



San Francisco
Department of Public Health

Office of Health Equity

San Francisco Health Commission Updates

June 18, 2024

Tracy Burris, MA
Interim Chief Health Equity Officer

Richa Dhanju, MSW, Ph.D.
Director of Experience & Culture
Human Resources

The Future of The Office of Health Equity



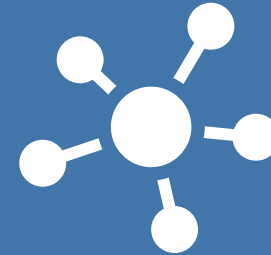
INTERIM CHIEF HEALTH EQUITY OFFICER

Tracy Burris, MA

Role
Support
Impact

2024 HIRING TIMELINE

Recruitment and selection will happen over the summer with aim to hire and onboard in the fall.



OFFICE TRANSITION

Be the Change
Consulting

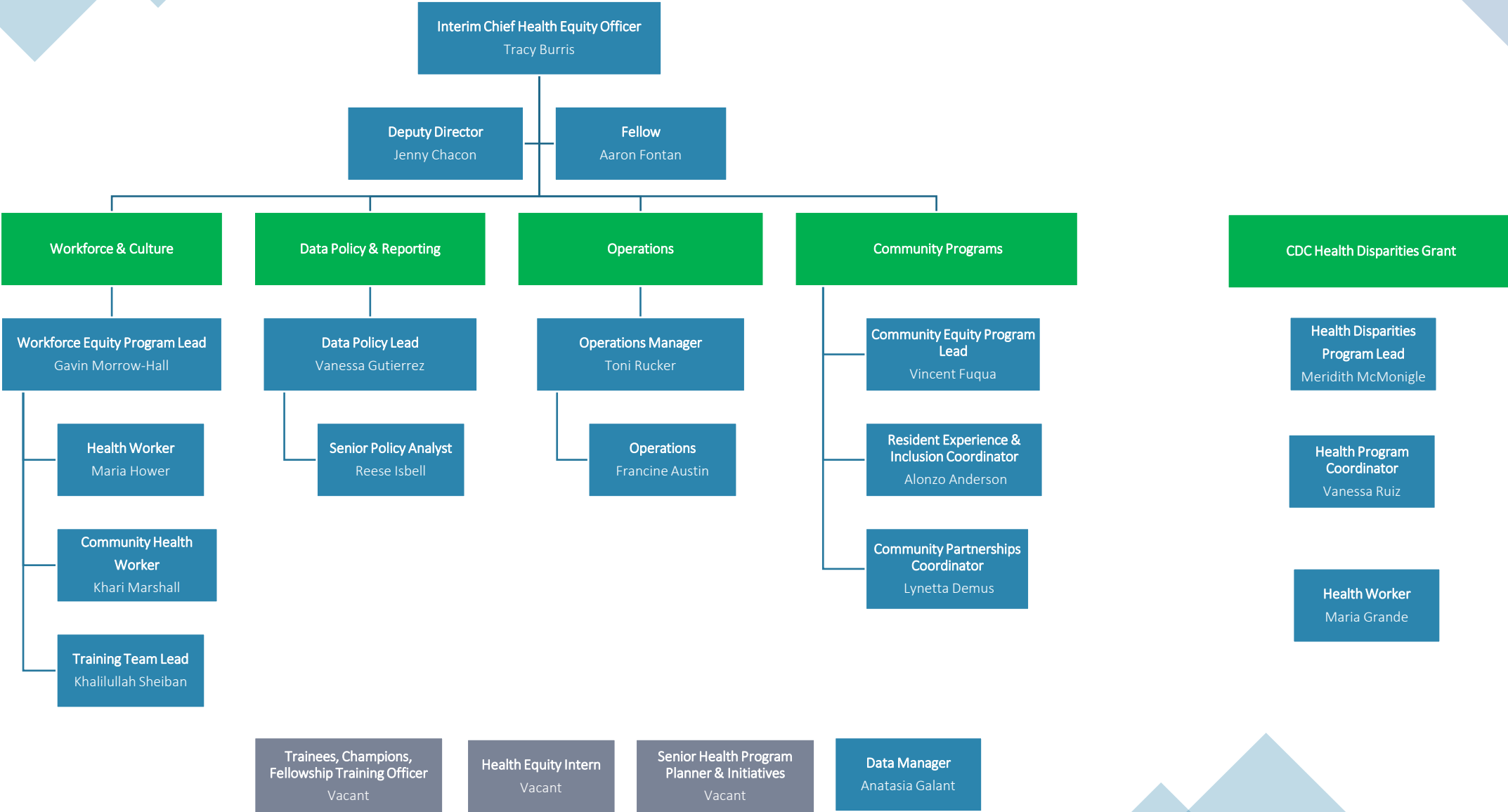
Capacity Building
Strategic Planning

PROCESS UPDATE

Reviewed Prior Plans
Interviewed OHE Staff,
Equity Leads,
Champions, &
Governance Council
Synthesizing Findings



Infrastructure: Office of Health Equity Organizational Chart



Infrastructure: Equity Leads and Champions



Equity Leads

- 29 Equity Leads across all divisions
- Support leadership in advancing racial equity
- Work must be part of specific job duties, not in addition to existing duties, without adjustment of work responsibilities.

Champions

- Staff from every major section of the department.
- Interest in supporting equity goals of their division.
- Receive five hours a month of protected time to focus on equity-focused learning and implementation.

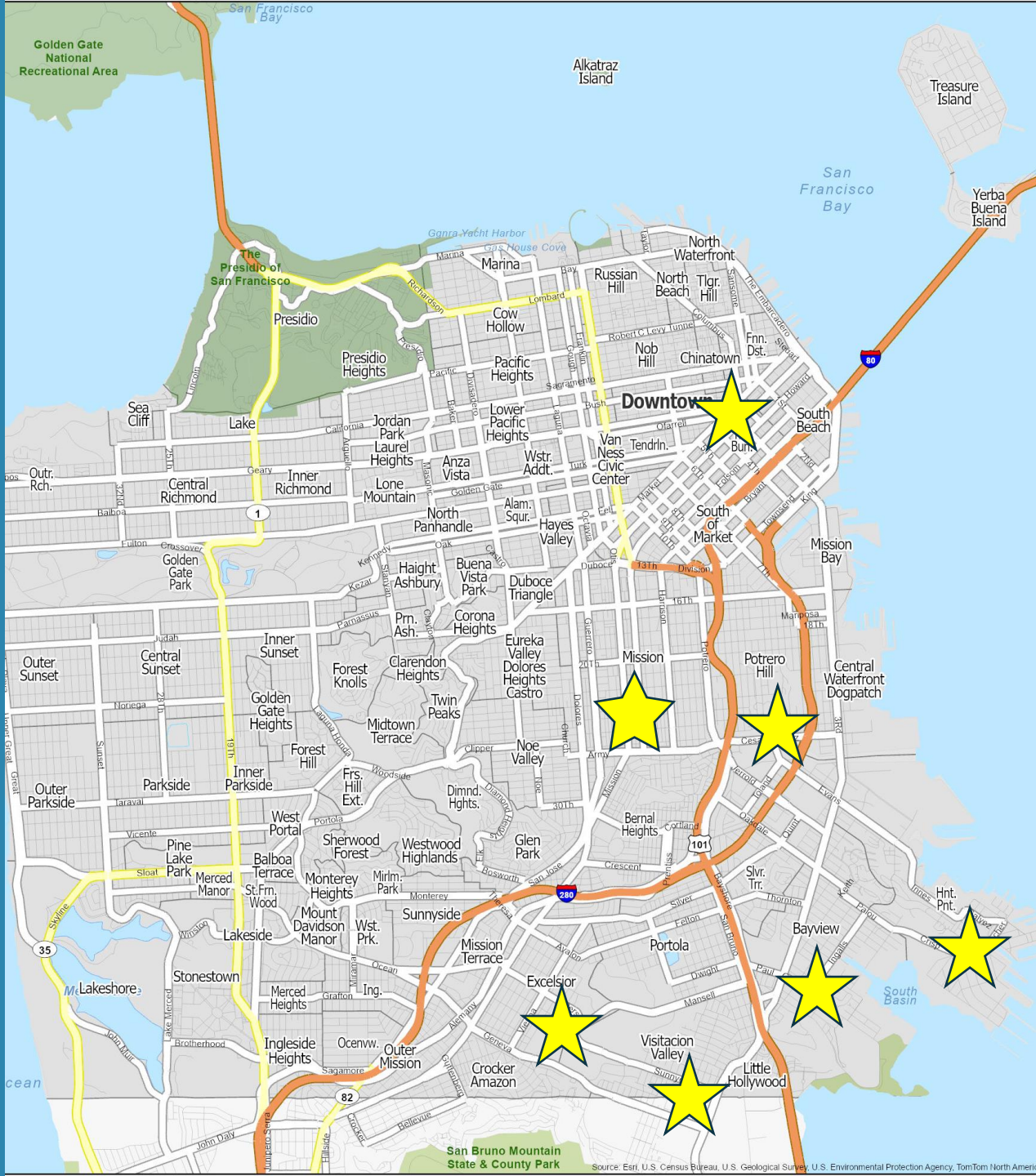
Complete annual self assessment to assess progress

Community: Neighborhood Engagements Sessions

Goal:

Strengthen clinical and leadership's knowledge and understanding of social determinants of health in priority neighborhoods and build relationships with CBOs.





Community: Neighborhood Engagements Sessions

- Bayview-Hunters Point (2)
- Chinatown
- Excelsior
- Mission
- Potrero Hill
- Sunnydale



Community: Neighborhood Engagements Sessions

7	Walking Sessions in Priority Areas
22	Community-Based Organizations
109	Leaders and Clinicians

Community: The Pathways Program

- Mentorship program aimed to connect Black, Indigenous, and People of Color (BIPOC) Transition Age Youth (TAY) with mentors across the City and County of San Francisco.
- Program offers three cohorts/year
 - 14-Week Spring Program
 - 10-Week Fall Program
 - 6-Week Summer Program



Community: The Pathways Program

COHORT	# OF INTERNS
Summer 2023 Program	3
Fall 2023 Program	8
Spring 2024 Program	14

Racial Equity Action Plan Timeline

Directions and guidelines come from the leadership of the Office of Racial Equity.
They direct the planning and timelines.

PHASE I

Internal Programs and Policies

2019 - 2020
REAP Planning Began

2021 – 2023
Implemented Phase I

PHASE II

External Programs and Policies
Community Engagement
Workforce

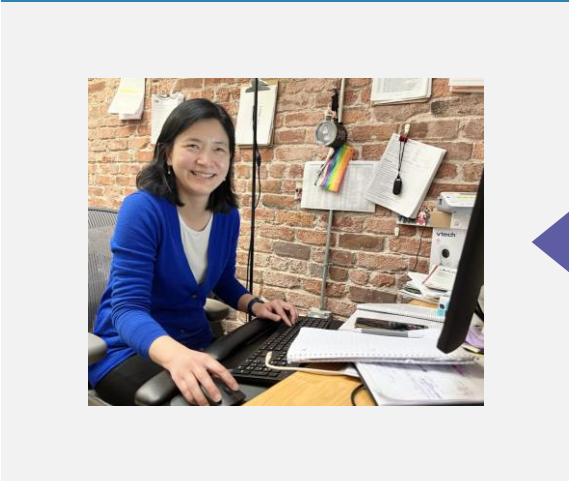
2024
Planning Will Commence

2025
Division Priorities Selected

FY2023-2024 REAP Priorities



Hiring Efficiencies



Investing in Diverse Talent Pools and Internal Career Advancement

Employment Engagement Survey Focusing on Racial Equity and Respect



FY23-24 Focus Areas



Hire with a Focus on Efficiency & Diversity

- Implemented 30+ efficiencies
- Increased hiring in last 3 years
- Reduced vacancy rates
- Increase in workforce diversity



Invest in Diverse Talent Pools & Internal Career Advancement

- Expanded HR Workforce Team
- Building talent pools
- Project PoP



Employee Engagement Survey

- Post-pandemic pulse check
- Emphasis on racial equity
- Alignment between workforce priorities and REAP

DPH Employee Engagement Survey

Engagement

- 4,650 Responses
- 62% Response Rate

Strengths

- Pride in job
- Communications/Teamwork
- Respect as an expectation

Areas of Improvement

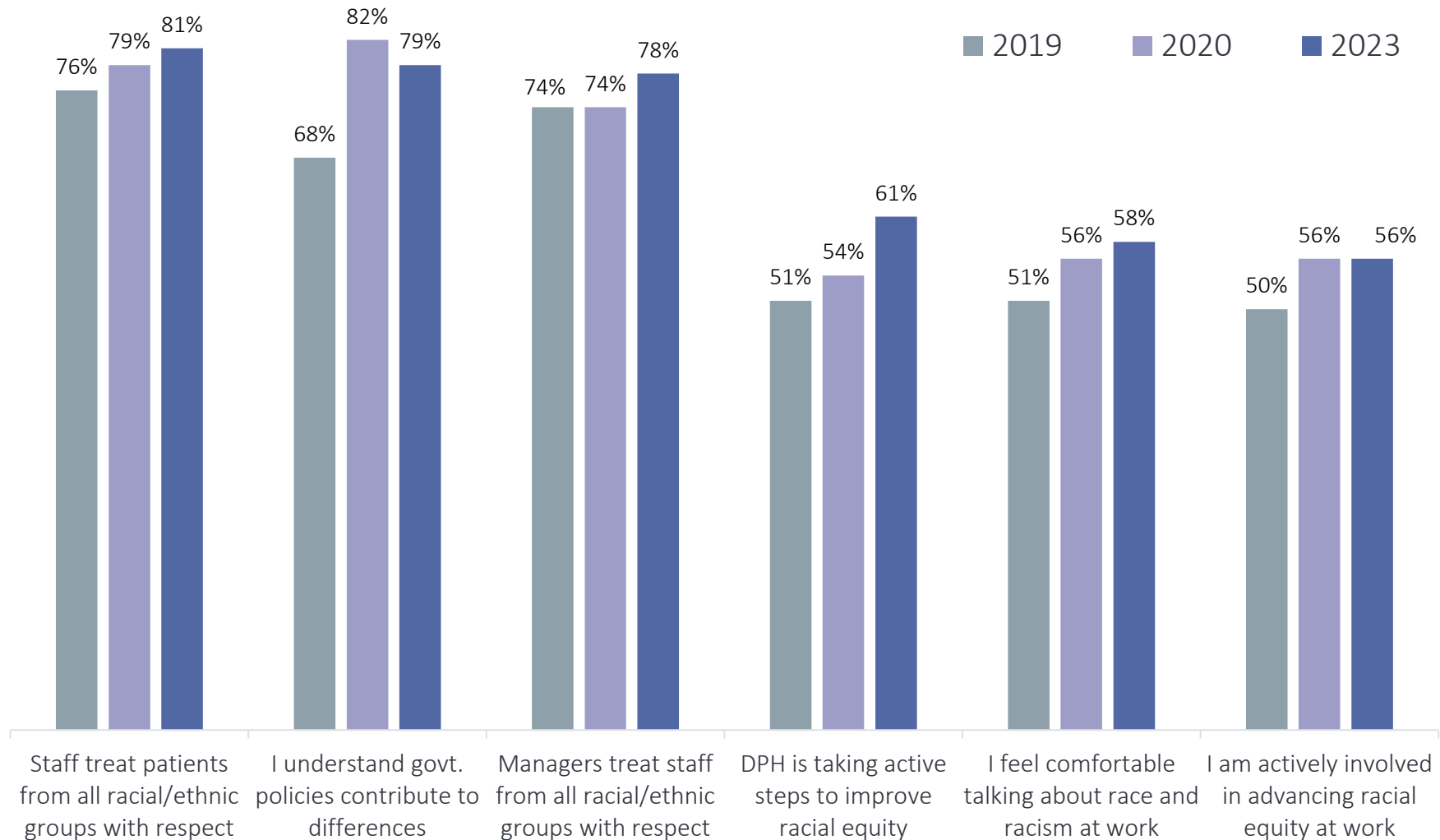
- Staffing and Stress
- Lack of Career Advancement
- Respect as a Reality

Actions to Improve

- Hiring Efficiencies
- Project POP
- Respect Campaign

Racial Equity at DPH

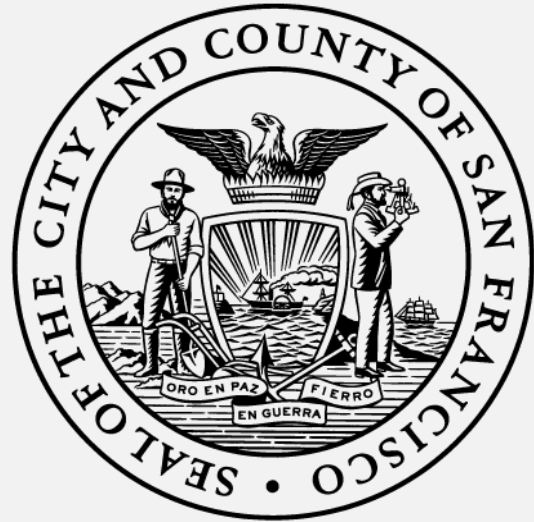
Response Rates from 2019, 2020, 2023



Next Steps 2024-2025

- Develop Equitable, Inclusive and Responsive Leaders
- Launch “Respect at Work” Campaign





San Francisco Department of Public Health



Thank You!