

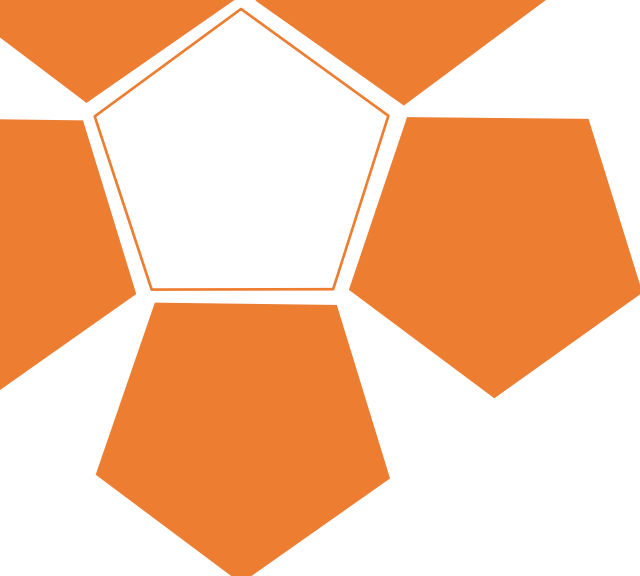


OHE EQUITY UPDATE

HEIA and REAP update

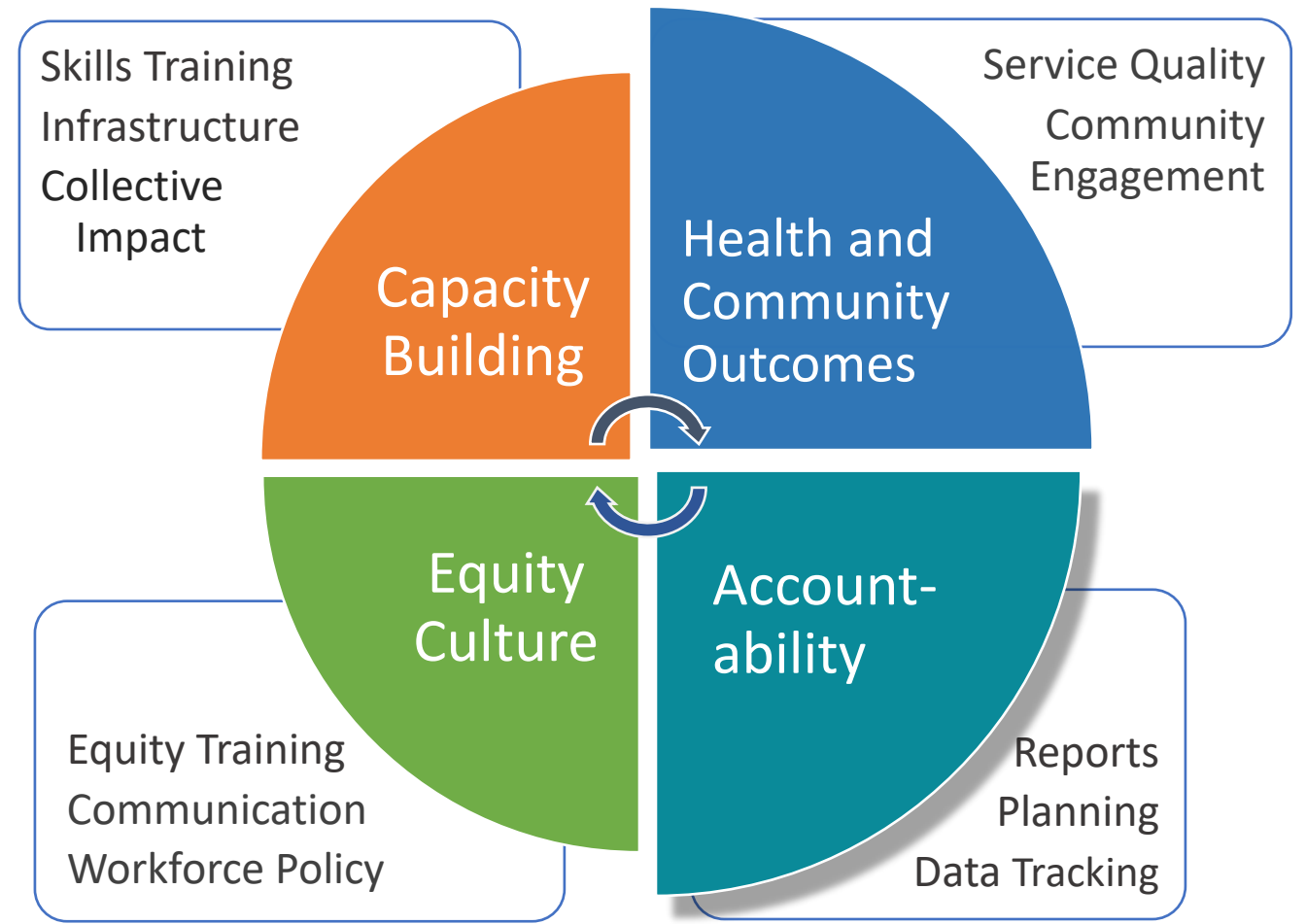
Office of Health Equity 03/01/2022

Ayanna Bennett, Director



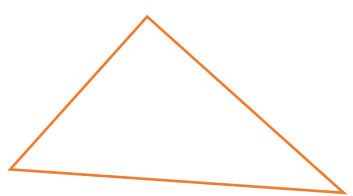
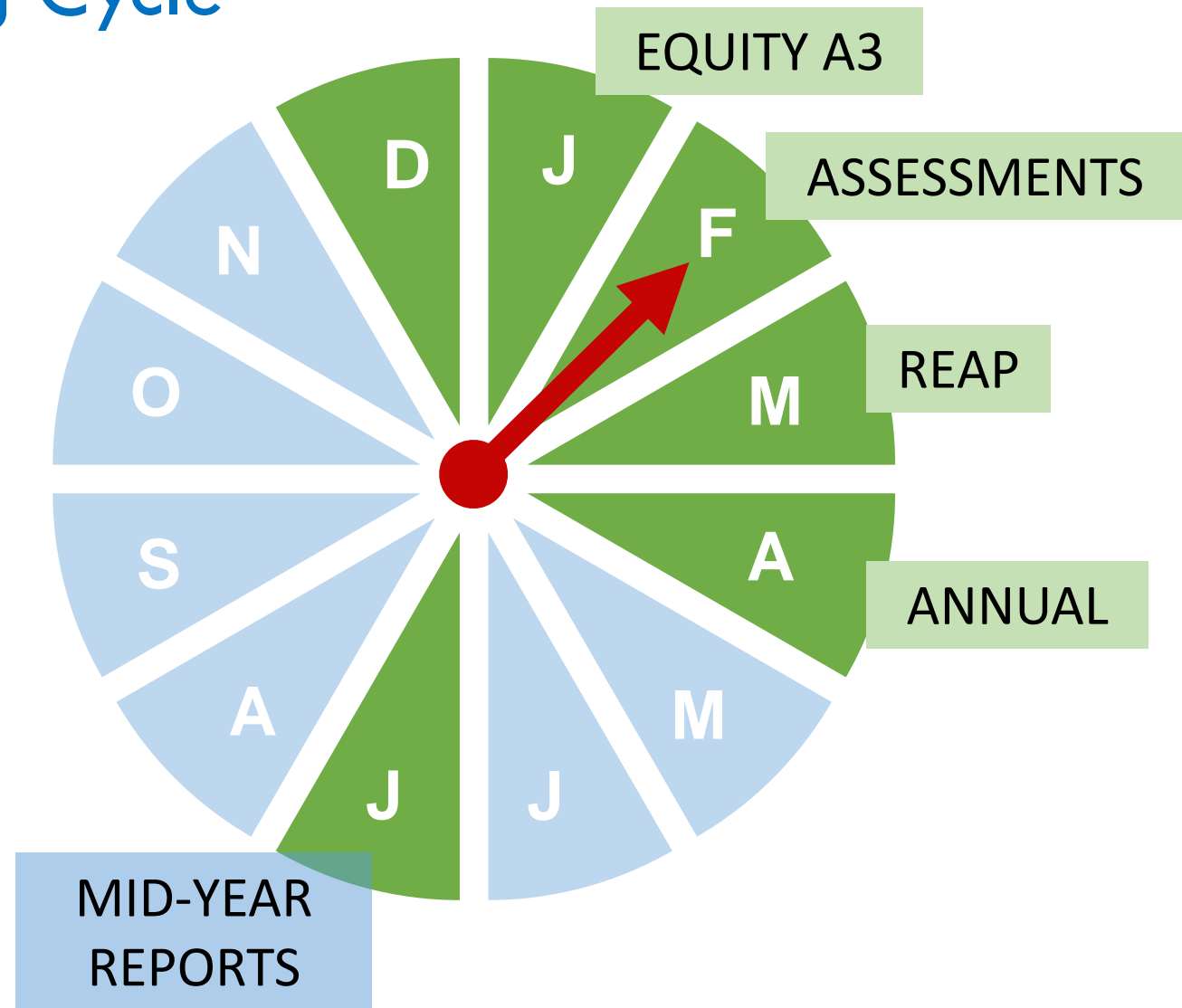
OVERVIEW

1. Review of 2021
2. 2022 Equity A3 Goals and Plans
3. REAP Activities for 2022



DPH Planning and Reporting Cycle

- Self-Assessments
- DPH Central Equity A3
- Area Specific Equity A3s
- Racial Equity Action Plan Progress Report
- DPH Annual Equity Report



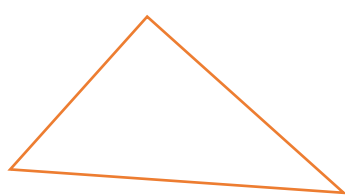
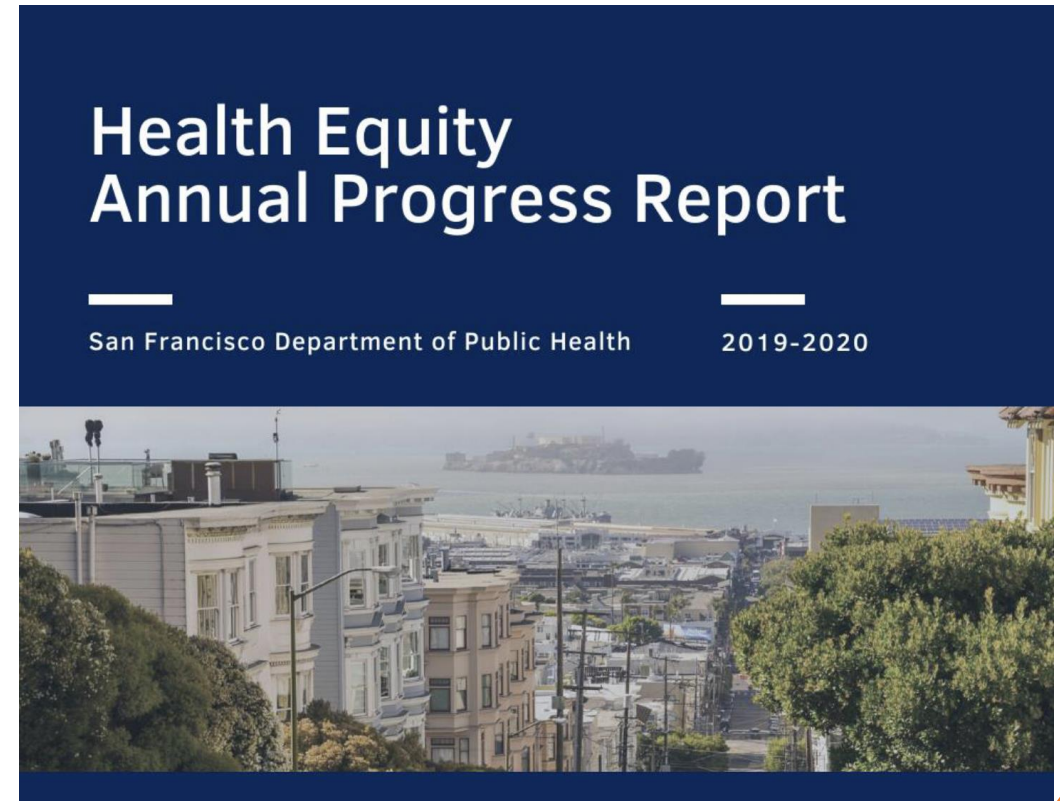
CONTINUED 2021 EQUITY ACTIVITIES

-
1. Health Equity Fellowship completing Year 1

 2. Equity A3 Plans, Assessment and Reporting

 3. Health Equity Impact Assessment Tool

 4. Equity Dashboard + Health Equity Data Report

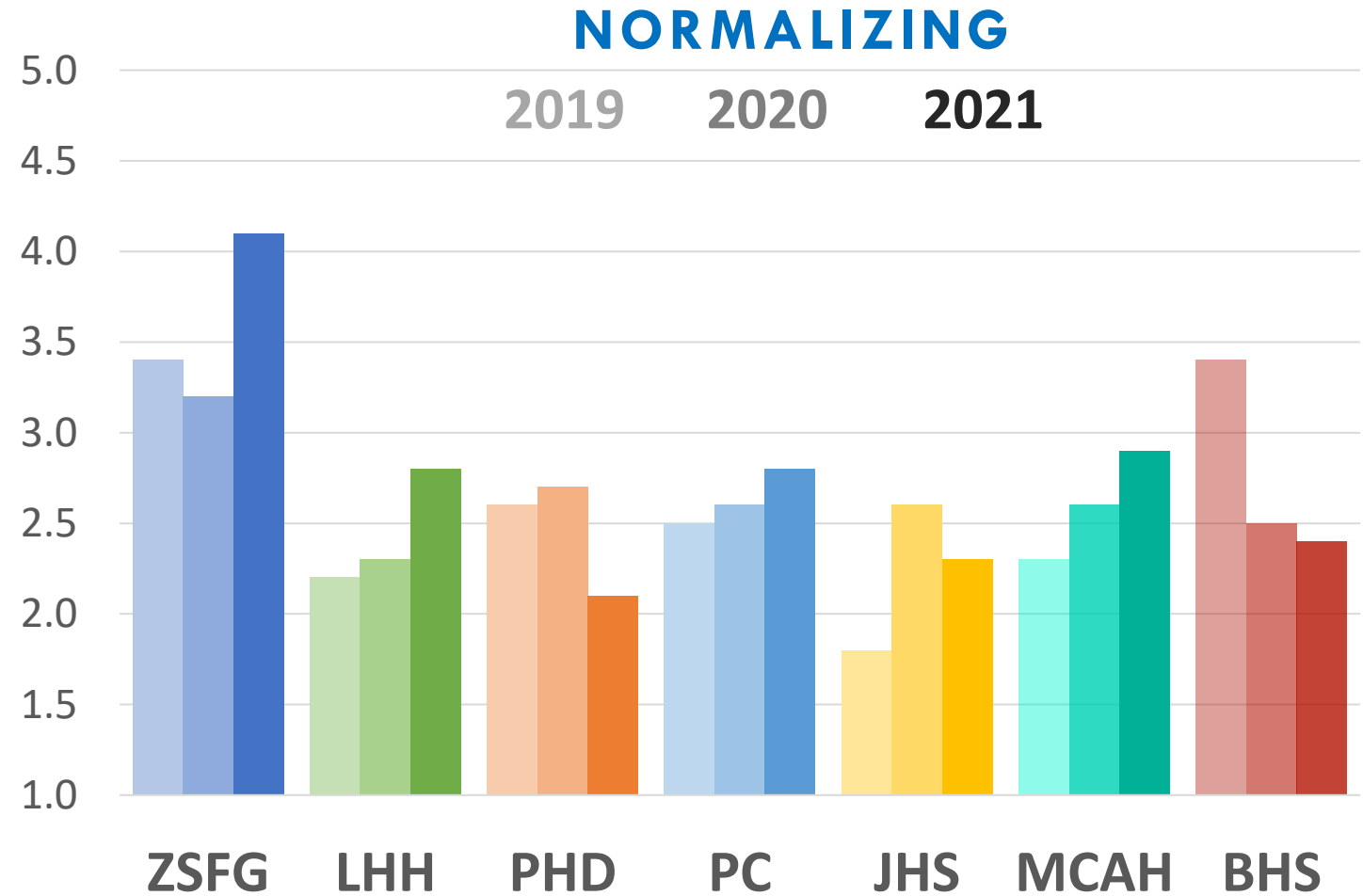


2021 AREA SELF-ASSESSMENTS

Training on basic fundamentals available on-line and mandatory across department

Most areas are developing some specific training in addition.

Trainers added to OHE staff will begin designing further general trainings for all areas to use.

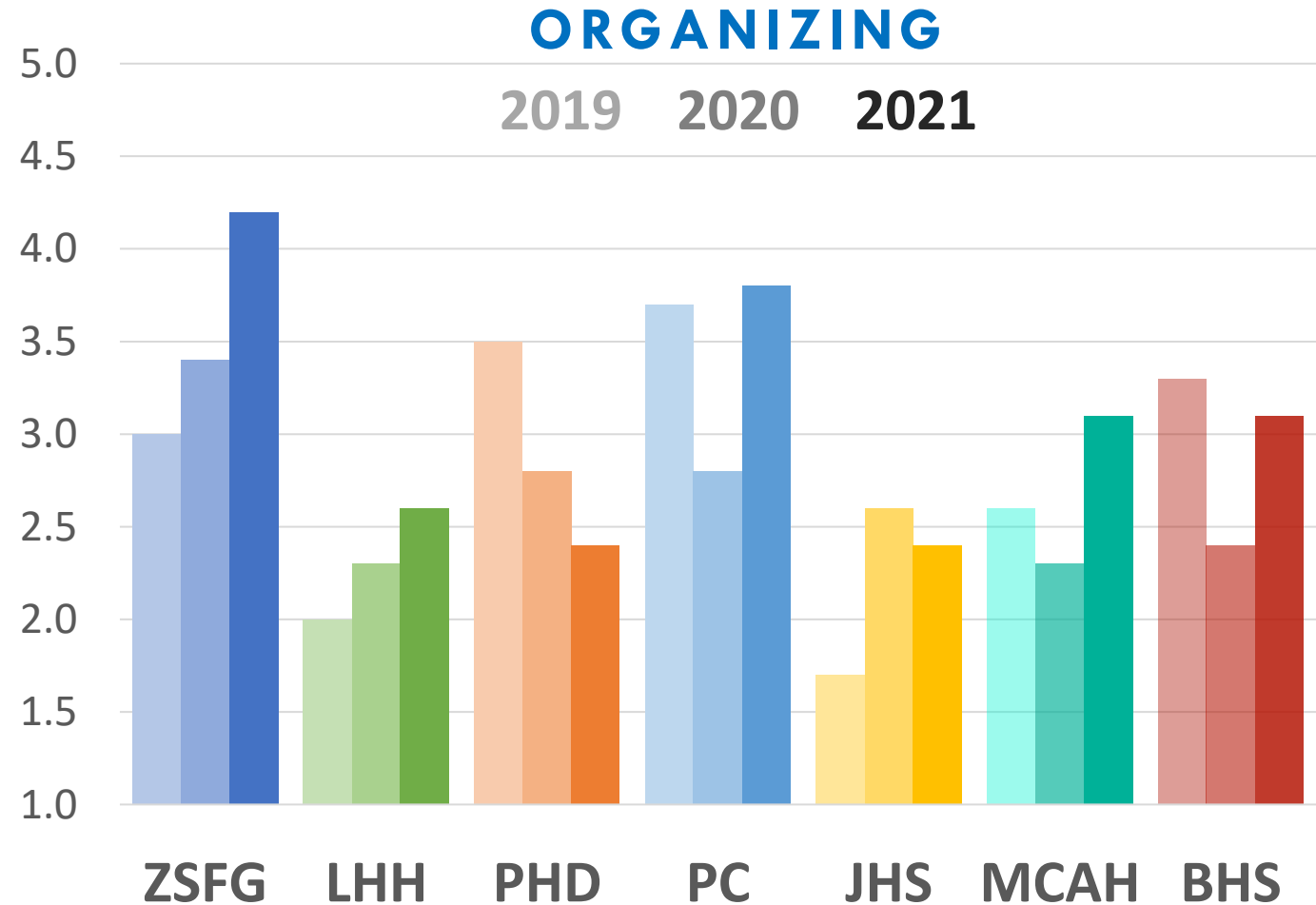


2021 AREA SELF-ASSESSMENTS

All areas have an Equity Lead and many have teams and Equity Councils.

Some areas lost ground due to personnel changes or deployments.

Leads for Jail Health Services, Whole Person Integrated Care, and Central Admin in the next budget



2021 AREA SELF-ASSESSMENTS

Leadership was asked to work on normalizing and infrastructure first to make change effective

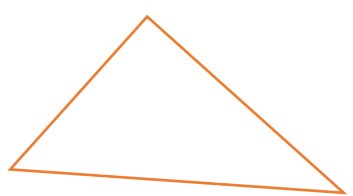
Focus this year on community engagement and continued workforce equity efforts in the REAP

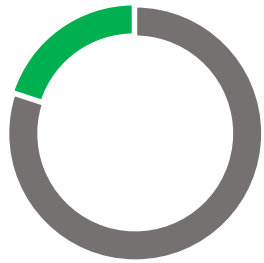
Primary Care and ZSFG have incorporated equity into quality improvement



2022 DPH EQUITY A3 GOALS

1. Data sharing – Dashboards, disparities report
2. Community-based staff competencies and training
3. Policy and training on respectful workplace culture
4. Community survey tool [supports Equity Analysis]
5. Integrated Pipeline Program – pilot with DKI funding
6. BAAHI – Community Priority Setting [CDC funded]





2022
REAP
ACTIVITIES
36 + 7 items

1. Hiring and Recruitment	Expand recruitment, hiring speed, pipeline
2. Retention and Promotion	Promotion process
3. Discipline and Separation	Discipline data and standardization
4. Equitable Leadership	Hiring policy, equity activities, staff feedback
5. Professional Development	Training access and tracking
6. Organizational Culture	Affinity groups, respectful workplace
7. Board and Commission	Implement the Health Equity Impact Assess.



The image features a complex, abstract geometric pattern. It consists of numerous overlapping shapes, primarily triangles and polygons, 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 hexagonal shape in the upper-left quadrant of the image.

Questions