2023 EQUITY REPORT

Prepared for the Office of Equity and Inclusion

NOVEMBER 2023

Our Vision

Healthy People. Healthy Places.

Our Mission

Working with the community to enhance, protect, and promote the health of the environment and the well-being of all people.

Our Core Values

Health is a Human Right

We advance health as a human right in pursuit of the highest attainable standard of health in Madison and Dane County.

Science

We use science, data, and evidence to deliver programs, services and influence change. Recognizing the importance of the lived experience, wisdom, and beliefs of those we serve, we acknowledge the limitations of scientific knowledge.

Health and Racial Equity

We build collective understanding and capacity across the health department and with other government agencies and community organizations to address racial equity with purpose. We recognize that health outcomes are largely the products of inequitable social, economic, and environmental systems over time.

Relationships

We build relationships and connections with people and organizations to improve health outcomes.

Stewardship

We take seriously the responsibility inherent in our role as a government agency, and work to manage resources intentionally and treat the public's trust with care.

Public Health
MADISON & DANE COUNTY
Healthy people. Healthy places.

OEI Major Organizing Concepts Framework

Organizational Commitment
Tactics we will start or continue to imbed equity and inclusion in Departmental operations

Leadership Development
Tactics we will start or continue to increase the racial and ethnic diversity of staff, develop a shared definition of racial justice for the Department, and provide staff training and development opportunities

Program Innovation
Tactics we will start or continue to evaluate programs and procedures with a racial justice and social equity lens, to collect and report on data to measure the success of specific programmatic and policy changes, and to develop programs in partnership with our community stakeholders and customers.

Collaboration
Tactics we will start or continue to pursue increasing the racial and ethnic diversity of our network of program and service delivery partners, to seek the feedback and input of clients and communities served, and to build collaborative relationships with communities.

Resource Mobilization
Tactics we will start or continue to dedicate resources (financial, in-kind, and staffing) to advance racial justice in our community.

Tiers

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

- Explicitly centering health and racial equity in all plans, policies, and programs including the development, implementation, communication and evaluation processes and products. (Tier 2)
- Staff are engaged in learning and development of core competencies in Health and Racial Equity for public health professionals. (Tier 2)
- Working with agency partners, policy makers, and the public to advance system-level strategies towards the desired future vision: all people in Dane County having a fair and just shot at optimal health. (Tier 1)
- Developing 2024-2029 Strategic Plan featuring agency-wide priorities centered on organizational change and rooted in advancing Health & Racial Equity. (Tier 1)
- Implementation of multi-faceted Language Access policy to ensure all clients have equitable access to services and information, and that bilingual staff are supported in using their language skills according to best practices as they serve these clients. (Tier 1)
- Infusion of language-related demographic data into planning and budgeting to continue to expand and sustain language access as community and staff needs change. (Tier 1)
- Cultivating an inclusive and respectful, work environment where everyone, especially employees from marginalized groups, feel a sense of belonging and support in achieving personal, team, and department goals.
  - Optimal Climate team of 20 folks representing different programs and health department divisions. Actions include employee picnic, employee engagement survey, employee resource guide and leadership webinar series. (Tier 2)
  - People of Color Affinity Group provides a space for relationship building, leadership development and healing necessary for the overall well-being of BIPOC employees and the organization to move towards being an anti-racist organization. Actively recruit new employees who identity as part of the global majority with a total 55 on roster and average 20 folks consistently active to engage in conversation and partnership about how to best remove systemic structures that inherently seek to oppress BIPOC communities. (Tier 3)

Leadership Development

- Generating a full Workforce Development Plan for Public Health Employees that begins as Recruitment and taking into account Individual Professional Development. This includes developing mentorships and avenues for professional growth within and out of our agency. Working to align these efforts with Health & Racial Equity Coordinators to ensure we are providing equitable access to these programs. (Tier 1)
- Providing framing of Health & Racial Equity concepts and agency expectations at new employee orientations to increase understanding of expectations for public health professionals related to core competencies, as well as systems framing around root causes of health inequities. (Tier 2)
- Intentional recruitment and hiring of racial and ethnic diverse staff and people with lived experiences in areas like violence prevention and substance use. (Tier 2)

Program Innovation

- Social media strategy focused on ensuring language access and using culturally relevant approaches. (Tier 2)
  - Collaboration with agencies such as Centro Hispano to identify social media posts that are relevant to the Latine community.
- Implementation of Equity in Communications Guide, which gives guidance and suggestions about how to infuse equity into communications products like reports, presentations, and factsheets. (Tier 2)
- Translation of externally-facing materials into Spanish, including blogs, news releases, and web pages, as well as coordinate the translation of materials into other languages. (Tier 3)
  - Translation team has greatly increased the turnaround time and number of materials we are able to translate for audiences whose primary language is not English.
- Reviewing current recruitment practices such as minimum qualifications, application question requirements, and interview standardization to create more equitable practices within Public Health's recruitment process. (Tier 1)
- Standardizing and implementing a Bi-Annual Employee Engagement Survey for Public Health staff, with considerations and intentionality from feedback from our POC Affinity Group. Also taking into account anonymity. (Tier 3)
- Developed guidelines for disaggregating race and ethnicity data when the numbers are small, in an effort to promote data decolonization and address erasure. (Tier 2)
  - The Community Based Public Health Nurse and Data/Epi team worked together on an innovative project to disaggregate Hmong data from the Dane County Youth Assessment. These data were shared with community partners, and relationships are continuing to develop to determine how to use the data and share with the community.
- Developed a brand new program, Reproductive Health Nurse Navigators, using a Reproductive Justice framework to provide all-options counseling for Dane County residents.
- The Fetal Infant Mortality Review (FIMR) team is part of a national storytelling collaborative and is working towards changing the way that personal story is used in the FIMR process, and how qualitative data can be used to tell the story of infant mortality.
  - Compensating Black women with lived experience of infant loss to help us develop a process for making lived-experience of part of FIMR.

Collaboration

- Established partnerships working around issues impacting health inequities. (Tier 2)
  - Community-Based Public Health Nurses partnering with Nurses for Black Wellbeing, a research initiative out of the UW School of Nursing, to examine health outcomes of Black Madison residents.

- - The Maternal Child Health and Perinatal teams collaborating with Roots4Change, a grassroots coop of Latina and indigenous doulas, in a variety of ways to support clients.
  - Violence Prevention teams working with many organizations led and serving people of color in our community.
- Collaborating with community members and centering the voices of people with lived experiences. (Tier 2)
  - The Community Advisory Board is comprised of current and former clients that provide input on additional areas of support needed from the perinatal program and how to help clients reach their own goals.
  - The Substance Use Prevention & Harm Reduction program continue to create opportunities to seek feedback and input of clients to build collaborative relationships with community
- Creating organizational infrastructure to guide and facilitate equitable and consistent approach to service delivery, customer relations and partnership management. (Tier 1)

Resource Mobilization

- Development of a Grant Management and Grant Administration Policy addressing inequities in developing resource mobilization and management in overall community. (Tiers 1-2)
- Support equitable funding opportunities through the management and iterative design of the Healthy Communities fund and the creation of equitable funding process guidance/support. (Tier 2)
- Compensating community members participating on advisory boards or community based review processes. (Tier 2)
  - Compensating Black women with lived experience of fetal or infant loss participating and sharing their knowledge/stories in the Fetal and Infant Mortality Review process.
  - Paid two community partners to attend a national Maternal Child Health conference with the Maternal & Child Health and Fetal and Infant Mortality Review team.
- Mini-grants to community partners working to improve engagement of community members most impacted by environmental health issues such as PFAS. (Tier 1)
- Worked in partnership with Board of Health and support of the County Board to secure $50,000 of annual, ongoing funding from Dane County for the Saving Our Babies initiative through the 2024 Operating Budget process. (Tier 1)
  - Saving Our Babies is an initiative of the Dane County Health Council and community stakeholders with the following goals: Eliminate inequities in health, educational and economic outcomes for Black women, families and children; Eliminate Black-White racial inequities in low-weight births; and Eliminate Black-White racial inequities in infant mortality. This funding goes to the Foundation for Black Women's Wellness to continue coordination of the Saving Our Babies initiative.