

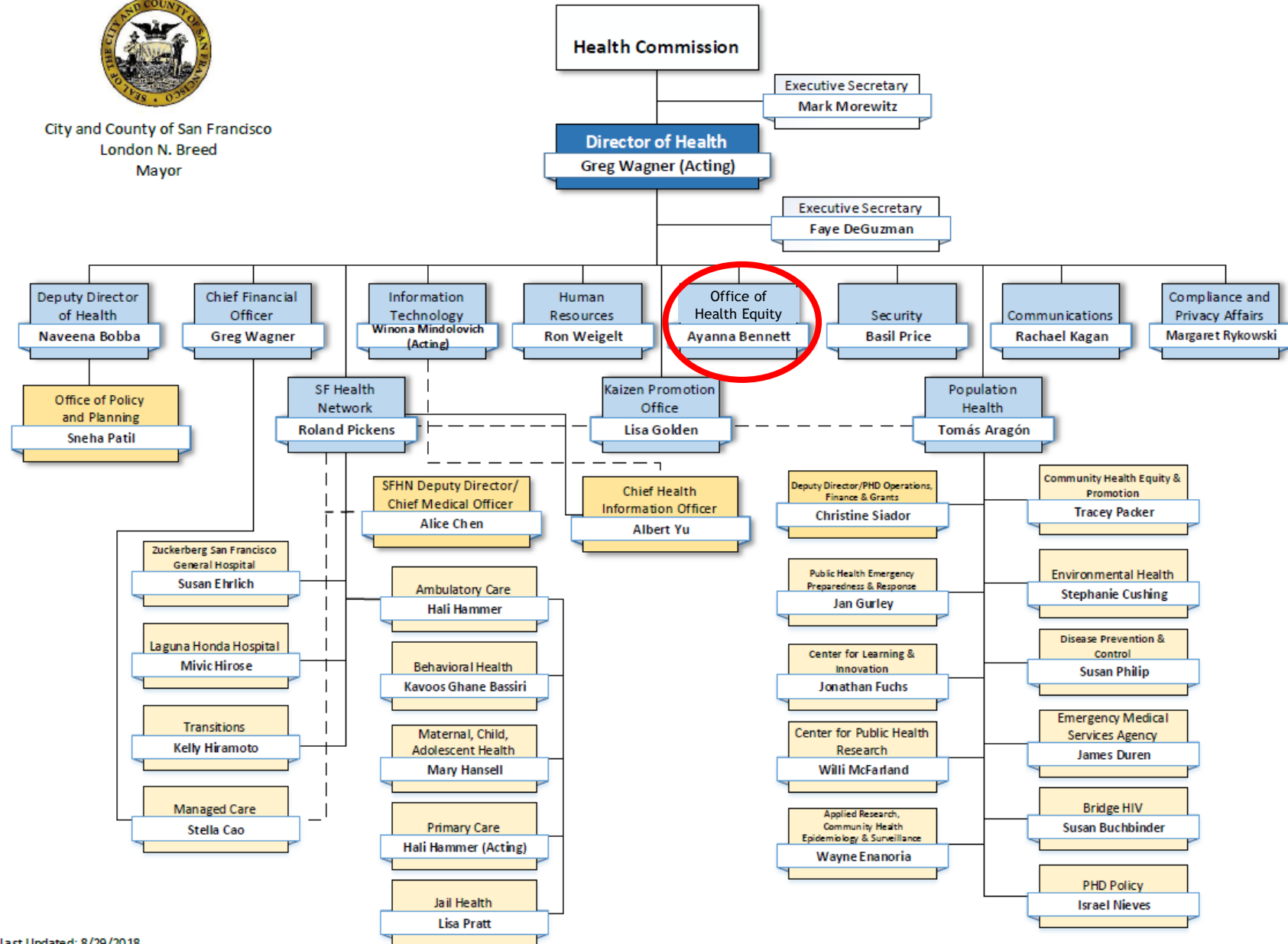
DPH Office of Health Equity

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

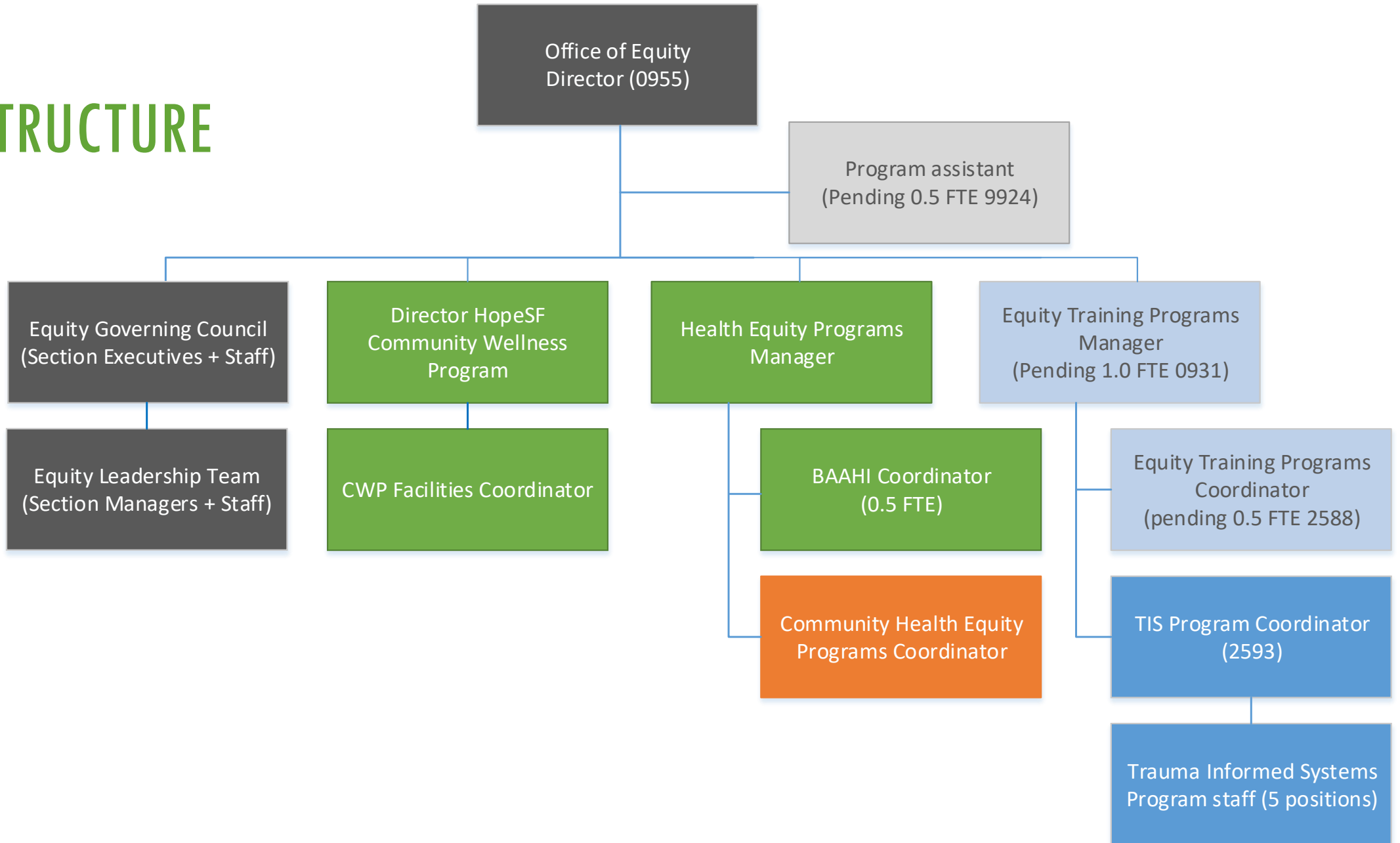
December 3, 2019



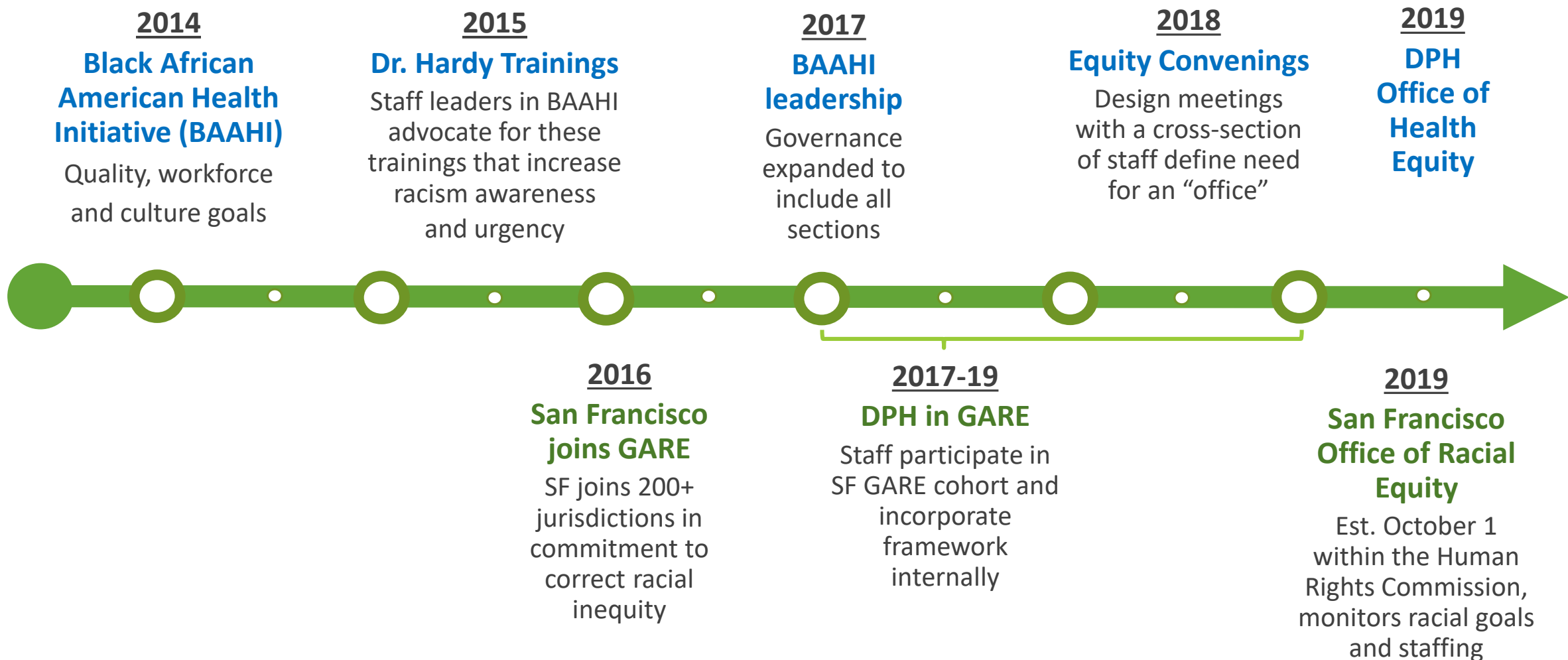
City and County of San Francisco
London N. Breed
Mayor



STRUCTURE



BACKGROUND

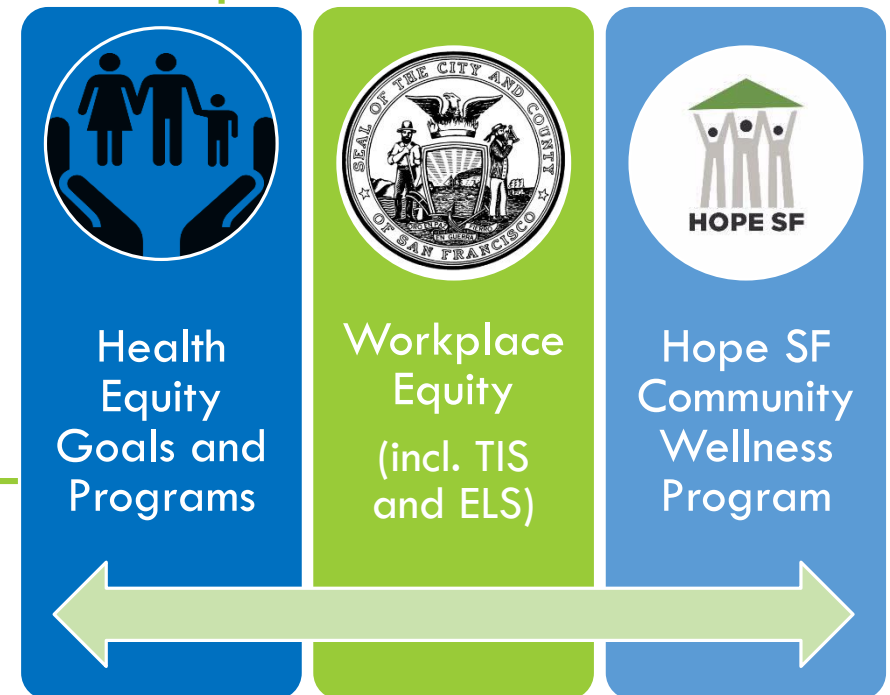


THE SF OFFICE OF RACIAL EQUITY REQUIRES:

- 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

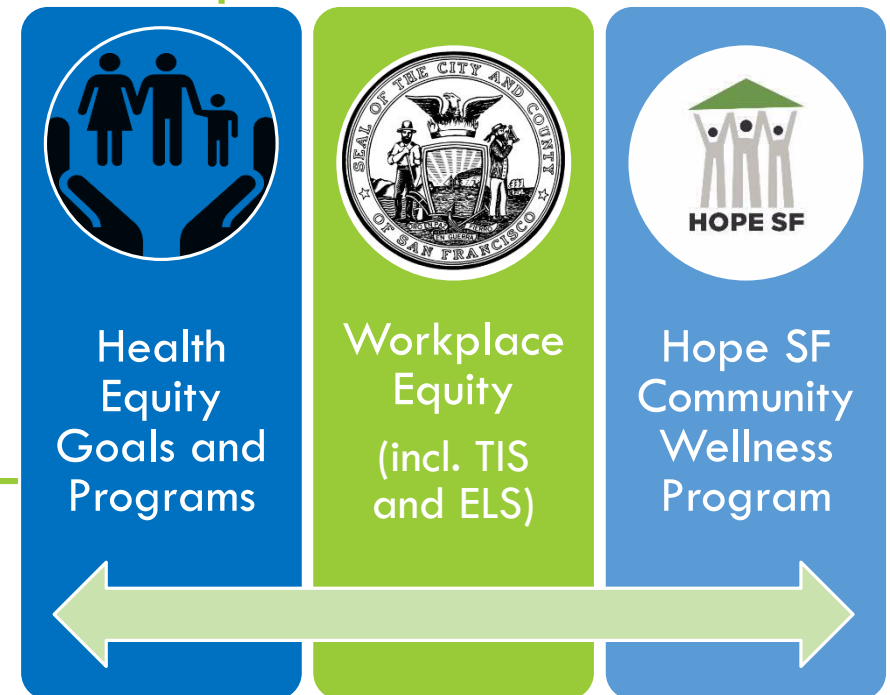
MISSION:

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

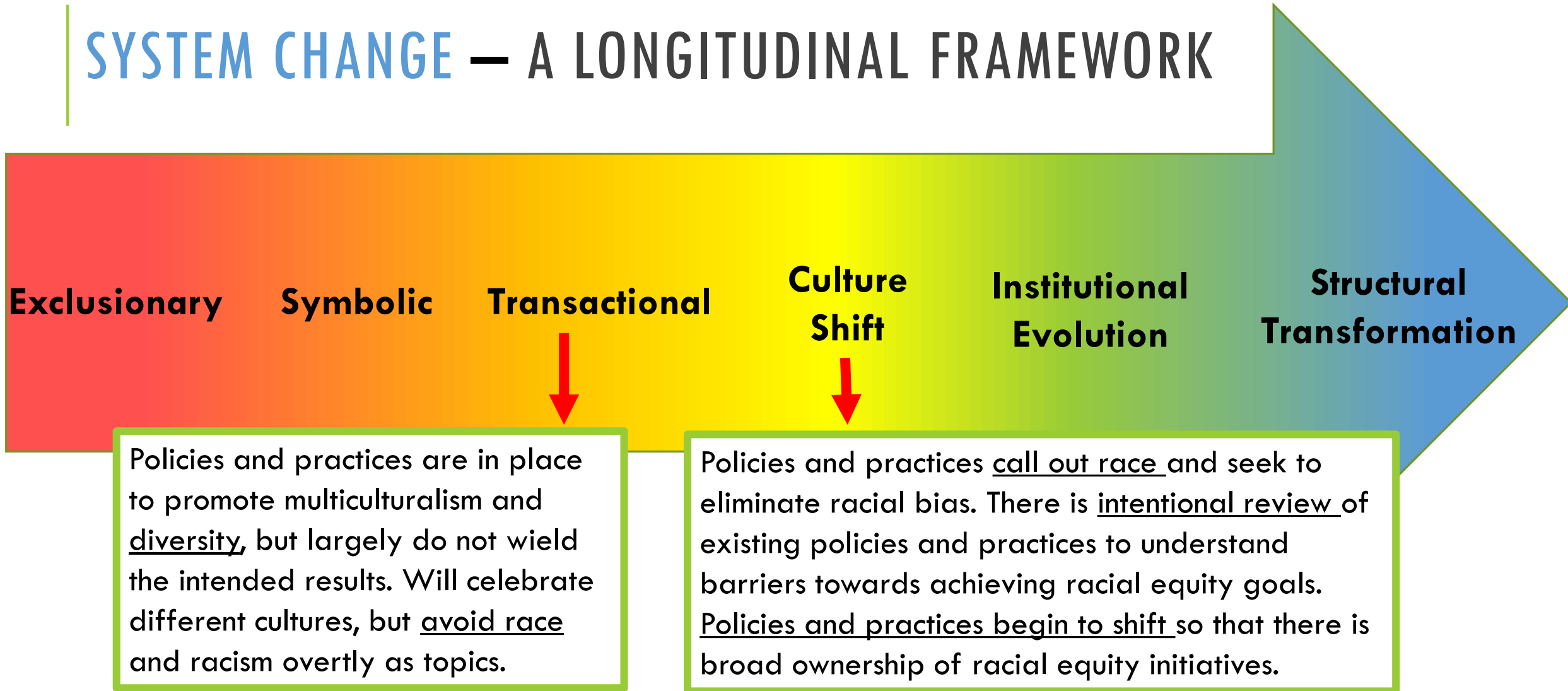


ACTIVITIES:

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



SYSTEM CHANGE — A LONGITUDINAL FRAMEWORK



SYSTEM CHANGE — A LONGITUDINAL FRAMEWORK



NORMALIZING: LEAD WITH RACE

All staff

Managers

Champions

Policy
Makers

True North

Trauma Informed Systems

Dr. Hardy Trainings

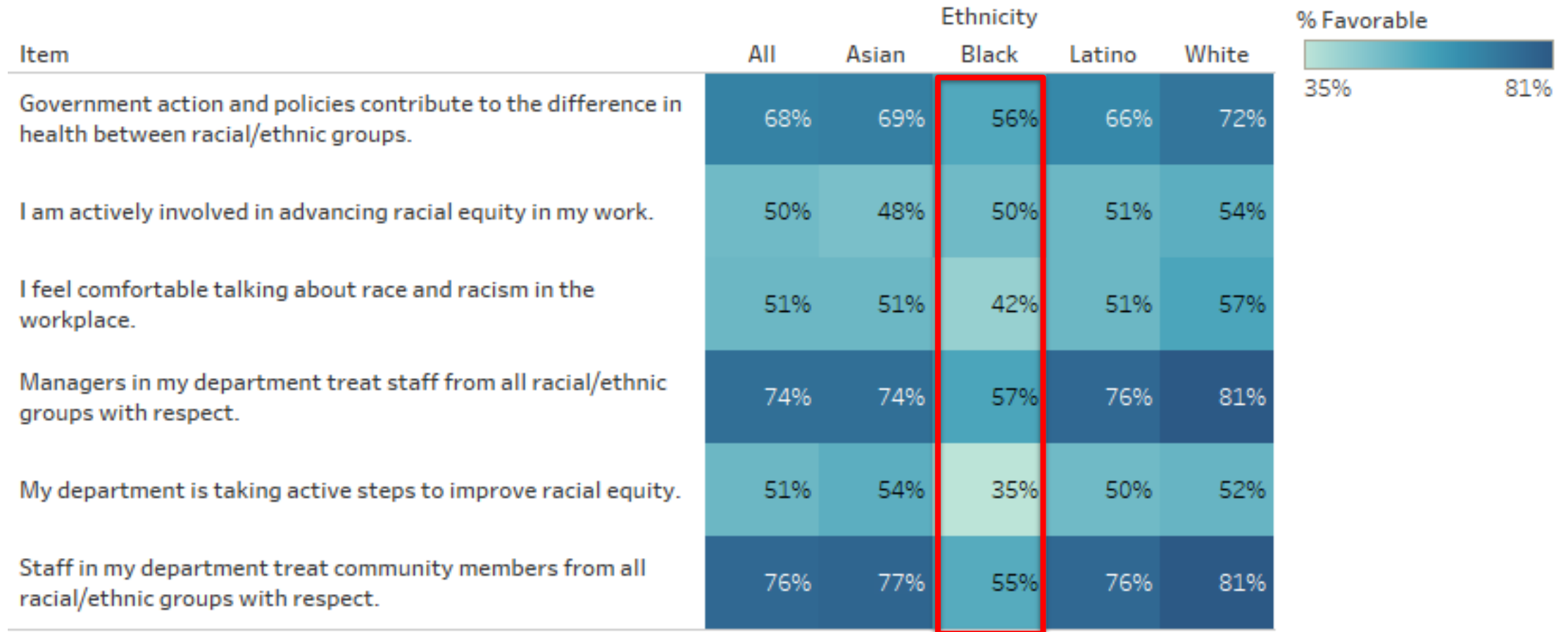
Manager Brownbags

Fast Facts

Champions learning

Health Equity Fellowship program

STAFF ENGAGEMENT SURVEY



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

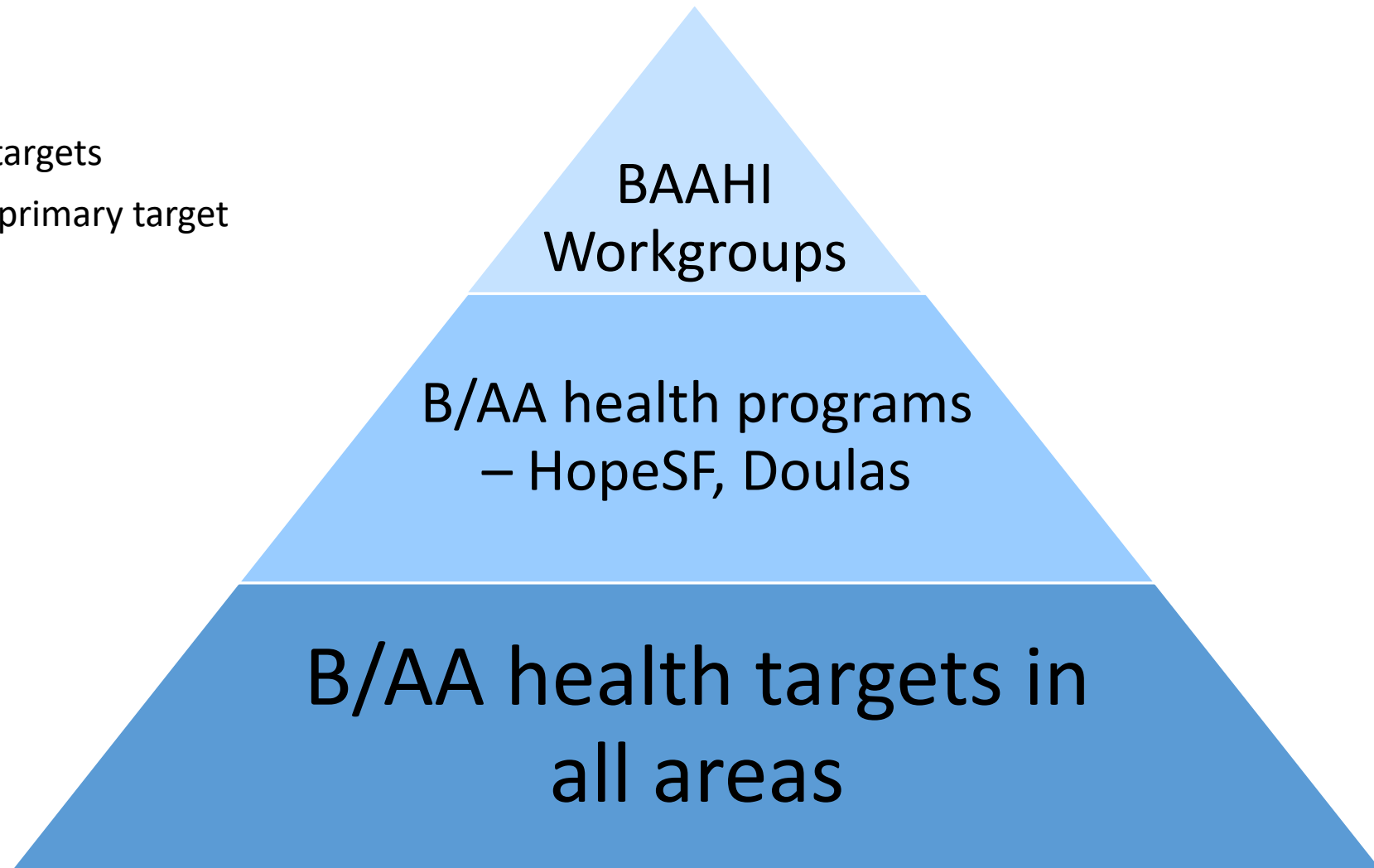
OPERATIONALIZING: HEALTH EQUITY

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



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

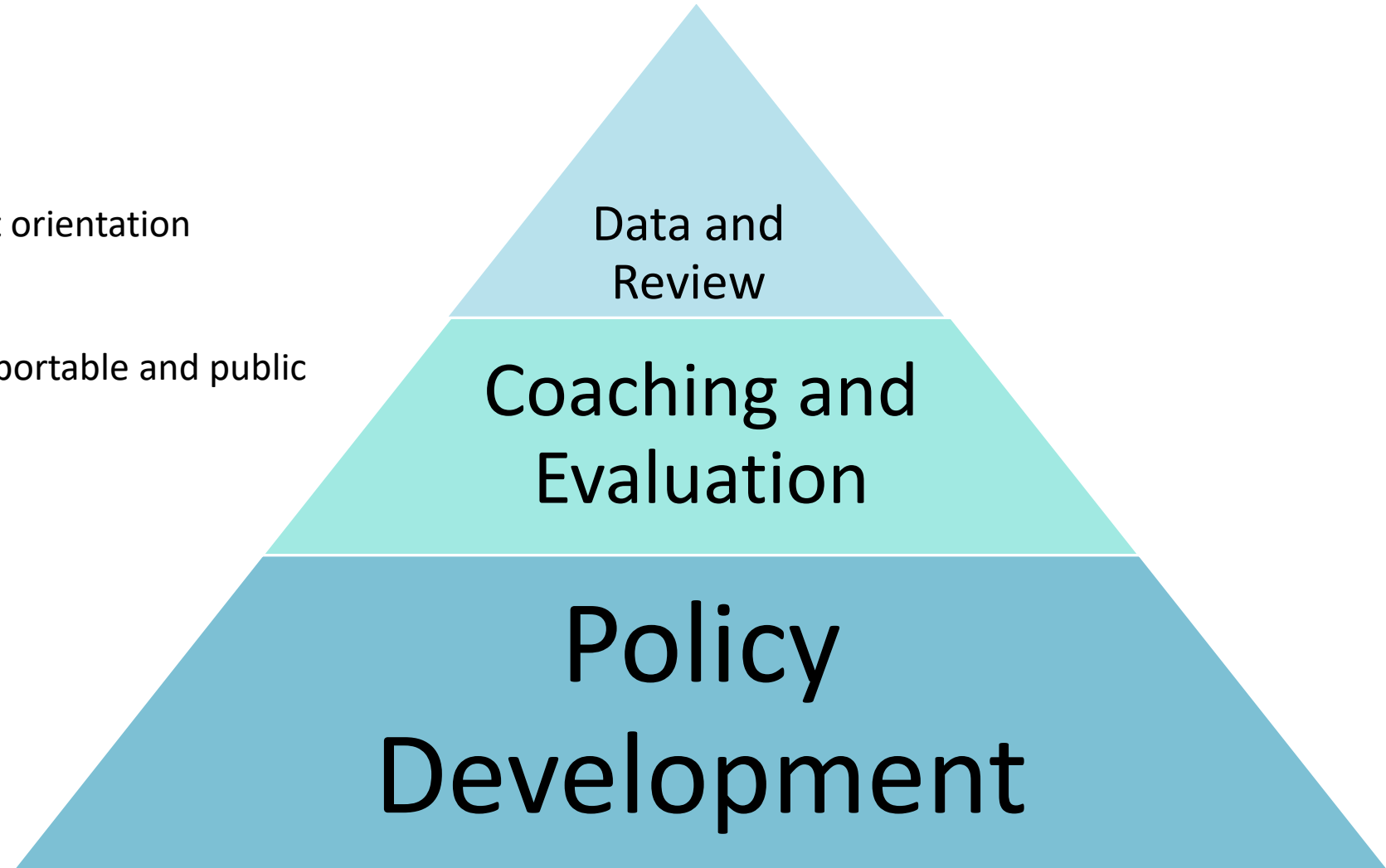
OPERATIONALIZING: WORKFORCE EQUITY

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



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?