

MEMORANDUM

DATE: September 18, 2017

TO: Dane County County Board of Supervisors

FROM: Janel Heinrich, Director

SUBJECT: **Equity Plan, SOP, and PHMDC Summary Memo**

Below please find highlights of Public Health Madison and Dane County's efforts to become a more inclusive, equitable organization. We built our 2017 County Equity Workplan to focus on both embedding health and racial equity as a value, a foundational construct, and a way of operating. Our 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."

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. The Appendices listed below provide supplemental information about how we're approaching these efforts.

Appendix A: PHMDC Health & Racial Equity Action Plan

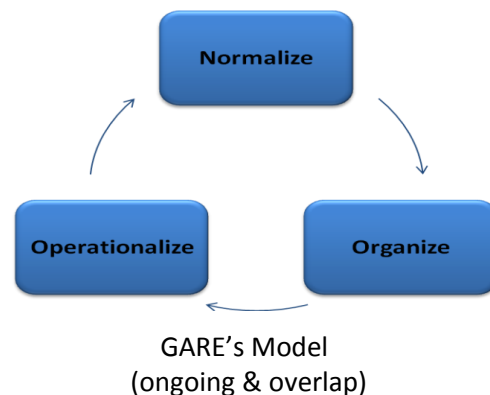
Appendix B: PHMDC Equity and Inclusion Departmental Workplan

Appendix C: PHMDC Strategic Plan

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.



Summary:

Success: PHMDC's greatest success continues to be the ongoing commitment and action towards embedding equity into agency operations as well as programmatic areas of interest, as described in the following highlights:

- Over 50% of staff have received City of Madison RESJ 1 and/or 2 HRE trainings in the first half of 2017.
- The workforce at PHMDC is becoming more diverse racially and ethnically, with 36.8% of hires in the first six months of 2017 being people of color, compared to 13.3% of hires in all of 2016.
- External partners are receiving updates about PHMDC Health & Racial Equity through the Pulse newsletter.
- Based on data describing the health disparities in the LGBTQ+ community, PHMDC held three LGBTQ+ Health Equity trainings in early 2017 in order to improve access to care, and will repeat these trainings this fall due to high demand. The trainings were attended by staff from PHMDC and other County and City agencies, as well as community organizations. We are also planning a set of advanced trainings for people who want to deepen their knowledge and skill in LGBTQ+ health, service provision, and community partnerships. Additionally, PHMDC contracted with local experts to provide three specific trainings on Transgender Health for PHMDC staff and partner organizations.

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.

2017 SUCCESSES

Commitment	Expanded Health & Racial Equity (HRE) Team for a total of 30 employees who have been trained and embedded in HRE work throughout the agency.
	Created an additional workgroup, HRE Community Connections, to inform community engagement efforts throughout PHMDC, specifically focusing on engaging with the clients we serve to improve service delivery and services offered.
Development	Institutionalized mandatory equity warm-ups: Monthly offerings during team, division, and all staff meetings. Conversations and strategizing around how to personally and professionally apply health and racial equity principles.
	Institutionalized mandatory All Staff Racial Equity & Social Justice (RESJ) Trainings.
	Sent a number of staff to Local & National Conferences: YWCA Racial Justice Summit, Othering & Belonging Conference, GARE Conferences.
Innovation	With City of Madison funding, created PHMDC Healthy Communities Fund, a grant opportunity, to support local organizations and programs that are working to address health and racial equity in our community.

Hired an external evaluator to measure progress towards HRE goals.

Collaboration Partnered with Aaron Perry and Rebalanced Life Wellness Association which has resulted in the profile of the *Social & Health Conditions of Black Men*, free oral health screenings at JP Hair Design, and support with grant writing.

Partnered with Lisa Peyton-Caire and the Foundation for Black Women's Wellness which has resulted in the profile *Social & Health Conditions of Black Women*, released at the annual Black Women's Wellness Day, as well as provided support with grant writing.

2018 OPPORTUNITIES

Commitment Expand HRE Team to an additional 15 employees.

Development Ongoing mandatory trainings and opportunities to expand learning

Innovation Create a progressive employment process to increase access to employment and promotional opportunities. Specifically, create a Public Health Specialist promotional series. A budget neutral approach to diversifying and retaining our workforce.

Collaboration Growing partnerships with Rebalanced Life Wellness Association, Black Women's Wellness and Centro Hispano.

Exploring new partnerships.
