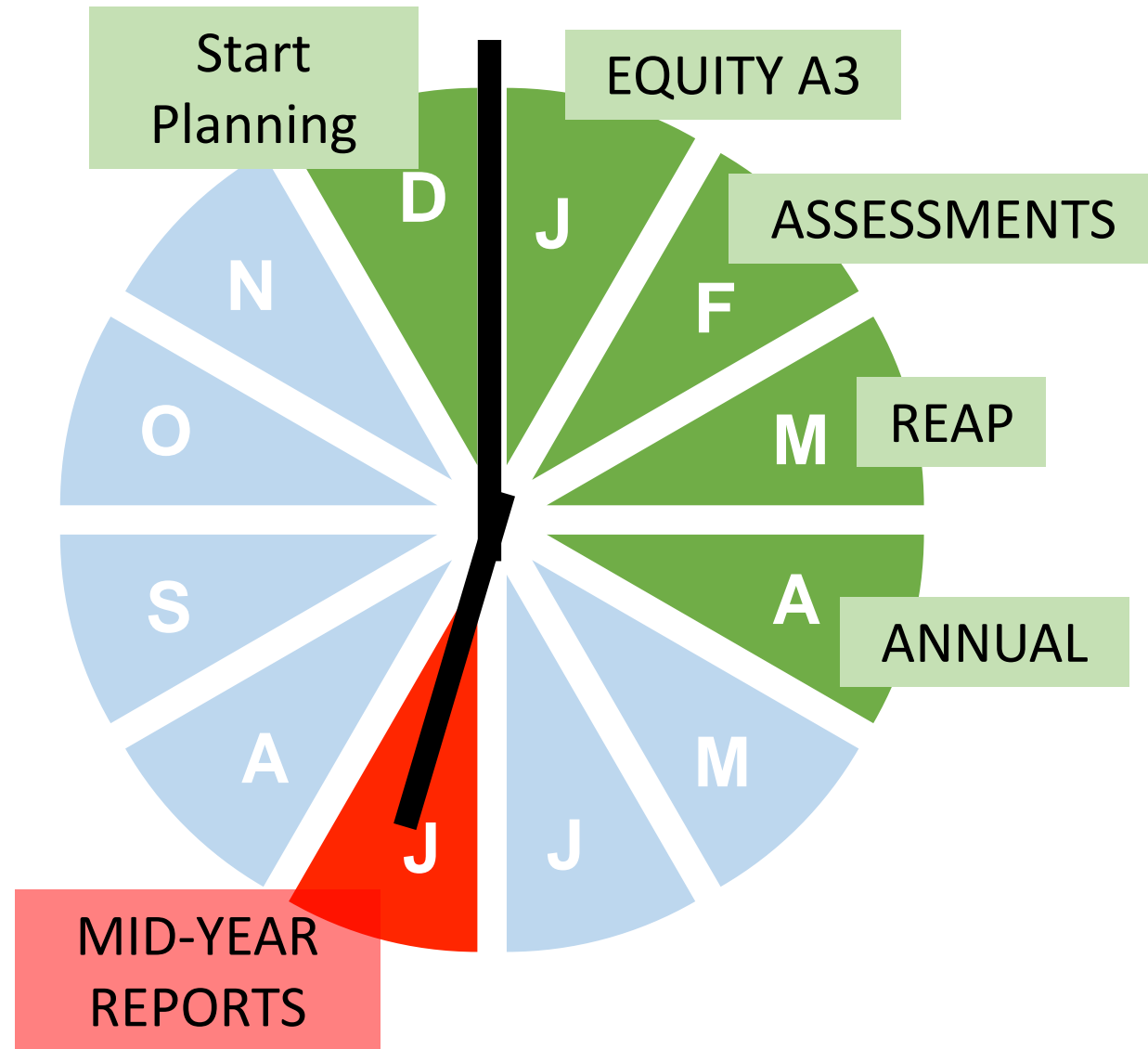


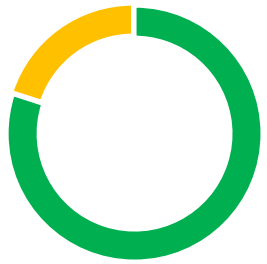
# DPH EQUITY CYCLE



## The TEAM

# The YEAR





# HEALTH COMMISSION REAP ACTIVITIES

## 7. Boards and Commissions

Review/Revise bylaws for inclusive language	Pending
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
Commit to ongoing racial equity training	Completed
Equity in the orientation of new Commissioners	Completed
Expand ability to hear from diverse voices	Completed
Health Equity performance standard for the Director	Completed
<b>Adopt a racial equity assessment tool</b>	Pending







- Piloted in July with a program presentation to committee
- Piloted in October with a contract presentation
- Revisions made to adjust requirements for new vs. ongoing programs/contracts
- Online forms as prototypes
- Approval of format by Health Commission final step for 2021
- Future phased launch pending platform and tracking - IT staffing currently being hired



# HEALTH EQUITY IMPACT ASSESSMENT





Is your section's Equity Lead aware of this program?  
Does it align with area Equity A3?

**Step #1: Proposal** - target population

**Step #2: Data Review** – health disparities data

**Step #3: Community Engagement** – review or new process

**Step #4: Analysis & Strategy** – predict problems

**Step #5: Implementation** – mitigation plan

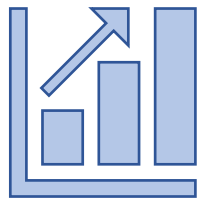
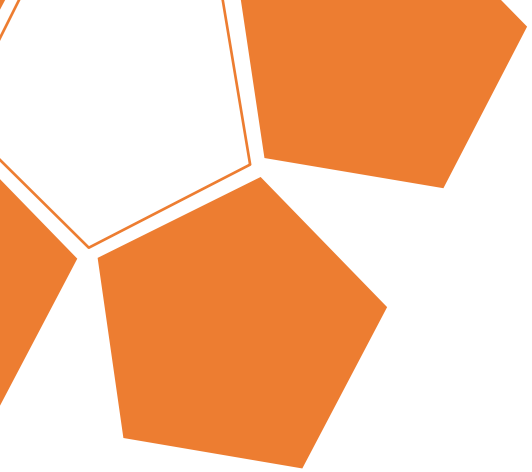
**Step #6: Accountability & Communication** – metrics and feedback to community

The image shows a two-page form titled "San Francisco Department of Public Health, Office of Health Equity Health Equity Impact Assessment". The left page contains fields for Name, Date, Email, and Department Section. It also includes a section for "Is your section's Equity Lead aware of this program?" with Yes/No options, and "Does this program align with your section's Equity A3?" with Yes/No options. The right page contains numbered steps: Step #1: Proposal (1. Briefly describe the program and its intended health impacts on the target population and/or geographic area), Step #2: Data Review (2. What research/health disparities are seen in local health data? Are there data gaps?), Step #3: Community Engagement (3. What has the program had impacts on specific geographic areas or in specific demographic groups? If yes, describe briefly), Step #4: Analysis & Strategy (4. Describe the most affected community whose members are concerned with or have experience related to this program?), Step #5: Implementation (5. What has community input told you about who will be burdened and who will benefit by the program? Describe the community input source and the identified groups in some detail), Step #6: Accountability & Communication (6. How will you make sure your efforts to advance racial equity are working and sustainable for the long haul? List any equity-relevant outcome metrics and how these will be shared with community partners or community members for oversight and feedback), and Step #7: Implementation (7. Briefly describe your plan to mitigate inequalities or advance equity in your implementation?).

# HEALTH EQUITY IMPACT ASSESSMENT

Areas to track for data and sharing





## HEALTH DISPARITIES DASHBOARD

- Linked to equity action at DPH
- Currently posted with 2019 CHNA data as a placeholder
- Update pending IT staffing

### Health Disparities

1. Adult Obesity
2. 5th Grade Obesity
3. All-Cause Mortality
4. COVID Vaccination Rates
5. Diabetes Admission
6. Heart Disease Admission
7. HIV
8. Kindergarteners with untreated caries
9. Overdose
10. Smoking

### Areas with linked effort

PC, PHD

PC, PHD

ZSFG, PC, LHH, BHS

ZSFG, PC, PHD

PC, PHD

ZSFG, PC, LHH

PHD, PC

MCAH

BHS, PC

PHD, PC

# HEALTH EQUITY DATA REPORT

**2018**  
**Black/African-American Health Report**  
BLACK/AFRICAN-AMERICAN HEALTH INITIATIVE



- Companion to the CHNA
- 50+ metrics over 16 categories
- Allow assessment of special populations and subgroups
- Based on Healthy People 2030 and the Healthy Places Index

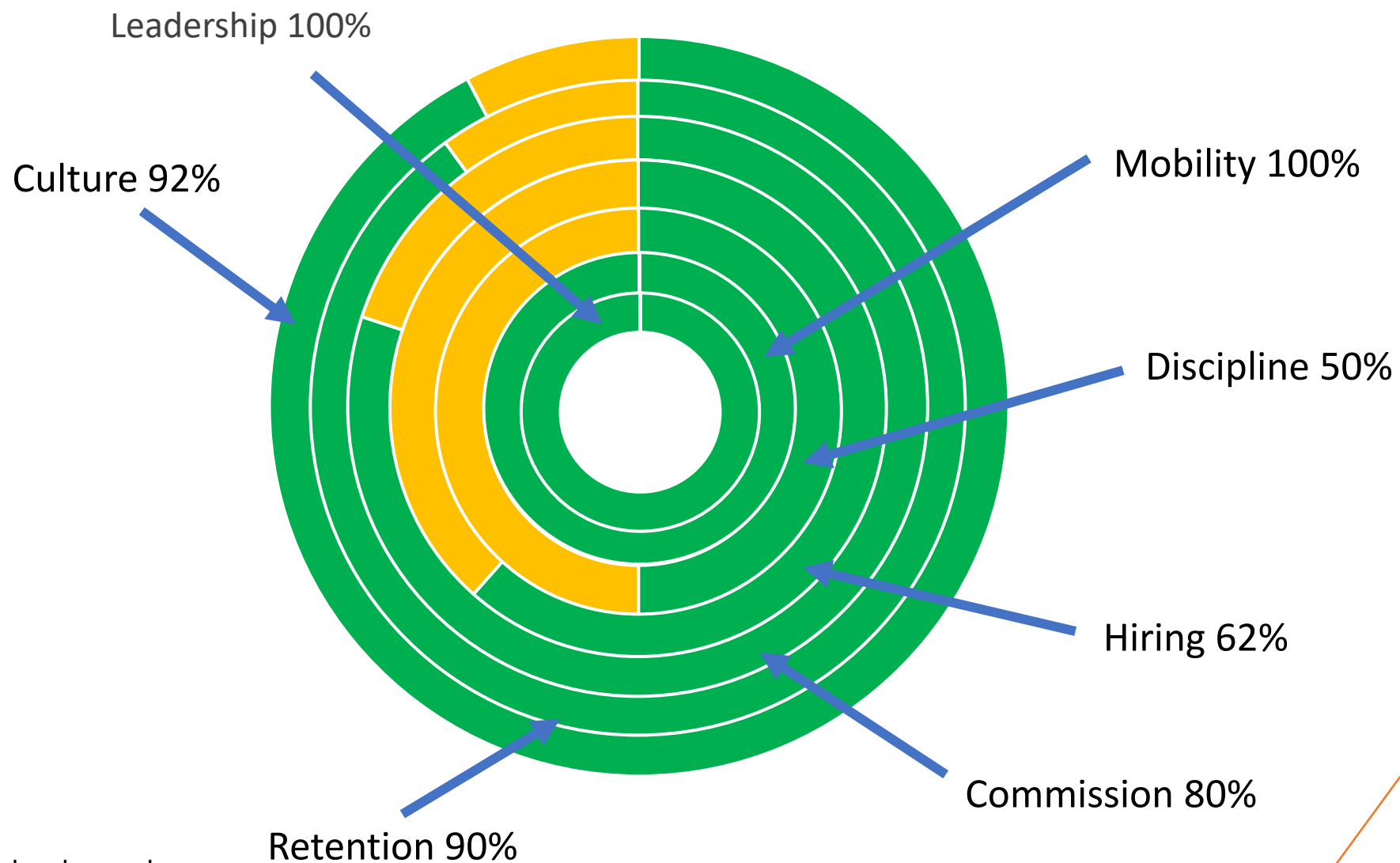
Asthma & Chronic Obstructive Pulmonary Disease	Cardiovascular Disease & Stroke	Diabetes	Children's Health
Infectious Diseases	Chronic Hepatitis B & C	HIV	Income
Mental Health	Maternal-Infant Health	Food	Housing
Cancer	Health & Wellbeing	Built Environment and Social Conditions	Education



# 2021 REAP OVERVIEW

82% of activities completed (45/54\*)

\* Adjusted to remove 2022 goals previously advanced



# 2021 REAP ACTIVITIES

In Process for 2021		Deferred to 2022	
Hiring and Recruitment	1. Recruiter hiring standards	Hiring and Recruitment	1. Simple job descriptions and qualifications 2. Diversify recruiting sources 3. Expand on Rule of Three 4. Minimize merit documentation
Retention & Promotion	2. Acting/interim selection process	Discipline & Separation	5. Train managers to address conduct
Culture of Inclusion	3. Inclusive speakers + topics	Mobility & Development	6. Performance evaluation improvement
Commission	4. Review/Revise bylaws 5. Equity assessment tool		



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 with orange borders. 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 upper-left quadrant of the image.

Questions