Advancing Equity in Workforce Development: Building a Resilient, Equity-Focused Local Public Health Workforce

Public Health Alliance Regional Equity Learning Collaborative Thursday, July 14, 2022

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Virtual Training Logistics

Try to Minimize Distractions
• Please mute your mic and try to reduce background noise
• Remember to mute yourself when you are not speaking

Engage and Participate
• The space is what we make it! We encourage keeping your camera on
• Ask questions and share comments/feedback in the chat
• Utilize the Raise Hand feature if you would like to be unmuted during the discussion portion of the agenda
• Utilize the feedback reactions

Additional Questions
• Contact Ana at abonilla@phi.org or Delia at dmelendrez@phi.org

Let Us Know If You Need to Step Away!
Beyond Land Acknowledgment: Becoming Better Settlers

- **What does it mean to go beyond land acknowledgment?**
  
  → Land acknowledgment without a call to action and next steps can feel and be seen as hollow or performative

- **Creating an action plan**
  - Resource Assessment
    - Time, Money, Land
    - Organization: Resource Scan
  - Do Your Research
    - Voluntary Land Tax
    - Land Return
    - Showing Up
    - Other Steps?

"It is important to understand the longstanding history that has brought you to reside on the land, and to seek to understand your place within that history. Land acknowledgements do not exist in a past tense, or historical context: colonialism is a current ongoing process, and we need to build our mindfulness of our present participation.”
What did we learn?

- Shared language and concepts:
  - Authentic community engagement, co-creation, and power-building
- Role of government in creating inequities
- Current organizational community engagement practices
- From transactional to transformational
Session 4: What to Expect?
Advancing Equity in Workforce Development

What can you expect from today’s session?

• Shared language and concepts
• Identify workforce development strategies that offer shared, direct benefits to communities
• Explore practice and policy changes that ensure equitable and inclusive recruitment, hiring, retention, and promotion practices
What to Expect from Today

Agenda

1. Introductions
2. Opening Remarks: California Snapshot – Lori Williams, Stanislaus County
3. Laying the Groundwork
4. Group Breakouts: Cross Jurisdictional Sharing & Learning
5. Break (5 mins)
6. Guest Speaker: Alejandro Juarez, Multnomah County
7. Break (5 mins)
8. Equity Change Team Breakouts: Identifying Opportunities to Build Capacity for Advancing Equity in Workforce Development
California Snapshot – Elevating Local Strategies for Prevention and Equity

Lori Williams, Public Health Director Stanislaus County
Equitable Workforce Development Ecosystem

An equitable workforce development ecosystem acknowledges the historical presence of structural and systemic racism that are barriers to prosperity for Black, Indigenous, Latinx/Hispanic, Asian American, Pacific Islander, and other People of color; as well as the current policies and practices by which institutions have perpetuated that racism.
Workforce Development Ecosystem

- Recruitment
- Retention
- Development
- Hiring
- Promotion
Quiz

• Join the quiz at slido.com
  #4120 407

• QR Code
Current State of the Workforce: U.S.

- **POC** make up nearly **two-fifths** of the U.S. workforce between the ages of **25-64**

- **Workers of color** are **underrepresented in good jobs** – those that are well-compensated, stable and resilient to automation
  - **White workers** are about **75 percent more likely** than workers of color **to hold good jobs**

- Higher education narrows racial disparities in labor force participation and employment but does not equalize income.

Source: [Race and the Work of the Future: Advancing Workforce Equity in the United States](#)
Current State of the Workforce: Public Health

**About 6 in 10 are White.**
- White: 59%
- Black or African American: 16%
- Hispanic or Latino: 13%
- Asian: 5%
- Two or More / Other: 7%

**About 8 in 10 are female.**
- Female: 78%
- Male: 21%
- Non-Binary/Other: 1%

**42% are over the age of 50.**
- 21-30: 11%
- 31-40: 22%
- 41-50: 24%
- 51-60: 29%
- 61+: 13%
Retention and Reasons for Leaving

Pay

Lack of Promotional Opportunities

Workplace Environment

Stress/Burnout
PH Wins Survey 2021: Stress & Burnout

More than half of public health employees report at least one symptom of post-traumatic stress disorder.

Many public health workers, especially executives, report bullying, threats, and harassment.

Nearly 1 in 3 public health employees say they are considering leaving their organization within the next year.

Public health employees are committed to their jobs and their communities.

Source: The Impact Of The Covid-19 Pandemic: Rising Stress and Burnout in Public Health, March 2022
Exacerbated existing chronic staffing shortages.

Staff often do not reflect communities most burdened by inequities and disproportionate health impacts.

Lack of specialized staff, including epidemiologists, public health nurses, communicable disease specialists, and health equity experts.

Diversion of staff from other critical public health programs that provide support to vulnerable populations.

Local health departments are frequently in crisis response mode, therefore many departments are unable to prioritize health equity and the social determinants of health.

Source: Public Health Alliance Interviews with CA Public Health Leaders and Stakeholders, 2020-2021
What’s in a Name? Systemic Discrimination

• “Black Sounding” names were 50% less likely to hear back from employers.
Bias in Hiring

Adapted from: County of Los Angeles Public Health
How to move forward and address the present and future workforce equity challenges?
Recommendations and Promising Practices

1. Create and prioritize data collection and metrics to advance racial equity.
2. Prepare BIPOC and low-income people to succeed in the public health workforce.
3. Dismantle systemic barriers and develop and implement intentional strategies to recruit and retain a diverse and skilled workforce.
4. Address white supremacy work culture and design programs and partnerships to address inequities in the social determinants of work.
5. Engage employers to commit to systems change in employment practices and culture.
6. Institutionalize practices learned from the COVID-19 emergency response to rapidly hire and on-board staff.

Source: Race and the Work of the Future: Advancing Workforce Equity in the United States, Advancing Workforce Equity in the Bay Area: A Blueprint for Action, Findings from Interviews with CA Public Health Leaders and Stakeholders
Create and prioritize data collection and metrics to advance racial equity.

Collect disaggregated data to help drive systems change

Create a health and wellness scorecard
Prepare BIPOC and low-income people to succeed in the public health workforce.

- Collaborate with other institutions and organizations to define skills and aptitudes needed.
- Expand community health workers and promotoras
- Include community organizer positions
- Invest in innovative training and credentialing models
Dismantle systemic barriers and develop and implement intentional strategies to recruit and retain a diverse and skilled workforce.

- Eliminate unnecessary educational requirements
- Remove barriers for justice involved individuals
Address white supremacy work culture and design programs and partnerships to address inequities in the social determinants of work.

- Child and family care programs
- Paid family leave
- Transportation benefits
- Remote work
- Fund programs designed to build trust and connect residents to resources
Engage employers to commit to systems change in employment practices and culture.

• Expand eligibility of tuition assistance programs
• Provide flexible learning opportunities
• Ensure high standards of job quality for all workers
Institutionalize practices learned from the COVID-19 emergency response to rapidly hire and on-board staff

- Department managers partner with human resources to increase capacity as quickly as possible
- Increase diversity of staff by prioritizing multicultural and multilingual staff
1. Reflecting on what you’ve heard so far, what can you identify in your organization as:
   a. Successes/wins
   b. Challenges/barriers
   c. Areas for further clarification
      ...in advancing equity in workforce development?

2. As a region, what opportunities do you see to set guiding standards around advancing equity in workforce development? Are there any foundational principles that you would want to see us hold each other accountable to?
Break
Break
Based on what we have discussed so far in today’s session, can you see some areas of improvement for your own work and/or department?

- I can definitely see some areas for improvement and I’m ready to discuss!
- I’m sure there are plenty of areas, but I’d love some help from my team to explore further
- Things are going great-I see limited to no areas of improvement.
Equity Change Team Breakouts: Bias Toward Action

Change Team Breakouts (30 mins):

- What are some of the key takeaways from today’s session?
- What do you see as the next steps for you and/or your organization?
- Who needs to be a part of the conversation in your organization to lead this change?
- What will you hold yourself (individually or as a group) accountable to doing?
• Next Steps:
  • Identify 1-2 places to enhance departmental capacity
  • Session 4 Office Hours:
    Wednesday, August 3rd: 1pm-3pm

• Regional Equity Learning Collaborative: Session 5
  • October 2022– Data Best Practices & Standardization