

What are we doing to address health disparities in the state?

The Colorado Department of Public Health and Environment Declares Health Equity and Environmental Justice a Top Organizational Priority

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Colorado Department of Public Health and Environment

CCPD and Health Disparities Annual Grantee Meeting
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What are health disparities?

Health disparities are differences in health status, access to care and quality of care as determined by race, ethnicity, sexual orientation, gender identity, disability status, aging population, socioeconomic status and other factors.

Health disparities are inequitable and are directly related to the historical and current unequal distribution of social, political, economic, and environmental resources.

Source: HB 13-1088 and Centers for Disease Control and Prevention

What is health equity?

- “Health equity” is assurance of the conditions for optimal health for all people
- Achieving health equity requires
 - Valuing all individuals and populations equally
 - Recognizing and rectifying historical injustices
 - Providing resources according to need
- Health disparities will be eliminated when health equity is achieved

Environmental Justice

- Environmental Justice is the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies. Environmental justice is the right to a safe, healthy, productive, and sustainable environment, where "environment" is considered in its totality to include the ecological, physical, social, political, aesthetic, and economic environment.

Colorado Department of Public Health and Environment Strategic Map: 2011-2015

**Align Priorities and Resources
to Improve and Sustain Public Health
and Environmental Quality**

A

B

C

D

E

Achieve Targeted Improvements in Colorado's Winnable Battles

Promote Programmatic Excellence

Strengthen the Integrated Public and Environmental Health System

Foster a Competent, Empowered Workforce

Create a More Efficient, Effective, Customer-Oriented Department

1

Develop and Implement Strategies to Achieve Winnable Battles

Establish Evidence-Based, Data-Driven Strategies

Implement the Public Health Improvement Plan

Attract, Retain, and Recognize Talented and Diverse Employees

Deliver Excellent Customer Service

2

Promote Policies That Support Winnable Battles

Achieve Clear, Specific, Measurable Goals

Engage Partners in Programmatic and Policy Decision-Making

Align Employee Roles and Accountability with Department Priorities

Employ Lean Methodologies to Improve Business Processes

3

Champion Collaboration Among Programs, Departments and Partners

Value and Share Innovation

Actively Participate as a Partner in the Community

Provide Professional Development and Advancement Opportunities

Secure Sustainable, Diversified Funding

4

Educate External Partners on Winnable Battles

Strengthen Cross-Departmental Collaboration/Integration

Create and Support Sustainable, Healthy Communities

Develop a Leadership Succession Plan

Use New and Alternate Technologies to Optimize Employee Performance

5

Meet Regulatory and Statutory Requirements

Consistently Apply Department Policies and Procedures

6

Keep Up with the Speed of Business

Influence State HR, Procurement, and OIT Policies

F

Promote Health Equity and Environmental Justice

G

Use Performance-Based Measures and Evaluation to Continuously Improve Effectiveness and Prioritize Resources

H

Strengthen Internal and External Communication

Health Equity and Environmental Justice Collaborative

- Established as a recommendation from a Lean event
- Purpose is to figure out how to address health equity and environmental justice concerns in the department
- Has met for about a year
- Representatives from all department divisions

Work of the Collaborative to date

- Intensive education, training and debate
- Defined health equity and environmental justice (HE/EJ)
- Developed a vision and mission of HE/EJ for the department
- Created a work plan
- Rolled out the work plan and recruited work group members
- Work groups meet monthly and are developing action plans
- Conducted a baseline climate and knowledge survey

**HEALTH
& EQUITY
ENVIRONMENTAL
JUSTICE**
Collaborative at CDPHE

Vision: All Coloradans have equal opportunity to develop and achieve their full health potential and have equal access to health and environmental-related decision-making processes.

Mission: To build an organizational culture that empowers and supports staff at every level in addressing the root causes of health inequity and environmental injustice in their work.



Colorado Department
of Public Health
and Environment

The HEEJ Collaborative is composed of six priority-area workgroups coordinated by a steering committee with representation from each work group.

Vision

- All Coloradans have equal opportunity to develop and achieve their full health potential and have equal access to health and environmental-related decision-making processes.

Mission

- To build an organizational culture that empowers and supports staff at every level in addressing the root causes of health inequity and environmental injustice in their work.

Goal areas

- Data
- Workforce Development and Training
- Meaningful Community Involvement
- Resource Alignment
- Policy Development
- Communications

Data

Goal

To use high-quality data in policy development, resource allocation, program development, and other department decisions concerning health equity and environmental justice.

Professional Workforce Development and Training

Goal

Department staff understands the root causes of health equity and environmental justice and promote policies and implement program strategies to reduce inequities.

Meaningful Community Involvement

Goal

Department staff will facilitate communication, information sharing, and problem solving to ensure that all voices have an opportunity to be heard and to identify and implement creative solutions that best address the interests and needs of all stakeholders.

Resource Alignment

Goal

Department wide alignment of programs including fiscal and personnel resources to promote and address HE/EJ initiatives in communities across Colorado.

Policy Development

Goal

All department policies actively support HE/EJ.

Communications

Goal

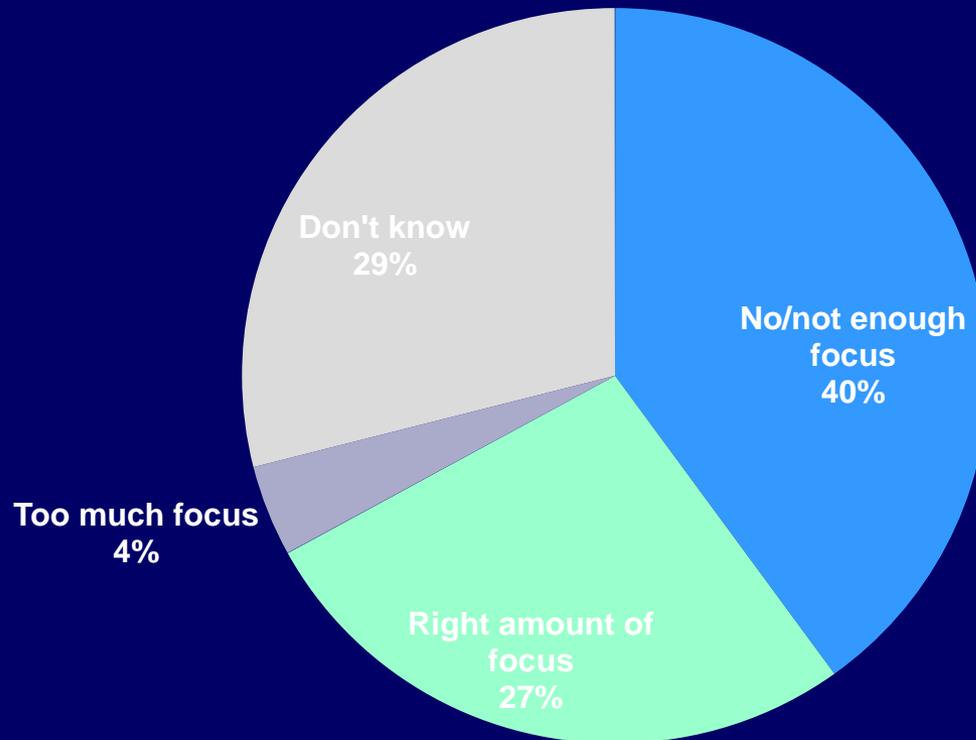
Effective communication among department divisions, communities and partners about HE/EJ resources and initiatives.

CDPHE Self Assessment Survey, May 2013

- Purpose was to assess CDPHE's current capacity to address the root causes of health inequity and environmental injustice and to identify potential opportunities for training
- Survey was adapted from an instrument developed by the Bay Area Regional Health Inequities Initiative
- All CDPHE staff were invited to complete the survey online during May of 2013
- 804 completed surveys (59% response rate)
 - 109 Administrative staff
 - 399 Program staff
 - 191 Supervisor/work lead
 - 34 Senior management
 - 71 Other

CDPHE HE/EJ Self Assessment Survey, May 2013

**In your opinion, how much does CDPHE focus on
addressing health inequities and environmental
injustice?**



Powers and Duties of the Office of Health Equity

Purpose:

- Coordinating, educating, and capacity-building role for state and local public health programs and community-based organizations
- Promoting health equity in CO
 - Implement strategies to address causes of health disparities (economic, physical and social environment)
- Work collaboratively within the department and with affected stakeholders to
 - Set Priorities
 - Collect and disseminate data
 - Align resources within dept. and across other state agencies

Powers and Duties of the Office of Health Equity

Powers, Duties and Functions:

- Leading and coordinating the department's health equity efforts
- Providing education to the public on health equity, health disparities and the determinants of health
- Coordinating the interpretation and translation services within the department and offering TA to other state and local agencies
- Coordinating and staffing the Health Equity Commission

Powers and Duties of the Office of Health Equity

Powers, Duties and Functions (Continued):

- Building collaborative partnerships with communities to identify and promote health equity strategies
- Developing communication strategies regarding health equity

Federally-Funded Projects

1. Promote adoption & implementation of CLAS Standards
2. Address Cancer, Cardiovascular disease, stroke, obesity and overweight (SDoH perspective)
3. Increase knowledge & awareness of ACA and CO insurance marketplace

Purpose of the Health Equity Commission

- Serve as and advisor to the Office on health equity issues, specifically focusing on alignment, education and capacity-building for state and local health programs and CBOs
- Commission shall be dedicated to promoting health equity and eliminating health disparities

Health Equity Commission

Powers and Duties

- Determining innovative data collection and dissemination strategies
- Aligning the department's health equity efforts and the Health Disparities Grant Program
- Strengthening collaborative partnerships with communities impacted by health disparities to identify and promote health equity strategies
- Promoting workforce diversity

Health Equity Commission Powers and Duties

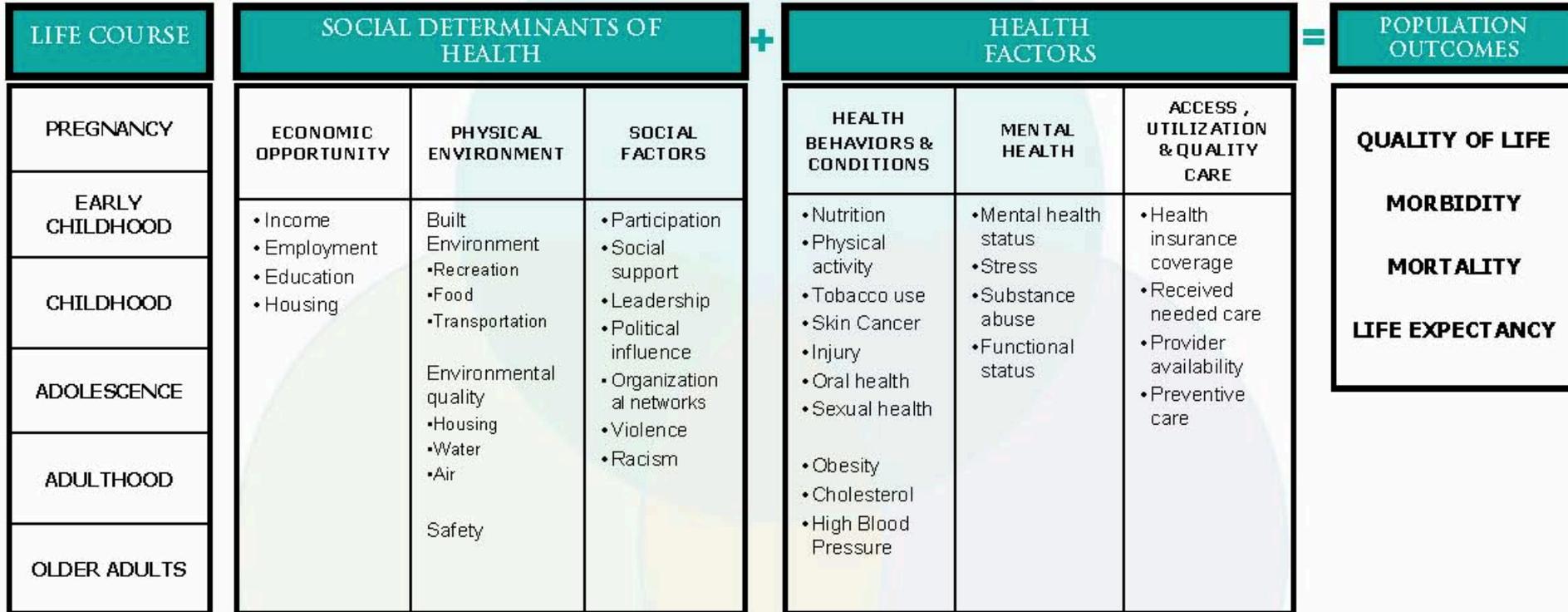
- The commission shall appoint a review committee for the Health Disparities Grant Program
 - The committee reviews applications and makes recommendations to the commission regarding the entities that may receive grants and the amounts of the grants.
 - The commission finalizes the recommendations for funding and provide them to the State Board of Health.
 - The State Board of Health awards grants to the selected entities

Health Equity

AN EXPLANATORY MODEL FOR CONCEPTUALIZING THE SOCIAL DETERMINANTS OF HEALTH



**NATIONAL INFLUENCES
GOVERNMENT POLICIES
U.S. CULTURE & CULTURAL NORMS**



Public Health's Role in Addressing the Social Determinants of Health

- Advocating for and defining public policy to achieve health equity
- Coordinated interagency efforts
- Creating organizational environments that enable change
- Data collection, monitoring and surveillance
- Population based interventions to address health factors
- Community engagement and capacity building

Health Disparities

the
2013
Report

Exploring
Health Equity
in
Colorado's
10 Winnable
Battles



Colorado Department of
Public Health and
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Office of Health Equity



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