Building Capacity to Support 21st Century Public Health

Protecting and Promoting Health and Equity

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**OUR MISSION**
Drawing upon community wisdom and science, we support, develop, implement evidence-based policies, practices, and partnerships that protect and promote health, prevent disease and injury, and create sustainable environments and resilient communities.

**OUR VISION**
To be a community-centered leader in public health practice and innovation.

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### PHD Strategies and Performance Measures 2012-2015

#### Strategic Directions

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Description</th>
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<tbody>
<tr>
<td>1.</td>
<td>Superb knowledge management systems and empowered users</td>
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<td>2.</td>
<td>Assessment and research aligned with our vision and priorities</td>
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<td>3.</td>
<td>Policy development with collective impact</td>
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<td>4.</td>
<td>Assurance of healthy places and healthy people</td>
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<td>5.</td>
<td>Sustainable funding and maximize collective resources</td>
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<td>6.</td>
<td>Learning organization with a culture of trust and innovation</td>
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#### Strategy 1: Build an integrated information and knowledge management infrastructure that enables us to monitor health, to inform and guide activities, and to improve staff and systems performance.

**Performance Measures:**
- 1.1 Build a strong, highly functional information technology (IT) and technical assistance infrastructure in alignment with Department of Public Health IT strategy.
- 1.2 Establish a highly functional, integrated infectious disease system to collect and report data, and to deliver and monitor public health actions.

#### Strategy 2: Integrate, innovate, improve, and expand efforts in community and environmental assessments, research, and translation.

**Performance Measures:**
- 2.1 Create an action plan that supports division priorities.
- 2.2 Build cross-section interdisciplinary teams to improve health outcomes and programmatic activities.

#### Strategy 3: Conduct effective policy & planning that achieves collective impact to improve health and well-being for all San Franciscans.

**Performance Measures:**
- 3.1 Establish a division-wide Performance Management, Equity & Quality Improvement Program.
- 3.2 Establish systems and partnerships to achieve and maintain Public Health Accreditation.
- 3.3 Develop a prioritized legislative agenda and strategic implementation plan to address health status and inequities.

#### Strategy 4: Lead public health systems efforts to ensure healthy people and healthy places

**Performance Measures:**
- 4.1 Establish community-centered approaches that address the social determinants of health and increase population well-being.
- 4.2 Sustain and improve the infrastructure and capacity to support core public health functions, including legally mandated public health activities.

#### Strategy 5: Increase administrative, financial and human resources efficiencies within the division.

**Performance Measures:**
- 5.1 Establish a centralized business office for the division.
- 5.2 Appropriately address the human resource issues regarding civil service and contract employees.
- 5.3 Establish a centralized grants management and development system for the division.

#### Strategy 6: Build a division-wide learning environment that supports public health efforts.

**Performance Measures:**
- 6.1 Establish a division-wide Professional Development Plan and Workforce Development program.
Our work

• **Internal Capacity Building Assistance (CBA)**
  – Needs Assessment, Training, and Technical Assistance
  – Workforce Development
    • Summer HIV/AIDS Research Program
    • FACES for the Future

• **External CBA**
  – CDC-funded Capacity Building Assistance Program in High Impact HIV Prevention

• **Innovations**
  – California Preterm Birth Initiative
    • Community-based Participatory Research

• **Communications**
  – Digital Storytelling
OUR TEAM

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Determining training and professional development priorities

- **Accreditation Standards**

- Formal **needs** assessment
  - ASTHO PHWINS

- Public Health **core competencies**
  - Council on Academic Linkages

- **Leadership-defined priorities**
  - A3: Developing Our People

Graphic c/o Dr. Aragon
CLI-organized Trainings and Technical Assistance

Capacity Building Series
- Racial Humility
- Project Management
- E-Learning Bootcamp
- Collective Impact Learning Collaborative

Events
- Flu and Infectious Disease Forum
• Substantial need for support around training, facilitation, and communications in 2017
Summer HIV/AIDS Research Program (SHARP)

SHARP Summer Activities
- Mentored Research Project
- Seminars and Workshops
- Shadowing
- Kick-Off Event
- "Speed-Matching" Event
- Research Symposium

SHARP Alumnus Activities
- "Buddy" Mentoring
- e-Newsletter
- Social Networking
- Webinars

UCSF minority scholars invited
UCB minority undergrad scholars

Growing the Pipeline of Diverse HIV Investigators: The Impact of Mentored Research Experiences to Engage Underrepresented Minority Students

Jonathan Fuchs, Aminta Kouyate, Liz Krobath, Willi McFarland

AIDS Behav. DOI 10.1007/s10461-016-1392-z

ORIGINAL PAPER
FACES for the Future

• Partnership with the Public Health Institute (PHI) and John O’Connell High School to create meaningful placements for students in PHD and throughout DPH
National CBA for Health Departments in High Impact HIV Prevention (getsfcba.org)

Number of CBA Requests (n = 51)

- HIV Testing: 9
- Prevention for Individuals at Risk for HIV: 25
- Policy: 17

Examples include:
- Targeted community-based testing strategies, Internet partner services, RAPID test and treat
- PrEP, syringe services programs, Personalized Cognitive Counseling
- Data-to-Care, Implementing collective impact efforts
PrEP and Public Health Detailing Institutes
California Preterm Birth Initiative: the Benioff Community Innovator Community/Academic partnership

- In-depth interviews with **56 systems stakeholders**
- Mama Sharing Focus Group Sessions with **89 mothers with lived experience**
Digital Storytelling

Breaking the Silence through Storytelling: Confronting Medical Mistrust to Advance HIV Prevention

The Greatest City in America

The Intersection of Black Lives Matter and Public Health

Black Lives Matter

We Will Not Forget

Newcomers Health Program:
Assisting Refugees in Navigating San Francisco

This is the story of how one health department is taking on HIV in their community

Summary

• CLI aims to foster a **culture of learning, trust and innovation** using multiple approaches
  – Competency-based assessment, understanding emerging needs, and developing training collaboratively with other branches
  – Increasing emphasis on training series and longitudinal engagement
• **National capacity building assistance** contributes to our local work
• Ongoing commitment to recruiting the **next generation of public health leaders**
• Engaging **community partners** to generate evidence
• **Tell our stories** to broad audiences
Questions?