



ANNUAL MEETING 2024

NASTAD Advancing Organizational Equity (AOE) Toolkit

- A tool for health departments interested in advancing organizational equity by learning from the implementation experiences of peers.
- Eight Jurisdictions: New York State, Cuyahoga County, North Dakota, Iowa, California, Michigan, Philadelphia, Chicago
- Topics: Embedding equity requisites into RFPs; Racial Equity Challenges; Hiring and retention training for hiring managers; Development of DEI and IDEA strategic plans; Working with Black-led organizations to provide capacity building assistance to increase their ability to secure more and diverse funding for services.

NASTAD Advancing Organizational Equity (AOE) Toolkit

How can I use the AOE Toolkit within my jurisdiction?

1. Adopt initiatives within the AOE Toolkit by sharing these promising practices with senior leadership, key decision makers, and existing equity workgroups within your jurisdiction.
2. Connect with peers with similar equity implementation challenges to share promising practices.
3. Incorporate additional support mechanisms for people, particularly Black, Indigenous, and People of Color (BIPOC) individuals leading equity work within your jurisdiction.

Stay Connected!

1. Sign up for the AOE Toolkit Email List
2. Participate in the Peer to Peer Learning Space (Coming Soon!)
3. Need help operationalizing equity principles in your program email the NASTAD Health Equity Team for technical assistance support! (healthequity@nastad.org)



Advancing a Culture of Equity at a Local Health Department in Ohio

Andre L. Brown, PhD, MPH
Director | Equity, Diversity, and Inclusion
Cuyahoga County Board of Health

Agenda

Background

Strategies

Successes

Challenges

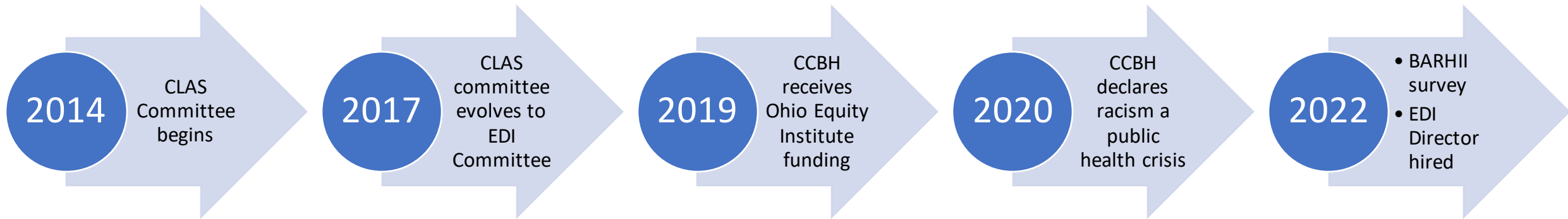
Future Steps

Cuyahoga County

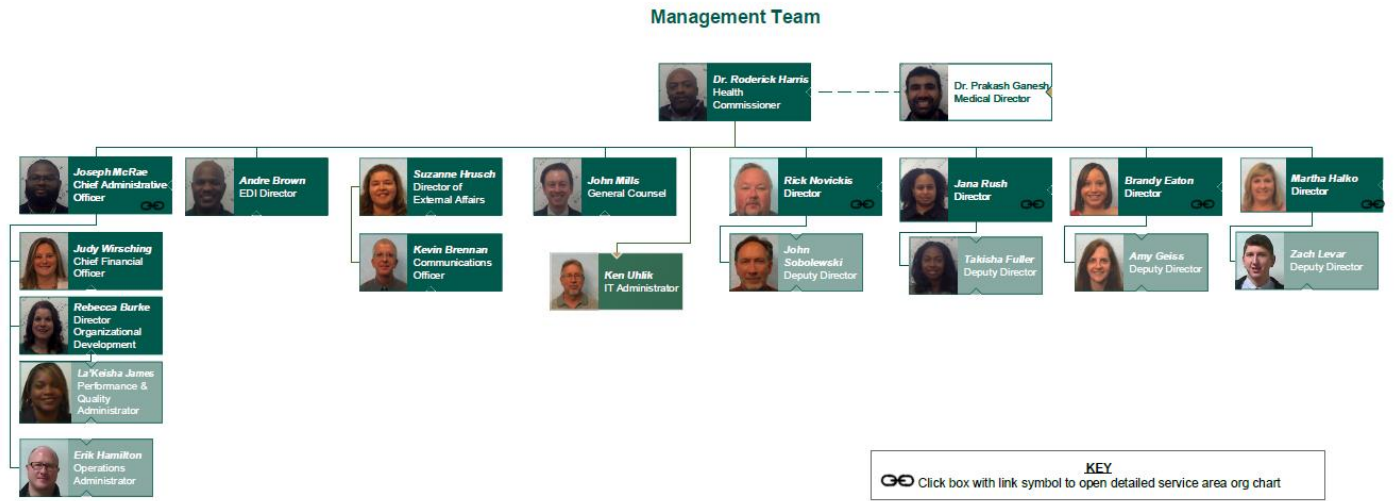




CCBH EDI work has evolved over time



Strategy: EDI Director placed at Senior Leadership Level



Strategy: Reinstituting the EDI Committee

CUYAHOGA COUNTY BOARD OF HEALTH EQUITY, DIVERSITY, AND INCLUSION NEWSLETTER

INSIDE THIS ISSUE

- Meet the EDI Steering Committee Members
- EDI Strategic Plan Overview
- EDI Subcommittees
- How to Get Involved

Send all Inside EDItion correspondence to the EDI Director at abrown@ccbh.net

INSIDE EDITION

JANUARY 2023

STEERING COMMITTEE STRIVES TO ADVANCE EDI WITHIN AND OUTSIDE OF CCBH

CCBH staff from all departments across the agency have joined together to reform and reimagine the EDI Committee. The "new" EDI Steering Committee has formulated a new EDI Strategic Plan and created subcommittees (see page 2) to work in partnership with the community to protect and improve the health and well-being of everyone in Cuyahoga County by creating the conditions in which all people who live, learn, work and play in Cuyahoga County have the opportunity to be healthy. Meet your EDI Steering Committee members below:

Angela Henderson
Population Health



Kathy Schoch
Environmental Public Health



Clarence Williams
Epidemiology, Surveillance, & Informatics



Monica Baker
Population Health



Andre Brown
Administration



Maurice Cole
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Erin Elszak
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Brittani Flory
Nursing & Clinical Services



Anastassia Hardy
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Rachel McDade
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Nichelle Shaw
Population Health



Roger Sikes
Population Health



GET INVOLVED!!

- Share ideas with committee members!
- Join a subcommittee!
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Strategy: Develop an EDI Strategic Plan

Based on BARHII Results

1. Advocacy
2. Community Outreach & Engagement
3. Coordinating & Oversight
4. Education & Training
5. Policies & Procedures

Informed subcommittee structure



Strategy: Pooling various funds to advance EDI

Examples

OEI funds

COVID funds

Workforce development funds

General Revenue funds



Successes:
Reestablishing
EDI Committee
and Establishing
EDI Newsletter

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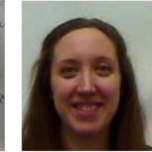
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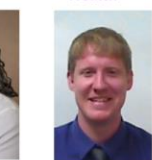
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Successes: Providing mandatory all-staff equity trainings



2023: Equity grounding included in quarterly new staff orientation



November 2023: All-staff equity grounding



May 2024: All-staff data equity training

Successes: Delivering monthly
Lunch and Learn/Brown Bag
Lunch Training Sessions

Grant writing

Proper pronouns

Microaggressions

Social Determinants of Health

Religion and health

Unconscious bias

Urban farming

Climate equity



CCBH EDI Committee
Presents



Climate Equity
Brown Bag Lunch Session
featuring AmeriCorps Volunteer
Taliesin (Ty) Haugh



April 25, 2024
12-1:30 PM

LOCATION
CCBH Office
5550 Venture Dr, Parma, OH
or
Microsoft Teams

Questions?
Email Andre Brown
at
abrown@ccbh.net

To Register

Click [HERE](#),
visit <https://www.surveymonkey.com/r/KJX6Y8V>
or scan the QR Code



Successes: Enhancing Notice of Intent form with equity

CUYAHOGA COUNTY BOARD OF HEALTH

YOUR TRUSTED SOURCE FOR PUBLIC HEALTH INFORMATION

Internal Notice of Intent to Apply for Outside Funds

Instructions:

- This form must be completed and submitted to the Grants Financial Supervisor two weeks prior to submitting for any type of new or renewal funds.
- This form should also be utilized to identify any proposed new project/program idea even if it has not been determined whether or not to seek outside funding yet.
- Submit the completed form to your Service Area Director for review and completion of the approval process before proceeding with the application process.
- The Service Area Director reviews and forwards this form to the EDI Director.
- The EDI Director reviews and forwards the form to the Health Commissioner for approval.
- The Health Commissioner forwards to the Grants Financial Supervisor for tracking and circulation to the SLT.

Please indicate whether this Notice of Intent is for:

New Application Change in Current Award Reapplication

New Project/Program Exploration

Service Area: _____ Project Contact: _____

Project Title: _____

Funding Agency: _____ Application Due Date: _____

Proposed Budget Request: \$ _____

In-Kind Match Requirement (if applicable): \$ _____

Will new additional staff be required for this Project? Yes No

If yes, describe need (positions, quantity, GRF/Grant funding):

Which health equity priority population(s) will this project serve? (Check all that apply)

- Elderly/seniors
- Gender minorities (transgender and non-binary)
- Immigrants and refugees
- Non-native English speakers
- People living in poverty
- People with physical or mental disabilities
- Racial and ethnic minorities
- Rural residents
- Sexual minorities (lesbians, gays, bisexuals)
- Youth (under 24 years old)

Please provide a description of how this project will advance health equity?



Roderick Harris, DrPH Health Commissioner
5550 Venture Drive ♦ Parma, Ohio 44130
Direct: 216.201.2000 ♦ Fax: 216.676.1311 ♦ www.cc.bh.net

Successes: Creating EDI Community Advisory Board

Successes:
Development of
Policies and
Procedures
Equity Review
Tool

Cuyahoga County Board of Health
Policies and Procedures Equity Review Tool

I
Name of Policy Reviewed Click or tap here to enter text.

Name of Reviewer Click or tap here to enter text.

Does this policy/procedure unfairly burden staff in the following social categories? (Check all that apply)	Social Categories	Does this policy/procedure unfairly benefit staff in the following social categories? (Check all that apply)
<input type="checkbox"/>	Ability Status	<input type="checkbox"/>
<input type="checkbox"/>	Age	<input type="checkbox"/>
<input type="checkbox"/>	Body Size	<input type="checkbox"/>
<input type="checkbox"/>	Educational Status	<input type="checkbox"/>
<input type="checkbox"/>	Ethnicity/Country of Origin	<input type="checkbox"/>
<input type="checkbox"/>	English as a Second Language	<input type="checkbox"/>
<input type="checkbox"/>	Gender/Gender Identity	<input type="checkbox"/>
<input type="checkbox"/>	Housing Status	<input type="checkbox"/>
<input type="checkbox"/>	Immigrant Status	<input type="checkbox"/>
<input type="checkbox"/>	Marital/Family Status	<input type="checkbox"/>
<input type="checkbox"/>	Neurodiversity	<input type="checkbox"/>
<input type="checkbox"/>	Parental Status	<input type="checkbox"/>
<input type="checkbox"/>	Religion	<input type="checkbox"/>
<input type="checkbox"/>	Sexual Orientation	<input type="checkbox"/>
<input type="checkbox"/>	Socioeconomic Status/Job Title	<input type="checkbox"/>
<input type="checkbox"/>	Veteran Status	<input type="checkbox"/>
<input type="checkbox"/>	Other (Specify)	<input type="checkbox"/>

Is the language used gender neutral or gender inclusive? Yes No

Explain _____

Is the language used up-to-date/modern, clear, coherent, and non-stigmatizing (aligned with Chicago style)? Yes No

Explain _____

Is the language used 12th grade level appropriate? Yes No

Explain _____

Successes:
Repurposing
vacancies to hire
EDI Program
Manager



Challenges:
Losing
committee
members to
turnover

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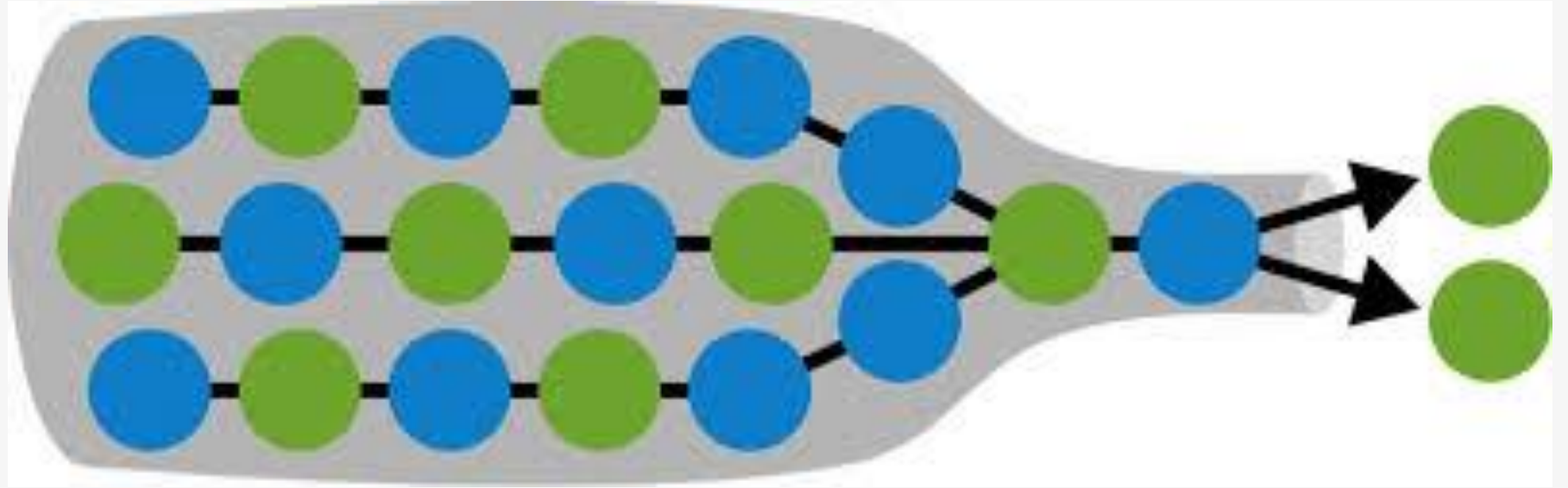


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Challenges: Losing staff
to competing priorities

EDI Committee work is voluntary
New positions and/or new primary
job demands



Challenges: Bottlenecking of projects at varying levels

Challenges: Resistance to EDI work from staff

Not seeing the value of EDI work

Not seeing their role in advancing equity



This Photo by Unknown Author is licensed under [CC BY-SA](#)

Challenges:
Needing more
money to do
EDI work



Challenges:
Fatigue from
doing equity
work



Future Steps: Advocacy Toolkit refinement

Future Steps: Execute 2024 EDI Strategic Plan

Reviewing policies and procedures for equity

Growing EDI Community Advisory Board

Developing accessibility policy

Implementing into annual workplans and evaluations of staff

Revising Community Outreach Toolkit for staff

Implement monthly EDI learning opportunities for staff and community partners

Implement EDI-focused training for all staff

Future Steps: Developing and implementing a Trans Health Strategic Plan

Future Steps:
Increasing the
external focus
of our EDI
work



Conclusions.

Questions?

Contact Me



abrown@ccbh.net



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Please Complete the Session Survey!

