Moving Equity Forward Together
Boston Public Health Commission

- **MISSION**
  To protect, preserve, and promote the health and well-being of Boston residents, particularly the most vulnerable.

- **VISION**
  A thriving Boston where all residents live healthy, fulfilling lives free of racism, poverty, violence, and other systems of oppression. All residents will have equitable opportunities and resources, leading to optimal health and well-being.
CityHealth Gold Medalist
But Also Tops Other Lists

#1 in income inequality *(and the gap is growing!)*

#3 in highest average rent

#9 on the list of most segregated cities

#10 on the list of poorest cities

Unemployment = 7% (2015)

Black 11% (2015)

Median household income: $58,263
White median income double or more compared to all other groups
# Health Equity Strategic Plan (2017-2018)

<table>
<thead>
<tr>
<th>Goals</th>
<th>Implemented Strategies</th>
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| 1 Expand the understanding and dialogue of what creates health and what creates inequities | • Communications webinar (NACCHO)  
• 3 Health Equity Videos highlighting great equity work of BPHC staff  
• Health Equity in All Policies task force launched  
• Health Equity Advisory Committee created  
• Community Health Improvement Plan (CHIP) Council created |
| 2 Support comprehensive place-based strategies to improve health    | • Launched 5 community meetings in 2017 on affordable housing (expanded nontraditional partnerships);  
• Launched first 2018 community meeting focused on mental health among youth.  
• Developed stakeholder database to increase equity in BPHC’s engagement and partnerships (on intranet)  
• Members of multiple hospital Community Advisory Boards for CB and DoN investments  
• 3 brown bags to introduce staff to equitable approaches to community engagement |
| 3 Strengthen workforce development opportunities for all staff to integrate equity into practice | • Budget questions, RJHE assessment toolkit, Hiring, Promotion, and Retention work group – examples of ways we are applying equity lens in decision-making and development of policies and programs across BPHC.  
• Offer quarterly Listening Circles facilitated by EAP across campuses; Workforce Resiliency Plan – examples of supporting emotional and overall staff wellbeing through racial justice and trauma informed approaches.  
• Hosted Office of Health Equity re-launch with over 50 staff participating. |
KINDLY JOIN THE
Office of Health Equity RE-LAUNCH
WEDNESDAY, JUNE 6TH | 9AM-11AM
1010 MASS AVE
Kitchen Across from IT 6th FL

Please RSVP by May 31st | healthequity@bphc.org
ELPH:

- Develop the leadership skills of a local public health director and a colleague
- Undertake transformational change within a local health department

BPHC:

- Reorganize activities to more effectively address SDoH.
- Engage other City Departments.
- Implement BPHC Community Engagement Strategy.
- Share health and SDoH data to support advocacy and equitable decision making.
- Update communication standards and practices
Key Elements of Health in All Policies

Promote health, equity, and sustainability

- Integrating into policies, programs, and processes
- Embedding into government decision-making processes

Support inter-sectoral collaboration

- Convene multi sector partners to link health and other issue and policy areas, break down silos, build new partnerships and increase government efficiency

Key Elements of Health in All Policies (cont.)

- **Benefit multiple partners**
  - “Co-benefits” and “win-wins.”

- **Engage stakeholders**
  - Community members, policy experts, advocates, private sector, funders, government

- **Create structural or procedural change**
  - Permanent changes in how agencies relate to each other and how decisions are made

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Adults Who Thought Their Neighborhood was Not Safe\(^1\) by Race/Ethnicity and Year

* Statistically significant change over time

\(^1\) Reported neighborhood to be “somewhat safe” or “not safe”

Process and Strategies

HEiAP Task Force

- Leadership
- Early Adopters
- Highlight Stories
- Survey and Survey Results
- TA/Trainings: evaluation & community engagement
- Business Practices, Programs, Policies
Health Equity in All Policies Task Force

- Launched June 8, 2018
- 22 participants/11 participating depts.
Baseline Survey: who completed?

- Auditing Department
- Boston Centers of Youth & Families
- Boston Fire Department
- Boston Housing Authority
- Boston Parks and recreation
- Boston Police Department
- Boston Public Health Commission
- Boston Public Library
- Boston Public Schools
- City Hall to Go
- Commission on Affairs of the Elderly
- Department of Innovation and Technology
- Disabilities Commission

- Election Department
- Immigrant Advancement
- Inspectional Services Department
- Mayor's Office of Arts and Culture
- Mayor's Office of Resilience and Racial Equity
- Mayor's Office of Women's Advancement
- Neighborhood Development
- Office of Fair Housing & Equity
- Office of Small Business Development
- Office of Workforce Development
- Public Works & Transportation Department(s)
- Tourism, Sports & Entertainment
- Veterans' Services
HEiAP Awareness Among Boston Agencies (N=26)

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Somewhat Agree</th>
<th>Neither Agree/Disagree</th>
<th>Disagree</th>
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<tbody>
<tr>
<td>&quot;It would benefit my department to show the community health benefits our work.&quot;</td>
<td>73%</td>
<td></td>
<td>19%</td>
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<td>&quot;It is important to articulate the health impact of my department’s work.&quot;</td>
<td>58%</td>
<td></td>
<td>39%</td>
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<td>&quot;I am aware of an existing health condition or health inequity that is of significant concern to...&quot;</td>
<td>42%</td>
<td>35%</td>
<td>19%</td>
<td></td>
</tr>
<tr>
<td>&quot;I typically consider the health equity implications of my department’s work.&quot;</td>
<td>27%</td>
<td>42%</td>
<td>12%</td>
<td>19%</td>
</tr>
<tr>
<td>&quot;I typically measure the health equity impacts of my department’s work.&quot;</td>
<td>8%</td>
<td>19%</td>
<td>35%</td>
<td>38%</td>
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Interest in Proposed Training Topics (N=26)

- **Addressing racial justice**
  - Very Interested: 96%
  - Somewhat Interested: 4%
  - Slightly Interested: 0%

- **Community engagement**
  - Very Interested: 92%
  - Somewhat Interested: 4%
  - Slightly Interested: 0%

- **Promoting health equity**
  - Very Interested: 73%
  - Somewhat Interested: 23%
  - Slightly Interested: 4%

- **Exploring opportunities to intentionally collaborate across departments**
  - Very Interested: 73%
  - Somewhat Interested: 19%
  - Slightly Interested: 8%
Health Equity Advisory Committee

- 2 year term, up to 8 meetings a year
- 9 members representing 6 Boston neighborhoods

Board of Health Meeting, October 2017
HEAC shaping BPHC’s Communications

FLU POSTERS BEFORE

FLU POSTERS AFTER
HEAC worked with IGR on Patient Confidentiality

PATCH FAQ BEFORE

1. What is patch privacy in health care?
   - Patch privacy is a type of privacy that focuses on protecting sensitive health information provided to a health care provider and the information that is exchanged between the provider and the patient.

2. What are the benefits of patch privacy?
   - Patch privacy helps to protect sensitive health information from unauthorized access, misuse, or disclosure.

3. How does patch privacy work?
   - Patch privacy works by encrypting the health information during transmission, ensuring that only authorized parties have access to the information.

PATCH BROCHURE AFTER

Do you get health insurance through your parents' plan? (your answer: yes or no)

If yes, you may use that to your advantage. If you are the only person who will be using your insurance statements by adding your insurance provider.

FAQ

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HEAC advises on how to create inclusive environment for Boston's LGBTQ Homeless Population
2017 COMMUNITY MEETINGS

- CO-HOSTED IN FIVE (5) NEIGHBORHOODS

WE REACHED **211** RESIDENTS IN TOTAL
2018 Community Meetings

CO-HOSTED IN SIX (6) NEIGHBORHOODS

Madison Park Development Corporation youth on July 5, 2018
Racial Justice and Health Equity Assessment Toolkit

- 4 feedback sessions (May – June 2018) with:
  - Health Equity Advisory Committee
  - Anti Racism Advisory Committee, and
  - 2 internal staff sessions
- Pilot tool August 2018
Technical Assistance

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<th>Request Examples</th>
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| **Short term support:**  
Staff seeking immediate support, e.g. one day, one meeting, totals up to 2 weeks  
- Review a one pager, fact sheet to assure language, terminology, and framing of racial justice and health equity are appropriate;  
- Review a document, presentation to maintain consistency of racial justice and health equity messaging;  
- Support brainstorming within a process |
| **Mid-level support:**  
Staff seeking intermediate support, up to 3 months of planning, review, and/or implementation  
- OHE participate/present at a workshop, conference, or review a proposal for equity considerations.  
- OHE participate on a committee or project to assist in the design and implementation of activities to meet their goals and objectives, such as the Healthy Start Systems or Ryan White medical case managers training |
| **Equity Change Projects:**  
Staff seeking long-term and sustainable solutions to equity concerns through short or long-term projects, up to 3 months (up to 15 hours)  
- OHE/Equity Change Project Team will work with up to 3 chosen projects at a time to:  
  - Apply equity considerations within a specific area such as community engagement, communications.  
  - Support through a full 6 step racial justice and health equity assessment project.  
  - Engage in deeper dive into one of the 6 steps. |
Moving Equity Forward Together

https://youtu.be/XfAY6UgiAbc
Moving Equity Forward Together

Thank You & Q&A