

Advancing the Diversity of the Public Health Workplace: Why Diversity, Inclusion and Competencies Matter

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This webinar is in partnership with Region V Public Health Training Center.

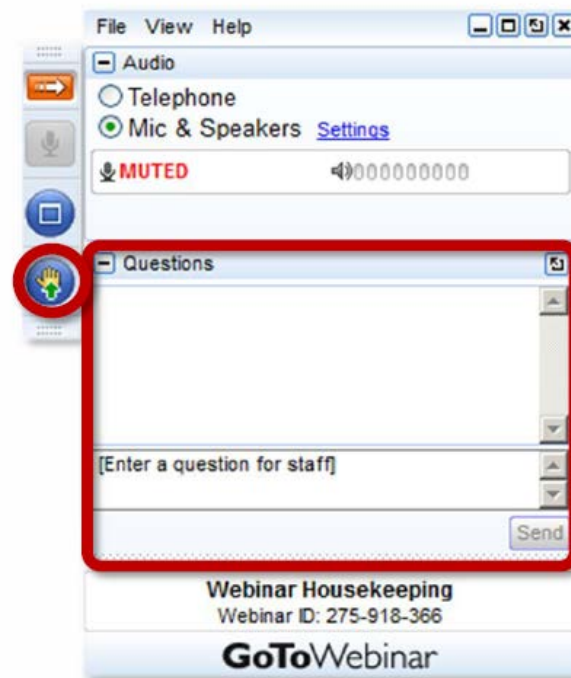


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Housekeeping

- Listen only mode
- Dial in with your phone
- Type questions in box in lower right
- Technical Difficulties?
 - Call: 888-585-9008



CE Instructions

- Interested in continuing education credits?
- Look out for an email from the Region V Public Health Training Center with further instructions.
- CE is available for \$3 if requirements for credit are fulfilled.

Today's Learning Objectives

- Describe what are the public health core competencies
 - Can an additional overlay of behavioral health competencies enhance public health practice?
- Discuss how we build a diverse and inclusive public health and behavioral health workforce for the next generation of health care
- Understand how building a diverse workforce contributes to addressing the social determinants of health
- Describe how to operationalize the building of diverse workforces, both in composition and competency to enhance dynamic partnerships

Diversity, Inclusion & Competencies: The Dynamic Interplay



Diversity



Inclusion



Competency



Integration

Trauma-
informed

PUBLIC

What are Public Health Competencies?

HEALTH

Substance
Use

Workforce
Development

Emergency
prep and response

Competencies

The combination of skills, knowledge and ability/talent

$$\text{Talent} \quad (\times) \quad (\text{Skills} + \text{Knowledge}) \quad = \quad \text{Strength}$$

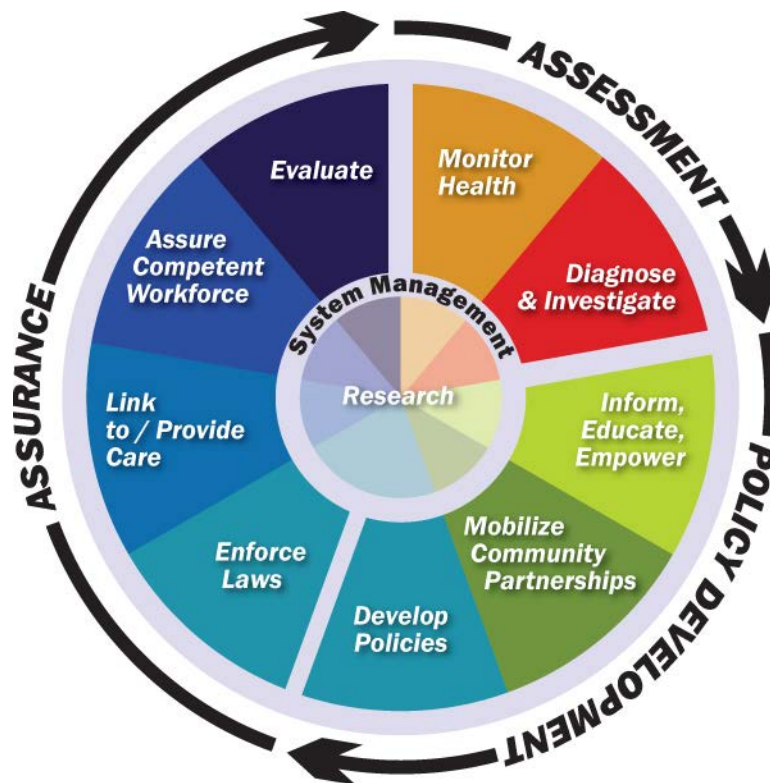
The Public Health Core Competencies



- The [Core Competencies for Public Health Professionals](#) (Core Competencies) are a set of skills for the broad practice of public health, as defined by the [10 Essential Public Health Services](#).
- The Core Competencies reflect foundational skills desirable for professionals engaging in the practice, education, and research of public health.
- The Core Competencies are the result of more than 20 years of work by the Council on Linkages and other public health practice and academic organizations.

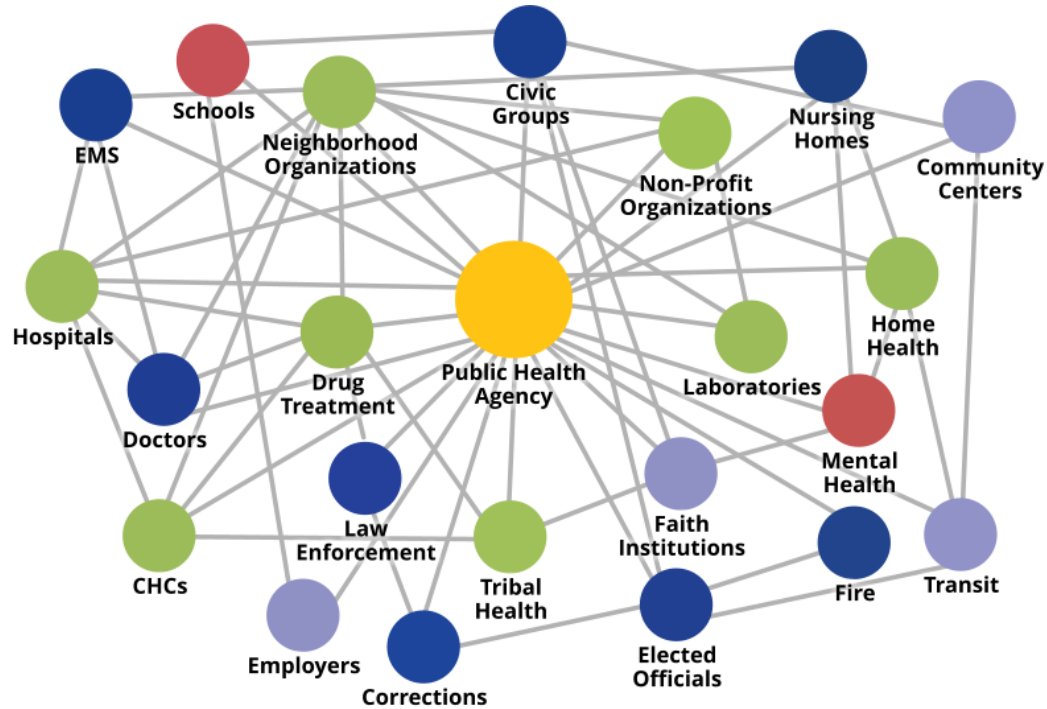
Sourced and Developed by the [Council on Linkages Between Academia and Public Health Practice](#) (Council on Linkages)

10 Essential Public Health Services



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The Public Health System



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Why are we thinking about the Public Health Competencies...and then some...



Diversity



Inclusion



Competency



Competencies and Training

- Leadership and workforce development specific to addressing behavioral health, despite it being a demanding public health challenge, is particularly challenging to the public health system.
- The IOM strongly recommends that public health professionals be trained in a set of core public health competencies, and...
 - ***additional education and training must be tailored to, and based on, the experiences and activities of the existing workforce.***
 - Despite these recommendations, a need for training on public health and behavioral health competencies still exists across community behavioral health organizations (CBHOs), public health departments (PHDs), and public health agencies (PHAs.)



Behavioral Health Training Institute for Health Officials

One
Example



- 4 cohorts, 152 health officials
- **APPLICATIONS ARE OPEN NOW!**
- Direct access to:
 - Webinars, virtual & in-person trainings and technical assistance
 - Resource & information sharing
 - NatCon attendance
 - Individualized TTA

Behavioral Health Core Competency Convening

- Expert roundtable to inform the development of a set of integrated public health and behavioral health (mental health and substance abuse use disorders) core competencies to enhance public health professionals' capacity to address the most pressing behavioral health needs within their communities.
- To provide guidance on critical behavioral health-related competencies for public health officials
- To determine areas of alignment between existing public health and behavioral health competencies and identify gaps between the existing public health competencies that are critical to address through the development of tailored training and technical assistance
- To develop initial consensus around a set of core behavioral health competencies for public health officials to focus on around developing of tailored training and technical assistance

What We Asked?

- What do we need public health officials to **know** about behavioral health?
- What do we need public health officials to be able to **influence** about behavioral health?
- What do we need public health officials to be able to **adapt** related to behavioral health?
- What do we need public health officials to be able to **deliver** related to behavioral health?

A Few Key Findings

*What we need public health to **know** about behavioral health*

- Addiction Science
- Relapse and Recovery
- Stigma
- Treatment Models
- Language
- Social Determinants of Health
- Risk Factors

A Few Key Findings

*What we need public health to **influence** about behavioral health*

- Financing
- Legislation
- Practice Change
- Population health
- Providers
- Prevention
- Harm Reduction

And of course, a Focus on Health Equity

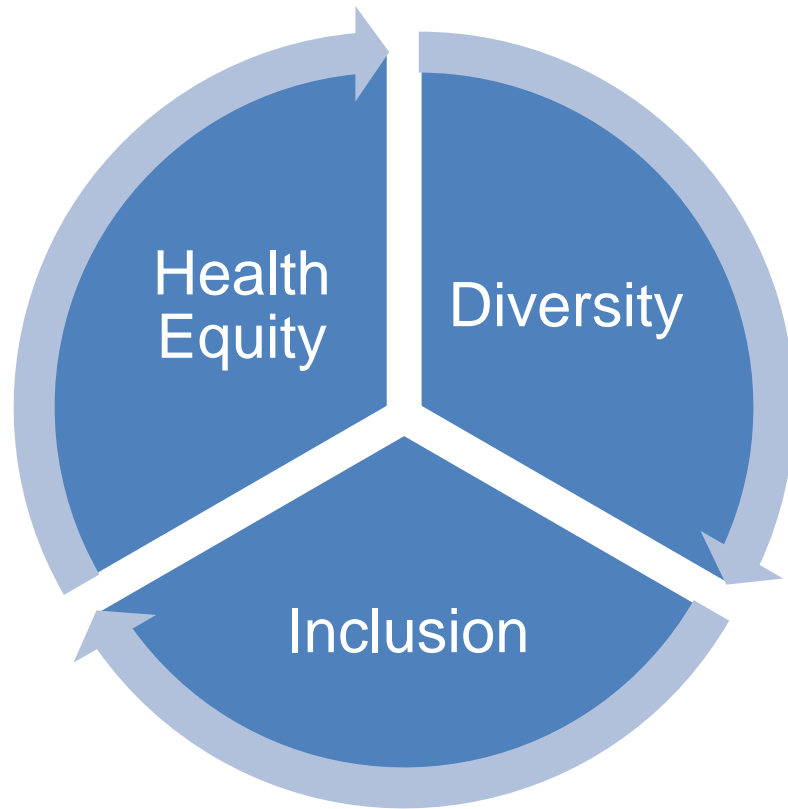
In what areas do we need to focus our competency (knowledge and skills) around to increase the attention paid to health equity?

Diversity and Inclusion



What is the Association between Diversity, Health Equity and Competencies?

- There is a significant association between diversity in the workforce and aligning with and achieving health equity outcomes
 - Diversity enhances focus, support and skill for addressing health disparities
 - Diversity has been shown to result in greater innovations in public health approaches
- **Better evidence and training related to health equity facilitates improvements in public health outcomes.**



CDC's Parameters of Diversity

- PUBLIC HEALTH CASE for Diversity → racial, ethnic, and linguistic diversity among health professionals is associated with better access to and quality of care for disadvantaged populations [HRSA 2007; Mertz 1995, Moy 1996, Komaromy 1996)

Diversity is an understanding, appreciation and respect of the many differences and similarities each individuals bring to the workplace and/or workplace, including, but limited to, varied perspectives, abilities, approaches, and competencies of coworkers and populations we serve

Source: Why Diversity and Inclusion Matters in Public Health Julio Dicient Taillepierre, MS Team Lead Initiatives and Partnerships Team, MHHE Office of Minority Health and Health Equity (OMHHE) June 1-3, 2016. Link: <https://www.cdc.gov/minorityhealth/internships/2016/WhyDiversityInclusionMattersPublicHealth.pdf>

Select Diversity Characteristic

- Diversity encompasses many characteristics, including but not limited to: race, ethnicity, gender, age, sexual orientation, education, culture, heritage, religion, geography, physical abilities and socio-economic status.
- Representation
- Sociodemographic (lived experience)
- Linguistic and other characteristics
- Practice
- Technical expertise
- Applied approaches

Diversity

1. Diversity (and inclusion) *is central to what public health wants to be!* Its right, its our vision and its central to our understanding of a better more just world.
2. *Diversity is Essential.* The Public health workforce is engaging with communities that look different from them/leadership. This requires 1) Capacity Building; 2) Cultural Competency/Humility; 3) and Familiarity to engage effectively with many different communities.
3. Diversity has been shown to *lead to better health outcomes!*



Diversity and Inclusion

Diversity in Healthcare

Missing Persons: Minorities in the Health Professions. A Report of the Sullivan Commission on Diversity in the Healthcare Workforce. The Sullivan Commission. 2004.

“Today’s physicians, nurses, and dentists have too little resemblance to the diverse populations they serve, leaving many Americans feeling excluded by a system that seems distant and uncaring. The fact that the nation’s health professions have not kept pace with changing demographics may be an even greater cause of disparities in health access and outcomes than the persistent lack of health insurance for tens of millions of Americans.”

The growing amount of factors that impact our wellness have created new opportunities for sustainable solutions.

...new opportunities to **promote health & prevent disease.**

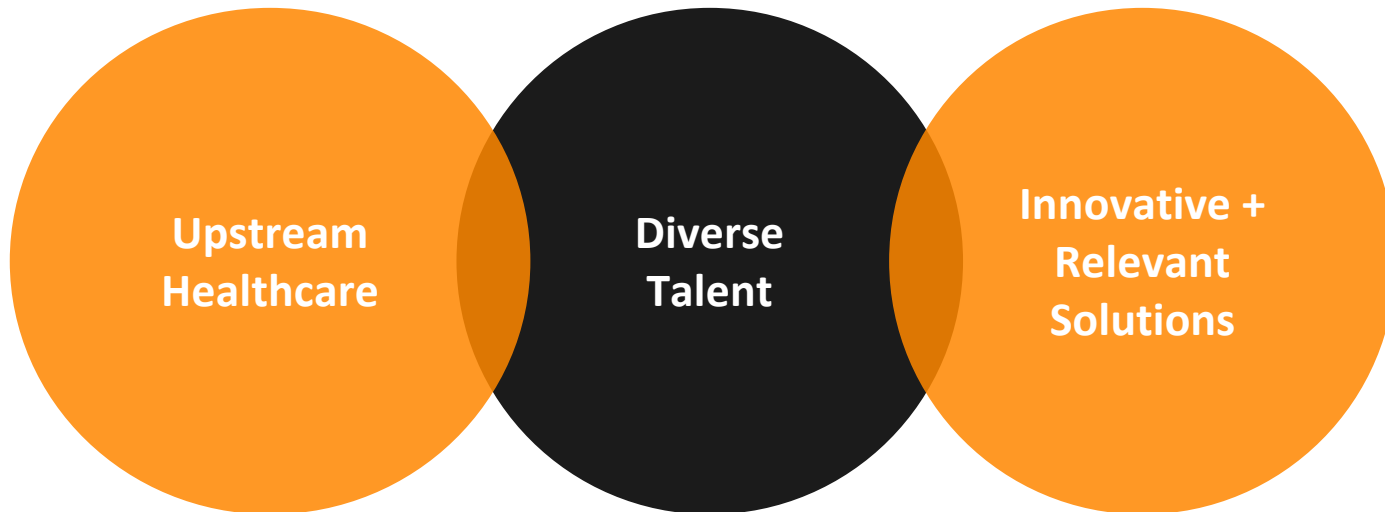


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Opportunities for an Inclusive & Equitable Future



Upstream
Healthcare

Diverse
Talent

Innovative +
Relevant
Solutions





Why Does an Inclusion Lens Matter?

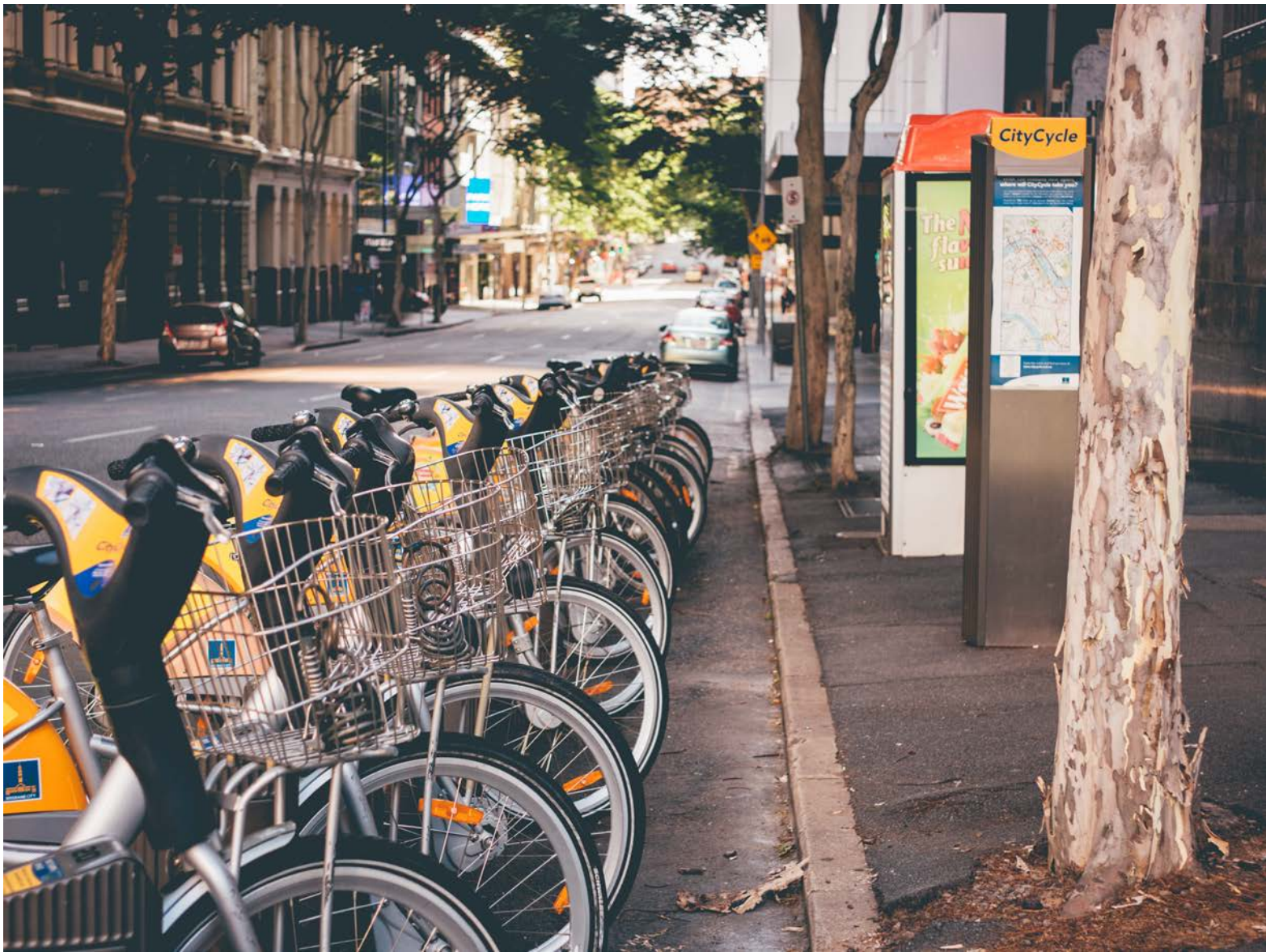
Helps to create solutions for problems associated with stigma, unconscious bias and misinformation based on prejudices.

Where We Are At Now

- At a convergence point of medicine/healthcare and public/behavioral health
- What our communities see/think about what influences and impacts their health — another opportunity to showcase leadership
- New companies and ventures are rushing into the landscape — critical to have a workforce that understands the real nuances of sustainable health innovation
- Traditional healthcare workforce is overwhelmed and depleted

Creating Sustainable Solutions to Address:

- Mental health disparities among vulnerable populations
- Access to healthy foods and a deeper understanding of how to eat
- Ways to design places/spaces that promote long term health (e.g. walkable and bike-able cities)
- Narratives surrounding lived experiences that impact behaviors — both from the health workforce and the people they serve

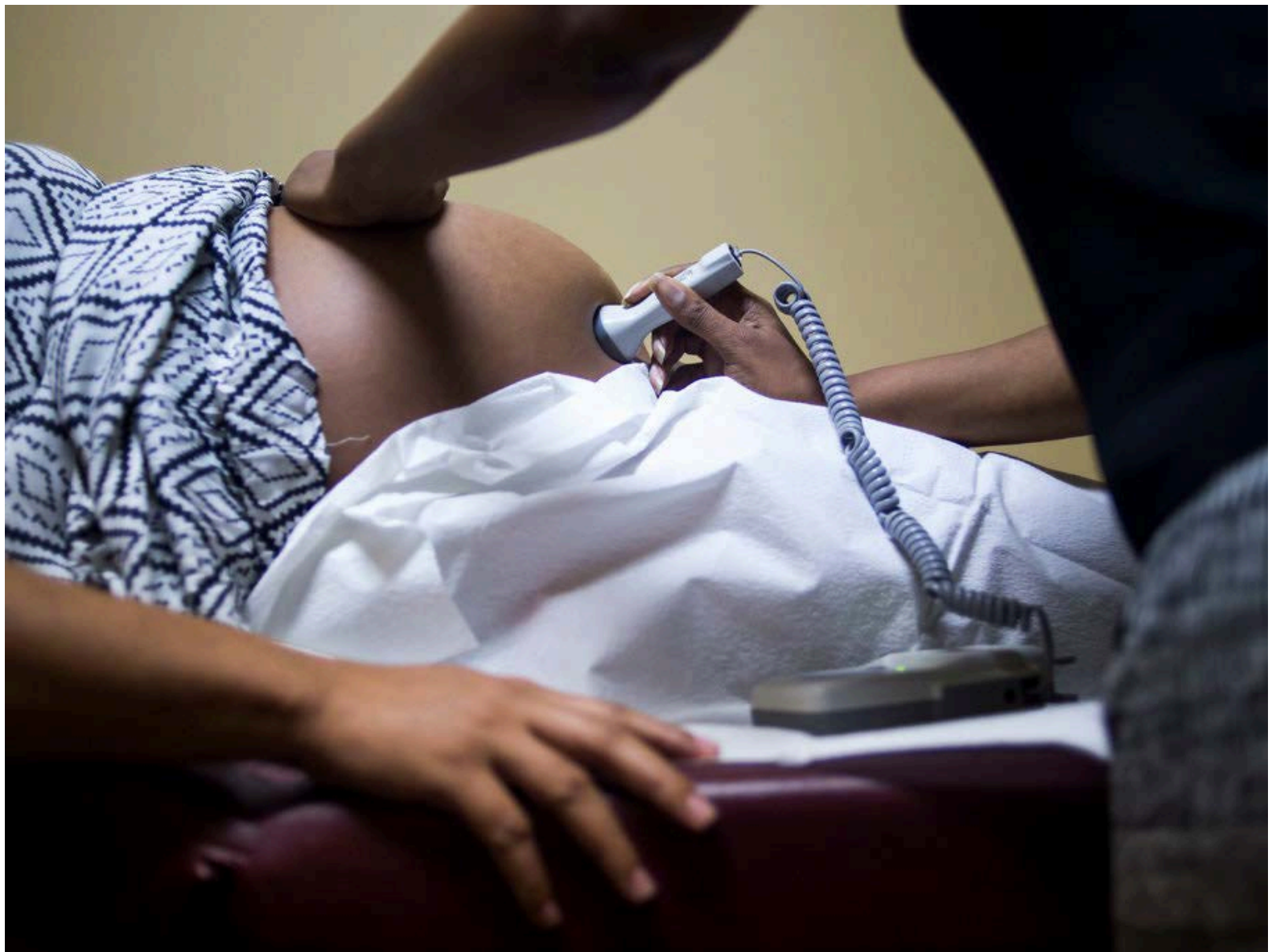


What's At Stake

- Trust
- Misinformation
- Impact of massive amounts of data
- Outcomes aimed at disparities
- Consumerization of health

Lived Experiences and Representation Matter







Understanding the Innovation Landscape



Questions to Constantly Ask

- Who are the leaders and innovators in this landscape? That are working on the problems that you are?
- Who are the companies and startups that you should be paying attention to and most likely supporting?
- How are you showing up in the spaces and places that people are learning/doing to craft the future of health?

Questions to Constantly Ask

- How are you showing authority and an affinity toward common goal solutions in these places?
- What would ideal partnerships look like for you to learn and stay relevant?
- What are the market trends that you should be paying attention to?
- What resources are you creating for thought leadership?

BACKSTAGE
CAPITAL

ROCK
HEALTH

S T A R T U P
+ H E A L T H

 mahmee


CITYBLOCK

Clover

Hh
Henry

Getting It Done

- Assess leadership intention and buy-in
- Understand the responsibility and resources that will need to be applied
- Invest in an organization that will help provide in-depth understanding of internal gaps, best practices and what a roadmap would look like
- Sourcing > Retention
- Regular leadership accountability
- Long-term inclusive culture

Workplace Investments

- Diversity, Inclusion and Belonging
- Culture and Community
- Talent and Human Resources

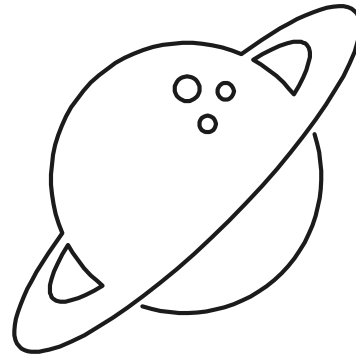
Top 3 Recap

Direct Outcomes

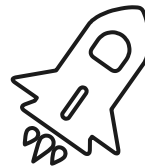
Employer Brand & Workforce Upskilling

Opportunities for sustainable innovation and solutions

ONBOARD HEALTH



We're building an inclusive workforce ecosystem to power the future of health.



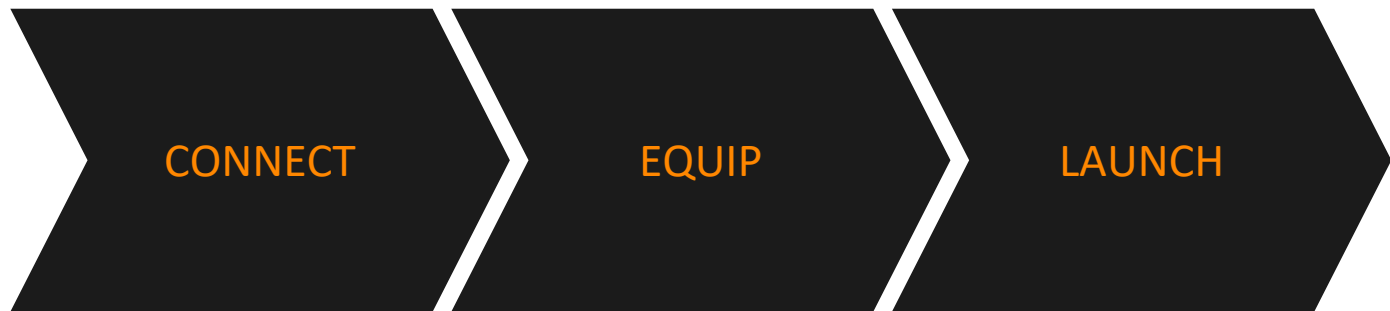
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Building the Talent Community



Ventured Backed Startups & Companies

+ Diverse Senior/Executive Talent

= Inclusive, Sustainable Future of Health

Diversity is being invited to the party,
Inclusion is being asked to dance.

~ Vernā Myers

Thank You!

2019-2020 Behavioral Health Training Institute for Health Officials

APPLY NOW!

Applications due November 6, 2019.

- RFA & Application Questionnaire: https://www.nationalcouncildocs.net/wp-content/uploads/2019/10/BHTI-HealthOfficials-Cohort5-RFAApplication_FINAL-1.pdf
- Apply online at: <https://nationalcouncil.secure-platform.com/a/solicitations/home/1133>