


Assessing state public health worker skills to increase health equity

APHA Annual Meeting
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Presenter Disclosures

Kati Moseley

(1) The following personal financial relationships with commercial interests relevant to this presentation existed during the past 12 months:

No Relationships to Disclose

Welcome



“To advance the capacity of states and territories to prevent and control chronic diseases...”

This project was funded by the Centers for Disease Control and Prevention

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NACDD’s Health Equity Council Steering Committee

- Gail Brandt, NACDD Consultant
- Molly Miller(student intern and contractor)
- Kati Moseley, Chair Social Determinants of Health Work Group
- Sherri Paxon, Chair-Elect, Chair Cultural Competency Work Group
- Ann Pobutsky, Member
- Louise Square, Chair Health Equity Council
- Marisa New Well, Member
- Damita Zweiback, Chair Advocacy Work Group




What I will talk about today

1. Overview of the HEC’s project to develop and pilot a health equity skills assessment
2. Describe the process used to identify health equity competencies
3. Review the HEC’s tool to assess essential health equity skills for public health workers
4. Describe outcomes and next steps for critical learning opportunities for public health staff in health equity




Objectives of Assessment

- Develop and pilot a skills assessment of public health workers in the area of health equity
- Identify skill areas of low proficiency
- Recommend learning opportunities, technical assistance and capacity building strategies in low proficiency areas




Methodology

- Examined competencies relevant to health equity
- Conducted key informant interviews
- Designed an assessment tool
- Identified pilot sites
- Conduced pilot testing
- Hosted focus groups about how the tool worked
- Analyzed pilot results for areas of training need
- Revised survey tool based on feedback
- Developed recommendations for training




The Challenges:

- To name the skills needed by public health professionals to impact health equity and the social determinants of health equity
- Describe these skills within a common framework of public health practice



Examine public health competencies for those specific or relevant to health equity

- **Core Competencies for Public Health Professionals** (Public Health Foundation, 2009)
- **NACDD Competencies for Chronic Disease Practice** (2009).
- **Essential Services of Public Health** (National NACCHO Guidelines for Achieving Health Equity in Public Health Practice (2009),
- **Association of Schools of Public Health Competencies**
- **National Association of Social Workers (NASW) Code of Ethics**



Example Matrix

Core Competencies for Public Health Professionals	NACDD Competencies for Chronic Disease Practice	NACCHO (as modified from the Essential Services of Public Health)	ASPH (Associated Schools of Public Health) Competencies G. Culture and Diversity H. Leadership I. Environment L. Systems Thinking	NASW (National Association of Social Workers) Code of Ethics Modified - Column Recommendation: Barbara Yamashita
Domain #1 Analytic Assessment Skills Competency: Assess the health status of populations and their related determinants of health and illness. Competency: Describes the characteristics of a population-based health problem.	Domain: Use Public Health Science Competency. Develop and adapt approaches to problems that take into account differences among populations.	#1 Monitor Health Status and track the conditions that influence health issues facing the community #10 Contribute to and apply the evidence base of public health and relevant fields Obtain and maintain data that reveal inequities in the distribution of disease. Focus what information is focus on that characterizes the social conditions under which people live that influence health. #11 (Modified by CH) Identify specific population subgroups or specific geographic areas characterized by (1) either an excess burden of adverse health or socioeconomic outcomes; (2) an excess burden of environmental health threats; and (3) inadequacies in human resources that affect human health.		5.02 Evaluation and Research

Health Equity Skill Statement areas

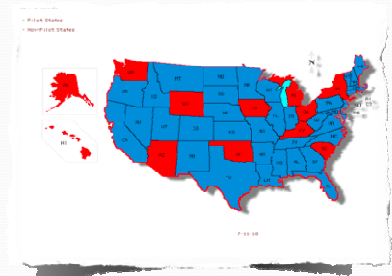
1. Communications
 - Ex. I can describe the effects that policies may have on health equity.
2. Cultural Competence
 - Ex. I can use my knowledge about cultural differences in public health planning.
3. Program Planning and Development
 - Ex. I can add the social determinants of health and health equity into public health policies and actions.
4. Analytic Assessment
 - Ex. I can analyze policies intended to improve the social determinants of health and health equity.
5. Community Practice
 - Ex. I can advocate for community investments that improve the social determinants of health and health equity.
6. Leadership and Systems Thinking
 - Ex. I can identify the policies and systems of institutionalized racism.

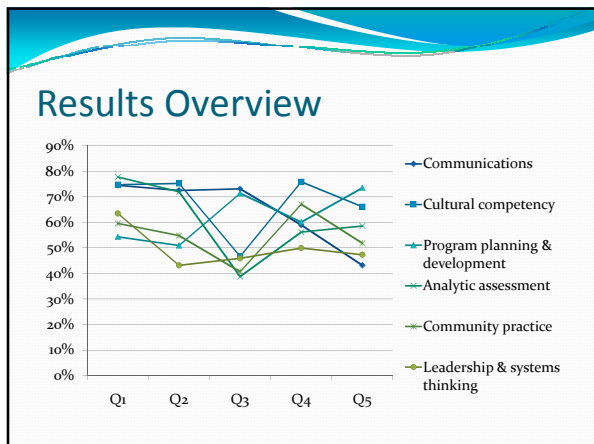


Pilot States & Territories

- Alaska
- Arizona
- Hawaii
- Iowa
- Kentucky
- Michigan
- New York
- Ohio
- Oklahoma
- Rhode Island
- South Carolina
- Washington
- Wyoming
- Puerto Rico

• NASOMH also participated as pilot sites





- ### Results
- All participants rated low proficiency for:
 - Using Community-based Participatory Research
 - Developing community leaders
 - Advocating for community investments
 - Promoting promising practices
 - Identifying policies & systems of institutional racism and institutional discrimination
 - Developing policies to affect SDOH and converting policies into programs

- ### Results
- Statistically significant ($p < .01$) lower proficiency among those with fewer years in public health
 - Explain the difference between health equity, health inequities and health disparities
 - Recruit a diverse staff that reflects the populations they serve
 - Adapt public health programs to take into account the differences among populations
 - Partner with other organizations to develop strategies to improve health equity
 - Use data to identify health disparities
 - Explain the social determinants of health and identify health equity issues
 - Provide communities with data on health, the social determinants of health and health equity status
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- ### Results
- Those with greater years in public health skewed into experts and low proficiency in two areas:
 - Include the use of health equity skills into job descriptions
 - Add the social determinants of health and health equity into public health policies and actions.
 - Reported proficiency was low for all groups in several areas:
 - Promoting promising practices that would aid in fair service delivery
 - Identifying the policies and systems of institutionalized racism
 - Identifying the policies and systems of institutionalized discrimination and discrimination
 - Converting policies into programs that improve fair service delivery
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- ### Recommendations
- Conduct tri-annual nationwide assessments
 - Disseminate overall and individual pilot states results to State Chronic Disease Directors
 - Health Equity Council will simultaneously identify or work with CDC to develop a series of trainings based on the results of the assessment
 - Develop a three-tier level training
 - Build on the previous level skills development
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- ### Next Steps
- Report – review elements with the CDC
 - Disseminate report widely
 - Determine if full assessment is needed
 - If not then develop action steps to identify/develop training opportunities for public health staff
 - Publish
 - How will you use this information? Please let us know, or if you'd like to talk more, be in touch with the Health Equity Council.
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The end

Questions?
Comments?
More info?

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