



MEMORANDUM

DATE: September 26, 2019
TO: Dane County Board of Supervisors
FROM: Janel Heinrich, Director
SUBJECT: Equity & Sustainability Update

Below please find highlights of Public Health Madison and Dane County's efforts to become a more inclusive, equitable organization as well as an update on our sustainability efforts.

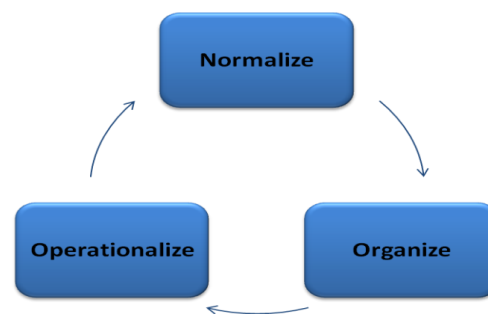
In 2016 we developed a PHMDC Equity Plan to focus on both embedding health and racial equity as a value, a foundational construct, and a way of operating. One of the components of this plan was the creation of a PHMDC Health & Racial Equity (HRE) staff team. Additionally, our agency Strategic Plan has an internal goal of "Strengthening PHMDC to improve the health of our community by committing to equity, inclusion, and antiracism in our work." This year we are reviewing and updating our strategic and equity plans to support improved alignment, integration, and reinforcement of the associated workplans. The work of antiracism and embedding equity into our practice is learning and evolving, and so are we.

We organize our work according to the Government Alliance for Racial Equity (GARE) Framework to embed health and racial equity into agency operations through an ongoing process of normalizing, operationalizing, and organizing.

Normalize: Establish health and racial equity as a key value by developing a shared understanding of key concepts and create a sense of urgency to make changes.

Organize: Build staff and organizational capacity, skills, and competencies through training while also building infrastructure to support the work, like a health and racial equity team and external partnerships.

Operationalize: Put theory into action by implementing new tools for decision-making, measurement, and accountability.



GARE's Model
(ongoing & overlap)

EQUITY SUMMARY:

2019 SUCCESS: One of PHMDC's greatest successes continues to be the ongoing commitment and action towards embedding equity into agency operations as well as into programs and services described in the following highlights:

Commitment:

- Installation of a Mamava lactation pod at the Village on Park after this area was determined to be a first food desert. Work is also underway for installation of a Mamava lactation pod at our East Washington office, which will serve both PHMDC and Hawthorne Library visitors as well as employees in the area with no access to supportive lactation spaces or environments.
- The workforce at PHMDC is continuously becoming more diverse racially and ethnically, with 30% of hires in the first three quarters of 2019 being people of color, which is comparable to the 3rd quarter hiring numbers in 2018. As a result, the total number of staff who identify as people of color make up 20% of the PHMDC workforce in 2019, compared to 14% in 2016.
- In addition to growing a diverse workforce with new hires, the division remains committed to retaining staff who identify as persons of color and those who experience intersectional marginalization. PHMDC invested in supporting staff with dedicated time for meeting and supporting one another in a racial affinity employee resource group as well as a LGBTQ+ workgroup.

Development:

- Since 2015, well over 80% of PHMDC staff have participated in the City of Madison Racial Equity and Social Justice (RESJ) part 1 training; more than 65% have completed the part 2 training and 40% of staff have completed the Facilitation (part 3) training. For all new hires, participation in the Part 1 training is a mandatory component of their orientation and onboarding to PHMDC.
- Staff representing all areas of the agency attended and/or presented to Local & National Conferences focused on health and racial equity: YWCA Racial Justice Summit, Healthiest Wisconsin State Summit Planning Team, Wisconsin Public Health Association (WPHA) Annual conference, American Public Health Association (APHA) National Conference; Embody conference for PPWI, the National Sexual Health Conference and the National Association of City and County Health Officials (NACCHO), amongst others.

Innovation:

- Established a Community Steering Committee for the Community Health Assessment (CHA) and Community Health Improvement Plan (CHIP)- a mandatory function required of all local health departments. To ensure that the CHA/CHIP process is as community-driven as possible, the Steering Committee participants are members of or represent organizations that serve Dane County residents who are most affected by inequities. The Steering Committee will provide oversight for the implementation of the CHA/CHIP and will recruit individuals from other sectors to participate on sub committees, outreach and engagement opportunities, and provide technical assistance as needed.

Collaboration:

- Continued working with the Dane County Health Council and the Foundation for Black Women's Wellness on a collaborative community engagement campaign intended to address and identify solutions to lower the incidence of low birth weight babies born to Black women in Dane County.
- Staff worked with Micaela Berry, Executive Director of Harambee Village Doulas, to design and deliver content that helps people look in detail at the stereotypes of black people, the historical impact of bias, and the ways it is still affecting Sexual and Reproductive Healthcare.

2020 OPPORTUNITIES

Commitment:

- Continue staff and agency development to support our commitment to Health and Racial Equity as guiding principles, core values, and organizational practice.
- Assess current approach to the Normalize, Organize, and Operationalize framework and make changes as appropriate to achieve HRE goals; including review of the PHMDC HRE team and workgroup structure to assure integration across plans to achieve our goals. .
- Update the PHMDC Strategic and Equity Plans.

Opportunity:

- PHMDC will continue to work at identifying the resources needed to fully integrate and apply principles of health and racial equity throughout all agency operations such as: staffing, community contracts, space, community engagement, etc. An example is this is translation and application of the City of Madison's Equitable Hiring toolkit to Public Health Madison & Dane County hiring processes.

Innovation:

- A newly developed Maternal and Child Health Strategic Plan aims to build a strong infrastructure within the community by engaging partners, building capacity, skills and competencies to specifically address inequities within the MCH Population.
- Development of the FIMR Action Network (Fetal and Infant Mortality Review Action Network) which is a rapid cycle improvement mechanism designed reduce policy, system and environmental inequities in a tangible and expeditious manner.

Moving forward, I ask for the County Board's continued support and engagement in 1) efforts that support promoting diversity, equity and inclusion in the County's recruitment, hiring, and retention practices and 2) continue to allocate resources to community informed health equity work.

SUSTAINABILITY SUMMARY:

2019 SUCCESS:

- The CCB office space remodel was completed in June of 2019, with sustainability a key focus of design and a product of upgrading the mechanicals. Specifically this remodel:
 - Included dimmable LED lighting with vacancy sensors.
 - Included Zone temperature control for more efficient heating and cooling.
 - Used low VOC paint and carpet.

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- Resulted in more equitable access to daylight and views for all staff.
- Included sit/stand desks.
- Donated the majority of unwanted furniture to City and County agencies, local non-profits and community partners.
- Recycled unwanted metal furniture and outdated electronics.
- Efforts to increase staff safety including:
 - Construction of a second exit in the Park St clinic space
 - Installation of duress buttons at all reception desks in office and clinic spaces
 - Distribution of personal safety alarms for all staff

2020 OPPORTUNITIES:

- PHMDC will continue to move forward in our efforts to become 'Paper-free' by: 2) implement Electronic Health Records which have the real and potential benefits of a) supporting paper-free charting and filing, b) increasing PHMDC's ability to communicate with health care providers and c) increasing revenue streams.
- We are also moving to a bin garbage and recycling system at all our facilities, which is modeled after the CCB facilities plan.

Continued support of our budget initiatives to meet these goals will allow us to move from exploration to implementation in pursuit of sustainability initiatives that align with the County's Sustainability Plan.