Appendix C7: Cuyahoga County Board of Health – New Hire EDI Orientation Slide Presentation

Equity, Diversity, and Inclusion (EDI) Orientation

Cuyahoga County Board of Health

R|R

What is EDI?

Equity	Diversity	Inclusion
Everyone can eat the food they need at the dinner party	Everyone is invited to the dinner party	Everyone's food choices are offered at the dinner party

Why EDI matters at CCBH?

Mission

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

VISION

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

CORE VALUES

Health equity, integrity, partnership and innovation.

Equality vs. Equity

Equality

Equity

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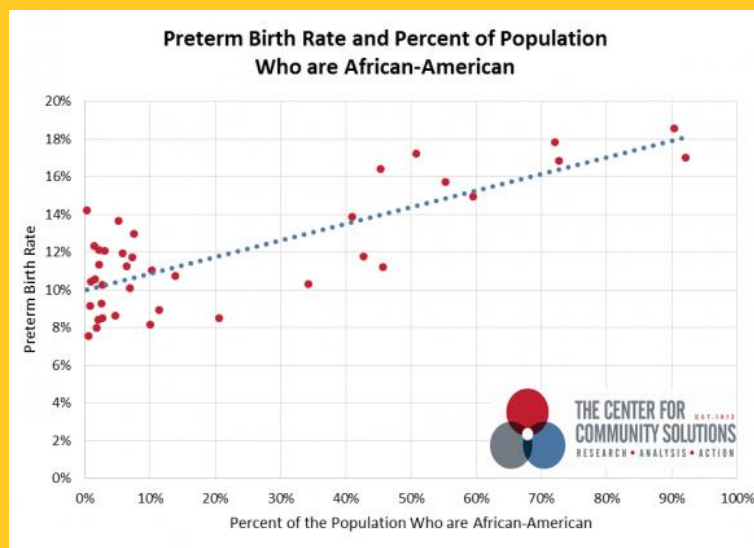# Application to Work at CCBH

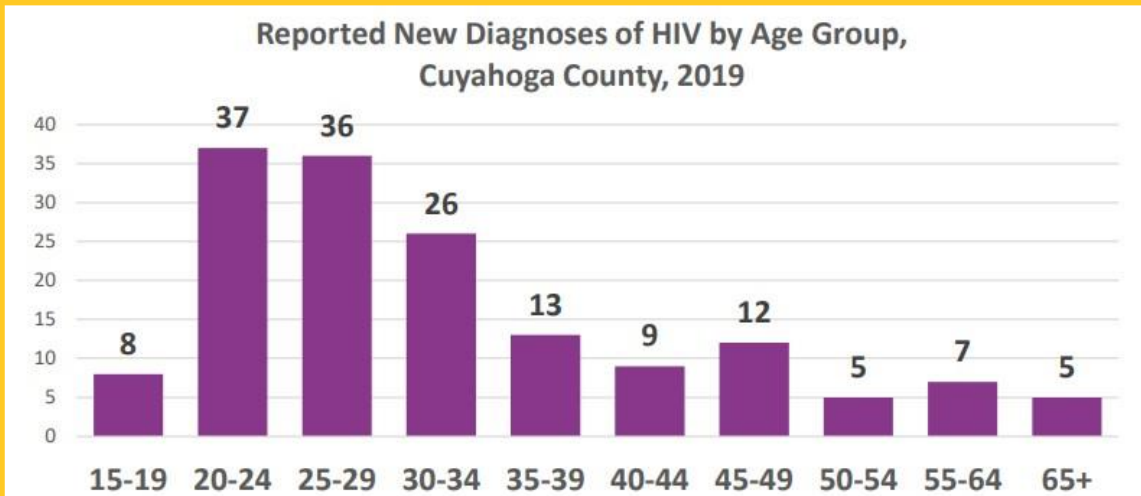
There is a **23 year difference** in life expectancy between these two neighborhoods, **less than 2 miles apart.**

65.4
Buckeye-Woodhill/
University Circle

88.6
Shaker Heights

Life Expectancy (In Years)
65.4 - 70.7
70.8 - 74.1
74.2 - 77.7
77.8 - 81.3
81.4 - 88.6
No Data Available

Municipal boundaries are outlined in white

Source: National Center for Health Statistics. U.S. Small-Area Life Expectancy Estimates Project (USALEEP): Life Expectancy Estimates File for Ohio, 2010-2015. National Center for Health Statistics, 2018

Application to Work at CCBH

Preterm Birth Rate and Percent of Population Who are African-American

THE CENTER FOR
COMMUNITY SOLUTIONS
RESEARCH • ANALYSIS • ACTION

Percent of the Population Who are African-American

Application to Work at CCBH

Reported New Diagnoses of HIV by Age Group, Cuyahoga County, 2019

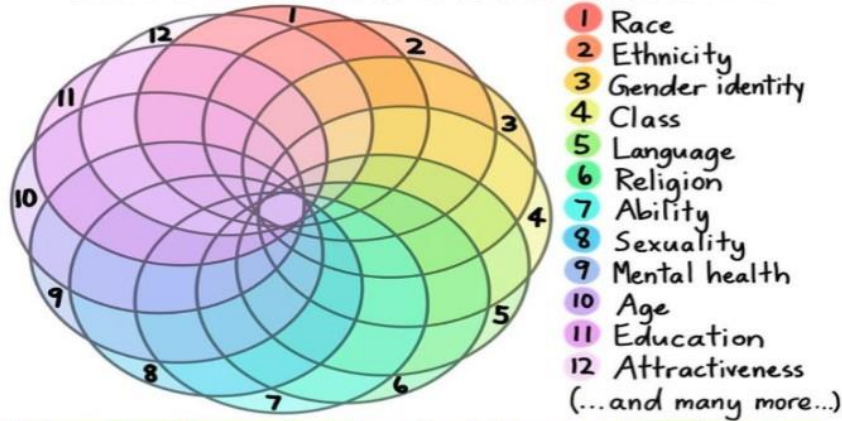| Age Group	Count
15-19	8
20-24	37
25-29	36
30-34	26
35-39	13
40-44	9
45-49	12
50-54	5
55-64	7
65+	5

Who Are You

Identity Activitiy

- Think about who you are as a person.

- On each index card, write one identity that you have.

- Share identities with large group

- Rip up identity that is least important to who you are as a person

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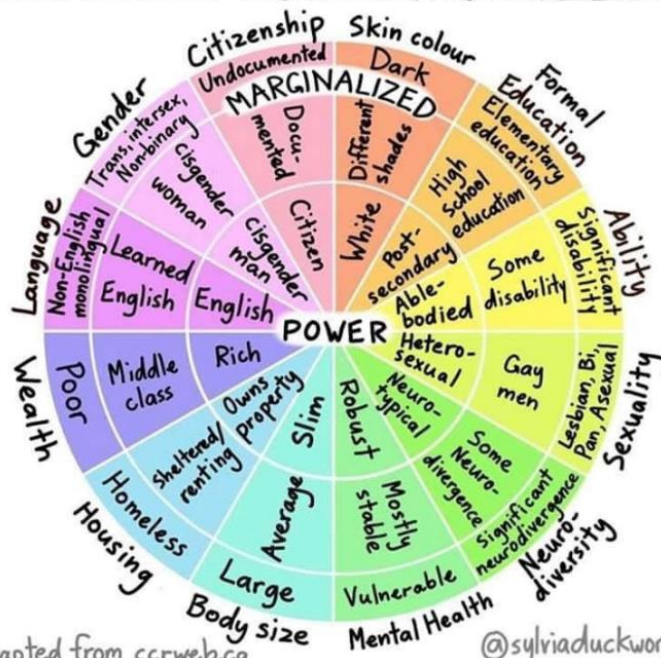
Bias

Bias =

- 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)
- An inclination of temperament or outlook. (Oxford Dictionary)

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

Anti-Racism Framework

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

+ More than being "not racist"
+ Allyship
x Bystanding
x Gatekeeping

"Anti" Framework Applicable to All Biases

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

NO DIS CRI MI NA TI ON!

UNITY IS STRENGTH

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 new employee, what might make it difficult to advance EDI in your role?

- What resources could CCBH provide you to make it easier to advance EDI in your role?

Last Points

- EDI work is public health work
- EDI learning is lifelong
- EDI work is ongoing
- EDI work ultimately creates healthier communities

Resources: T:EDI