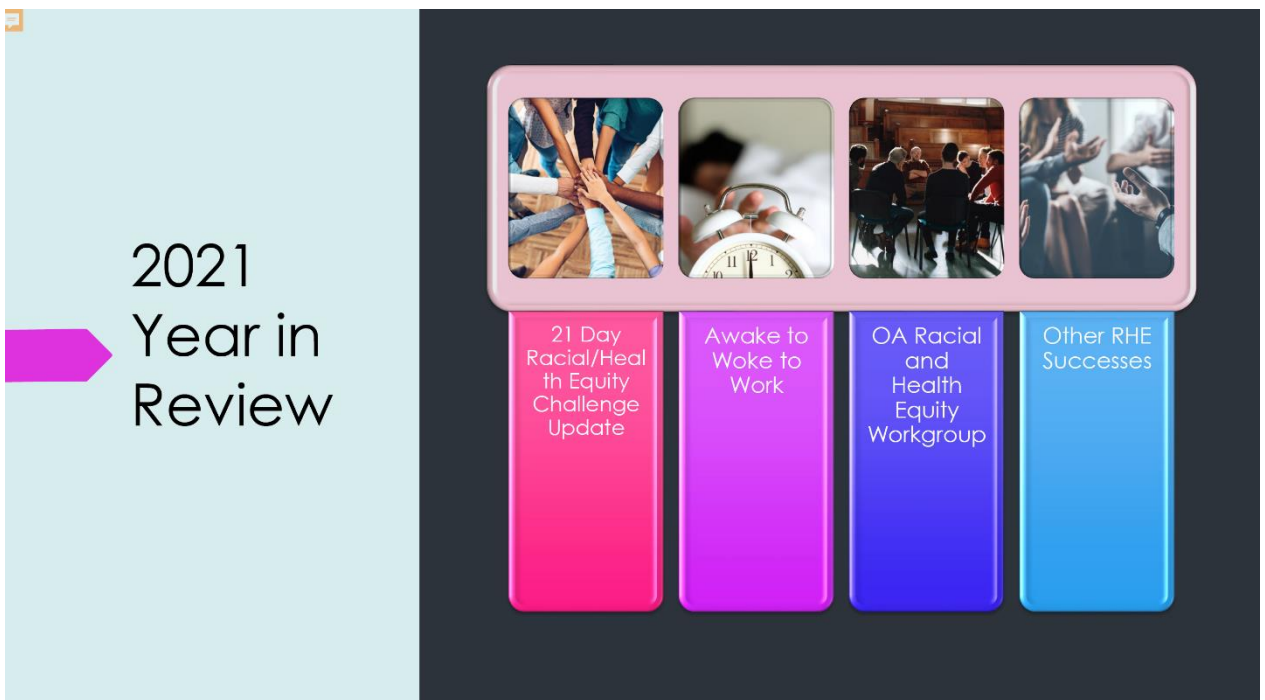


Appendix B13: Office of AIDS Prevention Branch Racial and Health Equity Overview





Racial equity and social justice 21-day challenge

Goals of the challenge:

- Building new habits
- Taking action
- Creating a group experience
- Participating in meaningful conversations
- Embracing this work

Office of AIDS 21-Day Challenge

- Goal: Adapt the 21-Day Challenge specifically for OA
- By the end of 2021:
 - Completed **6 rounds** of the 21-Day Challenge in **15 small group cohorts**
 - **136 OA staff** members completed the 21-Day Challenge (**76.4% of all OA Staff**)
 - Majority of staff who didn't participate due to redirection to COVID response
 - Recruited and trained **6 additional facilitators**

21-Day Challenge: Feedback and lessons learned

Participant Feedback	Lessons Learned
<ul style="list-style-type: none">• Better prepare participants that material can be triggering, especially for staff of color• Daily learning should be balanced with positive material• Consider having group check-ins down the road	<ul style="list-style-type: none">• Increased facilitation team made for happier volunteers• Recognition of completion is important• Formal evaluation was lacking

21-Day Challenge Success Beyond OA

OA staff providing guidance and technical assistance for implementing the challenge in other parts of CDPH, other State Agencies, and beyond

CDPH Office of Health Equity to include our adapted materials as part of a 21-Day Challenge Toolkit accessible to all CDPH

Sharisse Kemp named co-chair of NASTAD Anti-Racism in Public Health Sub-Committee

The Race Equity Cycle

- This diagram is from **Equity in the Center's** report:
- "Awake to Woke to Work : Building a Race Equity Culture"



Awake to Woke to Work

- 1 Establish a shared vocabulary
- 2 Identify race equity champions at the senior leadership level
- 3 Name race equity work as a strategic imperative for your organization
- 4 Open a continuous dialogue about race equity work
- 5 Disaggregate data

Awake to Woke to Work

SUCCESSSES	CHALLENGES
<ul style="list-style-type: none">• Led us to the 21-Day Challenge• Allowed us to explore additional topics like creating safe spaces in the workplace and what that looks like in practice• Provided space to share and explore additional resources like the UC Berkeley Tang Center Toolkit for Hiring a More Diverse Workforce and the GARE Racial Equity Toolkit• Identified champions of RHE work in management.	<ul style="list-style-type: none">• Duplication of effort?• Inconsistent attendance• Lack of participation• Gaining momentum

OA Racial and Health Equity Workgroup

GOAL Close disparity gaps among groups disproportionately affected by HIV including: Black/African Americans, Hispanic/Latinxs, and Trans people.

OBJECTIVES

1. Increase OA engagement
2. Improve structures, policies and hiring practices that support RHE
3. Improve OA knowledge and attitude
4. Improve data collection

OA RHE Workgroup:
Consciousness raising & Development

Updates to Date

Current

- 17 meetings since mid-August
- Impact/Effort Matrix
- Focused on first 2 projects

Upcoming

- OA Yearbook
- RHEAL Lounge

OA RHE Workgroup:
Staff Recruitment, Retention & Support

Categories



STAFF RECRUITMENT



RETENTION



SUPPORT



- Duty Statements**
- New Hire Challenges & Barriers**
- Toolkit for Hiring a Diverse Workforce**
- Brainstorm/Discussion Sessions**

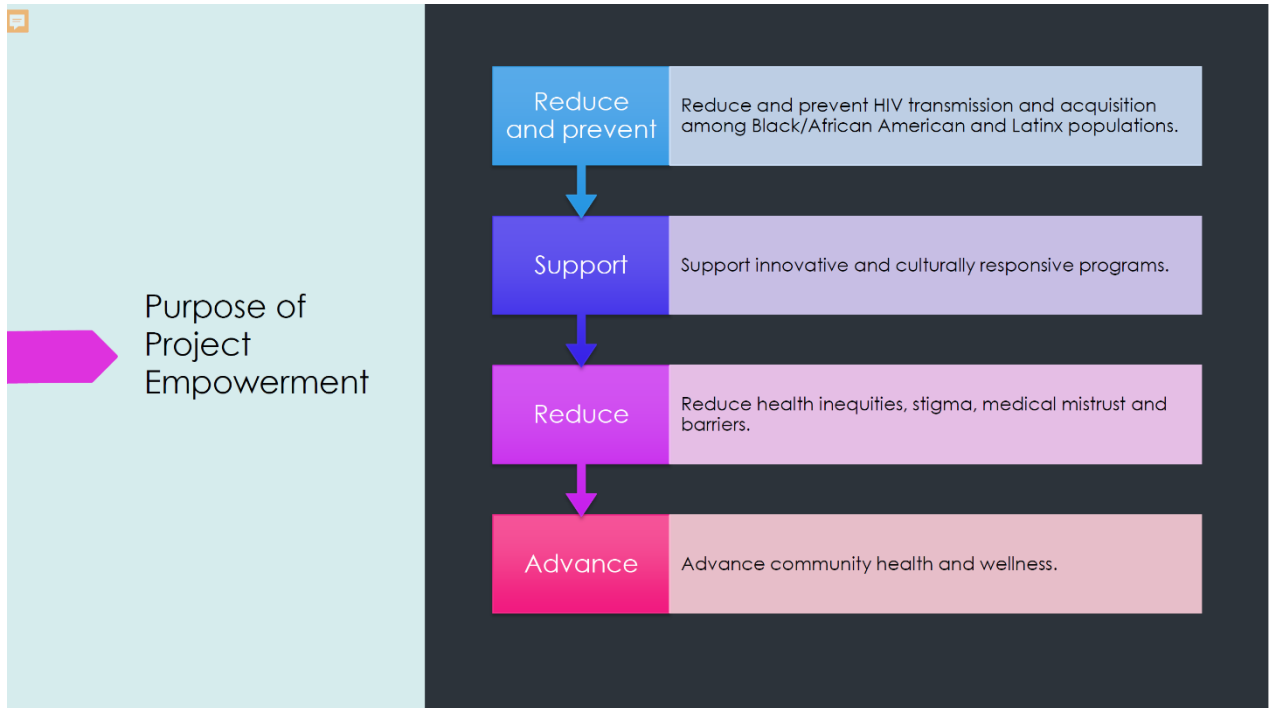
➤ What have we done so far?

➤ 2022 WORKPLAN IDEAS

RECRUITMENT PROCESS	JOB POSTINGS	DUTY STATEMENTS
JOB INFOGRAPHIC	USE OF SOCIAL MEDIA	QI ASSESSMENT OF CDPH HIRING PROCESS

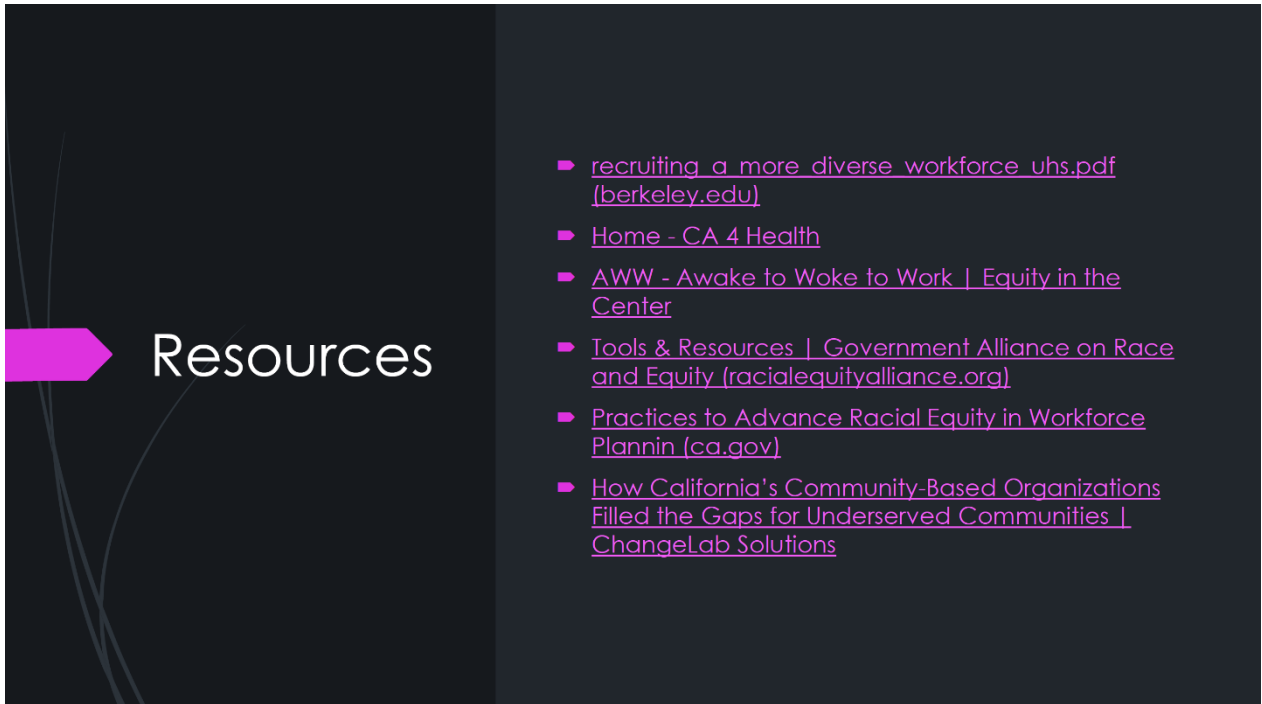


ADVANCING ORGANIZATIONAL EQUITY TOOLKIT



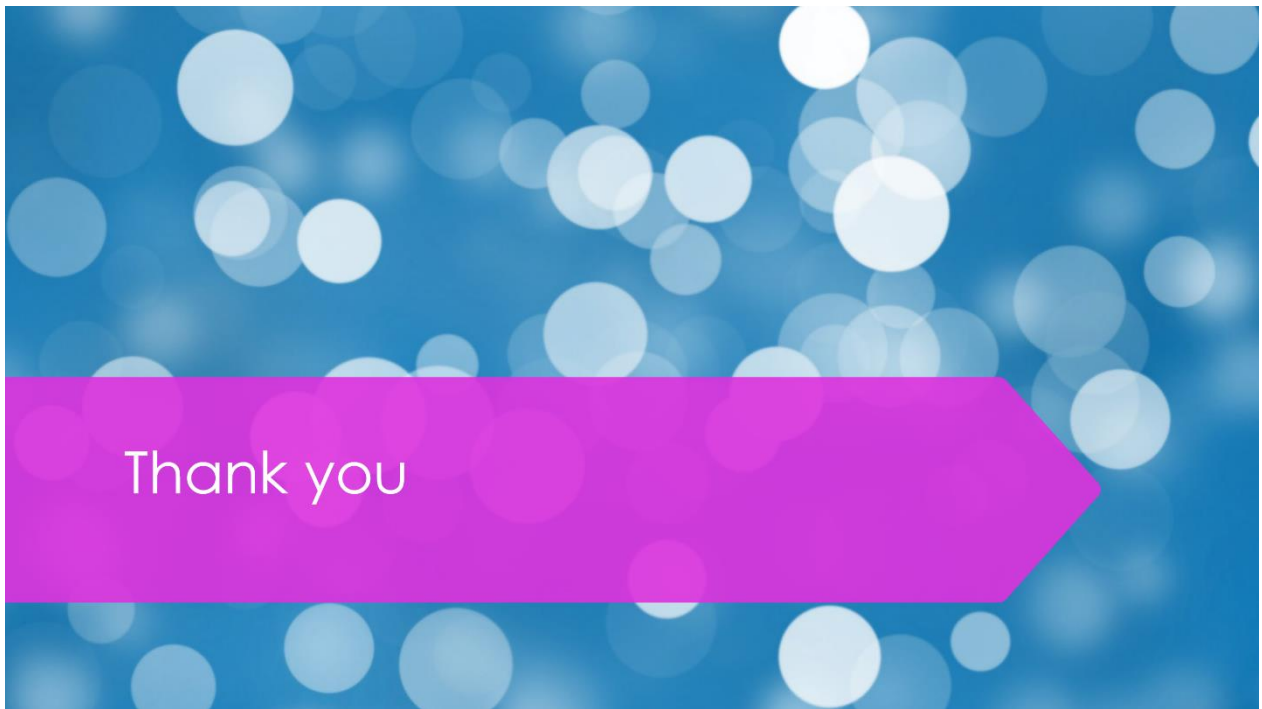
Other State-Funded Programs

STRATEGIC RAPID ART	PREP AND PEP NAVIGATOR PROGRAMS	PROJECT CORNERSTONE
<ul style="list-style-type: none"> • Innovative Rapid ART projects • Improve health outcomes for Black/AA and Latinx • Strategic and intentional focus on telehealth • Reduce time to viral suppression • Education for clients, providers, staff • U=U 	<ul style="list-style-type: none"> • Establish and integrate PrEP and PEP navigation • Make low-barrier PrEP and PEP available to priority population(s) • Must have a well-established ability to engage priority population(s) • Evidence-informed, innovative approaches (trauma-informed, cultural humility) 	<ul style="list-style-type: none"> • Projects shall address the multidisciplinary clinical and nonclinical needs of PLWH50+ • Provide culturally appropriate services to the most vulnerable and underserved older people living with HIV, including, but not limited to, PLWH50+ who are Black, Indigenous, and people of color. • ensure that the multidisciplinary clinical and nonclinical needs of PLWH50+ are assessed and addressed.

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Resources

- ▶ [recruiting a more diverse workforce uhs.pdf \(berkeley.edu\)](#)
- ▶ [Home - CA 4 Health](#)
- ▶ [AWW - Awake to Woke to Work | Equity in the Center](#)
- ▶ [Tools & Resources | Government Alliance on Race and Equity \(racialequityalliance.org\)](#)
- ▶ [Practices to Advance Racial Equity in Workforce Plannin \(ca.gov\)](#)
- ▶ [How California's Community-Based Organizations Filled the Gaps for Underserved Communities | ChangeLab Solutions](#)

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Thank you