

Agenda Item Number:

**ORANGE COUNTY BOARD OF HEALTH
AGENDA ITEM SUMMARY**

Meeting Date: May 27, 2020

Agenda Item Subject: 474 CLAS AA Update

Attachment(s): PowerPoint Presentation

Staff or Board Member Reporting: Beverly Scurry

Purpose: ___ Action
 ___ X Information only
 ___ Information with possible action

Summary Information:

The Orange County Health Department (OCHD) received an Agreement Addendum (AA) from the North Carolina Office of Minority Health and Health Disparities (NC OMHHD) in December 2018 to address the health status gap between racial/ethnic minorities and the general population. The goal of the AA is to provide training for agencies and communities to increase cultural and linguistic competence through adoption of the National Standards for Culturally and Linguistically Appropriate Services (CLAS) in Health and Health Care. OCHD is now in the second and last year of this pilot project. While COVID-19 interrupted a lot of our plans in year 2, there were many great outcomes from for our staff and community partners.

Recommended Action: ___ Approve
 ___ Approve & forward to Board of Commissioners for action
 ___ Approve & forward to _____
 ___ X Accept as information
 ___ Revise & schedule for future action
 ___ Other (detail):

474 CLAS AA

Advancing Health Equity

Wednesday, May 27, 2020

Beverly Scurry

Overview

Service Period

June 1, 2019- May 31, 2020

Purpose

To address the health status gap between racial/ethnic minorities and the general population. The goal is to provide training for agencies and communities to increase cultural and linguistic competence through adoption of the National Standards for Culturally and Linguistically Appropriate Services (CLAS) in Health and Health Care.

Award

\$28,000

Health Equity Council

- ✘ Health Department Staff Leading the Agreement Addendum (AA) Efforts:
 - + Beverly Scurry
 - + Susan Clifford
 - + Donna King
- ✘ 35 individuals representing 23 community organizations and county departments. An increase of 13 individuals and 9 organizations from Year One.
- ✘ HEC meets monthly

Year One Highlights



- ✘ Trainings provided by the Office of Minority Health Disparities and attended by approximately 60 staff and community partners
- ✘ Hosted the Achieving Equitable Outcomes through Results Based Accountability Training which was attended by approximately 70 staff and partners
- ✘ 25 staff and partners attended the 40th Annual Minority Health Conference
- ✘ Supported 3 staff members in attending the Racial Equity Institute's Phase I Training
- ✘ Conducted a Community Forum that featured a Gallery Walk and was attended by approximately 60 staff and partners
- ✘ Offered four Walking the Talk: Diversity, Equity, and Inclusion Webinars from NC Nonprofit with about 20 staff and partners in attendance.
- ✘ One year membership to Government Alliance on Race and Equity



Year Two Highlights

Soul Food Junkie: Bryon Hurt



Deliverable

- ✚ 8 Hours of training with the Office of Minority Health and Health Disparities
- ✕ In lieu of face-to-face meetings, OMHHD have sent us 10 webinars to attend including topics such as:
 - ✚ Perinatal Health Equity
 - ✚ NC Cares360
 - ✚ Health Equity and Food Security
 - ✚ Community Health Workers
 - ✚ Health Equity and Inclusion of People with Disabilities
 - ✚ Why and How Amidst COVID-19
 - ✚ Building Communities through Faith Partnerships



Year Two Highlights



Deliverable

- + Complete Diversity, Equity, and Inclusion training provided by VISIONS and hosted by Orange County Government DEI Leadership Team
- + Thus far, 498 Orange County Government staff have completed the DEI training.
- + OCHD has had 67 individuals go through the training
- + Incentivizing staff with lots of swag to attend the three hour training

Year Two Highlights



Deliverable

- + Attend Minority Health Conference
- + 41st Annual Conference held February 28, 2020 was attended by about 15 staff and HEC members
- + Three OCHD staff were session speakers
 - Zin Lyons – Language Access in Our Health Systems, Grassroots Organizing for Language Justice
 - Tommy Green – Successful Transitions Back to the Community and Healthcare after Release from Incarceration
 - Krishnaveni Balakrishnan – Asthma and Healthy Homes



Year Two Highlights



Deliverable

- + Management Team, Frontline Staff, HEC members, and BOH members attend Racial Equity Institute (REI) Phase I Training
- + At the beginning of the AA we had 6 members of our 20+ member Management Team who had not undergone training – Currently at least 3 have attended
- + At least 3 out of 5 BOH members have attended
- + At least 5 frontline staff attended – many were from Environmental Health Division
- + One HEC member was able to attend

Year Two Highlights



Deliverable

- + Walking the Talk: Equity, Diversity, and Inclusion Webinars (sponsored by the OCHD Immigrant and Refugee Health Program)
- + 5 webinars from October – December open to OCHD staff and our community partners
- + Attended by approximately 20 individuals
- + Topics included:
 - Women in the Nonprofit Sector
 - White Supremacy Culture
 - What's White Got to Do With it
 - Including People with Disabilities

Year Two Highlights



Deliverable

- + Racial Equity Institute's Groundwater training
- + Training hosted by HEC on October 10, 2019
- + This training featured the regular 3 hour Groundwater training in the morning and an extended version in the afternoon to take a deeper dive with a smaller audience
- + The event was free and open to the public
- + There were over 100 OCHD staff and community partners in attendance.

Year Two Highlights



Deliverable

- + Cultural Considerations when working with Muslim Clients
- + Hosted by the Orange County Immigrant/Refugee Health Coalition on March 6, 2020
- + Featured Speakers and Topics:
 - Samy Abdelbaky – Intro to Islam
 - Djaouida Siaci – Challenges of Refugee Settlement
 - Arshiya Siddiquid – Spirituality and Healthcare
 - Andy Al Wazni – Muslim Culture and Islamophobia, Trauma, and Microaggression
- + Over 60 in attendance

Year Two Highlights



Deliverable

- + Racial Equity Workshop conducted by Equity Paradigm
- + Two workshops conducted in Partnership with HEC partners – Refugee Community Partnership and Community Worx
- + First workshop held Sunday, November 3rd and second held on Saturday, February 8th
- + Intended for frontline staff and community health workers who have found it hard to take off work to attend other workshops
- + 10 – 15 individuals in attendance at each workshop

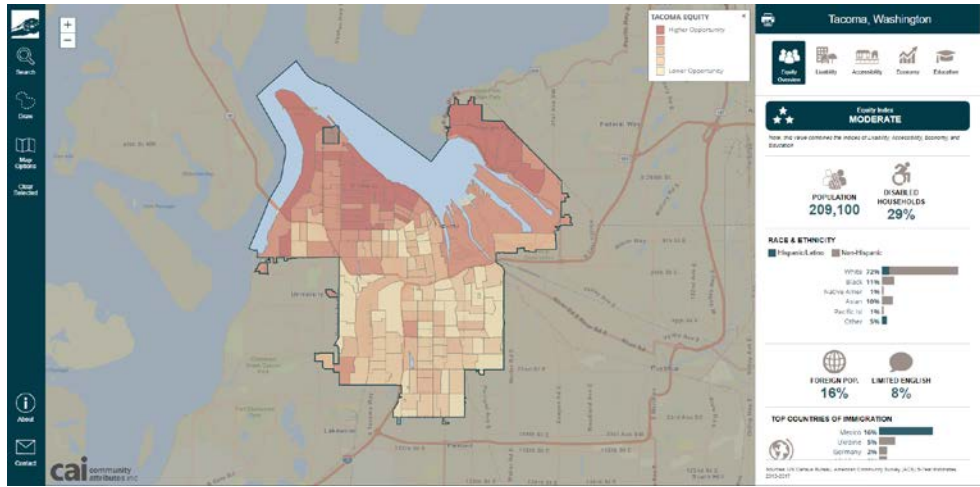


Year Two Highlights



Deliverable

- + Exploration and research of an Equity Data Index
- + Subcommittee of HEC members and other interested community partners gathered to discuss, research, and find funding for an countywide Equity Data Index
- + Researched examples in Tacoma City, Washington, Durham, NC, Asheville, NC and more
- + Created a proposal to present to Orange County Health and Human Services Leadership Team – this was done in January and received support and funding for a summer intern
- + This project will be underway again in the fall





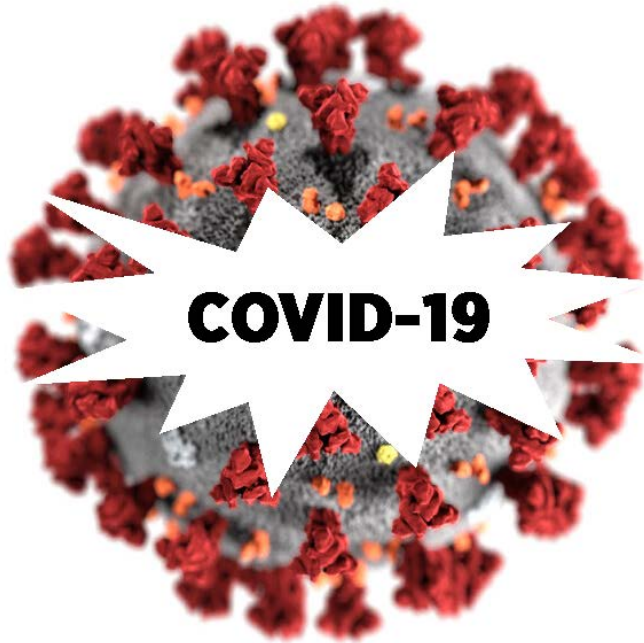
Year Two Highlights



Deliverable

- + Support HEC partners with interpretation/translation and COVID-19 relief
- + Funding support was provided to HEC partners for translation/interpretation services or COVID-19 relief efforts through gift cards
- + Organizations that received funding include:
 - Compass Center for domestic violence clients
 - EmPOWERment Inc for community members in low-income housing
 - Refugee Community Partnership for immigrant and refugee clients
 - Church World Service for immigrant and refugee clients

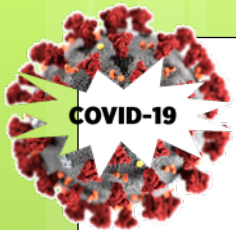
Year Two Highlights



Deliverable

+ The following were cancelled due to COVID-19:

- ✗ Community Forum
- ✗ Language Justice Summit
- ✗ Health Equity Impact Assessment
- ✗ Gender Identity Panel
- ✗ GARE Annual Meeting – Portland, OR
- ✗ Facilitator Training for Social Determinants of Health Workshop
- ✗ CLAS-related data on OCHD clients
- ✗ CLAS Assessment



Year Three



Next Steps

- ✘ The Health Equity Council will be creating an Action Plan to address the Health Equity top priority identified in the CHA
- ✘ OCHD will have a fall UNC Capstone Team from the Health Behavior and Health Equity, Social Justice and Human Rights MPH concentrations at the UNC Gillings School of Global Public Health that will focus on the Equity Data Index as well as other items from OCHD's Racial Equity Strategic Plan
- ✘ We hope to hold a Community Forum much like we planned this year
- ✘ We hope to stay connected to ongoing County equity efforts with GARE and DEI

Year Three

Join Today

✗ The Health Equity Council is open to anyone in the community who wants to join – Spread the word

✗ Contact Beverly Scurry – bscurry@orangecountync.gov or 919-245-2405

