



Health Equity in BH and the Role of CHWs & CHCs

2021 Virtual California Health Equity Summit:

Healing Communities Beyond 2020:

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Agenda



Overview of CPCA's approach to addressing health equity in CHCs

Capacity Building in JEDI and Anti-Racism at CPCA
Leadership Equity Program
Anti-Racism and health equity support for members



Behavioral Health Data, Workgroups, Resources and tools to advance equity

Health Equity Taskforce
Supporting Black Communities
Resources
Improving Data Measures



NEVHC present on how they've initiated this work at their CHC

Mission

The mission of CPCA is to lead and position community clinics, health centers, and networks through advocacy, education and services as key players in the health care delivery system to improve the health status of their communities.

CPCA was founded in 1994 to create a unified, statewide voice for community clinics and health centers.

1,366 Community Health Centers (CHCs) in California



ANTI-RACISM AT CPCA

Racism

"Racism is a marriage of racist policies and racist ideas that produces and normalizes racial inequities."

Ibram X. Kendi, *How to be an Anti-Racist*

White Supremacy

An institutionally perpetuated system of White dominance for the purpose of establishing and maintaining a system of wealth, power, and privilege, using justifying ideology that the ideas, thoughts, and actions of white people are superior to those of people of color.

While most people associate white supremacy with extremist groups like the Ku Klux Klan and the neo-Nazis, white supremacy is ever present in our institutional and cultural assumptions that assign value, morality, goodness, and humanity to the white group while casting people and communities of color as worthless (worth less), immoral, bad, and inhuman and "undeserving."

Anti-Black Racism

- “Anti-Blackness describes the inability to recognize Black humanity...It captures the reality that the kind of violence that saturates black life is not based on any specific thing a black person... did. The violence we experience isn’t tied to any particular transgression. It’s gratuitous and unrelenting.” (Dr. Kihana Miraya Ross)
- Beneath this anti-Black racism is the covert structural and systemic racism which categorically predetermines the socioeconomic status of Blacks in this country. The structure is held in place by anti-Black policies, institutions, and ideologies. (Source: movement for Black Lives)



Leadership Equity Program

Overview

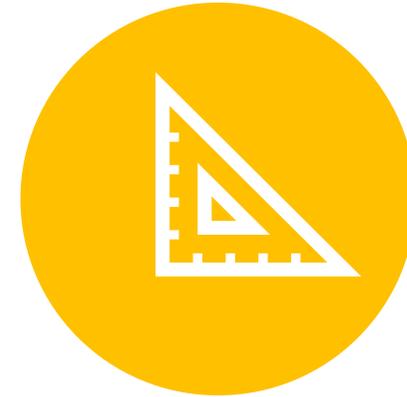
Leadership Equity Program



BACKGROUND



OUR APPROACH AND
DESIGN

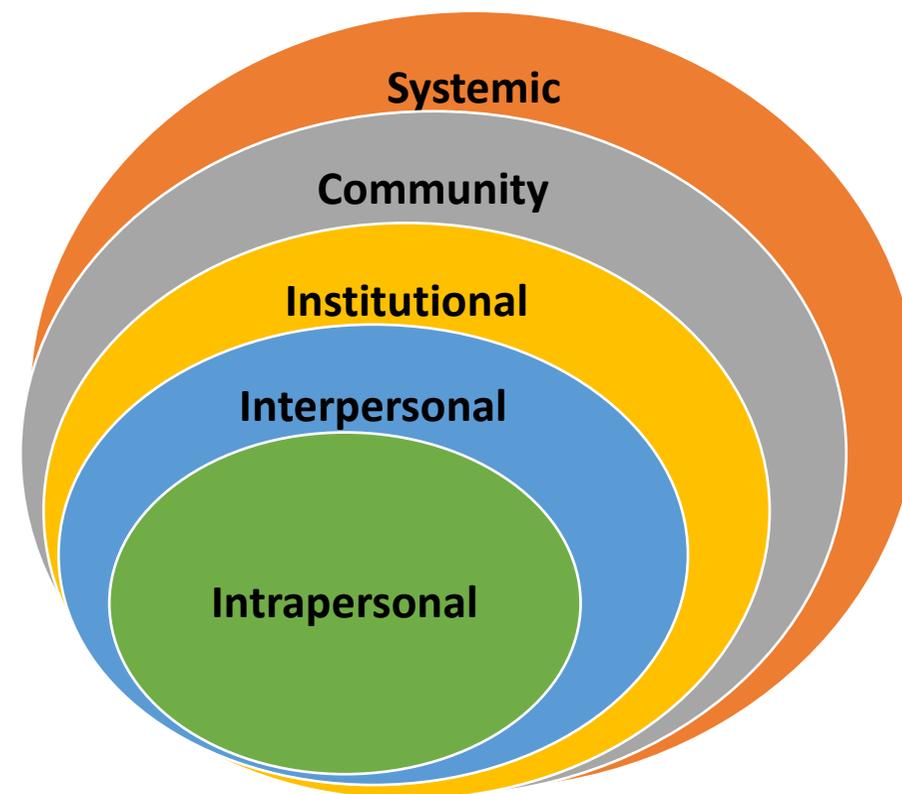


MEASURES AND METRICS

Vision

Leadership Equity Program

- **There is a need** for greater alignment between the communities accessing care provided by CHCs and the diversity of their future C-suite leaders who have the **skills, knowledge, and passion required to mitigate health disparities for BIPOC communities.**
- **In response to this need,** the renewed vision for the Leadership Equity Program is to provide **leadership development and capacity building** that supports emerging c-suite leaders to be **change agents** who can **undo racial health disparities, manage change, and develop place-based solutions** along socio-ecological dimensions.





Curriculum Design

Leadership Equity Program



Program Capacity Building

Leadership Equity Program

Diversity policies and attainment measures

Does CHC workforce represents the CHC's patient population

Recruitment and hiring practices

Job boards and interview procedures used to hire new employees

Organizational culture and professional development

Compensation, promotion practices and advancement tracking

Succession planning processes

Criteria utilized to select and prepare employees to fill positions

Anti-racism policies, training, and tools

To address implicit and explicit racist behaviors within the workplace and communities

Payment methodologies

Metrics and payment systems that support establishing community partnerships to mitigate health disparities



Program Delivery

Leadership Equity Program

- **In-Person Training**
 - Three in-person (2-day)
- **Virtual LMS Training**
 - 16 virtual sessions
- **Capstone Project**
 - Unique organizational and community needs and leadership goals
- **Professional Coaching**
 - 6 individualized professional coaching
- **Peer-Peer Learning & Alumni Network**