Responsive Recruitment

Lori Williams, MSW
Director of Public Health
Stanislaus County Health Services Agency
1. Almost half of the workforce is considering leaving their agency within five years, despite relatively high levels of job satisfaction.

2. Demographically, the workforce (and especially leadership) does not fully represent the population it serves in terms of gender, age and race/ethnicity.

3. Most employees are satisfied with their job, but fewer are satisfied with their organization and even fewer with their pay.

Source: https://debeaumont.org/programs/ph-wins
Gap Analysis

Step # 1: Analyze Your Present State
Start analysis with your existing state of performance

Step # 2: Recognize Your Targeted State
Identity how your organization or team presently works

Step # 3: Bridge that Gap
Transitioning from one state to another
Public Health is now one of the fastest growing majors

The number of public health conferrals increased from 759 in 1992 to 1,469 in 2004. The number of public health conferrals increased to 6,464 by 2012.
PAVING THE ROAD TO HEALTH EQUITY

Health Equity
is when everyone has the opportunity
to be as healthy as possible

Programs
Successful health equity strategies

Measurement
Data practices to support the advancement of health equity

Policy
Laws, regulations, and rules to improve population health

Infrastructure
Organizational structures and functions that support health equity

U.S. Department of Health and Human Services
Centers for Disease Control and Prevention
"Above all, try something."
The power of community to create health is far greater than any physician, clinic or hospital.

Mark Hyman, M.D.
“ALONE, WE CAN DO SO LITTLE; TOGETHER, WE CAN DO SO MUCH”

HELEN KELLER
“Your systems are perfectly designed to get the results that you are getting.”

Stephen R. Covey
Don’t make change too complicated. Just begin.

www.AmaraHoneck.com
Resources


Equity, Diversity and Inclusion in Recruitment, Hiring and Retention (usdn.org)