



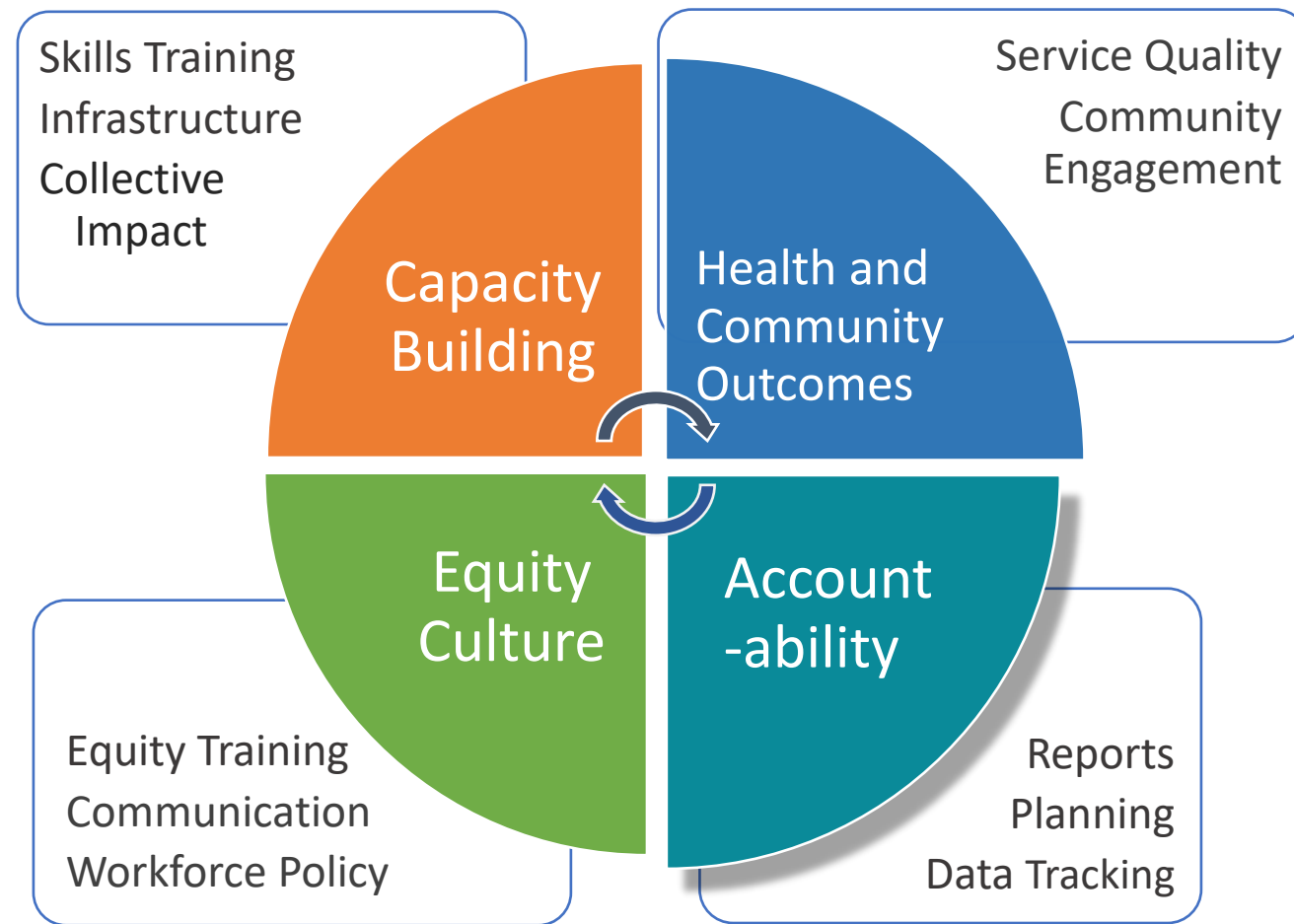
OHE EQUITY UPDATE

Office of Health Equity 10/4/2022
Dr. Ayanna Bennett, Chief Health Equity Officer



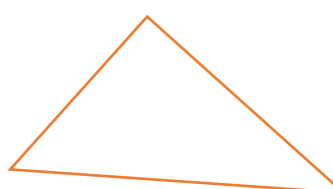
OVERVIEW

1. 2022 Equity A3 Goals and Plans
2. REAP Activities for 2022
3. Challenges



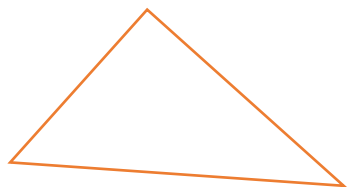
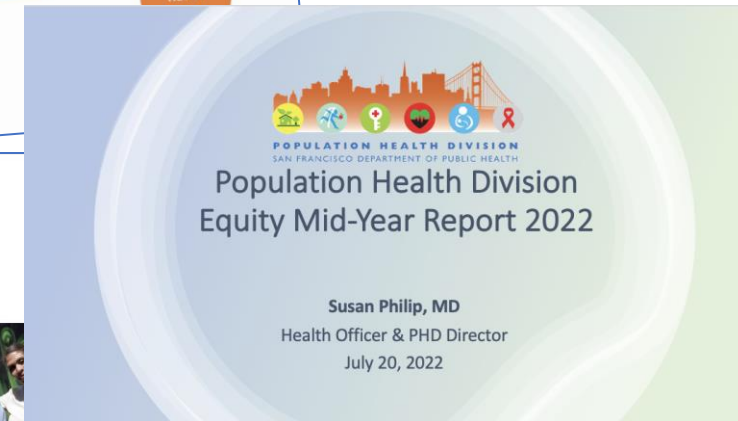
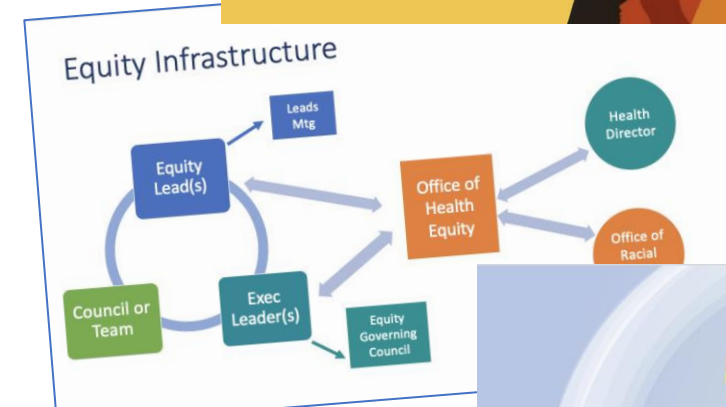
2022 DPH EQUITY A3 GOALS

1. Data sharing – Dashboards, disparities report	Delayed, in process
2. Community-based staff competencies and training	Delayed
3. Policy and training on respectful workplace culture	Piloting now
4. Community survey tool [supports Equity Analysis]	In procurement, launch 2023
5. Integrated Pipeline Program – pilot with DKI funding	In pre-contracting, launch 2023
6. BAAHI – Community Priority Setting [CDC funded]	In process, ETA early 2023



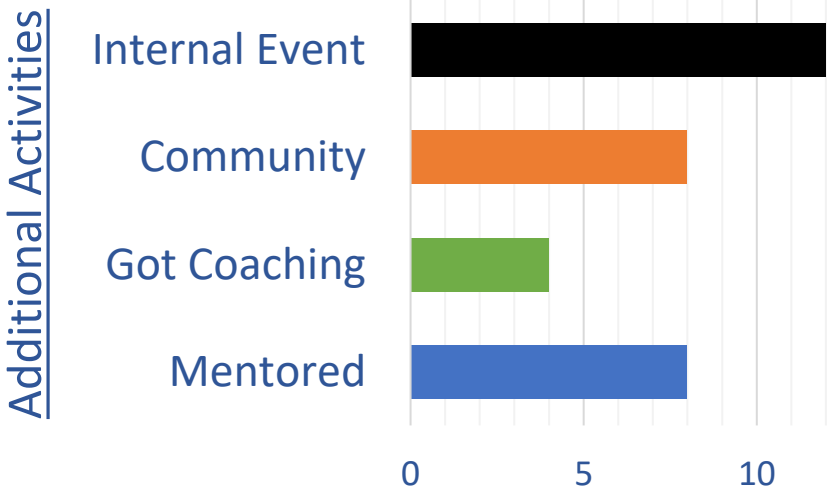
HIGHLIGHTS: MID-YEAR EQUITY CONVENING

- Year 2 of this annual review of equity accomplishments and challenges
- Every area participated this year
- 2 hours of reporting
- Attended by 245 staff
- Print report delayed by lack of staffing



HIGHLIGHTS: SENIOR LEADERSHIP EQUITY PARTICIPATION

Standard	Met the Standard
1. 12 hours of training /3 years (any in year 1 – met)	96%
2. Attend a community event	70%
3. Attend EGC meetings (usually 4/6, this year 3/5)	88%
4. Sponsor internal equity event/mtg	96%
5. Deliver Mid-Year Equity Report	100%
* Did additional activities	96%

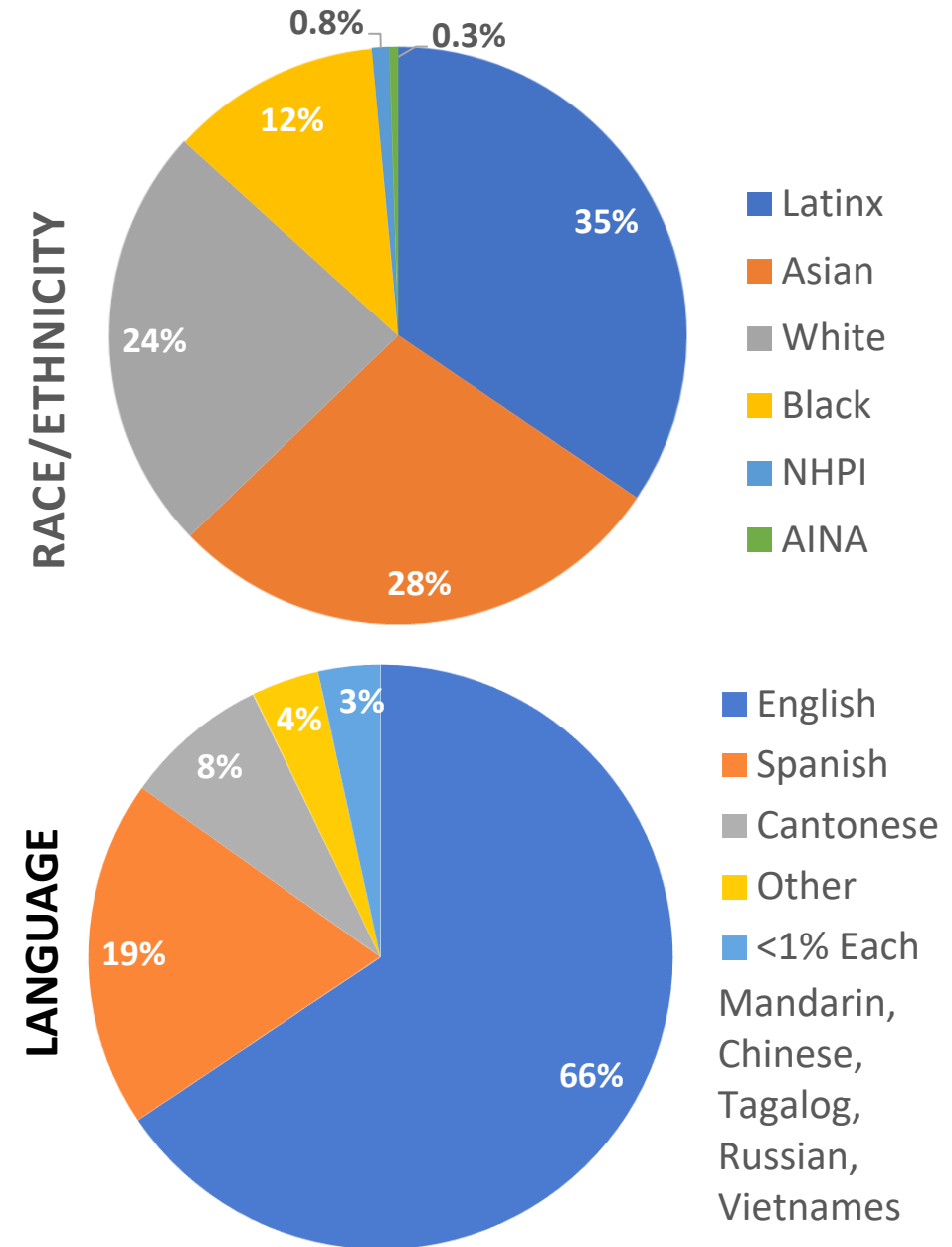


Average Training Hours
6.3

Met full standards
61%

HIGHLIGHTS: REAL DATA STANDARDIZATION

- 2016 REAL data collection improvement workgroup trained intake staff on history and uses of REAL data, and set self-report as the gold standard. Now EPIC shows 99% of PC/Specialty patients have had REAL data collected.
- REAL data is collected at intake throughout clinical services, required field for registration
- REAL data is collected during public health services (e.g. street outreach) where encounters don't allow for self-report or are too short for detailed questioning



HIGHLIGHTS:

REAL DATA STANDARDIZATION

- Workgroup formed by IT in 2022, included all service areas to standardize categories.
- Some internal inconsistency due to federal guidelines vs. local standards
- Latinx is collected as an ethnicity for reporting but then treated as a race.
- Most common is a full choice of ethnicities that are converted to more restrictive race categories.

Asian

- | | | |
|--|---|---|
| <input type="checkbox"/> Asian Indian (5AIN) | <input type="checkbox"/> Japanese (5JAP) | <input type="checkbox"/> Tibetan (5TIB) |
| <input type="checkbox"/> Cambodian (5CAM) | <input type="checkbox"/> Korean (5KOR) | <input type="checkbox"/> Vietnamese (5VIE) |
| <input type="checkbox"/> Chinese (5CHI) | <input type="checkbox"/> Laotian (5LAO) | <input type="checkbox"/> Other Asian (5OTH) |
| <input type="checkbox"/> Filipino (5FIL) | <input type="checkbox"/> Mongolian (5MON) | |
| <input type="checkbox"/> Hmong (5HMO) | <input type="checkbox"/> Thai (5THA) | |

Native Hawaiian or Other Pacific Islander

- | | | |
|---|--|--|
| <input type="checkbox"/> Guamanian or Chamorro (7GUA) | <input type="checkbox"/> Samoan (7SAS) | <input type="checkbox"/> Other Pacific Islander (7OTH) |
| <input type="checkbox"/> Native Hawaiian (7NHA) | <input type="checkbox"/> Tongan (7TNG) | |

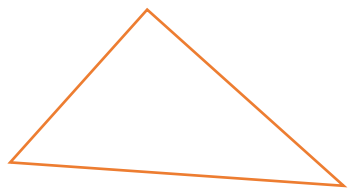
HIGHLIGHTS: POLICY DEVELOPMENT

- Equity Hiring Guidance
- Senior Leadership Participation
- Senior Leadership Hiring Process
- Affinity Group Policy
- TBD Equity Leadership standard work for executives, directors and equity leads

Policy Analyst being hired to accelerate policy review + creation



Fellowship includes policy analysis skills building sessions



OHE CHALLENGES AND PIVOTS

1. The Racial Equity Action Plan requires > 90 activities and doesn't include health goals
 - attempt to integrate other DPH goals
 - advocate with ORE to focus on key goals
2. Vacancies have delayed projects- esp. data and reporting
 - new goals created to replace them, others delayed
 - Leads are working on other goals
3. Everyone is stretched and equity feels skippable
 - using programs and deliverables to keep the priority up

REAP 21 v. 22

48 v. 30

Actions Planned

60 v. 28

Actions Initiated

OHE FORECAST FOR 2023

1. REAP: Expect to reach 80%+ completion for 2022

- 2023 planned as lighter to allow for delays
- Hiring, discipline and development key areas

2. Vacancies in data and analysis will be filled

- Dashboards and more data driven goals expected early 2023
- Added analyst support for Leads to support stronger goals

3. All areas will have Equity Leads

- anticipating full plans from Operations and Whole Person Integrated Care, and increased activity in Jail Health

4. Community resources developed fully

- training, consultants, tours, survey platform will become available

REAP 23

22

Actions Planned

+4-7

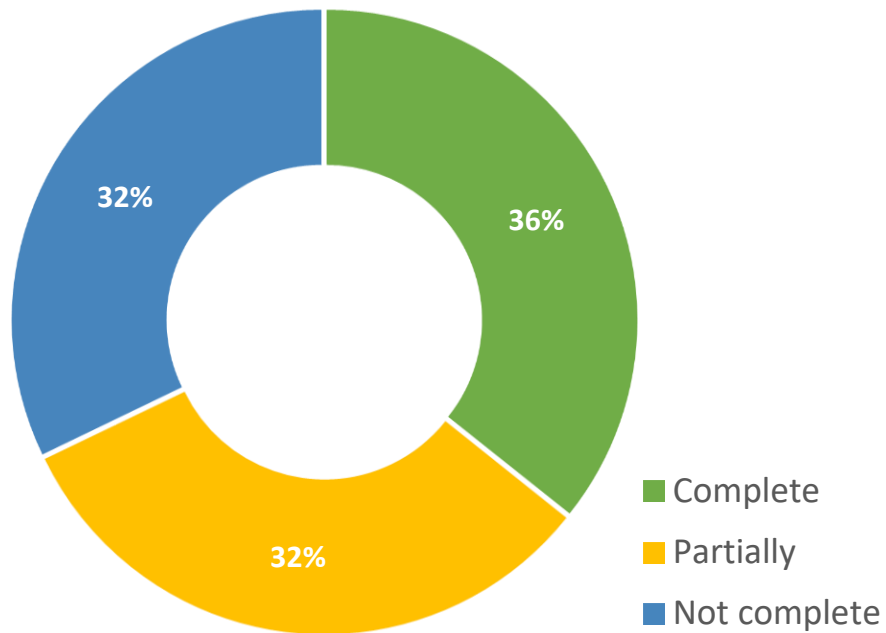
**Actions From
Deferrals in 2022**

2022

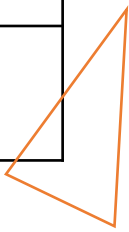
REAP ACTIVITIES

10/27 items complete

4 items deferred to '23



Focus Area	Major Activities
1. Hiring and Recruitment	New guidance and processes begun
2. Retention and Promotion	PCS path for staff promoted in COVID
3. Discipline and Separation	Data delayed, hiring still ongoing
4. Equitable Leadership	Standard set, in process of expanding
5. Professional Development	Free and low cost training list, Contract for support of training development
6. Organizational Culture	Affinity groups release this month
7. Board and Commission	Implement the Health Equity Impact Assess.



2021-23 REAP ACTIVITIES

- Expect to reach >80% items complete for 2022
- Data dependent areas start implementation in early 2023 (hiring, discipline, professional development)
- These areas likely to be show outcomes in the next 3 year cycle

Focus Area	Overall complete
1. Hiring and Recruitment	44%
2. Retention and Promotion	79%
3. Discipline and Separation	14%
4. Equitable Leadership	70%
5. Professional Development	43%
6. Organizational Culture	70%
7. Board and Commission	87%



RACISM AS A PUBLIC HEALTH CRISIS

RESOLUTION 2020

Directive	Progress	Status
Fund the staffing for the Office of Health Equity	Staff increase from 5 to 15, budget increase and office space assigned	MET
Cooperate and participate with the San Francisco Office of Racial Equity	Ongoing	MET
Establish measurable equity goals for each DPH section	A3 requirement, improved goals with staff support	Improving
Disaggregate all DPH staff, client, and patient data by race, age, gender, including transgender data, and sexual orientation.	Partial – improved data policy in clinical areas, data system TBD in HR and PHD	Improving
Utilize the ZSFG and LHH Joint Conference Committees to report these hospital equity activities and outcomes twice a year.		MET

RACISM AS A PUBLIC HEALTH CRISIS

RESOLUTION 2020

Directive	Progress	Status
Undertake an in-depth review of all existing internal DPH policies and practices to understand barriers toward achieving racial equity goals in order to establish DPH policies and practices that seek to eliminate racial bias.	Policy analyst hired and policy review skills included in Fellowship	Started
Utilizing best practices, the DPH Business Office shall use an equity lens when developing Request for Proposals and vendor selection processes.	Contract analyst added to OHE staff, included as part of HEIA	Started
Establish required health equity criteria for all DPH contractors and monitor adherence through the annual monitoring process.	Equity analyst coming to Operations soon	Started
By January 31, 2021, develop a plan to improve the employment experience of Black/African American DPH staff	Experience and Culture unit in HR established and staffing now/ Respect training and complaint process piloting now.	MET, Developing interventions

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