



“Tools for Intentional Excellence in
Health Equity in the Workplace”

by

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The Six Rights to Consider

Be the *right* person

With the *right* person

At the *right* places

At the *right* times

Making *right* decisions

And doing the *right* thing

Role of the Health Equity Leader

Create	Create Vision
Execute	Execute Strategy
Coach	Coach Potential
Inspire	Inspire Trust

Health Equity Leader's Eight Core Value

Customer Focused

Leadership

Partnership

Accountability

Health Equity Leader's Eight Core Value



Excellence



Innovative



Stewardship



Community Oriented

Health Equity Leader's Goals

S is for Specific

M is for Measurable

A is for Achievable

R is for Relevant

T is for Time-Bound

What Does Health Equity Mean?

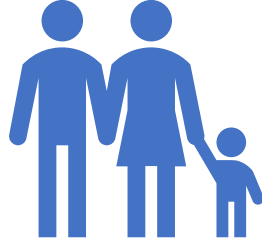


Health

A state of complete **physical, mental, and social well-being**, and not merely the absence of disease or infirmity.

(World Health Organization)

What Does Health Equity Mean?



Health Equity

Achieving the **highest level of health for all people**. Health equity calls for focused efforts to address avoidable inequalities by creating fair opportunities for optimal health, especially for groups who have experienced **social, economic, and political disadvantage** or **historical injustices**. (Washington State Department of Health)

What Does Health Equity Mean?



Health Disparities

A difference in health status, health behavior, disability, morbidity, or mortality between socio-demographic groups.

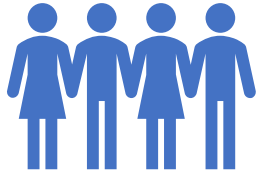
What Does Health Equity Mean?



Health Inequalities

A difference in **health status, health behavior, disability, morbidity**, or mortality between socio-demographic groups, where the group with the highest “burden” (or rate) has historically and systemically been **marginalized** or discriminated against. This difference is viewed as avoidable, unnecessary, and unjust.

What Does Health Equity Mean?



Social Justice

Social injustice is one of several root causes of inequities in the health and the wellbeing of individuals.

Social justice challenges the **roots of oppression and injustice**, including **marginalization based on race, class, gender, and other social classifications**, and empowers all people to exercise self-determination and realize their full potential through collaborative action.” *Definition of “Social Justice” from Place Matters (Alameda County Health Department)

What Does Health Equity Mean?



Socioeconomic and Environmental Determinants of Health

The conditions in which we live, learn, work, play, and age. These conditions can affect our health in significant ways. (World Health Organization)

OVERARCHING GOAL

Positively Demonstrate for Tennessean's
the Purpose and Importance of Public Health

Population Health Plan LEADING PRIORITIES

Address
Socioeconomic
and Environmental
Determinants of Health
in Rhode Island

Eliminate
Disparities of Health
in Tennessee
and Promote
Health Equity

Ensure Access
to Quality Health Services
for Tennessee, Including
Our Vulnerable
Populations

CROSS-CUTTING STRATEGIES

Potential Academic Center: Strengthen the integration of scholarly activities with public health
Potential Health Equity Institute: Promote collective action to achieve the full potential of your team

Potential Health Equity Institute Vision

The Health Equity Institute envisions a xxxxxxxx where everyone has a fair opportunity to achieve their full potential, recognizing that every individual has inherent value as a member of a family, workplace, and community.

Potential Health Equity Institute Mission

The mission of the Health Equity Institute is to address systemic inequities so that all Tennessee reach their full potential, regardless of:

The color of
their skin

Where they
were born

Disability

Gender
identity

Sexual
orientation

Neighborhood

Religion

Occupation

Language

How much
money they
make

Age

Level of
education

Potential Identity: Who We Are

The Health Equity Institute is composed of public health professionals working from the xxxxxxxx Office of the Director to elevate the department-wide priority of equity through:

1. Implementing programs focused on disparity elimination; and
2. Incorporating an equity approach into systems and structures of xxxxxxxx and other agencies.

What We Do (Organizational Focus)

The Health Equity Institute gives voice to the vulnerable populations in the state to ensure that everyone has an opportunity to achieve health.

Primary programmatic areas:

- Disabilities/Special Needs
- Racial / Ethnic Populations
- Maternal & Child Health
- Health Equity Zones
- Socioeconomic and Environmental Determinants of Health

What the Institute Does (Focus Areas)

**Core
functions:**

Policy Advancement

Partnership Engagement & Collaboration

Program Implementation and Technical Assistance

Communications and Marketing

Financial Management and Investing

Systems Development

Health Equity Institute Supports

Social Justice Roundtable

- *Create space for personal and professional conversations and reflection around a wide range of social justice issues*

Vulnerable Populations Workgroup

- *To standardize collection of socio-demographic information to improve inclusiveness and description of vulnerable groups in reporting*

Kresge Initiative

- *Efforts across the department to integrate social justice into the health equity agenda through staff training and external partnerships*

Sexual Orientation and Gender Identity Workgroup

- *To improve public health policies, systems, and environmental change*

Health Equity Institute Supports

Community Health Worker Association of TN

- *Bringing together community health workers to provide networking, support, training and other resources*

Determinants of Health Workgroups

- *Cross-program stakeholders addressing determinants of health such as housing, transportation, community development, education, food access, support*

Community Health Resilience Project

- *Cross-department work group that aims to integrate health equity, health promotion, and social justice to ensure the safety and health security of all members of the community*

Health Equity Institute Supports

Equity Performance Measurement

- *Highlighting the disparity measures and disparate populations among TN Participants*

Commission for Health Advocacy and Equity

- *Legislatively established commission to advise the Governor, General Assembly and TN DOH about racial, ethnic, cultural, and socio-economic health disparities; to advocate for the integration of activities that will help achieve health equity; to help develop a health equity plan that addresses the social determinants of health; to align statewide planning activities in developing health equity goals and plans; and to educate other state agencies and organizations on health disparities*

Community Health Assessment Group

- *Cross-sector evaluation workgroup establishing a statewide surveillance system to monitor the State's progress towards improving the social, economic, and environmental conditions that impact health*

Measuring Determinants of Health

Domain	Determinant
Integrated Healthcare	Healthcare Access
	Social Services
	Behavioral Health
Community Resiliency	Civic Engagement
	Social Vulnerability
	Equity in Policy
Physical Environment	Natural Environment
	Transportation
	Environmental Hazards
Socioeconomics	Housing Burden
	Food Insecurity
	Education
Community Trauma	Discrimination
	Incarceration
	Public Safety

Potential 6-Month Goals: Strategy

Develop a HEI Strategic Plan

- *Develop a strategic plan to address capacity, staffing, and resources to accomplish program and policy scope. HEI reinforces the equity lens from a social justice framework.*

Establish an active Commission for Health Advocacy & Equity

- *CHAE conducts bimonthly meetings with high attendance, purposeful engagement of TN equity initiatives, and a meaningful policy agenda.*

Establish HEI role in advancing RIDOH's strategic priorities

- *HEI overview presentations at Executive Leadership Team, Policy and Leadership Team, Program Manager, and Frontline Staff meetings; Equity lens review of grant applications; Participation in Division staff meetings at least quarterly; Convene, engage, and support TN equity initiatives at least quarterly.*

Advance equity in community and across state government

- *Participate and lead as appropriate equity initiatives of Medicaid, the State Innovation Model Test Grant, the Children's Cabinet, Tennessee Housing, BHDDH, DCYF, RIDE, Accountable Entities, Real Jobs TN, and the Community Health Worker Association of TN.*

Potential 6-Month Goals: Data & Evaluation

Identify and address disparities in Tennessee programs

- *Analyze dashboard metrics and population health goals to identify measures of disparity.*

Establish an equity index

- *Convene the Community Health Assessment Group to establish 15 Equity Measures across 5 domains.*

Establish standards of demographic data collection

- *Support Vulnerable Populations workgroup of the Epidemiology/Evaluation group to create standards for assessing race, ethnicity, language, gender identity, sexual orientation, and disability status.*

Potential 6-Month Goals: Staff Competency

Assess RIDOH staff knowledge of equity

- *Administer BARHII assessment to assess staff level of knowledge of health equity principles and determinants of health.*

Increase health equity learning opportunities

- *Support Social Justice Roundtable presentation and discussion series, Kresge-sponsored Health Impact Assessment training, Kresge sponsored health equity communications training, Health Equity Summit, ASTHO Presidential Challenge initiatives, and health equity core competency series for new TN employees and partners.*

Increase equity competency of HEI and HEZ staff

- *Support Health Equity Zone (HEZ) Project Officers in community development strategies, addressing socioeconomic and environmental determinants of health, and performance-based contract management; apply equity lens to all HEI programs; support cross training of HEI staff within Maternal and Child Health, Disabilities, and Minority Health programs.*

Potential 12-Month Goals: Strategy

Secure resources to advance cross-cutting equity projects

- *Apply for health equity federal grants (REACH); seek foundation funding for HEZ support (community and Tennessee infrastructure); advance Health in All Policies agenda with TN legislature, CHAE, local funders, and other state agencies.*

Engage stakeholders in addressing health equity

- *Reinforce / establish Tennessee stakeholder engagement with vulnerable populations; support resident engagement at all levels of decision making in program implementation, policy development, advisory committees, boards and commissions; establish inter-agency equity framework.*

Establish Health & Determinant Workgroups

- *Convene work / stakeholder groups to address the interaction between particular social, economic and environmental determinants and health (Health & Housing; Health & Transportation; Health & Community Development; Health & Food Access; Health & Built Environment).*

Potential 12-Month Goals: Data & Evaluation

Support disparities elimination in Tennessee programs

- *Provide technical assistance, applied research, and best practice support to Tennessee programs addressing disparities.*

Apply equity index to funding opportunities

- *Funding and programming decisions will be based on greatest need as indicated by health disparities and equity index.*

Produce annual equity reports

- *Work with the Commission for Health Advocacy and Equity (CHAE) and Community Health Assessment Group (CHAG) to produce annual reports that highlight disparities, vulnerable populations, at-risk communities, and health outcomes.*

Potential 12-Month Goals: Staff Competency

Assess Tennessee staff knowledge of equity

- *Continually assess and address Tennessee staff equity knowledge and competency.*

Increase learning opportunities for Tennessee staff

- *Support Social Justice Roundtable presentation and discussion series, Kresge-sponsored Health Impact Assessment training, Kresge-sponsored health equity communications training, Health Equity Summit, and health equity core competency series for new Tennessee employees.*

Increase CLAS competency of Tennessee and partners

- *Offer comprehensive training internally and externally; assess compliance of contractors and partners; integrate into regulations, customer service, and communications; provide technical assistance to Tennessee programs.*

Health Equity in Action



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