Championing Transformative Change to Advance Health Equity

February 15, 2017
10:00-11:00 Pacific | 1:00-2:00 Eastern

Technical trouble?
Send us a question in the Q&A panel.

Follow us on Twitter: #BuildPower4Equity
Q & A Feature

1. Open the Q&A panel
2. Select “All Panelists”
3. Type your question
4. Click “Send”

★ ★ Post Webinar Reminder ★ ★
Stay on for 15 Minutes for Informal Q&A!
Objectives for Today’s Webinar

- Describe what we mean by “transformative change”, share examples, and discuss why this is essential to advancing health equity.

- Highlight
  - How Douglas, Sarpy and Cass Counties in Nebraska are building a supportive cohort of local health equity leaders.
  - How Minnesota is changing the narrative around health and confronting root causes of inequity.

- Share resources to help your health department champion transformative change to advance health equity.
Today’s Speakers

Jonathan Heller
HIP Facilitator

Andy Wessel
DCHD Case Study #1

Jeanne Ayers
MDOH Case Study #2

Lili Farhang
HIP Respondent
Poll # 1: Who is on the Call?

Please complete your poll now!

Part A: Primary Affiliation
1. Local/County Health Department
2. State Health Department
3. Tribal Health Department
4. Federal Health Department
5. Other Government/Tribal Agency
6. Nonprofit/NGO
7. University/Academia
8. Individual/Independent
9. Other

Part B: How many people are watching this webinar with you?
1. Just myself
2. Myself + 1 or 2 other people
3. Myself + 3 to 5 other people
4. Myself + 6 to 10 other people
5. Myself + 11 to 15 other people
6. Myself + 16 to 20 other people
7. More than 20 people

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#BuildPower4Equity | healthequityguide.org
Through research, advocacy, and capacity-building, we bring the power of public health to campaigns and movements for a just society.

Issues We Focus On

- Criminal Justice
- Economic Security
- Immigration
- Housing
- Land Use and Transportation

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Inside/Outside Theory of Change

To systematically address power imbalances, racism, and other forms of oppression – the roots of health inequities – health departments must pursue a wall-to-wall transformation.

They must:

• Build internal capacity and a will to act
• Develop relationships with and mobilize communities AND government

What’s on the Website?

• Strategic Practices & Key Actions to advance health equity in health departments
• 25+ case studies that describe how health departments advanced the practice, factors enabling the work, impacts, and advice for others
• 150+ resources from allied organizations and others
Today’s Focus

Strategic Practices to Champion Transformative Change

- Confront power imbalances and the racial and other forms of oppression used to maintain those imbalances
- Develop leadership, support innovation, and reward strategic risk taking to advance equity
- Change the conversation about what creates health equity within public health, across government, and in communities
- Join with others in public health to build a health equity movement

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Confront the Root Causes

#BlackLivesMatter — A Challenge to the Medical and Public Health Communities

Mary T. Bassett, M.D., M.P.H.

Power: The Most Fundamental Cause of Health Inequity?

Marjory Givens, David Kindig, Paula Tran Inezo, Victoria Faust

FEBRUARY 1, 2018

10.1377/hblog20180129.73139

Racism Is Literally Bad For Your Health

October 28, 2017 - 6:06 PM ET
Heard on All Things Considered

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“Take a Risk: The Odds Are Better Than You Think”

Margie Warrell, Forbes.com (June 2013)

1. We over-estimate the probability of something going wrong.
2. We exaggerate the consequences of what might happen if it does go wrong.
3. We under estimate our ability to handle the consequences of risk.
4. We discount or deny the cost of inaction, and sticking with the status quo.
Ask yourself:
1. What would I do if I were being more courageous?
2. What will inaction cost me one year from now if I do nothing?
3. Where is my fear of failure causing me to over-estimate the size of risk, under-estimate myself and hold me back from taking risks that would serve my organization and the people I’m meant to serve?
“Why do we keep talking about how sick we are?”

Image attribution: Catherine Harrison, Susie Levy and Evan Bissell, Organizing the Narrative for Health Equity, Minnesota Department of Health leads with race
“Let’s talk about what we need to be healthy.”

Image attribution: Catherine Harrison, Susie Levy and Evan Bissell, Organizing the Narrative for Health Equity, Minnesota Department of Health leads with race
Build a Health Equity Movement

PUBLIC HEALTH AWAKENED
Organizing for health, equity, and justice

publichealthawakened.org

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AFTER the webinar, dive into the Case Studies on Transformative Change

- Alameda County, CA
- Cuyahoga County, OH
- Kansas City, MO
- King County, WA
- Omaha Metro, NE
- San Mateo County, CA
- Harris County, TX
- Boston, MA
- Colorado
- Lake County, IL
- Long Beach, CA
- Minnesota
- Boston, MA
- New York, NY
- Omaha Metro, NE
- Minnesota

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Case Study 1:
Douglas County Health Department

Andy Wessel, MPH
Community Health Planner
Douglas County Health Department
andy.wessel@douglascounty-ne.gov

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Our work to champion transformative change in 30 seconds....

Spent Time and Have Fun with Great People!

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Why champion transformative change to advance equity...

IT’S OUR JOB

“Prevention is the heart of public health. Equity is its soul.”

-Dr. Margaret Chan, former Director-General of WHO
The impacts of our efforts to advance health equity include...

Advancing equity and health for present & future generations

Resources for leadership development and transformation
One thing health departments could do to champion transformative change is...

• Learn to translate equity and SDoH across the political spectrum while still being an unapologetic champion

• Advice from A’Jamal: Go beyond a commitment to justice and equal opportunity to a practice of inclusion and engagement

For more information and details, see the work of Jonathan Haidt on Moral Foundations and the International Association for Public Participation (IAP2)
Case Study 2: Minnesota Health Department

Jeanne F. Ayers, RN, MPH
Chief Health Equity Strategist & Assistant Commissioner
Minnesota Department of Health
jeanne.ayers@state.mn.us

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Our work to champion transformative change in 30 seconds....

- **Three practices to build power for change**
  - Organize People
  - Organize Resources
  - Organize Narrative (Change the conversation)
- **Using all our tools**
  - Data collection/analysis
  - Reports/Bully Pulpit
  - Policy—all levels
  - Convening/Engagement

For more information and details, visit: [http://www.health.state.mn.us/divs/che/](http://www.health.state.mn.us/divs/che/)
Why does MDOH champion transformative change to advance equity...

Health disparities in Minnesota are the result of socially determined decisions that pick health winners and losers – we need power to influence decisions.
The **impacts** of our efforts to advance health equity include...

### Healthy Minnesota 2020: Healthy MN Partnership

<table>
<thead>
<tr>
<th>2012-2013</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ban the Box</td>
<td>Advancing Health Equity: Report to Minnesota Legislature</td>
<td>Paid leave and health</td>
<td>Incarceration and health</td>
<td>Diseases of Disconnection and Despair</td>
</tr>
<tr>
<td></td>
<td>Income and health</td>
<td>Transportation and health</td>
<td>Debt and health</td>
<td></td>
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One thing health departments could do to champion transformative change to advance health equity is...

Commit to Asking Questions—Reflective Practice:

• **Organic**: Interwoven with all other work and iterative
• Must be **Intentional**
• **Commitment** to building our organizational and community capacity and skills
• **Leadership**: Hold ourselves and each other accountable and bring more people into decision-making
• **Imperfect**-incomplete work: Navigating toward health equity and make course corrections

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Poll # 2: How “advanced” is your department?

Please complete your poll now!

Part A: Where is your health department with respect to championing transformative change to advance equity?

1. Infancy
2. Pre-teen
3. Adult
4. Wise elder
5. Not applicable - don’t work in or with a health department

Part B: Of the following strategic practices to champion transformative change, which is the most developed in your department?

1. Confront the root causes
2. Build leadership, support innovation
3. Change the conversation
4. Build a health equity movement
5. Not applicable – our department doesn’t work with community

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### Previous Webinar Poll Results

**Poll Question:** Where is your health department with respect to:

<table>
<thead>
<tr>
<th></th>
<th>Building Internal Infrastructure to Advance Equity</th>
<th>Working Across Government to Advance Equity</th>
<th>Fostering Community Partnerships to Advance Equity</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Infancy</strong></td>
<td>29%</td>
<td>30%</td>
<td>18%</td>
</tr>
<tr>
<td><strong>Pre-teen</strong></td>
<td>32%</td>
<td>35%</td>
<td>36%</td>
</tr>
<tr>
<td><strong>Adult</strong></td>
<td>12%</td>
<td>13%</td>
<td>15%</td>
</tr>
<tr>
<td><strong>Wise elder</strong></td>
<td>1%</td>
<td>1%</td>
<td>2%</td>
</tr>
<tr>
<td><strong>Don’t Know</strong></td>
<td>[was not an option]</td>
<td>6%</td>
<td>9%</td>
</tr>
<tr>
<td><strong>NA/don’t work in or with a health dept</strong></td>
<td>26%</td>
<td>13%</td>
<td>17%</td>
</tr>
</tbody>
</table>
Audience Q & A

Submit your questions now if you haven’t already done so!
Q & A Feature

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Ways to Get Started

1) Visit HealthEquityGuide.org

2) Click on “Downloads” in upper right corner

3) Download “Ways to Get Started”

4) Then, dive into the website
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Respondent
Thank You to Our Co-Sponsors, Webinar Speakers & Host

LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

NACCHO
National Association of County & City Health Officials

National Collaborative for Health Equity
WORKING WITH PEOPLE, PARTNERS, AND PURPOSE

The California Endowment

CLARK
WEBINAR CONSULTING

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Thank you for joining this webinar!

Next Steps

- Complete a 3-minute webinar **evaluation** coming tomorrow

- **Dive in** to the [Health Equity Guide](https://healthequityguide.org) to support your health equity practice

- **View and share the whole webinar series** with colleagues ([healthequityguide.org](https://healthequityguide.org))

- **Connect** with others, like Public Health Awakened/HIP, GARE, NACCHO and NCHE

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Post-Webinar Extended Q & A

1. Open the Q&A panel
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Please feel free to resubmit your questions if it has not yet been discussed!
Thank you for joining this webinar!

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