

Appendix C8: Cuyahoga County Board of Health All Staff Grounding Slides

All-Staff Equity Grounding

11/1/2023

Cuyahoga County
Board of Health



Agenda

Morning

8:30am – 9:00am

Breakfast and Opening Remarks

9:00am – 12:30pm

Equity, Diversity, and Inclusion
Grounding

12:30pm – 1:30pm

Lunch

Afternoon

1:30pm – 2:30pm

Benefits and Open Enrolment Overview

2:30pm – 3:30pm

Solid Waste District Presentation

3:30pm – 4:30pm

Strategic Planning Overview

Ground Rules



What is EDI?

Equity

Providing resources according to the need to help diverse populations achieve their highest state of health and other functioning.

Diversity

Representation or composition of various social identity groups in a work group, organization, or community.

Inclusion

Providing an environment that offers affirmation, celebration, and appreciation of different approaches, styles, perspectives and experiences.

Source: American Psychological Association's Equity, Diversity, and Inclusion framework

The Case for Equity



Social Determinants of Health



Equality vs. Equity

EQUALITY:

Everyone gets the same—regardless if it's needed or right for them.



EQUITY:

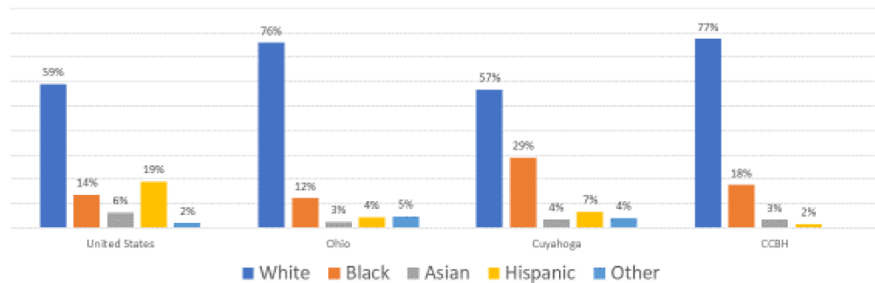
Everyone gets what they need—understanding the barriers, circumstances, and conditions.



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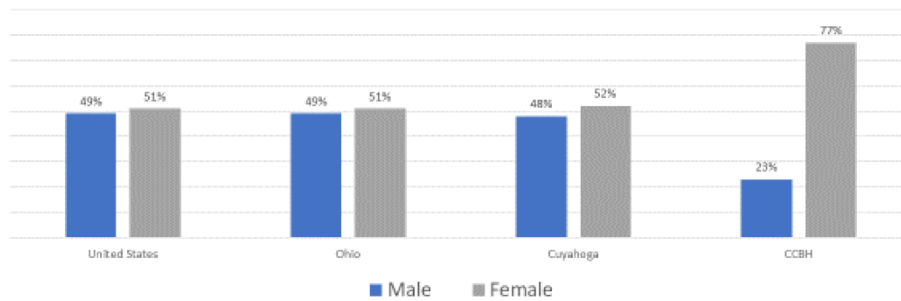
Why EDI Matters at CCBH

Demographics: Race & ethnicity



Why EDI Matters at CCBH

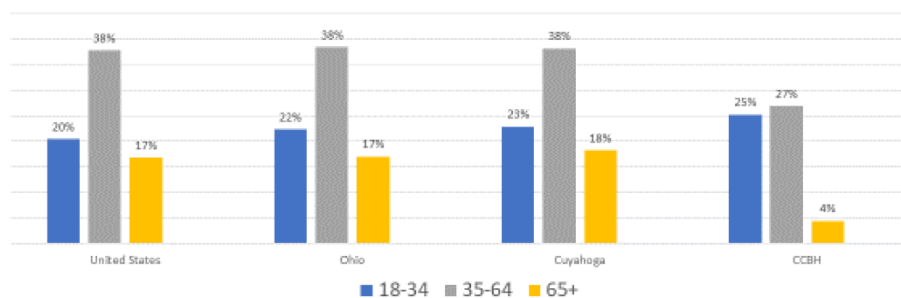
Demographics: Sex



*Census data was used for US, OH and Cuyahoga and it does not take into consideration non-binary
*CCBH does take non-binary into consideration when looking at demographics of staff

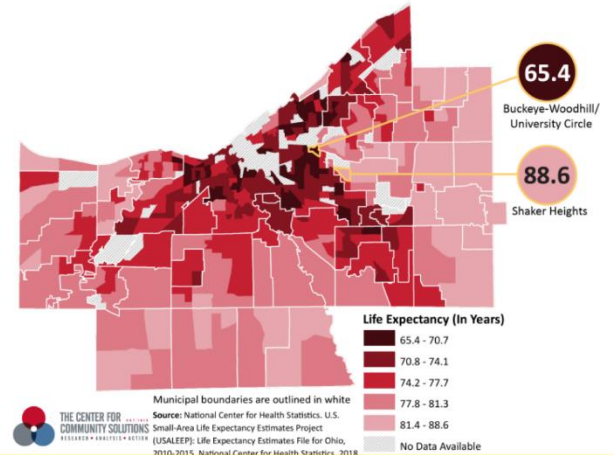
Why EDI Matters at CCBH

Demographics: Age

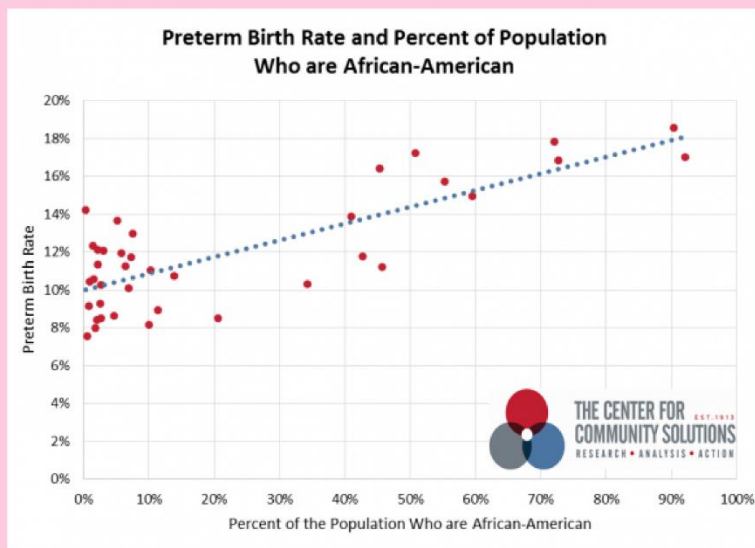


Why EDI Matters at CCBH

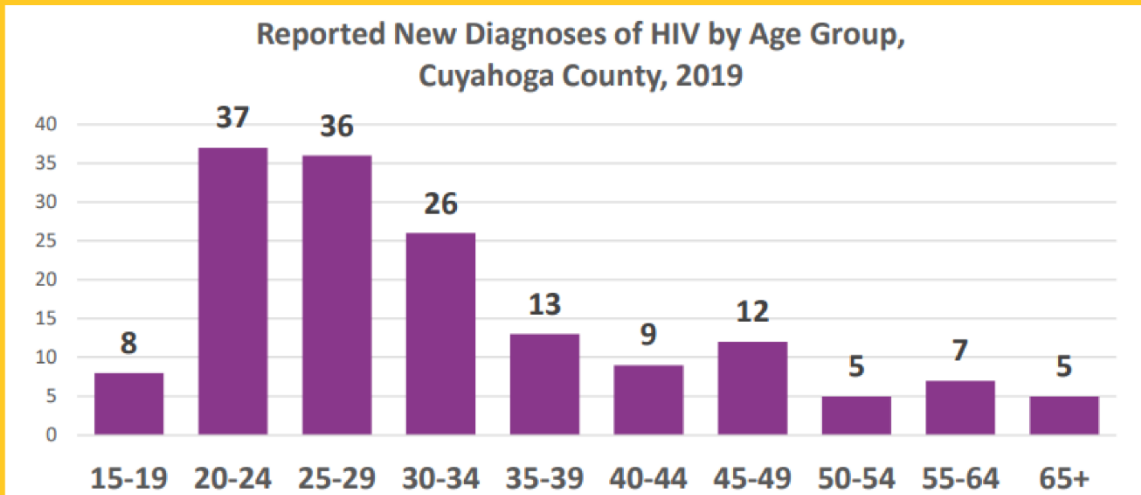
There is a **23 year difference** in life expectancy between these two neighborhoods, **less than 2 miles apart**.



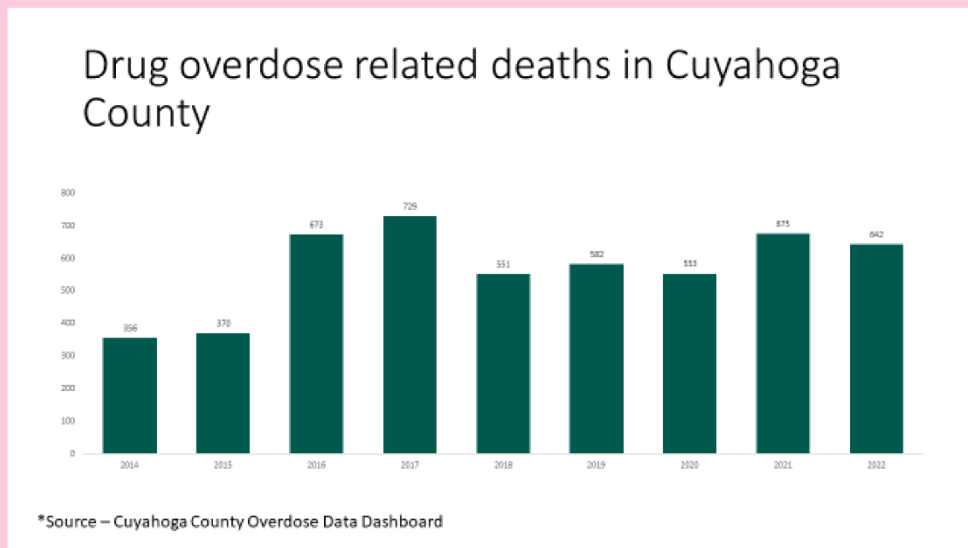
Why EDI Matters at CCBH



Why EDI Matters at CCBH



Why EDI Matters at CCBH



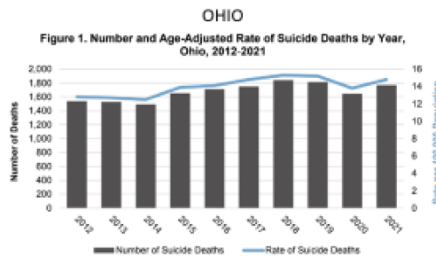
Why EDI Matters at CCBH

Substance use & Behavioral Health

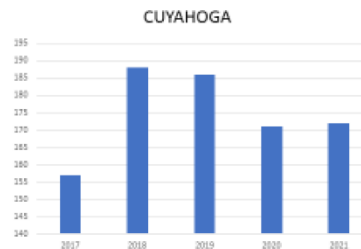
- Major Indicator - unintentional drug overdose deaths
- Populations most affected - adults aged 35-44, non-Hispanic Black males, Hispanics

Why EDI Matters at CCBH

Number of suicide deaths by year



*Source – ODH Suicide Demographics and Trends, Ohio, 2021



Why EDI Matters at CCBH

Injury - Suicide

- Major Indicator - suicide deaths
- Populations most affected - non-Hispanic white males, adults aged 25-44 (Ohio)

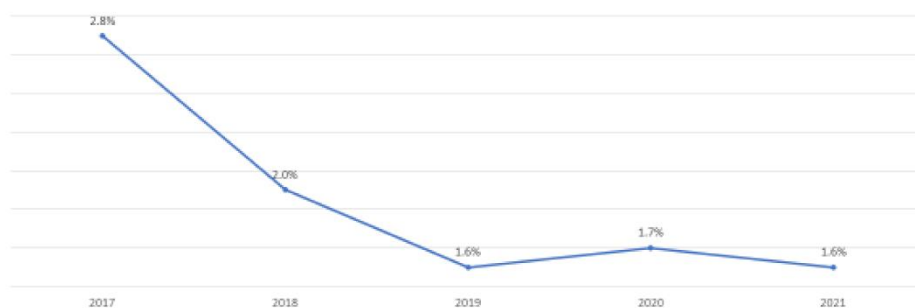
Why EDI Matters at CCBH

Noteworthy Trends Violent Deaths

- From 2017-2022, there were ~2,089 violent deaths in Cuyahoga County
- Homicides by firearm have been increasing every year since 2018
- Significantly more males are victims of violent deaths (81.9%) compared to females (18.1%)
- Males are 4.5 times more likely to die a violent death compared to females
- Blacks make up 57% of violent deaths
- Those 18-29 years old are the largest proportion of violent deaths (32.7%) by age

Why EDI Matters at CCBH

Blood Lead levels in children (≥ 10 micrograms per deciliter) in Cuyahoga County



*Source – ODH Healthy Homes Lead Poisoning Prevent Program (2023)

Why EDI Matters at CCBH

Substance use & Behavioral Health

- Major Indicator - Blood lead levels in children (> 10 micrograms per deciliter)
- Populations most affected - children in predominately Black neighborhoods

Why EDI Matters at CCBH

Adults 20+ with Diabetes & ADULTS With Hypertension in Cuyahoga county



*Source – Centers for Disease Control and Prevention (2023)

Why EDI Matters at CCBH

Chronic Disease

- Major Indicator - Prevalence of diabetes and high blood pressure
- Populations most affected - minoritized racial and ethnic groups

Why EDI matters at CCBH



To Work in partnership with the community to protect and improve the health and well-being of everyone in Cuyahoga County.



To create the conditions in which all people who live, learn, work and play in Cuyahoga County have the opportunity to be health



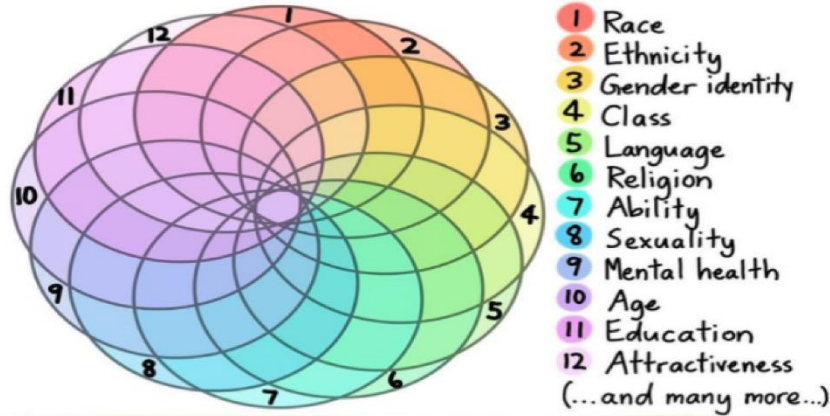
Health equity, integrity, partnership and innovation.

Who Are You

Identity Activity

- Think about your social identities
- Write down two social identities that you have
- Share identities with table group
- Discuss how your identities influence how you show up to or interact in the world

INTERSECTIONALITY



Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.

- Kimberlé Crenshaw -

@synduckworth

Bias

Bias =

- An inclination of temperament or outlook. (Oxford Dictionary)
- Prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair. (Merriam Webster Dictionary)



Unconscious Bias

Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing.



Consequence of Unchecked Bias

Bias →

- Pathologizing people and communities
- Providing suboptimal care and services
- Increasing medical mistrust
- Facilitating greater sickness and death in communities
- Facilitating greater disparities and inequities

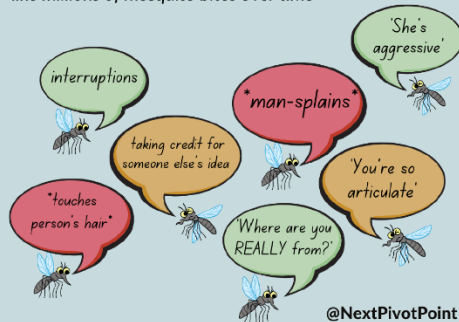


Microaggressions

Everyday slights, insults, putdowns, invalidations, and offensive behaviors that people experience in daily interactions with generally well-intentioned individuals who may be unaware that they have engaged in demeaning ways.

Common Workplace Microaggressions

like millions of mosquito bites over time



Microaggressions Activity

- In the handout, read each statement in Column A. Think critically about how a person could interpret the statements as a “put down.”
- Then, draw a line connecting the statement to what you believe is the best possible interpretation from Column B. Be ready to explain each choice.
- Discuss your matches with your table. Make note of any differences of opinions among the the table about the matches.
- After you have finished discussing your matching statements, chose one of the statements to rewrite so that they do not contain a hidden or negative message. Place original and rewritten statement on large sheet of paper.

Privilege

Unearned, sustained benefits and advantages that come from membership in a dominant social group as it pertains to race, gender, sexuality, ability, socioeconomic status, age, and other differences.



WHEEL OF POWER/PRIVILEGE



Gatekeeping

The act of controlling access to resources and power, limiting participation in a particular group, community, or culture, or perpetuating systems and structures that control access to resources and power.

- Silencing voices
- Nepotism
- Perpetuating bias
- Internalized oppression



Bystanding

- The act of witnessing or observing acts or situations that create the potential for violence or danger and failing to intervene.
- Bystanders may not be directly involved in the situation, they are present and, in a position, to discourage or prevent an incident of potential violence, harassment and/or discrimination.



Anti-Racism Framework

The policy or practice of opposing racism and promoting racial equality.

- ✗ Bystanding
- ✗ Gatekeeping
- + More than being "not racist"
- + Allyship: The actions, behaviors, and practices that leaders take to support, amplify, and advocate with others, most especially with individuals who don't belong to the same social identities as themselves.



"Anti" Framework Applicable to All Biases

- Ableism
- Classism
- Heterosexism
- Sexism
- Transphobia
- Xenophobia



Application to Work at CCBH

- Creates more comprehensive understanding of the factors driving health outcomes in the community.
- Aids in developing more relevant and effective health programming.
- Facilitates greater buy-in from community members and other key stakeholders.



Open Discussion

- As a CCBH employee, what makes it difficult to advance EDI in your role?
- What resources could CCBH provide you to make it easier to advance EDI in your role?

Advancing EDI in my Role



I don't believe in saviors. I believe people [men] of talent have a role to play in the war to come.

Task: ID one way you will advance EDI in your work at CCBH

Advancing EDI in my Role

CUYAHOGA COUNTY BOARD OF HEALTH

YOUR TRUSTED SOURCE FOR PUBLIC HEALTH INFORMATION

EEO-1 Voluntary Self Identification Form

NAME: _____
JOB TITLE: _____
DATE COMPLETED: _____

2023 EDI Strategic Plan Updates and Future Directions

- Develop CCBH Advocacy Toolkit
- Implement EDI Newsletter
- Deliver EDI training for staff
- Initiate EDI Community Advisory Board
- Establish a process for reviewing CCBH policies for equity
- Reviewing the policies and procedures using tool developed
- Developing and identifying relevant EDI training
- Developing policy for ongoing EDI training for staff
- Growing the EDI-CAB
- Creating community outreach toolkit and training
- Developing an accessibility policy for public meetings

JOIN AN

EDI SUBCOMMITTEE

SPRING INTO ACTION!

OUR 5 SUBCOMMITTEES

- Advocacy
- Coordinating & Oversight
- Education & Training
- Outreach & Community Partnerships
- Policies & Procedures

COME HELP CCBH TO BE A MORE DIVERSE, EQUITABLE, AND INCLUSIVE PLACE TO WORK AND LEARN

To volunteer or for more info, email:
Andre Brown at
abrown@ccbh.net

Last Points

- Widening not narrowing
- EDI work is public health work
- EDI learning is lifelong
- EDI work is ongoing
- EDI work ultimately creates healthier communities

