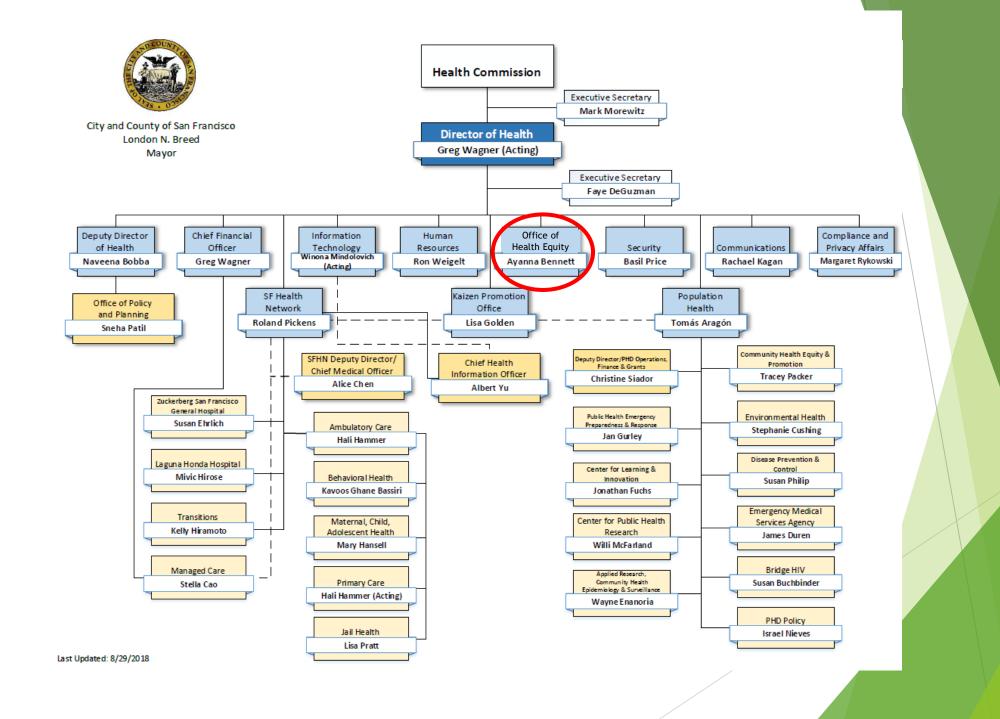
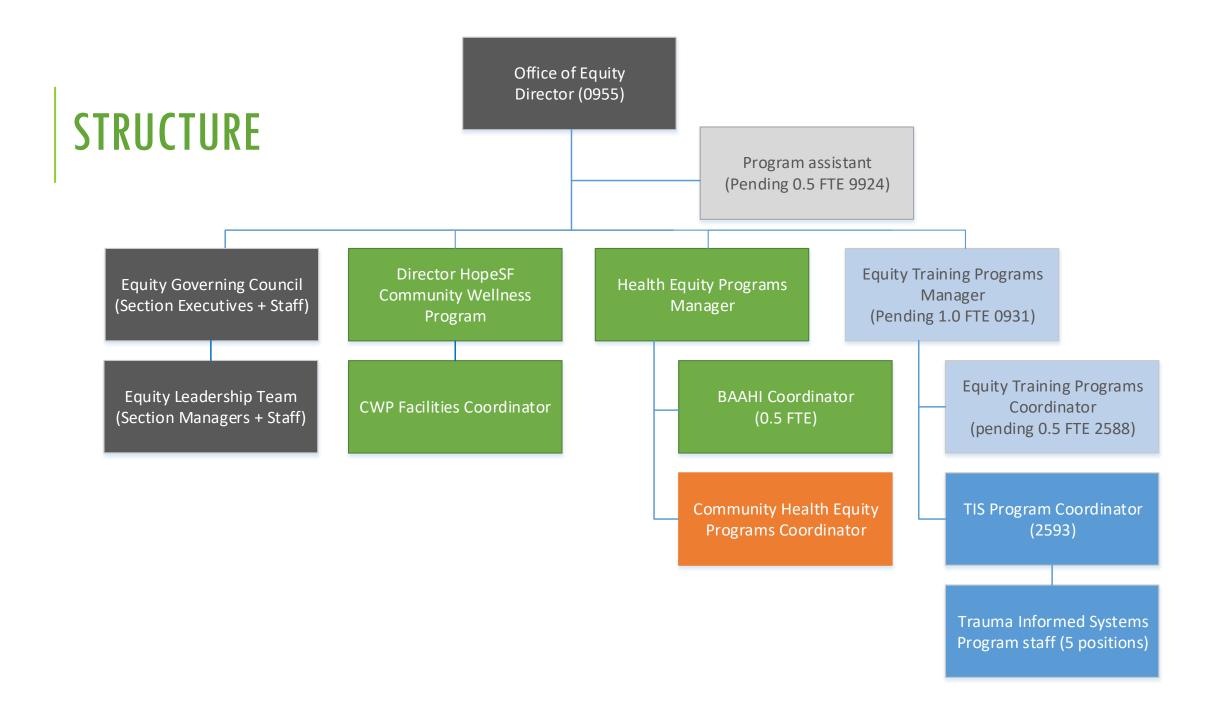
DPH Office of Health Equity

Dr. Ayanna Bennett Director, Office of Health Equity OHE Team meeting





BACKGROUND

2014

Black African American Health Initiative (BAAHI)

Quality, workforce and culture goals

2015

Dr. Hardy Trainings

Staff leaders in BAAHI advocate for these trainings that increase racism awareness and urgency

<u>2017</u>

BAAHI leadership

Governance expanded to include all sections

2018

Equity Convenings

Design meetings with a cross-section of staff define need for an "office"

2019

DPH
Office of
Health
Equity

2016

San Francisco joins GARE

SF joins 200+ jurisdictions in commitment to correct racial inequity

<u>2017-19</u>

DPH in GARE

Staff participate in SF GARE cohort and incorporate framework internally

2019

0

San Francisco Office of Racial Equity

Est. October 1
within the Human
Rights Commission,
monitors racial goals
and staffing

THE SF OFFICE OF RACIAL EQUITY REQUIRES:

- Designated staff for equity work in each [DPH section]
- Annual goals/plans for each city agency
- Participation in citywide training [TBD]
- ☐ Goals are tied to budget and hiring approval by BOS

MISSION:

- ☐ Lead with race but not stop there
- ☐ Focus on systems change
- ☐ Focus on alignment
- □ Focus on achieving health equity
- ☐ Focus on achieving workforce equity



Health
Equity
Goals and
Programs



Workplace Equity (incl. TIS and ELS)



Program

ACTIVITIES:

- ☐ Develop the DPH Annual Equity Plan
- Align with the SF Office of Racial Equity
- Support Equity Infrastructure
- Provide Training
- Develop Policy and Practices



Health
Equity
Goals and
Programs



Workplace Equity (incl. TIS and ELS)



SYSTEM CHANGE — A LONGITUDINAL FRAMEWORK

Exclusionary Symbolic Transactional Shift Shift Evolution Transformation

Policies and practices are in place.

Policies and practices are in place.

Policies and practices are in place to promote multiculturalism and diversity, but largely do not wield the intended results. Will celebrate different cultures, but avoid race and racism overtly as topics.

Policies and practices <u>call out race</u> and seek to eliminate racial bias. There is <u>intentional review</u> of existing policies and practices to understand barriers towards achieving racial equity goals.

<u>Policies and practices begin to shift</u> so that there is broad ownership of racial equity initiatives.

SYSTEM CHANGE — A LONGITUDINAL FRAMEWORK



NORMALIZING: LEAD WITH RACE

True North All staff Policy Champions Managers Makers

True North
Trauma Informed Systems
Dr. Hardy Trainings
Manager Brownbags
Fast Facts

Champions learning
Health Equity Fellowship program

STAFF ENGAGEMENT SURVEY

	Ethnicity				
Item	AII	Asian	Black	Latino	White
Government action and policies contribute to the difference in health between racial/ethnic groups.	68%	69%	56%	66%	72%
I am actively involved in advancing racial equity in my work.	50%	48%	50%	51%	54%
I feel comfortable talking about race and racism in the workplace.	51%	51%	42%	51%	57%
Managers in my department treat staff from all racial/ethnic groups with respect.	74%	74%	57%	76%	81%
My department is taking active steps to improve racial equity.	51%	54%	35%	50%	52%
Staff in my department treat community members from all racial/ethnic groups with respect.	76%	77%	55%	76%	81%

Ethnicity

% Favorable

35%

This chart shows the percent of respondents to the 2019 SFDPH Employee Survey with a favorable response to racial equity questions by ethnicity. A favorable response means that the employee either agrees or strongly agrees with the statement posed.

ORGANIZING: SYSTEMS CHANGE AND ALIGNMENT

Equity Governing Council

- Expansion of the BAAHI
 Steering Committee
- Includes most division and section directors and staff

- > Set priority of equity work
- Develop strategy
- > Approve policy



Equity Leadership Team

- Area managers/directors with equity specific roles.
- Managers and staff working on equity-focused projects

- Deploy/develop equity work
- Align activities/best practices
- Craft policy recommendations

RACIAL EQUITY CHAMPIONS PROGRAM

Purpose

- All DPH areas are engaged in working on Equity True North
- Provide staff time to learn in order to engage with equity work, allow active participation
- Develop new ideas, data and ways of thinking around equity

Structure

- Application based program
- 5 hours of work/month minimum
- Commitment to learning- 20-30 hours
- Commitment to implementation- 30-40 hours

Over 70 applicants, from all sections

OPERATIONALIZING: HEALTH EQUITY

Activities:

All SFHN Areas have B/AA equity targets
PHD designated B/AA health as a primary target

Ongoing focus:

Equity in all Areas
Disaggregation of data
Community engagement

BAAHI Workgroups

B/AA health programs

– HopeSF, Doulas

B/AA health targets in all areas

HEALTH EQUITY METRICS AND PROGRESS

Hypertension control: gap closure

- Primary Care BP control gap closed from 7% to 3%
- Laguna Honda raised HTN control for B/AA residents from 68% to 75% (met goal!)

Preterm Birth: improve care delivery

New doula program targeting B/AA and PI moms – 15 deliveries to date

Population Health programs: improve access

- B/AA residents are around 31% of the HCV case reports, but 43-44% of cures
- B/AA enrolled in LINCS (HIV care program) improved the most in retention and viral suppression compared to other groups
- New expansion of syringe access and STD testing to HopeSF neighborhoods

OPERATIONALIZING: WORKFORCE EQUITY

Activities:

Racial and SOGI equity training at orientation
Hiring panel policies
Recruiters with focus on diversity
Hiring and discipline data now reportable and public

Ongoing focus:

Workplace culture Manager training

Data and Review

Coaching and Evaluation

Policy Development

WORKPLACE EQUITY METRICS AND PROGRESS

Hiring diversity:

- % of underrepresented staff in interview pool
- % of underrepresented staff hired

Workplace culture:

- 80% of staff respond that managers and staff are respectful [new policy]
- 90% new staff reporting knowledge of racial inequity and its causes [orientation]
- # of respect policy complaints baseline setting over the next year
- % of disciplinary releases for B/AA

Staff training:

- 100% of staff receive equity basics training
- 100% of managers receive communications and equity basics training [timeframe awaiting all staff training development at HRC]

THANK YOU

Questions?