

Introducing Health Resources in Action

Presentation to the Conference of Local Health Officials

November 18, 2021



Health Resources in Action
Advancing Public Health and Medical Research

About Health Resources in Action

Public health institute
based in **Boston, MA**

Our vision: A world
where all people attain
and experience optimal
health and well-being.



Meet Our Team



Brittany Chen

Vice President, Health and Racial
Equity

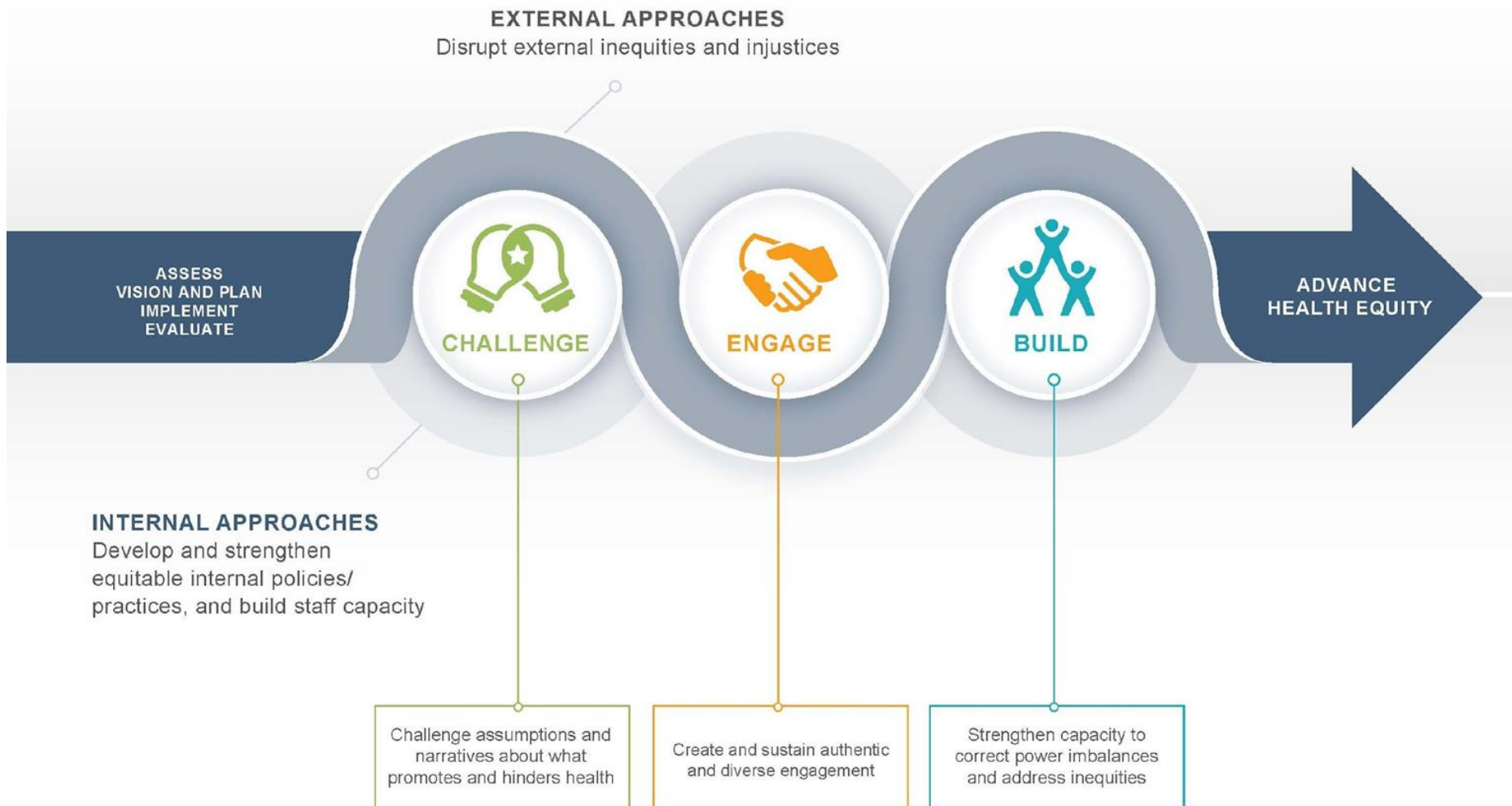


Ben Wood

Senior Director, Policy and Practice



HRiA Health Equity Framework



Framework principles



How do efforts **challenge commonly held assumptions and narratives?**



How are we **creating and sustaining authentic and diverse engagement?**



How are we **strengthening capacity to correct power imbalances?**



Our Approach to Advancing Health Equity

Assess unique
capacity building
needs

Lead explicitly,
but not
exclusively with
race

Integrate head
and heart

Create brave
spaces





Health Equity and Leadership (HEAL): *Advancing Health Equity in Oregon*



Health Equity and Leadership: Vision



To equip Oregon's PHD workforce to eliminate health inequities by 2030 – through their individual and collective work in communities, and through their work culture and relationships



Health Equity and Leadership Journey Goals

- **Establish a baseline** for shared definitions and skills for understanding, defining, and operationalizing health equity, racial equity and related concepts
- **Create brave spaces** to challenge oneself and one another via deep learning, reflection, and actions via trauma-informed practices – connecting head, heart, and guts
- **Examine White Supremacy Culture** in organizational systems, policies, and practices and explore concrete actions to dismantle it within PHD
- Explore how to **practically advance equity** through work and approaches of PHD's sections, aligned with the strategic directions of PHD and OHA



HEAL Training Areas + Sample Content

Create a container for learning

- Build common understanding for training approaches and frameworks
- Foster relationships
- Group agreements

Foundations in Health Equity

- Definitions
- Upstream/downstream approaches and determinants of health
- Root causes of inequities and how power perpetuates inequities
- Health equity lens

Foundations in Racial Equity

- Articulate intersection of racial equity and health equity
- Definitions
- Groundwater approach
- History of systemic racism and power imbalances and root causes



HEAL Areas + Sample Content

Head, heart, and guts

- Intersection of social identities interact with systems & health outcomes
- Levels of oppression, and how power, oppression, and privilege intersect
- Internalize individual, interpersonal, and institutional roles

White Supremacy Culture

- Definitions
- Characteristics
- Examination of work approaches and work culture
- Identifying antidotes

Advancing Equity through Systems Change

- Identify procedures, policies, and practices that perpetuate inequities
- Apply systems change framework to core issue
- Identify opportunities for transformational, relational, and structural change, applied to the work of departments, with practical application





Oregon's Public Health Advisory Board (PHAB)

Health and Racial Equity Capacity Building



PHAB Learning Journey Goals

- **Build relationships and trust** for connection amongst PHAB members and with the Public Health Division (PHD) and identify sustainable systems to maintain it (for existing and future members).
- Come to a **shared understanding** of health equity, racial equity, and related concepts.
- Collectively **reflect upon, unpack, and explore** application of the **Health Equity Review Policy and Procedure** as a guiding tool to support implementation of equity related practices.
- **Identify possible priority areas** that PHAB may **proactively focus on** to support PHD's efforts to advance health equity.



PHAB Learning Journey

Session 2

Moving towards relational change - Power, collective ownership, and accountability



Session 4

Prioritization and moving towards action



1

2

3

4



Session 1

Advancing Equity through Systems Change



Session 3

Moving towards structural change - Going upstream





Other examples



Equity-focused capacity building



REAL

RACIAL EQUITY *and*
LEADERSHIP TRAINING



Assessment and Design Proposed Process

- **Assessment**
 - CLHO introductory meeting (11/18/21)
 - CLHO member interviews (Jan/Feb)
- **Capacity Building/Training Development**
 - 2, 3-hour sessions with up to 50 participants
 - Planning with PHD for coordination
 - CLHO full meeting presentation (2/17/22)
- **Capacity Building Sessions**
 - March-April 2022



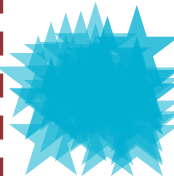


Thank you! + Q&A



What capacity building topics or concepts would be of greatest interest?

A collection of 25 colorful sticky notes arranged in a grid-like pattern, intended for users to write down capacity building topics or concepts of interest. The notes are in various colors: light green, light blue, light purple, light orange, yellow, and pink. Each note has a small white corner tab on the bottom right, giving it a realistic sticky note appearance. The notes are scattered across the page, with some overlapping slightly.

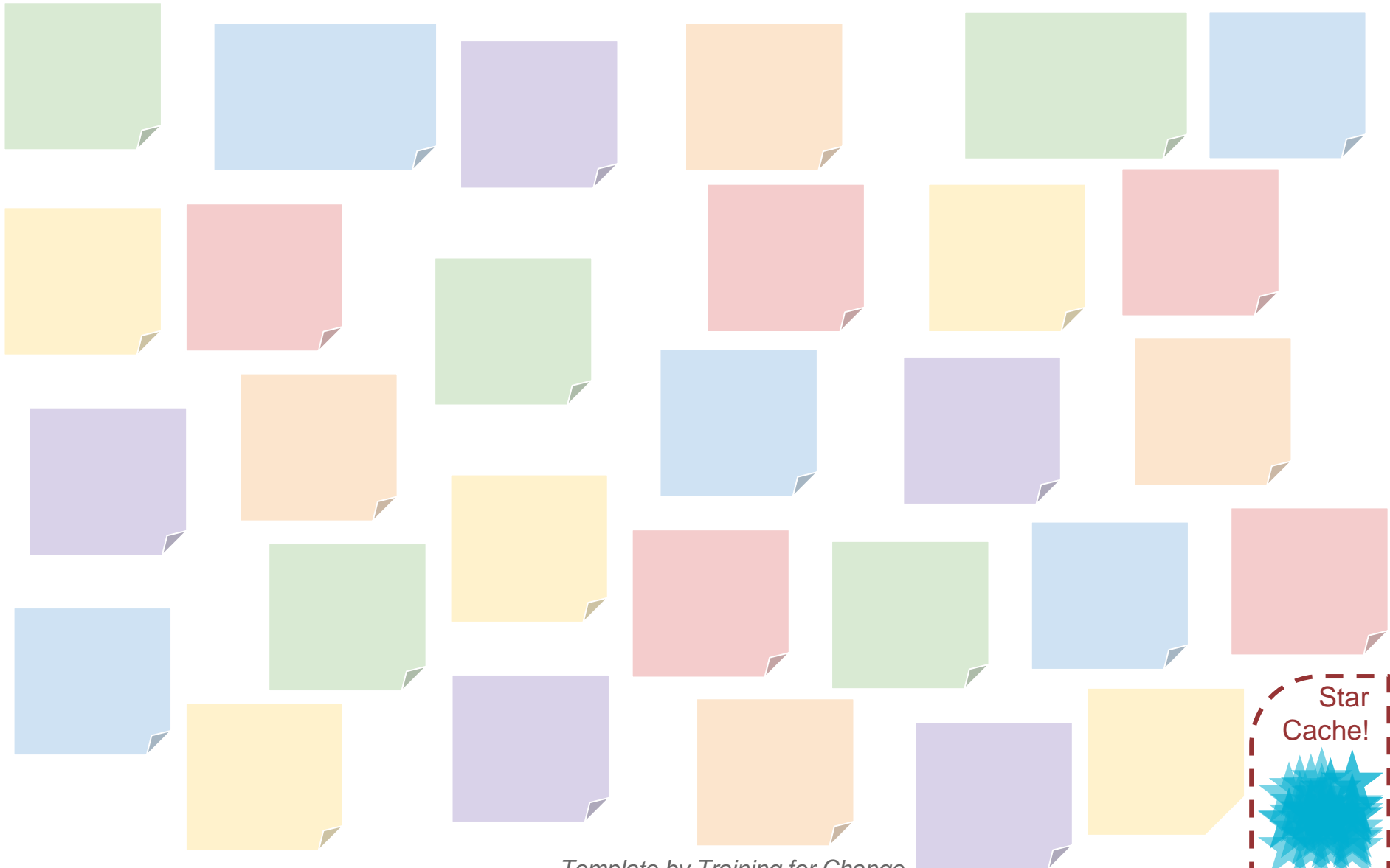


What hopes do you have for capacity building support?

A collection of 25 colorful sticky notes arranged in a grid-like pattern, intended for users to write their hopes for capacity building support. The notes are in various colors: green, blue, purple, orange, yellow, and pink. Each note has a folded corner effect.



What other questions or ideas do you have?



Who would like to be involved?

