Timeline to date

January-December 2016
- CDPH Team participate GARE year-long training

August 2016-May 2017
- Plan development and Approval

June 2017-Dec 2017
- Build support and awareness for Initiative

December 2017
- Launch All Staff Equity Survey and application for 2018 Workgroup

January 2018-December 2018
- Participate in GARE Capitol Cohort and Implement 3 goal areas from Action Plan
Racial and Health Equity Initiative Vision

The California Department of Public Health (CDPH) has a vision of a California in which race is no longer a predictor of one’s health outcomes and where all Californians can achieve their highest level of health and well-being.
Chronic Stress and Racism: Impacts on Health Equity

- Differential access to resources
- Differential living conditions
- Racism
- Chronic Stress
- Epigenetics
- Increased Allostatic Load

Health Inequities
Cancers, heart disease, high blood pressure, kidney disease, etc.
Racial and Health Equity Initiative Structure

**Steering Committee**

**WHO:** 7-10 Deputy Director, Assist Deputy Director, Division Chief, and Branch Chief level

**WHAT:**
- Provide high level input, direction, problem solving for the Racial and Health Equity Initiative
- Communicate and represent the Racial and Health Equity Initiative in Executive Management meetings including PHEMT and Policy Committee

**Racial and Equity Workgroup**

**WHO:** 15-20 Staff from across the Dept. with diverse experience and skill representing the breadth and depth of the department

**WHAT:** Lead implementation of CDPH’s Racial and Health Equity Action Plan

**Hiring, Recruitment, and Retention Subgroup**

**WHO:** 10-12 Staff per subgroup.

**WHAT:** Lead implementation of the relevant goal areas in the action plan related to the subgroup topic.

**Education, Training, and Competency Subgroup**

**Communications Subgroup**

**STAFFING:**

**WHO:** 2-3 Office of Health Equity, Health in All Policies Staff

**WHAT:** Backbone support team
- Meeting facilitation and meeting logistics (reserving rooms, taking notes, calendar invites, etc.)
- Draft all products and communications
- Follow up with team members on work between meetings to ensure ongoing progress
- Monitor and report progress
CDPH Racial and Health Equity Action Plan

• Goal Areas:

1. Organizational Commitment
2. Leadership and Management
3. Hiring, Recruitment, and Retention
4. Education, Training, and Competencies
5. Access, Involvement, and Partnership
6. Budgeting and Contracting
7. Communications
8. Data Collection and Evaluation
9. Programs and Services
Education, Training, and Competencies
Thank you!

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