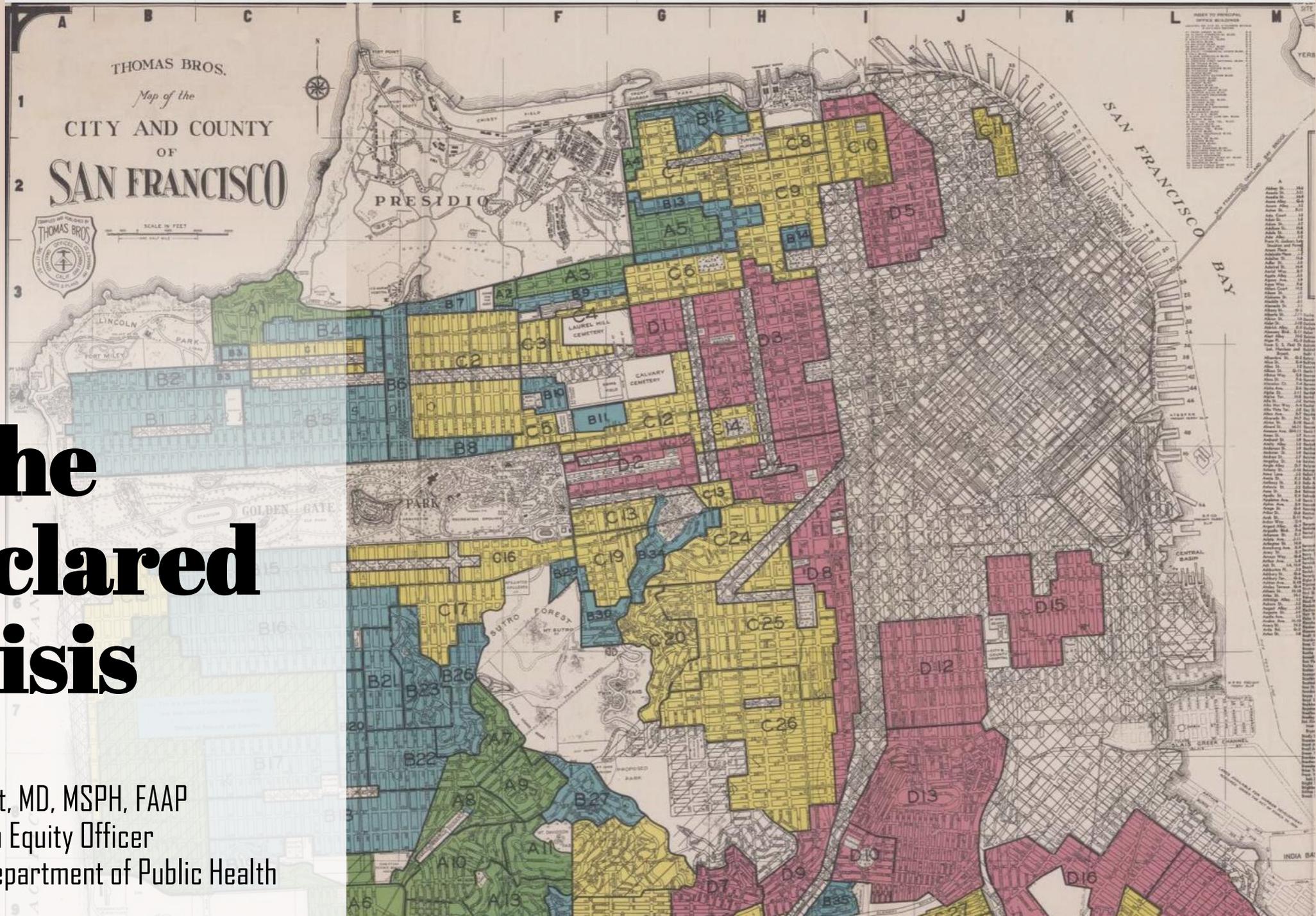


The Undeclared Crisis

Ayanna Bennett, MD, MSPH, FAAP
Chief Health Equity Officer
at the San Francisco Department of Public Health



HEALTH COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
Resolution No. 20-10

HEALTH EQUITY RESOLUTION

**DECLARING ANTI-BLACK RACISM A HUMAN RIGHTS AND PUBLIC HEALTH CRISIS
IN SAN FRANCISCO**

A joint resolution with a matching declaration from the Human Rights Commission.

Written by the COVID Response Equity Officer from HRC and DPH staff deployed to the COVID response.

Specific Commitments

- ✓ Funding for Office of Health Equity
- ✓ All staff equity training,
- ✓ Establish measurable equity goals
- Review all existing policies
- Establish new anti-racist policies
- Use an equity lens to develop RFPs
- Equity criteria for all contractors
- ✓ Disaggregate all data by race, SOGI
- Improve the experience of Black staff
- ✓ Review progress of this plan 2x/year

The SFDPH Equity Journey

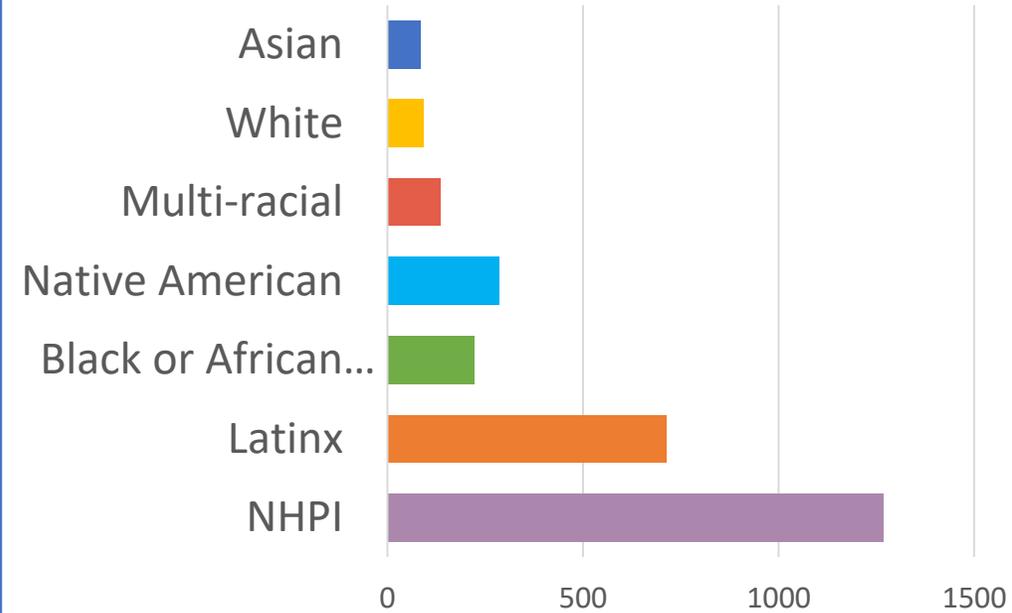
SF DPH HEALTH EQUITY

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

San Francisco
Department of Public Health



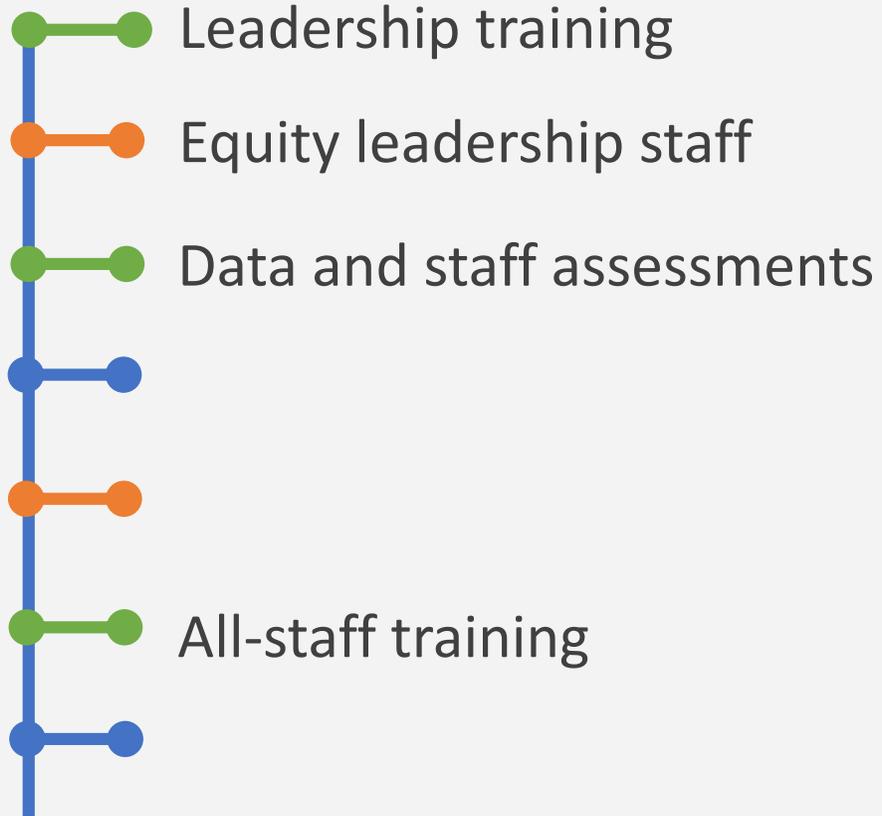
San Francisco COVID Cases
per 100,000—May, 2020





LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

2014



2021



SFDPH Approach



Office of Health Equity

Communications

Workplace Inclusion

Staff Training

Equity Leadership

Quality Improvement

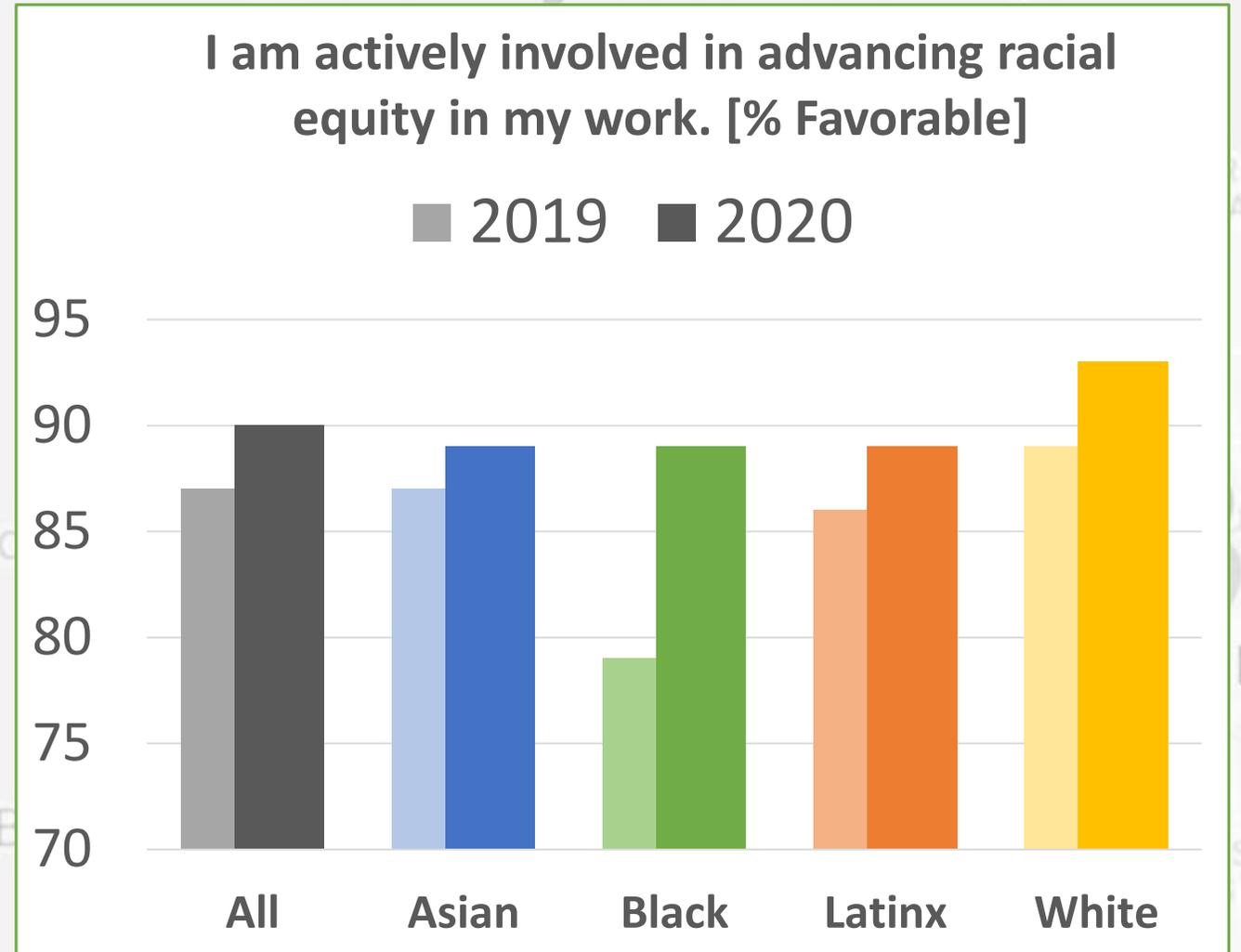
Community Partnerships

Strategic Planning

Data and Reporting

Assessment

- Organizational Development
 - GARE and BARHII
- Team Dynamics
 - Everyday Racism Scale
 - Limits vs. Opportunities
- Staff Engagement Survey
 - 6 Questions based on GARE



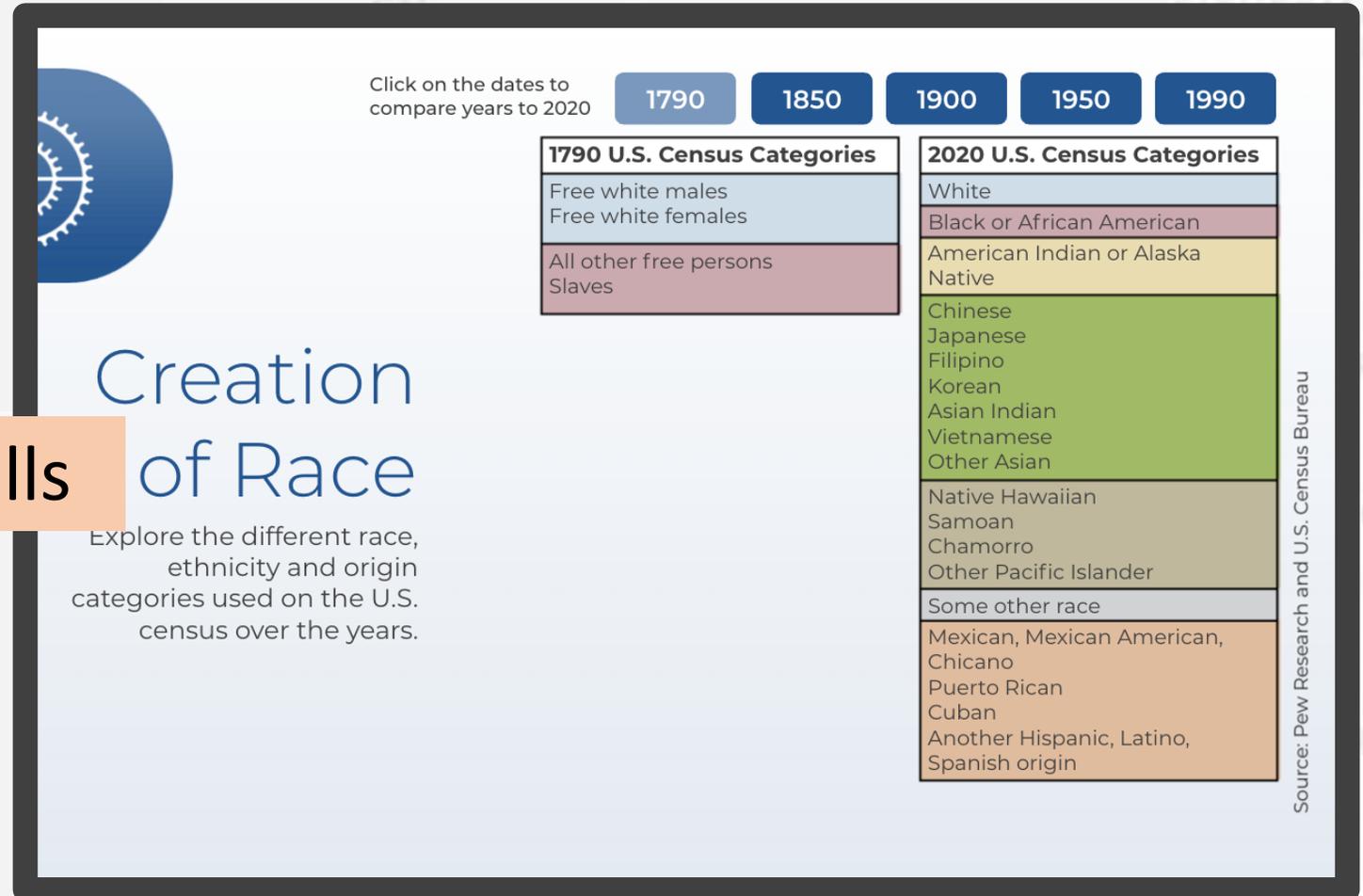
Native American and Pacific Islander scores too few to report

Culture: Awareness Training

- Weekly Discussion Series
- On-line Racism and SOGI 101
- Orientation “Culture Day”
- 28 day Self-Study Challenge

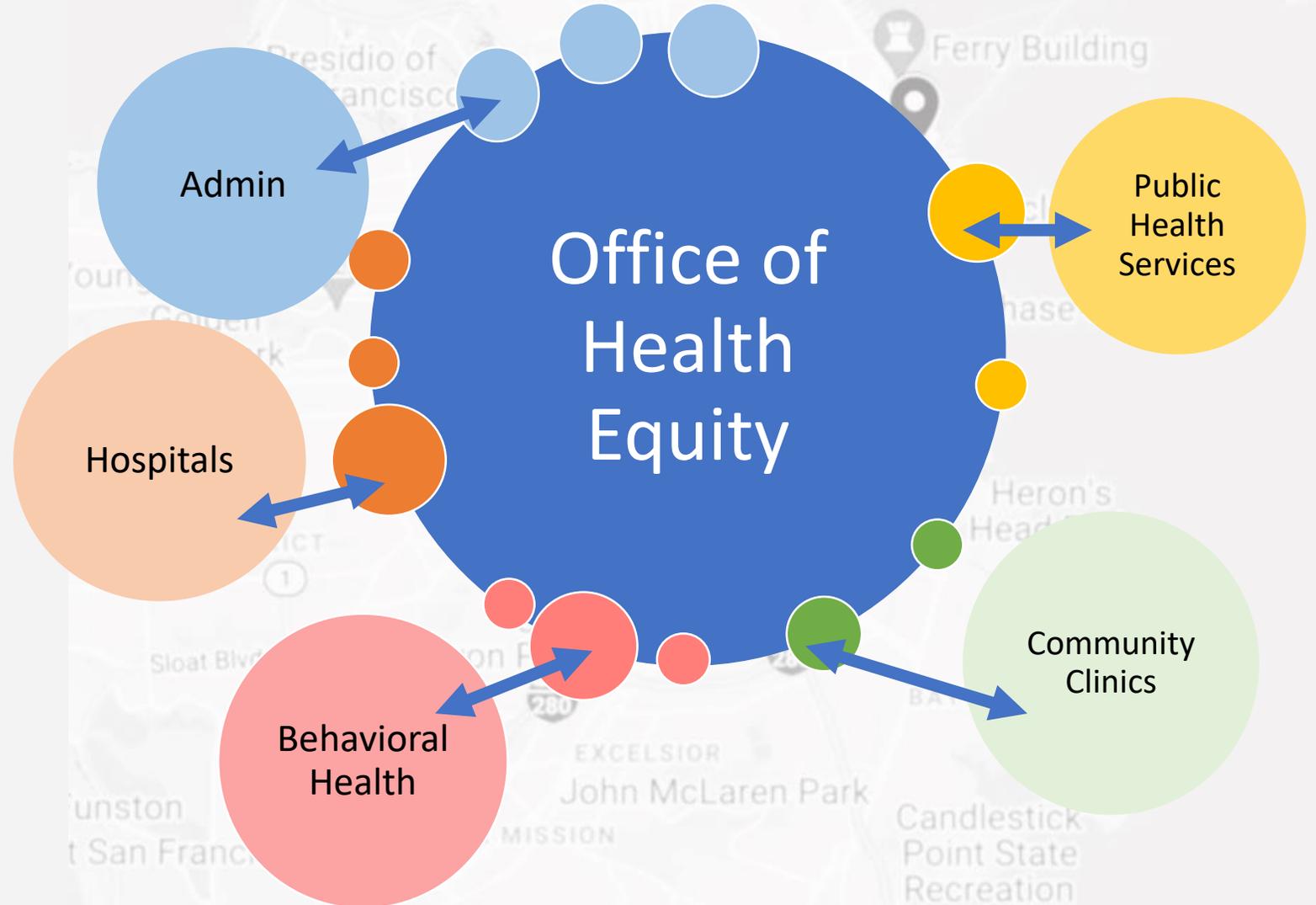
Capacity: Training for Skills

- Relationship Centered Communication
- 5-mo Health Equity Fellowship
- Equity Champions



A Distributed Team

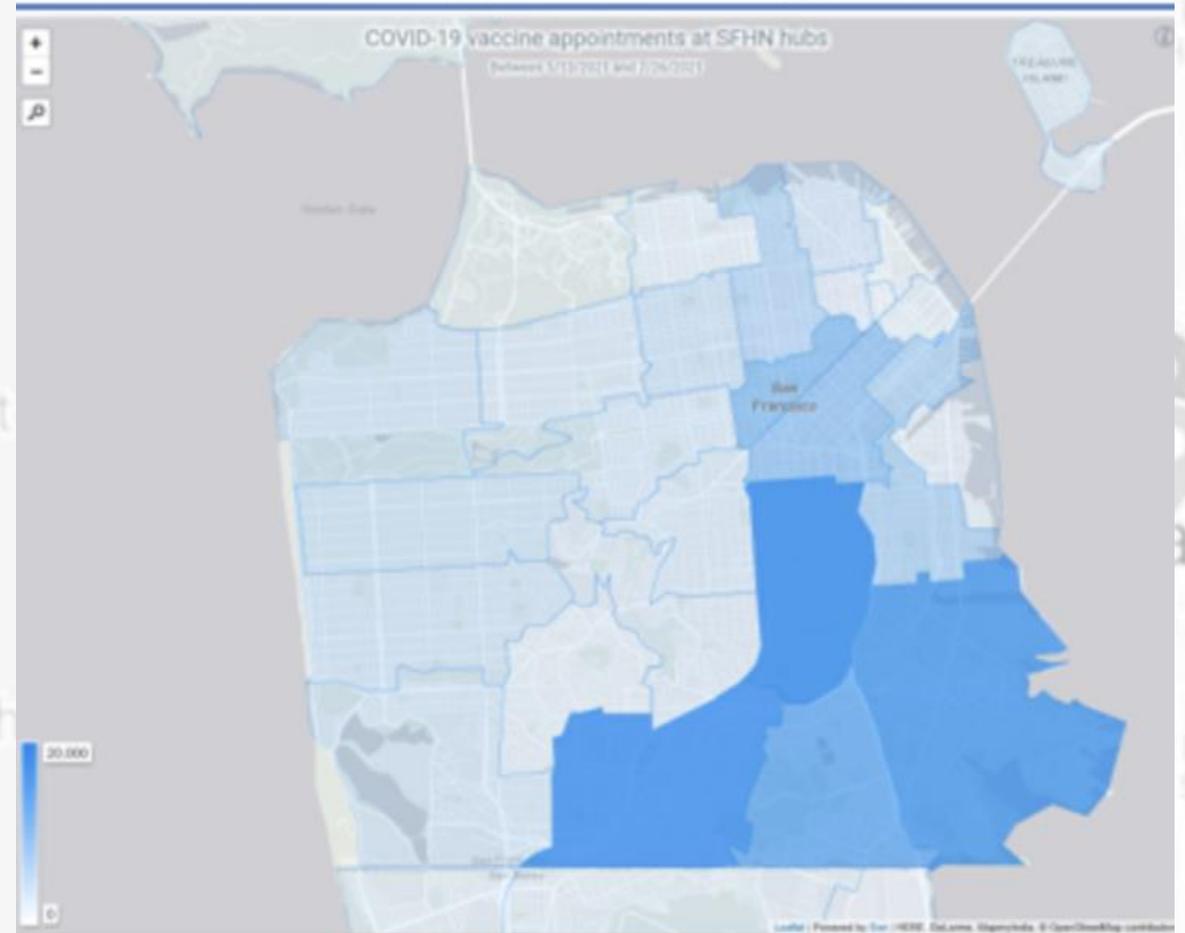
- 1 Chief Health Equity Officer
 - 2 OHE Managers
 - 11 OHE Support Staff
-
- 11 Equity Leads + teams
 - 12 on Exec. Equity Council
 - 50+ on Divisional Councils
 - 30+ Health Equity Fellows
 - 130+ Equity Champions



Disparities Reduction as Quality Improvement

- Communicate equal access and equal quality as a goal
- Data disaggregation
- Gap closure as a standard for success
- Identify bias through data
- Standardization to reduce bias risk points

COVID-19 vax appointments @ SFHN hubs



Community “Engagement”

2022 SFDPH Equity Focus

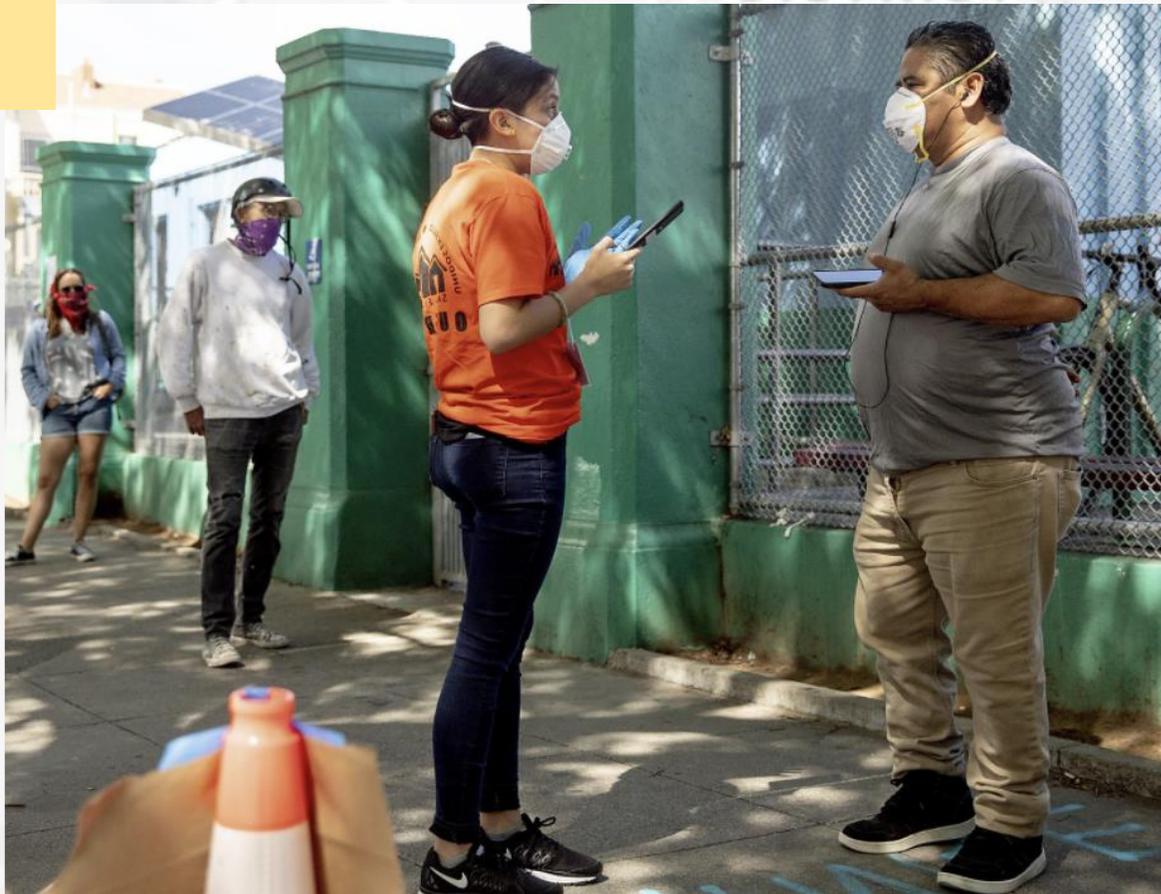
- Black Health Disparities Planning Group
- HIV funding directed based on disparity level
- Heart Health Ethnographic Study
- End Hep C – Community-led outreach planning
- Black Family Mental Health RFP – Community-led priority setting and model development
- Regional Pacific Islander Task Force



COVID-Response Community Approaches

2022 SFDPH Equity Focus

- Formalized community liaisons
- Non-transactional CBO relationships
- Feedback loop with community
- Co-decision making with *organizers*
- Neighborhood-based service models



Annual Area-Level Planning and Formal Reporting

Annual area-level equity plans ensure:

- Focus on area of agency – countering the *fundamental attribution error*
- A developmental approach

Formal reporting promotes:

- Recognition of “wins” – countering the racist “*myth of immutability*”
- Leadership engagement and accountability

