San Francisco Department of Public Health
Black/African American Health Initiative

San Francisco Health Commission
February 17, 2015
PHASE I

• The health initiative was launched in March 2014

• The goal of Phase I was to provided direction about the project initiation and planning phase

• Three main strategies during the 2014 calendar year:
  ▪ Establish a Black/African American Health Initiative Project Advisory Committee “Think Tank” and Design Team
  ▪ Develop an Implementation Plan
  ▪ Disseminate Black/African American Health Initiative Recommendations
PHASE I Recommendations

- Form three working groups
  - Cultural Humility: Cultural Humility encompasses 3 objectives: 1) Lifelong learning and Critical Self Reflection, 2) the mitigation of power imbalances, and 3) Institutional Accountability.
  - Workforce Development: The goal is to have a workforce that is able to be culturally proficient and able to effectively work with African American staff and patients and clients to reduce the disproportionate number who have adverse, chronic health conditions.
  - Collective Impact: Collective impact is conducted with diverse partners whose efforts are aligned, coordinated, measured, and geared to improving outcomes.
Strategies during the 2014 calendar year:

- **Establish Working Groups including a Cultural Humility Working Group**
  - Identify key stakeholders to be involved
  - Coordinate Working Group meetings to determine initiative goals, objectives, and activities
  - Coordinate resources amongst SFDPH branches, programs, and staff

- **Develop an Implementation Plan**
  - Support initial activities such as setting up Basecamp project sites and convening first meetings
  - Coordinate list of interested participants
  - Notify participants of proposed dates for planning phase

- Disseminate report back from each Working Group
PHASE II Cultural Humility

- Supporting the implementation of the Racial Humility Training
  - 60 senior staff members are currently attending the four day training
  - The training has three core objectives:
    1. Promote and enhance racial sensitivity and awareness between and among all levels of health department staff;
    2. Provide a framework for conducting progressive and productive conversations about race as well as other dimensions of diversity; and
    3. Further enhance the conveyance of quality, racial sensitive, trauma informed culturally competent care to all consumers and constituents of the health department delivery system.

- Alignment with the Trauma Informed Systems Initiative
  - To date almost 900 health department staff members have attended the Trauma 101 Training
PHASE II Workforce Development

- Working group identified and prioritized several focus areas for 2014:
  1. Human Resources (HR) analysis and summary of African American (AA) staffing (when possible-supported by legal & confidentiality regulations)
  2. Culturally Competent Performance Appraisal
  3. Manager Trainings
  4. Mentoring
  5. African American Waivers
  6. Staff Satisfaction and Recognition
PHASE II Collective Impact

Strategies during the 2014 calendar year:

- Establish a Black/African American Health Initiative Collective Impact Working Group
  - Identify key stakeholders to be involved
  - Coordinate Working Group meetings to determine initiative goals, objectives, and activities
  - Coordinate resources amongst SFDPH branches, programs, and staff
  - Identify Champions for Headline Indicators

- Develop an Implementation Plan
  - Plan training schedule on RBA process (1 training)
  - Incorporate feedback into summary report
  - Develop a project plan for execution with action steps for the implementation phase of each Headline Indicator

- Disseminate report back from each Working Group
  - Identify core quality improvement measures for each headline indicator
  - Gain approval of quality improvement measures and recommendations report for implementation of action steps
  - Disseminate findings from the report to Department directors, managers, and key stakeholders
  - Prepare for implementation Phase
PHASE II Collective Impact

- Training on Results Based Framework (Collective Impact) was completed on December 10, 2014

- Working with the Quality Improvement Team in Ambulatory care to finalize the core quality improvement measures for each headline indicator

**Current Headline Indicators form the strategic plan**
- Percent of Blacks/African Americans with heart disease
- Mortality rate of Black/African American women with breast cancer
- Rates of Chlamydia among young Black/African American women
- Mortality rates among Black/African American men due to alcohol

- Developing the Healthy Hearts San Francisco Campaign (Million Hearts)
Alignment of Efforts

- Cultural Humility
  - Heart Health
  - Behavioral Health
  - Sexual Health

- Women's Health

- Collective Impact (Alignment and Accountability)

- Workforce Development
Thank You and Questions