

Health Equity & Social Justice Project Work Plan

Goal Area #1: Committee Leadership & Planning
Establish a diverse advisory committee committed to health equity and social justice in order to provide leadership to the Department in addressing health inequities.

Goal:	Objectives:	Leader:	Team:	Target Date
A. Create an advisory committee to the Project made up of diverse staff participants.				
	1) Ensure staff participation on all levels of the Department, from the administration to health educators and nurses.	Charles	Julie & Diana	TBD
	2) Form a diverse committee with regards to race, class, ethnicity, gender, religion, geography, education, and sexual orientation.	Charles	Julie & Diana	TBD
B. Ensure dedication from the advisory committee to the Project.				
	1) Allocate time and energy to the Project.	Charles	Julie, Diana	TBD
	2) Further develop and implement the goals and mission of the Project.	Charles	Julie, Diana	TBD
	3) Support the social justice approach to Public Health Practice, including addressing the root causes and social determinants of health.	Charles	Julie, Diana	TBD

Goal Area #2: Data Analysis
Collect and analyze new and existing data on local and national health inequities in order to provide evidence of health inequities.

Goal:	Objectives:	Leader:	Team:	Target Date
A. Analyze existing health inequities data.				
	1) Gather already existing local and national statistics for the Project.	Adreanne	N/A	TBD
	2) Create a Health Disparities Report Card from existing HIP data.	Adreanne	N/A	TBD

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	3) Compile existing GIS data and other visuals on health disparities and social determinants of health.	Adreanne	N/A	TBD
B. Collect new health inequities data.				
	1) Perform a Health Equity Audit to analyze the effectiveness of existing Departmental programs and policies.	Adreanne	N/A	TBD
	2) Create new HIP Survey questions focused on measuring health inequities, including social determinants of health.	Adreanne	N/A	TBD
	3) Research new funding sources for projects related to health equity and social justice.	Adreanne	N/A	TBD

Goal Area #3: Staff Development <i>Provide resources and support for staff on health equity and social justice in order to empower staff in the Department to tackle health inequities.</i>				
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Goal:	Objectives:	Leader:	Team:	Target Date
A. Deliver health inequities trainings to meet locally identified professional development needs.				
	1) Train staff on health inequities and the social justice approach to public health practice, including through all-staff meetings and cultural competency trainings.	Julie	Julie & Stephanie	TBD
	2) Encourage internal staff dialogues around issues of health equity and social justice, including personal experiences and prejudices.	Julie	Julie & Stephanie	TBD
	3) Support Professional Development plans for staff on issues of health inequities.	Julie	Julie & Stephanie	TBD
B. Encourage and support participation in professional conferences.				
	1) Include health inequities conference attendance in individual work plans.	Charles	Charles & Julie	TBD
C. Provide health inequities resources for staff development purposes.				
	1) Collect definitions and Project working terms.	Julie	Julie & Stephanie	TBD
	2) Establish and update the Health Equity and Social Justice Bulletin Board.	Julie	Julie & Stephanie	TBD
	3) Create a library of health inequities training tools, articles, DVDs, and other resources (i.e. available through shared files and by request).	Julie	Julie & Stephanie	TBD

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	4) Provide short and long-term strategies for staff to address health inequities.	Julie	Julie & Stephanie	TBD
	5) Perform a Health Equity Audit to analyze the effectiveness of existing Departmental programs and policies.	Charles	Charles, Julie & Stephanie	TBD

Goal Area #4: Communications
Increase community awareness about local and national health inequities in order to broaden the understanding of Washtenaw County residents of health inequities.

Goal:	Objectives:	Leader:	Team:	Target Date
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A. Inform residents of health inequities on a local and national level.

	1) Send press releases related to health inequities news and statistics.	Diana	Jenna & Julie	TBD
	2) Promote health equity and social justice while publicizing “ <i>Unnatural Causes: Is inequality Making Us Sick?</i> ”.	Diana	Jenna & Julie	TBD

B. Allow community access to health inequities resources.

	1) Create online resources for public health and the public, including definitions, articles, and other resources.	Diana	Jenna & Julie	TBD
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C. Promote cultural competency when communicating with Washtenaw County residents.

	1) Provide examples of cultural competent signage, forms, and other materials when working with diverse community members with regards to race, class, ethnicity, gender, religion, geography, education, ability and sexual orientation.	Diana	Jenna & Julie	TBD
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Goal Area #5: Community Engagement
Engage community in open forums and discussions on health equity and social justice in order to reflect the opinions of Washtenaw County residents and to increase community support for addressing health inequities.

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Goal:	Objectives:	Leader:	Team:	Target Date
A. Understand the community needs and perspectives on health equity and social justice.				
	1) Conduct individual interviews and community focus groups as a part of a community needs assessment on health inequities (ex. a Photovoice Project).	Charles	Kelly & Ruth	TBD
	2) Allow for open discussions amongst community members and staff on health equity and social justice, including around public showings of <i>"Unnatural Causes: Is Inequality Making Us Sick?"</i>	Charles	Kelly & Ruth	TBD
	3) Encourage community input and discussions around issues of emergency preparedness and underserved populations.	Charles	Susan & Cindra	TBD
B. Gather community support for the goals and mission of the Project.				
	1) Solicit community input on next steps for addressing health inequities, including through feedback on public showings of <i>"Unnatural Causes: Is Inequality Making Us Sick?"</i>	Charles	Kelly & Ruth	TBD
	2) Support current collaborations across disciplines in the community (HIP, Coalition for Infant Mortality Reduction, Michigan Needs a Raise Coalition, etc.).	Charles	Kelly & Ruth	TBD
	3) Support current public policies and policy initiatives in the community (PA 653 of 2006, Healthcare for Michigan Campaign, Michigan's Campaign to End Homelessness, etc.).	Charles	Kelly & Ruth	TBD