

## Appendix C5: Cuyahoga County 2023 Racial Equity Action Plan

**Guiding Statement:** 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.

**Background:** The results of the Bay Area Regional Health Inequities Initiative (BARHII) and community partner surveys administered in 2022 highlighted the need for CCBH to enhance its health equity efforts in five key areas: **1) Advocacy, 2) Education & Training, 3) Outreach & Community Partnerships, 4) Policies & Procedures, and 5) Program Coordination & Oversight.** In response, we developed a Racial Equity Action Plan that will increase equity, diversity, and inclusion for not only those with minoritized racial identities, but also those with other minoritized social identities, including people with intersectional minoritized social identities.

**Advocacy Results:** CCBH will be a strong advocate for local, state, and national policies that create more equitable health and social conditions for people with minoritized social identities.

| Community Indicator  | Outcomes and Actions  | Timeline                              | Person(s) or Group(s) Responsible  | Performance Measure   |
|--|---|---------------------------------------|--|---|
| <ul style="list-style-type: none"> <li>Opinions about CCBH's strategies to advocate for public policies that address social determinants of health (SDoH) that drive health inequities.</li> <li>Opinions about CCBH's strategies to support the work of community groups advocating for public policies that address health inequities.</li> <li>Opinions about CCBH's efforts to build the leadership</li> </ul> | <ul style="list-style-type: none"> <li>CCBH will establish a process for staff to develop and disseminate advocacy statements and policy recommendations.</li> <li>CCBH will provide staff with the resources necessary to advocate for policies that will advance health equity.</li> <li>CCBH will establish a protocol to guide the support and leadership development of community groups advocating for policies to address health inequities.</li> <li>CCBH will increase the number of advocacy statements released in 2023</li> </ul> | To be completed by December 31, 2023. | <ul style="list-style-type: none"> <li>EDI Steering Committee's Advocacy, Outreach &amp; Community Partnerships, and Policies &amp; Procedures Sub-Committees</li> <li>CCBH Policies &amp; Procedures Committee</li> </ul> | <ul style="list-style-type: none"> <li>Establishment of an agency-wide policy to guide the development and dissemination of advocacy statements.</li> <li>Number of advocacy statement released by CCBH.</li> <li>Number of advocacy-related partnerships established or maintained by CCBH.</li> <li>Proportion of CCBH staff who respond "Yes" when asked if the agency has strategies to advocate for policies to address SDoH that impact health inequities.</li> <li>Proportion of CCBH staff who respond "Yes" when asked if CCBH has strategies to support the work of community groups advocating for public policies that address health inequities.</li> <li>Proportion of CCBH staff who respond "Yes" when asked if CCBH has strategies to build the leadership capacity of community members to advocate on issues affecting the SDoH that impact health.</li> </ul> |

# ADVANCING ORGANIZATIONAL EQUITY TOOLKIT

|  |                   |  |  |  |
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| capacity of community members to advocate on issues affecting the SDoH that impact health. | compared to 2022. |  |  | <ul style="list-style-type: none"> <li>• Mean score of community partner responses question about CCBH efforts to build the leadership capacity of community members to advocate on issues affecting the SDoH that impact health.</li> </ul> |
|--|-------------------|--|--|--|

| <b>Coordinating &amp; Oversight Results:</b> The efforts across CCBH to address SDoH that drive health inequities will be well-coordinated and information about them well-disseminated among CCBH staff.                  |   |                                     |   |   |
|--|---|-------------------------------------|---|---|
| <b>Community Indicator</b>   | <b>Outcomes and Actions</b>   | <b>Timeline</b>                     | <b>Person(s) or Group(s) Responsible</b>  | <b>Performance Measure</b>  |
| <ul style="list-style-type: none"> <li>• Opinions about CCBH's commitment to collaborating on health equity programs and initiatives.</li> <li>• Health equity-focused programs offered to community residents.</li> </ul> | <ul style="list-style-type: none"> <li>• CCBH will implement a monthly e-newsletter to inform staff of health equity initiatives occurring across the agency.</li> <li>• CCBH will identify and facilitate opportunities for programs to collaborate on health equity initiatives.</li> </ul> | To be implemented by July 31, 2023. | <ul style="list-style-type: none"> <li>• EDI Steering Committee's Coordinating &amp; Oversight Sub-Committee</li> </ul> | <ul style="list-style-type: none"> <li>• Proportion of CCBH staff who strongly agree or agree that they collaborate with staff in other programs within CCBH to address the SDoH that impact health.</li> <li>• Proportion of CCBH staff who strongly agree or agree that there is support from management within CCBH for collaborations between programs addressing health inequities.</li> <li>• Number of CCBH health equity-focused programs involving 2 or more agency programs.</li> </ul> |

# ADVANCING ORGANIZATIONAL EQUITY TOOLKIT

| Education & Training Results: CCBH staff will have the knowledge, skills, and resources to understand and address SDoH that drive health inequities.   |  |   |  |  |
|--|--|---|--|--|
| Community Indicator  | Outcomes and Actions   | Timeline  | Accountability   | Performance Measure  |
| <ul style="list-style-type: none"> <li>Opinions of CCBH ability to address SDoH that drive health inequities.</li> <li>Satisfaction with CCBH health equity efforts.</li> <li>Utilization of CCBH services.</li> </ul> | <ul style="list-style-type: none"> <li>CCBH will develop a list of EDI-related training topics.</li> <li>CCBH will prioritize which training topics will be developed into a curriculum in which order.</li> <li>CCBH will develop a policy mandating that all staff take at least two EDI-related trainings annually.</li> <li>CCBH will identify key resources, including training institutes, to deliver mandatory trainings to staff.</li> </ul> | <p>To be implemented by September 30, 2023.</p> | <ul style="list-style-type: none"> <li>EDI Steering Committee's Education &amp; Training and Policies &amp; Procedures Sub-Committees</li> <li>CCBH Policies &amp; Procedures Committee</li> <li>CCBH Board EDI Committee</li> </ul> | <ul style="list-style-type: none"> <li>Proportion of CCBH staff who report receiving training about the different ways public health can address the SDoH that impact health?</li> <li>Proportion of CCBH staff who report that they have taken steps to enhance their own cultural humility, cultural competence, and/or cultural understanding.</li> </ul> |