Health Equity Workshop Evaluation

Summary and Next steps

On September 17th and 24th, 2020 the Oregon Coalition of Local Health Officials sponsored a workshop with Human Impact Partners (HIP) on Health Equity, Racial Justice and Power.

The objectives of the training were as follows:

* Deepen relationships among participants to support having authentic conversations and achieve collective outcomes
* Build a shared analysis of a racial justice and power framework to advance health equity, including key terms and definitions
* Learn about tools to help operationalize definition and framework

Background

This workshop was requested in 2019 when, during a session at the Oregon CLHO Annual Retreat, there was a conversation about health equity and equitable distribution of resources. It became clear within CLHO there was a need for additional training, building a shared definition and tools for this work. The workshop was designed for those who sit at the Oregon CLHO Board to move this work forward in the shared policy and funding conversations. However, due to COVID more Managers and Supervisors were able to attend, than Oregon CLHO Board Members. However, a significant number of Public Health Administrators still participated.

Evaluation Summary (only 9 of the 56 who attended the workshop completed the survey)

* Overwhelmingly folks agreed, or strongly agreed that the objectives for the workshop were met.

Next Steps:

* 6 of 9 indicated support for adopting a health equity definition (recommended by HIP)
* 8 of 9 said CLHO should develop a 101 presentation on Oregon’s history of race and racism for LPHAs to use when onboarding new staff.
* 7 of 9 indicated support for CLHO providing additional trainings on health equity for LPHA staff.

Other suggestions:

* This work is not going to get done until it is properly resourced. If CLHO wants to spend time creating a shared definition, it should be tied to efforts to better resource this work.
* I think we needed to hear more from CLHO leadership about their vision for LPHAs and their plan to advance racial equity starting from the top. I also wanted to know more about Oregon's history.
* Build some shared ground rules for acknowledging racism and how to engage in a safe/ supportive dialogue for BIPOC folks during these conversations.
* Is this enough to make widespread change at our LPHAs? How do we unpack and overcome decades of institutional racism and trauma?
* Offer it [workshop] to more people! Supervisors and managers at all local health departments should have an opportunity to at least get the first half of this training.