

Tribal Accreditation Learning Community

JANUARY 2016

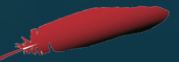
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Access code: 739 454 244

STRATEGIC PLANNING FOR HEALTH EQUITY

JAMIE ISHCOMER, MPH, MSW, NATIONAL INDIAN HEALTH BOARD

TRIBAL PRESENTATION: HO-CHUNK NATION

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TALC Webinar Protocols



- ▶ Please type your name, Tribe/Organization for which you work, and email address in the chat box as a record of attendance. You can chat this to the presenter only if you would like.
- ▶ The meeting will be recorded and shared on the NIHB website
- ▶ Please keep your phones on mute
- ▶ Save your questions until the Q&A portion
 - ▶ Use the chat box or the phone line for questions
 - ▶ Feel free to ask questions of other people on the line as well

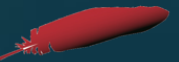
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Strategic Planning for Health Equity

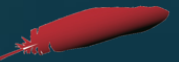
JAMIE ISHCOMER, MPH, MSW (CHOCTAW NATION OF OKLAHOMA)
PUBLIC HEALTH PROJECT COORDINATOR, NIHB

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What & Why of Health Equity

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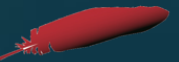


What is Health Equity?

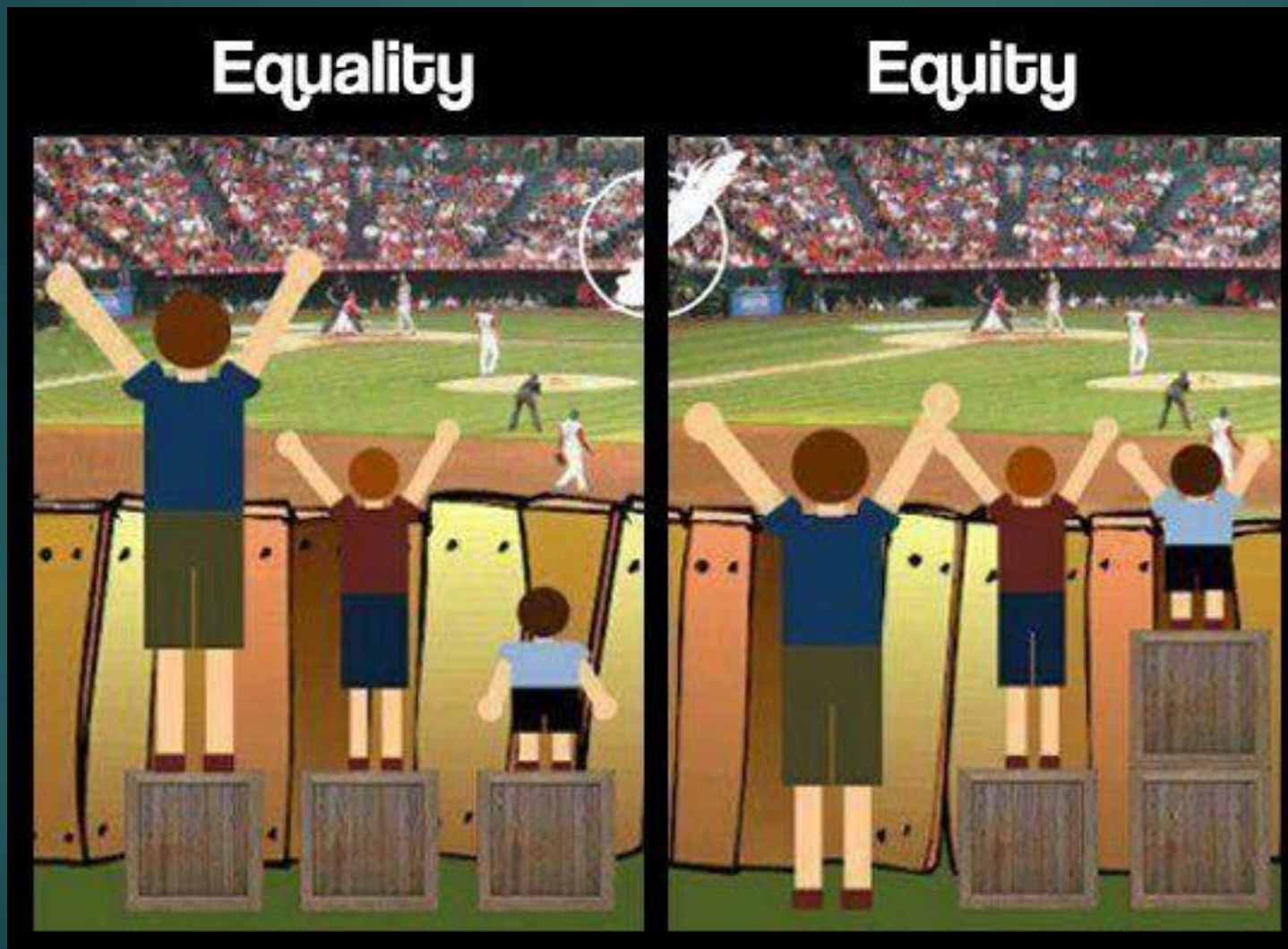
Attainment of the highest level of health for all people. Achieving health equity requires valuing everyone equally with focused and ongoing societal efforts to address avoidable inequalities, historical and contemporary injustices, and the elimination of health and health care disparities.

U.S. Department of Health and Human Services, Office of Minority Health.

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Equality VS Equity

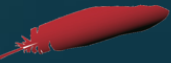


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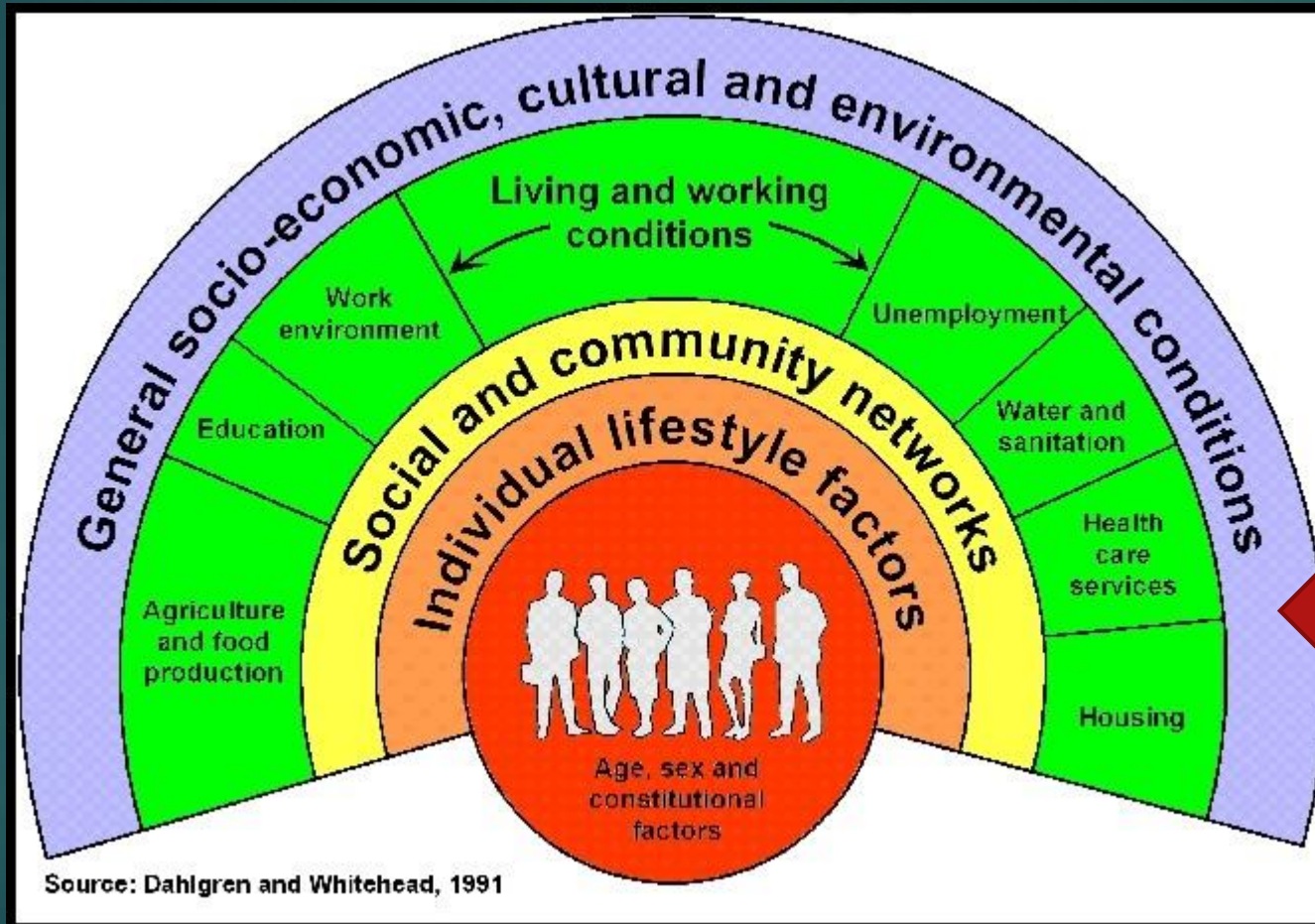
Why Health Equity

*Attainment of the highest level of health for all people. Achieving health equity requires valuing everyone equally with focused and **ongoing societal efforts** to address **avoidable** inequalities, **historical and contemporary injustices**, and the elimination of health and health care disparities.*

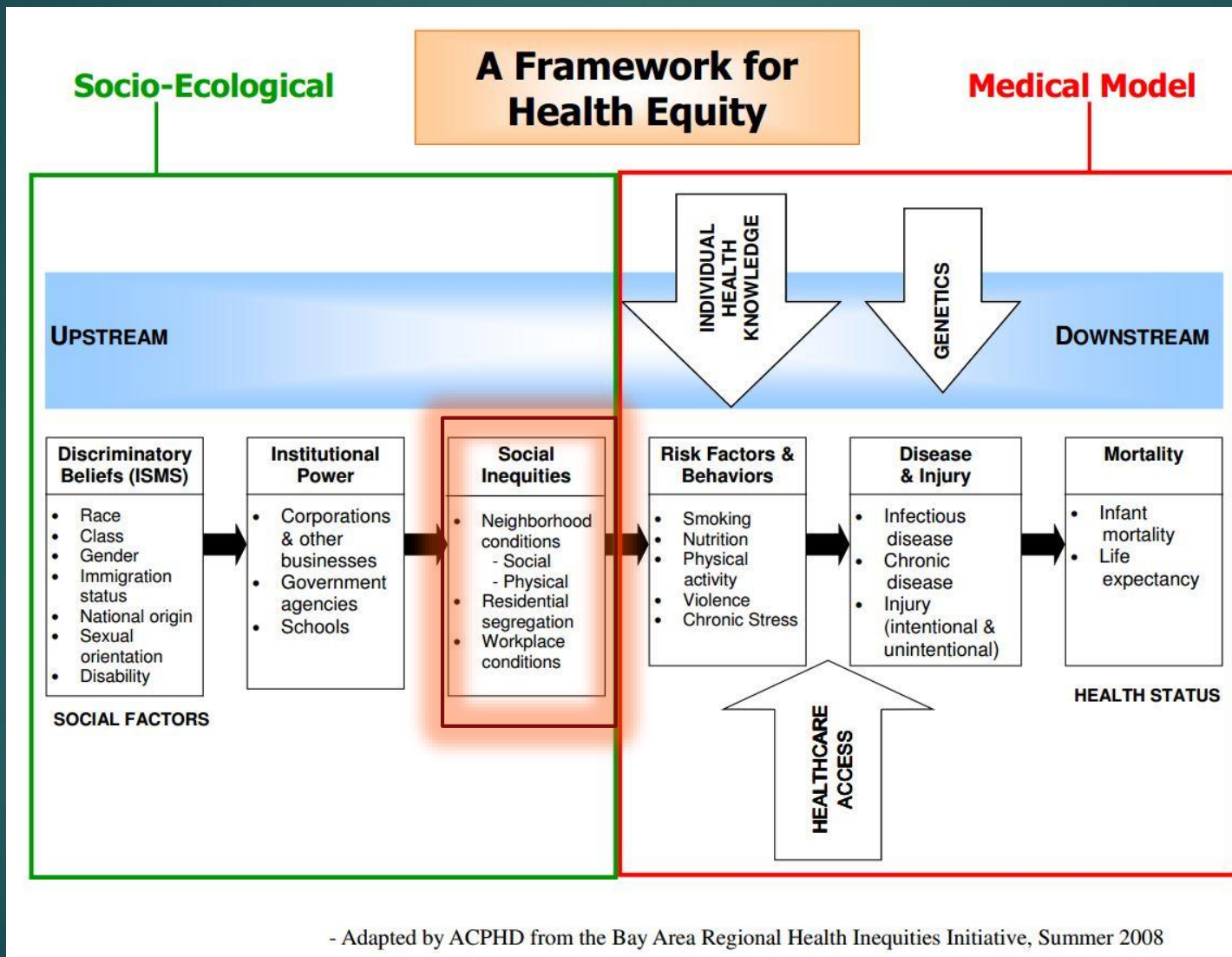




Why Health Equity

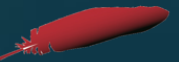


Why Health Equity



Using Strategic Planning to Achieve Health Equity

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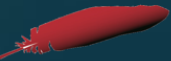


Standard 5.3: Develop and implement a health department organizational strategic plan.

MEASURE	PURPOSE	SIGNIFICANCE	
Measure 5.3.1 A Department strategic planning process	The purpose of this measure is to assess the health department's strategic planning process.	A functional and useful organizational strategic plan requires that it be understood by staff and implemented by the health department. The development of such a plan requires a planning process that considers opinions and knowledge from across the health department, assesses the larger environment in which the health department operates, uses its organizational strengths and addresses its weaknesses, links to the health improvement plan that has been adopted by the community, and links to the health department's quality improvement plan.	
REQUIRED DOCUMENTATION	GUIDANCE	NUMBER OF EXAMPLES	DATED WITHIN
1. Use a planning process to develop the organization's strategic plan: a. Membership of the strategic planning group b. Strategic planning	1. The health department must document the process that it used to develop its organizational strategic plan. The planning process may have been facilitated by staff of the health department or by an outside consultant. If the health department is part of a super health agency or umbrella agency (see PHAB Acronyms and Glossary of Terms), the health department's process may have been part of a larger organizational planning process. If that is the case, the health department must have been actively engaged in the process and must provide evidence that public health was an integral component in the process. a. A list of the individuals who participated in the strategic planning process and their titles must be provided. Participants must include various levels of staff as well as representatives of the health department's governing entity. Documentation could be, for example, meeting minutes, a report that presents the members of a strategic planning committee, or other formal listing of participants. b. Documentation must include a summary or overview of the strategic planning	1 strategic planning process	5 years

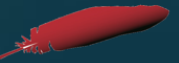
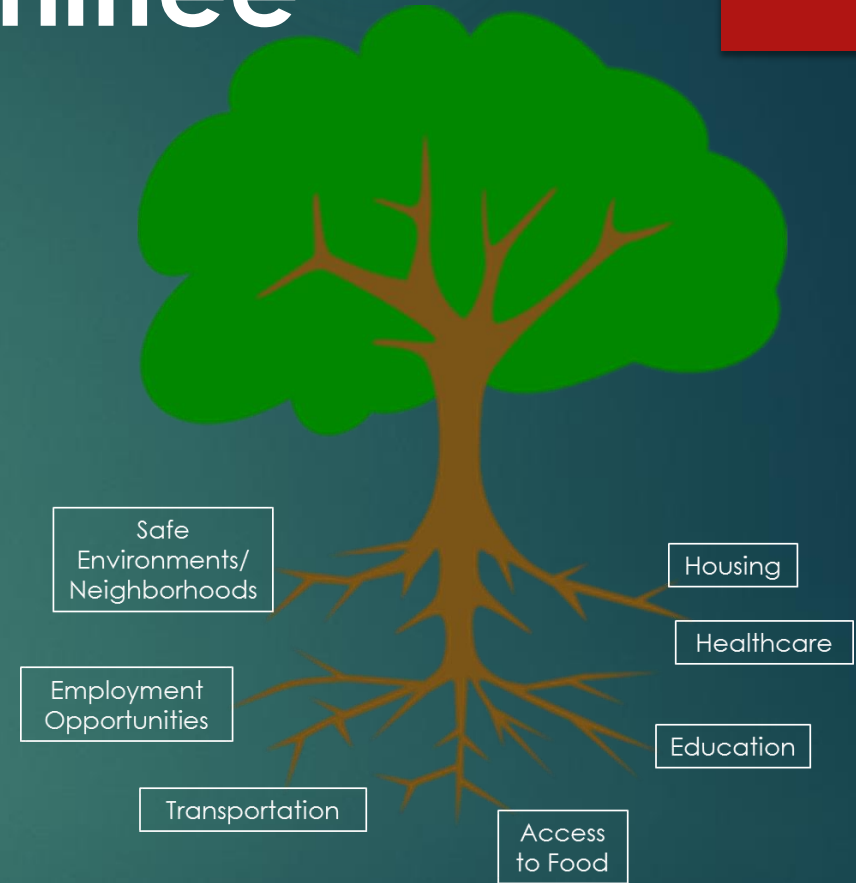
Strategic Planning – PHAB

A strategic plan defines and determines the health department's **roles, priorities, and direction** over three to five years. A strategic plan sets forth what the department plans to achieve as an organization, how it will achieve it, and how it will know if it has achieved it. The strategic plan **provides a guide** for making decisions and allocating resources to pursue its strategies and priorities.



Strategic Planning Committee

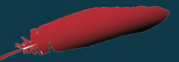
- ▶ Housing Authority
- ▶ Hospitals
- ▶ Schools
- ▶ Transportation Department
- ▶ Faith Based Organizations
- ▶ Community Planning
- ▶ Community Members



Strategic Planning to Achieve Health Equity

MISSION STATEMENT

Our mission is to be a leader in Tribal Health and Human Services by using traditional, evidence based, and innovative strategies that contribute to building a strong, healthy community.



Strategic Planning to Achieve Health Equity

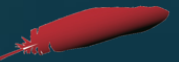
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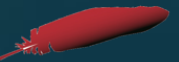
Our mission is to be a leader in Tribal Health and Human Services by using traditional, evidence based, and innovative strategies that contribute to building a strong, healthy community **free of health inequities and disparities.**



Strategic Planning to Achieve Health Equity

VISION STATEMENT

Our future tribal community will be actively engaged in promoting healthy living through participation in prevention activities, including traditional practices, managing chronic conditions, and expanding services.



Strategic Planning to Achieve Health Equity

VISION STATEMENT

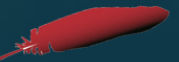
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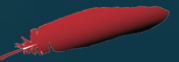
Our future tribal community will be actively engaged in **eliminating health inequities** and promoting healthy living through participation in prevention activities, including traditional practices, managing chronic conditions, and expanding services **to reach the most at risk populations.**

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Strategic Planning to Achieve Health Equity

Strategic Direction	Goal	Long-term Objective
Pursuing more Traditional Practices with Staff and Community	Educate staff about traditional practices and cultural sensitivity to promote use in DHHS treatment practices and education programs.	By February 1, 2017, implement a biannual collection of staff and patient surveys relating to the implementation and staff knowledge.

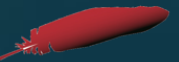


Strategic Planning to Achieve Health Equity

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Strategic Direction	Goal	Long-term Objective
Pursuing more Traditional and upstream Practices with Staff and Community that work towards the elimination of health disparities and promote equity.	Educate staff about traditional practices and cultural sensitivity, including but not limited to: ageism, sexism, racism, and ableism to promote use in DHHS treatment practices and education programs.	By February 1, 2017, implement a biannual collection of staff and patient surveys relating to the implementation and staff knowledge.



Alameda County Public Health Department
Strategic Plan 2008-2013

<i>Transform our organizational culture and align our daily work to achieve health equity.</i>	<i>Enhance Public Health Communications internally and externally.</i>	<i>Ensure organizational accountability through measurable outcomes and community involvement.</i>	<i>Support the development of a productive, creative and accountable workforce.</i>	<i>Advocate for policies that address social conditions impacting health.</i>	<i>Cultivate and expand partnerships that are community-driven and innovative.</i>
<ol style="list-style-type: none"> 1. Incorporate principles of social justice in PH activities. 2. Ensure authentic community voice in all PH program. 3. Expand staff understanding of "isms" and health equity. 4. Design comprehensive org. approaches to improve departmental outcomes. 5. Align HR process to support dept. health equity goals. 6. Facilitate creative collaborative strategy development to address root causes of health inequities. 7. Design comprehensive community focused approaches to achieve health equity. 8. Empower PHD staff to share solutions that achieve health equity. 9. Standardize and disseminate efficient practice tools to improve operations. 	<ol style="list-style-type: none"> 1. Eliminate all hidden agenda to build a culture of organizational trust. 2. Assure our communication is clear simple, culturally competent and generationally appropriate. 3. Train, support & empower staff as competent communicators. 4. Maximize opportunities to build positive, sustainable relationships with the community. 5. Produce effective & efficient communications by investing in tools, technology & infrastructure. 	<ol style="list-style-type: none"> 1. Identify measurable outcomes in partnership with the community. 2. Develop a standardized process for planning & measuring performance. 3. Develop integrated process to monitor program performance & changes in health outcomes. 4. Engage community in continuous planning & evaluation process. 5. Use results for decision making. 	<ol style="list-style-type: none"> 1. Promote workplace culture that encourages leadership at every level. 2. Establish a workforce & organizational development unit to ensure a highly trained workforce committed to eliminating health inequities. 3. Create an infrastructure that promotes and reinforces accountability and excellence in our workforce. 4. Maximize our internal capacity to practice social justice through our hiring & promotional policies & procedures. 	<ol style="list-style-type: none"> 1. Advocate for new flexible funding to address social determinants of health. 2. Develop community driven social justice policy agenda to eliminate health inequities. 3. Empower community to participate in on-going policy development, implement & evaluation. 4. Build alliances & partnerships that will advance systems change policies to more effectively address social determinants of health. 5. Create an organizational culture & structure that promotes, prioritizes & implements policies that will eliminate health inequities. 6. Ensure that staff is supported to engage in participatory policy process. 	<ol style="list-style-type: none"> 1. Ensure ACPHD organizational capacity to promote and maintain community-driven partnerships. 2. Ensure staff capacity to promote and maintain community-driven partnerships. 3. Pursue, cultivate and maintain new & non-traditional partners to develop collaborative strategies to address health equity. 4. Engage community in ongoing dialogue about strategies to promote health equity. 5. Support community-led efforts to promote health equity by sharing ACPHD resources.

Alameda County, Strategic Plan

Transform our organizational culture and align our daily work to achieve health equity.

1. Incorporate principles of social justice in PH activities
2. Ensure authentic community voice in all PH program.
3. Expand staff understanding of “isms” and health equity
4. Design comprehensive org. approaches to improve departmental outcomes
5. Align HR process to support dept. health equity goals
6. Facilitate creative collaborative strategy development to address root causes of health inequities (not by disease or condition)
7. Design comprehensive community focused approaches to achieve health equity
8. Empower PHD staff to share solutions that achieve health equity
9. Standardize and disseminate efficient practice tools to improve operations

Alameda County Public Health Department Strategic Plan 2008-2013

Transform our organizational culture and align our daily work to achieve health equity.	Enhance Public Health Communications internally and externally.	Ensure organizational accountability through measurable outcomes and community involvement.	Support the development of a productive, creative and accountable workforce.	Advocate for policies that address social conditions impacting health.	Cultivate and expand partnerships that are community-driven and innovative.
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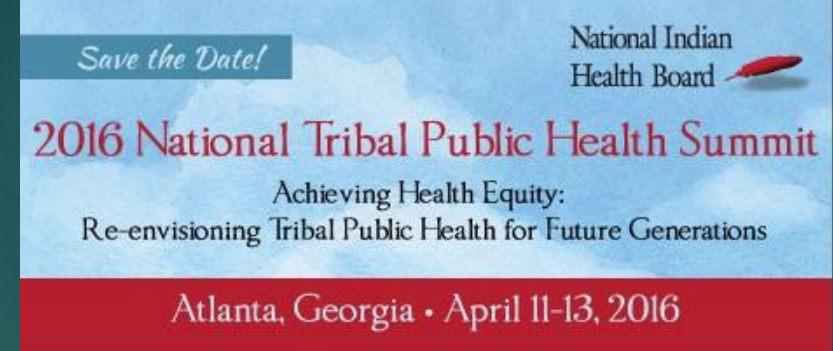
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Health equity starts from within

- ▶ Find common ground
- ▶ Agree upon common definitions
- ▶ **Make it a strategic priority**



Interested in more?

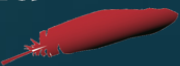


Attend Strategic Planning For Health Equity at the 7th Annual Tribal Public Health Summit, April 11, 2016 in Atlanta, Georgia.

By the end of this institute, participants will be able to:

1. Define the role of social determinants of health in shaping the health of Tribal populations and
2. Use and incorporate the social determinants of health and health equity into health department strategic planning.

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Additional Resources

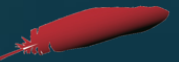
▶ Health Equity

- ▶ Office of Minority Health (OMH)
- ▶ Healthy People 2020
- ▶ American Public Health Association (APHA)
- ▶ World Health Organization (WHO)

▶ Strategic Plan Examples

- ▶ Connecticut Department of Public Health
- ▶ County of Los Angeles Department of Public Health
- ▶ Alameda County Public Health Department

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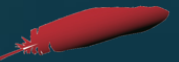


Thank You

Jamie Ishcomer, MPH, MSW

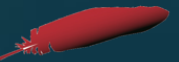
jishcomer@nihb.org

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Tribal ASI Presentation

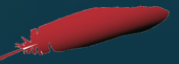
▶ Ho-Chunk Nation



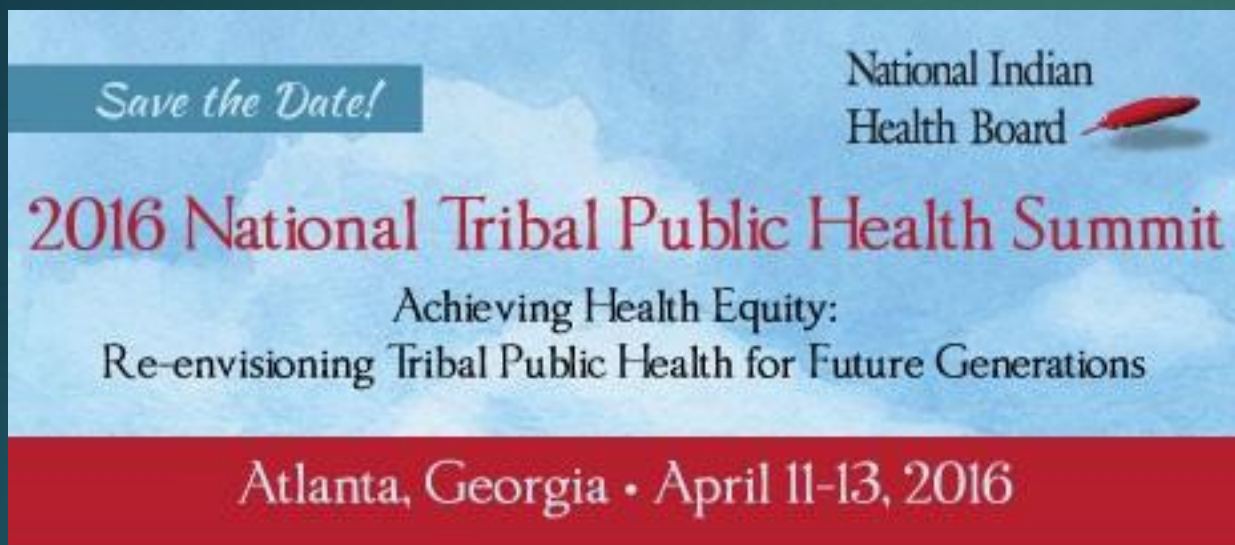


► Q & A


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Upcoming Trainings/Events



Save the Date!

National Indian Health Board 

2016 National Tribal Public Health Summit

Achieving Health Equity:
Re-envisioning Tribal Public Health for Future Generations

Atlanta, Georgia • April 11-13, 2016

Public Health Improvement Training (PHIT): Advancing Performance in Agencies, Systems and Communities

June 15-17, 2016 | Baltimore, Maryland

Are you looking for hands-on learning to increase your performance improvement knowledge and skills? If so, PHIT is for you!

PHIT 2016 will offer networking opportunities and a variety of interactive, skill-building workshops in public health performance improvement topics such as:

- Quality improvement and facilitation
- Performance management
- National voluntary accreditation
- Health assessment and improvement planning
- Workforce development

Save the Date! Spring 2016 Open Forum for QI in Public Health

April 7-8, 2016 • Indianapolis, Indiana
Registration will open January 2016

The Open Forum is a unique opportunity to learn from leaders in the field of quality improvement for public health and network with your peers. Join us April 7-8, 2016 in Indianapolis for the next Open Forum for QI. Registration will launch in early January 2016.

**NACCHO
ANNUAL
2016**

**Cultivating A Culture of
Health Equity**

JULY 19-21 ■ PHOENIX, ARIZONA

Thank you!

► Next TALC call:

February 12, 2016

2:00pm-3:00pm Eastern Time

Agenda:

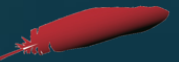
Identity and Branding

TBD

Tribal ASI Presentation

Chickasaw Nation of Oklahoma

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