A Commitment to Advance Racial Equity and Social Justice In Health

_Aletha Maybank, MD, MPH_
Deputy Commissioner
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Director, Center for Health Equity
“Inequities in health are unfair, unnecessary and avoidable. New York City is one of the most unequal cities in the United States and one of the most segregated. It is no surprise that these everyday realities are reflected in our health. A more deliberate effort to name and address these disparities will frame all that we do.”

Mission
To strengthen and amplify DOHMH’s work to eliminate health inequities, which are rooted in historical and contemporary injustices and discrimination, including racism.

Core Values
• Racial & Social Justice
• Community Power
• Accountability
• Diversity & Inclusion
• Data & Community-informed Practice
Sounding the Alarm – Call to Action
Internal Reform Process

“Build DOHMH capacity to advance racial equity and social justice in all that we do"

Normalize
Build Shared Analysis
Operate with Urgency

Operationalize
Use Racial Equity Tools
Use Data & Metrics

Organize
Internal Infrastructure
Partner with Others

Visualize

National Best Practice
From Center for Social Inclusion (CSI) and Government Alliance on Race and Equity (GARE)
Visualize
Internal Reform Process Desired Outcomes

Theory of Change: *Building Organizational Capacity to Reduce Inequities and Advance Structural Change*

<table>
<thead>
<tr>
<th>Organizational Alignment &amp; Capacity Outcomes</th>
<th>Practice Outcomes</th>
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<tbody>
<tr>
<td>Racial Equity and Social Justice reflected in...</td>
<td>1) Policies</td>
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<tr>
<td>Organizational Commitment and Leadership</td>
<td>2) Programs and Services</td>
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<tr>
<td>Workforce Equity and Competencies</td>
<td>3) Research and Evaluation</td>
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<tr>
<td>Community Engagement and Partnerships</td>
<td>That:</td>
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<td></td>
<td>• contribute to the understanding of and advance health equity</td>
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<td>• address structural racism and its impact</td>
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<td>• Address the root causes of health inequities</td>
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<th>Community-Level Impact</th>
<th>Measurable reduction of health inequities</th>
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All-Staff Survey

- Sent to over 6,000 employees
- 48% response rate
- Helps establish baseline and inform strategies for racial equity action plans
Normalize

*Build Shared Analysis; Operate with Urgency*

**Communications Strategy**
- Core Narrative & Key Messages
- Name & Branding
- Common materials:
  - Definitions
  - Style Guide
  - Language guidance
- External Communications

**Staff Training**
- Deputy Commissioner Trainings/Coaching
- CHE Staff Trainings
- Partners-Neighborhood Health Action Centers
- All staff training plan *(in development)*
Organize

*Internal Infrastructure; Partner with Others*

**Internal Reform Core Team**

**Structure**
- Equally represented team
- Monthly full-day meetings

**Role and Responsibilities**
- Guide action planning and infrastructure development
- Serve as liaison between Division and internal reform process
- Commit 12hrs/months for 6 months

**Selection Process & Guiding Criteria**
- Open application; all staff eligible to participate
- Diversity along multiple dimensions
Operationalize

*Use Racial Equity Tools; Use Data & Metrics*

**Core Team Action Planning Areas**

1. Organizational Identity & Communications
2. Workforce Equity & Competencies
3. Community Engagement
4. Budgets and Contracts
Government Alliance on Race and Equity

A national network of government working to achieve racial equity and advance opportunities for all.

- Supporting jurisdictions at the forefront
- Expanding jurisdictions – in 30 states and more than 100 cities – all levels of government
- Providing tools and resources to put theory into action

Center for Social Inclusion

The Center for Social Inclusion’s mission is to catalyze grassroots community, government, and other institutions to dismantle structural racial inequity.
NYC Coalition to Dismantle Racism in the Health System

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NYC Coalition to Dismantle Racism in the Health System

Education & Curriculum Development
Health Policy & Legislation
Access to Care
Research
Representation in the Field
Community Engagement & Advocacy
Narrative Healing
Intersectionality
Spirituality
Foundation Developed New Strategy to Focus on Systemic Challenges

Assess:
- Engaged 1000+ Brooklynites Over 6 Months in 2014
- to determine priorities and approach

Finding:
- Racial Justice = Priority for Brooklyn

Initial process:
- Brought along board and donors into racial justice work
- Established Racial Justice Council to provide oversight
Thank you!

“The excitement is contagious – it has revitalized how I approach my daily activities!”

- Core Team Member

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