Building a Public Health Workforce to Achieve Health Equity

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Overview

- Health inequities in Alameda County
- ACPHD’s Approach
- BARHII Framework & the Lifecourse Model
- ACPHD’s Strategic Plan
- What’s needed: Knowledge, Skills, and Sensibilities
- Successes & What it Takes
ACPHD’s Mission

To work in partnership with the community to **ensure the optimal health and well being of ALL people** through a dynamic and responsive process respecting the diversity of the community and challenging us to provide for present and future generations.
What We Know

• **Overall** health has improved.

• However, health benefits have not been experienced equally in the county and across population subgroups.
Health Inequities

Health inequities are “differences in health which are not only unnecessary and avoidable but, in addition, are considered unfair and unjust.”

-Margaret Whitehead
Department of Public Health
University of Liverpool
Compared to a White child in the affluent Oakland Hills, an African American born in West Oakland is…

<table>
<thead>
<tr>
<th>Category</th>
<th>Comparison</th>
</tr>
</thead>
<tbody>
<tr>
<td>INFANT</td>
<td>1.5 times more likely to be born premature or low birth weight</td>
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<tr>
<td></td>
<td>7 times more likely to be born into poverty</td>
</tr>
<tr>
<td>CHILD</td>
<td>2.5 times more likely to be behind in vaccinations</td>
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<tr>
<td></td>
<td>4 times less likely to read at grade level</td>
</tr>
<tr>
<td>ADULT</td>
<td>5 times more likely to be hospitalized for diabetes</td>
</tr>
<tr>
<td></td>
<td>2 times more likely to die of heart disease</td>
</tr>
</tbody>
</table>

Cumulative impact: 15 year difference in life expectancy
A Framework for Health Equity

- Adapted by ACPHD from the Bay Area Regional Health Inequities Initiative, Summer 2008
# Interventions for Health Equity Across the Life Course

## Life Course Stages

<table>
<thead>
<tr>
<th>Age 0-5</th>
<th>12</th>
<th>20</th>
<th>24</th>
<th>44</th>
<th>65</th>
<th>80+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Discriminatory Beliefs</td>
<td>Institutional Power</td>
<td>Social Inequities</td>
<td>Risk Factors &amp; Behaviors</td>
<td>Disease &amp; Injury</td>
<td>Mortality</td>
<td></td>
</tr>
</tbody>
</table>

- **Optimal Life Course**
- **Life Course impacted by inequity**
ACPHD’s Approach to Achieving Health Equity

Policy Change

Programs

Institutional Change

Services

Community Capacity Building

Data and Research

HEALTH EQUITY
ACPHD Strategic Plan 2008-2013

1. Transform our organizational culture and align our daily work to achieve health equity.

2. Enhance Public Health communications internally and externally.

3. Ensure organizational accountability through measurable outcomes and community involvement.

4. Support the development of a productive, creative, and accountable workforce.

5. Advocate for policies that address social conditions impacting health.

6. Cultivate and expand partnerships that are community-driven and innovative.
### What’s Needed to Address Health Inequities

#### Knowledge
- Root causes of health inequities
- Isms: historical and current; and impact on health
- Understanding our communities

#### Skills
- Policy analysis and advocacy
- Using new tools and technology
- Communication
- Cultural competency
- Community Capacity Building
- Engaging partners and community

#### Sensibilities
- Principles of social justice
- Feeling empowered
- Innovation
- Cultural Humility

Adapted from ACPHD Strategic Plan  [www.acphd.org/healthequity/strategic](http://www.acphd.org/healthequity/strategic)
Root Causes of Health Inequities

Public Health 101

Module 1: History of Public Health & the Public Health System
Module 2: Cultural Competency and Cultural Humility
Module 3: Undoing Racism
Module 4: Social and Health Equity
Module 5: Community Capacity Building

ACPHD Internal Trainings and Staff Support:
• Strategic Planning process & implementation
• All-staff meeting: speakers, spoken word, films
• BBU's
• Unnatural Causes screenings

Leadership and Management Fellows
Isms

Strategic Direction 1: Transform our organizational culture and align our daily work to achieve health equity

Goal 3: Expand staff understanding of “isms” and health equity.

Internal Isms Trainings and Staff Support:

• PH 101 Module 3
• Place Matters Orientation
• BBU's
• Leadership and Management Fellows
• Strategic Planning Institutional Racism Discussions
• CAPE Institutional Racism Discussions
• Workshop with Dr. Kenneth Hardy

Photos: www.pbs.org/race  www.unnaturalcauses.com  www.psychotherapy.net/interview/Kenneth_Hardy
Strategic Direction #5: Advocate for policies that address social conditions impacting health

Place Matters

Internal Policy Trainings and Staff Support:
- Health Impact Assessment
- Public Policy Interns
- BARHII
- BBUs: ballot issues, health care reform, & more
Community Capacity Building

Strategic Direction 3: Ensure organizational accountability through measurable outcomes & community involvement.

Strategic Direction 6: Cultivate & expand partnerships that are community-driven & innovative.

Internal Community-Capacity Building Trainings and Staff Support:

- PH 101 Module 5
- Partnerships with UC Berkeley faculty & students
- 2007 CCB trainings for CCB network (ACPHD service providers, including Asthma Start, Nutrition Services, Dental, Public Health Nursing, and Immunization)
- CCB training for Community Health Outreach Workers
- CCB Leadership Team Community Organizing Training
- Youth programs & internships
Successes

Increase in:

• Organizational infrastructure and support for “isms” and health equity work
• Support and commitment
• Activities throughout the department
• Engagement in policy
• Cutting-edge work
• Community Engagement
• Passionate Staff
• Creativity
• Setting a Model
What it Takes

- Working with communities as partners
- Constantly reflecting on difficult issues
- Staying focused on goal while breaking it into smaller steps
- Diverse staff
- Leadership
- Data
- Resources
Resources

- Alameda County Public Health Department’s Health Equity Web page: www.acphd.org/healthequity
- ACPHD Strategic Plan www.acphd.org/healthequity
- Unnatural Causes: www.unnaturalcauses.org
- Bay Area Regional Health Inequities Initiative www.barhii.org

UNNATURAL CAUSES ...is inequality making us sick?
A four-hour series airing on PBS and a national public impact campaign
Contact Information

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