

CDPH Racial and Health Equity Initiative

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Office of Health Equity
Health in All Policies Team Lead

August 2018

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

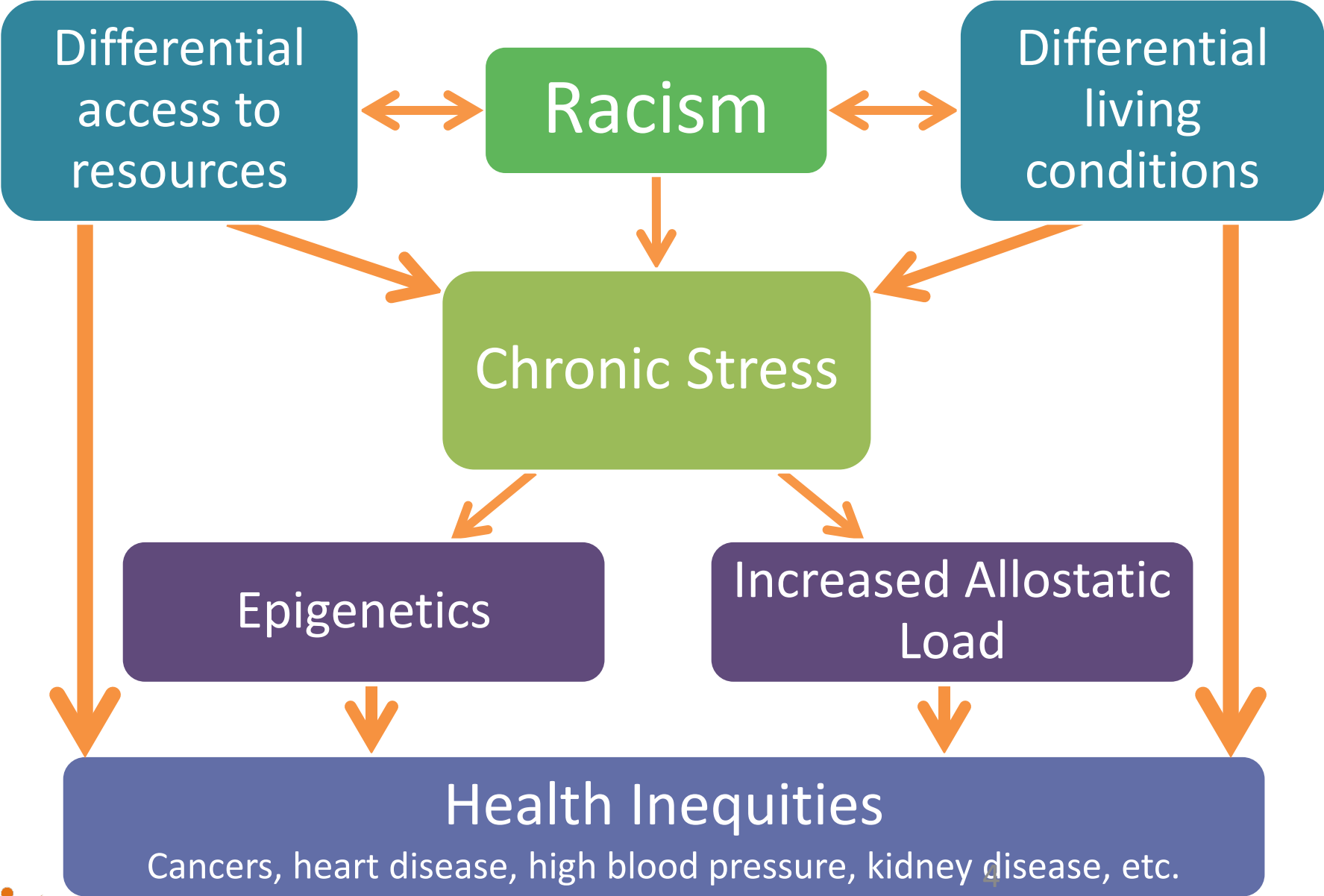
January
2018-
December
2018

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



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

Education,
Training, and
Competency
Subgroup

Communications
Subgroup

WHO: 10-12 Staff per subgroup.

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

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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