

Appendix C6: EDI Data Dissemination (October 2023)

UPDATES ON THE STRATEGIC EFFORTS OF THE CUYAHOGA COUNTY BOARD OF HEALTH (CCBH) EQUITY, DIVERSITY, AND INCLUSION (EDI) COMMITTEE OCTOBER 2023

IDENTIFIED NEED FROM 2022 STAFF SURVEY	EDI STRATEGIC EFFORTS TO ADDRESS THE IDENTIFIED NEED	PROGRESS TO DATE ON THE STRATEGIC EFFORT
<p>Advocacy Only 34.2% of staff surveyed felt CCBH had strategies in place to advocate for public policies that address environmental, social and/or economic conditions that impact health inequities.</p>	<ul style="list-style-type: none"> Establish a process for staff to develop and disseminate advocacy statements and policy recommendations. Increase the number of advocacy statements released by CCBH. 	<ul style="list-style-type: none"> CCBH is piloting and refining a process for releasing advocacy statements. We put out a statement calling for modernized HIV laws. We released a joint statement on source of income housing discrimination with CDPH, and are currently working on another joint statement on gun violence as a public health crisis.
<p>Coordinating & Oversight Only 52% of staff surveyed agreed or strongly agreed that they knew how the work of other parts of CCBH contributes to addressing health inequities in our community.</p>	<ul style="list-style-type: none"> Create a newsletter to share information about health equity initiatives occurring across CCBH 	<ul style="list-style-type: none"> CCBH produces monthly editions of its EDI newsletter for staff and our Board of Commissioners.
<p>Education & Training Only 57.3% of staff surveyed said they had received training on how public health can address the social determinants of health since starting to work at CCBH.</p>	<ul style="list-style-type: none"> Develop a series of optional and mandatory EDI-related training options for CCBH staff. 	<ul style="list-style-type: none"> CCBH developed a draft listing of required and optional EDI trainings for new and existing staff for approval by our board. We offer a monthly EDI lunch and learn series. We will implement an all-staff EDI training on November 1.

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IDENTIFIED NEED FROM
2022 STAFF SURVEY

Outreach & Community Partnerships
Only 54.4% of staff surveyed felt CCBH demonstrated a commitment to working with external partners to address the social determinants of health.

Policies & Procedures
Less than 50% of staff agreed or strongly agreed that staff are encouraged to learn about ways to address social determinants of health from one another or external sources.

EDI STRATEGIC EFFORTS
TO ADDRESS THE
IDENTIFIED NEED

- Establish an equity-focused community advisory board to help inform and drive CCBH programs and services.
- Establish a process for reviewing and revising CCBH internal policies to ensure equity for staff and community residents.

PROGRESS ON THE
STRATEGIC EFFORT

- CCBH established the EDI Community Advisory Board (EDI-CAB). The EDI-CAB meets quarterly.
- CCBH is finalizing a process to review the language and impact of every organizational policy to give recommendations for making them more gender-inclusive and equitably impactful on all staff.
- We used the draft process to review our CLAS (Culturally and Linguistically Appropriate Services) policy.

