Enhancing Departmental Capacity to Advance Equity
Regional Equity Learning Collaborative

November 10, 2021
Overview

1. Introduction to the Center for Health Equity
   – Strategic Plan Development
   – Focus Areas

2. Role of the Center for Health Equity
   – Pre-pandemic and during

3. The Road Ahead
Building a culture of equity at Public Health requires a simultaneous journey...

**INDIVIDUAL**

- Implicit bias

**ORGANIZATIONAL**

- Just Culture
- Center for Health Equity
- Anti-Racism Diversity & Inclusion

All are critically important and take training, opportunities to practice, forums for peer discussion, and other ongoing supports.
INTRODUCTION TO THE CENTER FOR HEALTH EQUITY
Center for Health Equity

1. Data & Policy
2. Partner Engagement & Collaboration
3. Operations Support & Workforce Development
Development of the Center’s Strategic Plan

- Service Planning Areas
- EVENT TYPE
  - Listening Session (345 Attendees)
  - Launch (130 Attendees)
  - Action Plan Forum (311 Attendees)

Los Angeles County Department of Public Health, Cancer for Health County 2016.
Feedback

- Support policy and systems change
- Provide useful and inclusive data
- Build public, private, and community partnerships
- Improve hiring practices and training
- Maintain accountability
Principles of Equity

• Accountability
• Contracting and Procurement
• Data Accessibility
• Health in All Policies
• Inclusion
• Inclusionary Hiring
• Resources
The Center’s Key Focus Areas

- Infant Mortality
- Sexually Transmitted Infections
- Environmental Justice
- Healthy Neighborhoods
- Institute of Cultural and Linguistic Inclusion and Responsiveness
Core Strategies
How we reframe our work to prioritize health equity

1. Increasing **organizational competency** and capacity to engage in sustained equity work.
2. Communicating in ways that **amplify community voices** and authentic narratives to drive action.
3. Supporting/building **community capacity** to engage in efforts that eliminate inequities.
4. Forging **partnerships** to enhance and promote efforts that result in equitable health outcomes.
5. Aligning **current resources** to work that eliminates inequities.
THE ROLE AND PURPOSE OF THE CENTER FOR HEALTH EQUITY
GOAL
Reduce and Eliminate Gaps in Health Outcomes

STRATEGIC PRIORITIES

Provide Useful and Inclusive Data

Support Policy and Systems Change

Build Public, Private and Community Partnerships

Strengthen Organizational Readiness and Capacity

Equitable Contracting

• **Goal:** Increase the proportion of contracts to underrepresented populations, e.g., local Small Business Enterprises (SBEs), Historically Underutilized Businesses (HUBs), Minority and Women Business Enterprises (MWBEs), and LGBT Business Enterprises (LGBTBEs).

• **Activities:** Created a community Engagement Master Agreement list, Leverage fiscal intermediary opportunities for grantmaking
Enhanced Consumer Engagement

• **Goal:** Increase consumer involvement by developing opportunities to elicit more meaningful, dynamic and qualitative feedback on direct services received, and recommendations for system, service and provider improvements, e.g., creating a patient advisory board.

• **Activities:** Established a Data Advisory Committee, Drafted a Departmental community engagement policy
COVID-19 Response

• 80% of our workforce moved to partial or full ICS, Incident Command System
• Deployment of Center Staff to support critical response activities
• Los Angeles County COVID-19 Community Equity Fund
• CDC COVID-19 Health Disparities – PARTNER – grant
• Community Health Worker Outreach Initiative
• Public Health Workers Councils
COVID-19 Grant Priorities

1. Extend and expand system navigator and community outreach infrastructure to reach the priority communities

2. Improve data collection and disaggregation among populations not accurately represented through current approaches (i.e., AANHPI)

3. Improve processes and increase investments that facilitate meaningful and consistent engagement among community leaders in highly impacted communities

4. Enhance organizational community capacity to mobilize and implement culturally and linguistically tailored programs and practices for COVID-19 response and recovery
Violence and Racism Workgroup

- Established in June 2020
- Workgroup priorities:
  - Staff recruitment and retention
  - Organizational culture
  - Personnel policies
THE ROAD AHEAD
The road ahead

• Sustaining COVID-19 response activities
• Implementing PARTNER grant deliverables
• Providing ongoing workforce development and capacity building
• Engaging community in decision-making
• Changing systems within a bureaucracy
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