



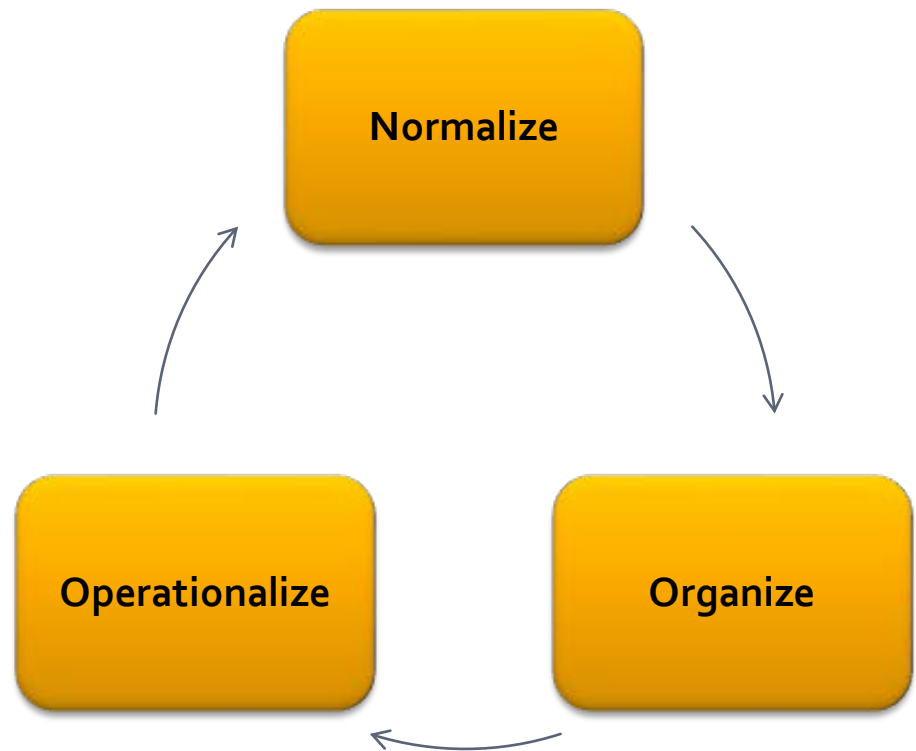
Healthy People Healthy Places



Health and Racial Equity Work Plan

PHMDC Framework

- Normalize: shared understanding
- Organize: Build staff and organizational capacity, skills, and competencies
- Operationalize: Implementing new tools for decision-making, measurement, and accountability



OEI Major Organizing Concepts

- Organizational commitment
- Leadership Development
- Program Innovation
- Collaboration
- Tier 1: Beginning: A practice or policy that is starting or new.
- Tier 2: Emerging: A more developed practice or policy.
- Tier 3: Advancing: To move forward, make progress, or lead a practice or policy.

Organizational Commitment

- TIER 3: Establish Health and Racial Equity as a Core Value at PHMDC.
 - Example: Strategic Plan, Values Statement
- TIER 3: Create and expand supports for agency wide integration of health and racial equity principles.
 - Example: 2 Health Equity Coordinators, HRE Team, HRE Plan

Leadership Development

- TIER 1: Build and expand professional development opportunities to ensure all staff has access to the foundational information necessary to understand and incorporate principles of health and racial equity into their work.
 - Example: ELM, Internal & External Trainings

Program Innovation

- TIER 1: Improve equitable hiring process.
 - Example: Position Description, Questions, Examining Position Requirements, Recruitment/Advertising, Relationship building
- TIER 1: Measure progress towards HRE Goals and improve processes along the way.
Example: External Evaluator



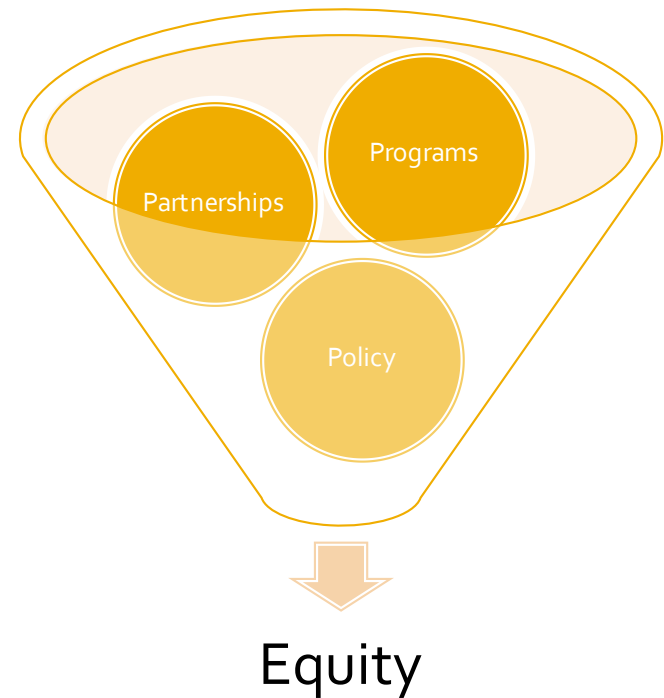
Program Innovation

- TIER 1: Develop and implement a process to provide health & racial equity technical assistance to programs.
 - Example: HRE Team process and support, Equity Tools



Collaboration

- TIER 1: Establish partnerships within and outside of local government to increase outreach and impact.
 - Example: Public Health Academy, Black Lives/Black Lungs, AABA, CHW



*"Transformation – profound, fundamental, irreversible,
sustainable change – depends on and is made possible
by the internal shifts in people and groups, as well as external
shifts in our culture, systems and lived reality."*

-- Kristen Zimmerman and Julie Quito