



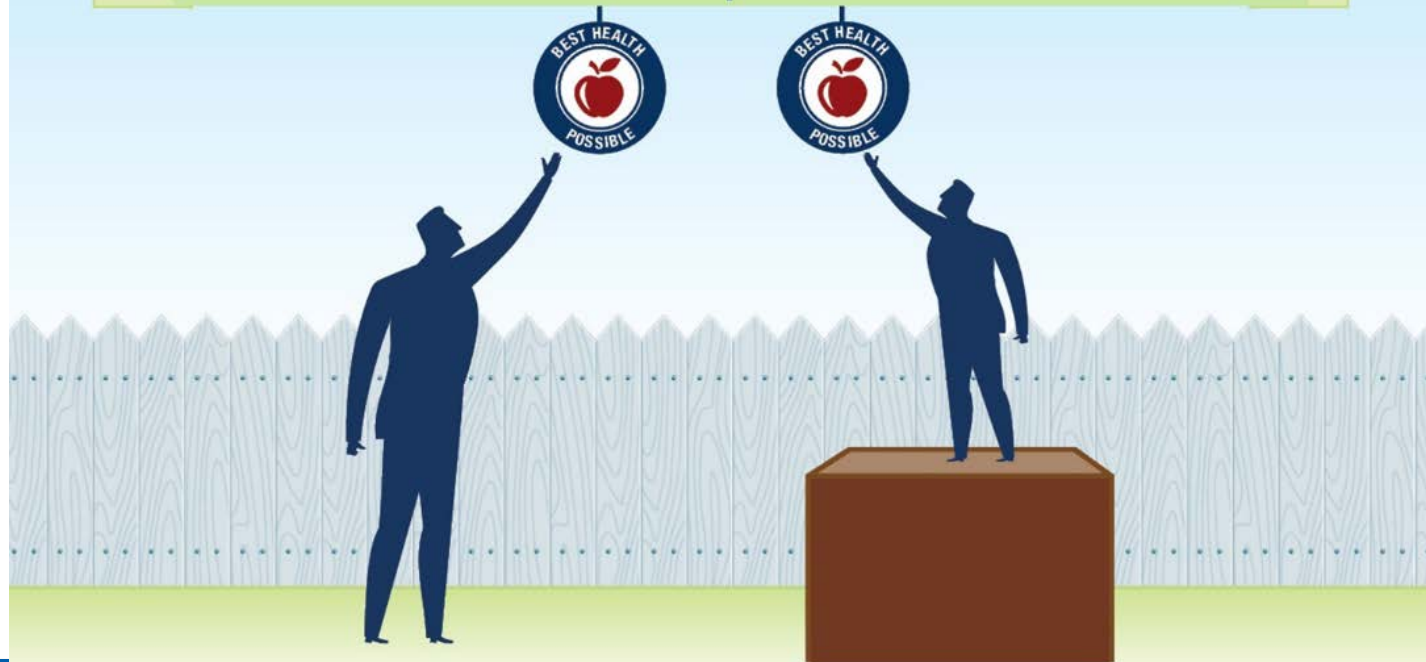
Office of Minority Health and Health Equity

Presented by Ana Penman-Aguilar, PhD, MPH
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OMHHE

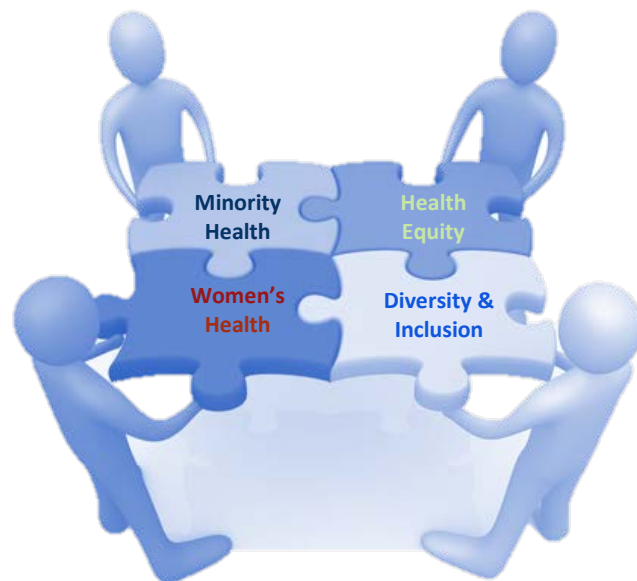
Presentation to NCIPC Board of Scientific Counselors
December 5, 2019

— REACHING FOR — *Health Equity*

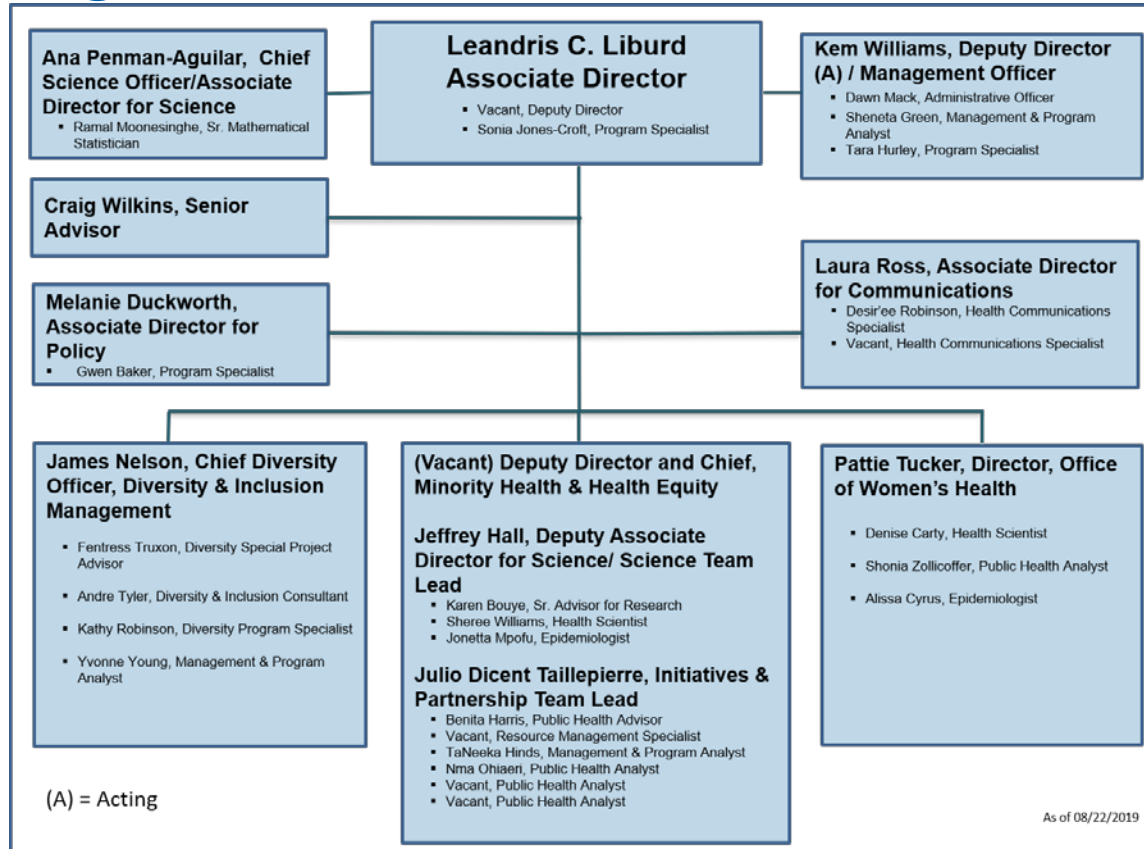
A world where all people have the opportunity to attain the best health possible.



Advance health equity and women's health issues across the nation through CDC's science and programs, and increase CDC's capacity to leverage its diverse workforce and engage stakeholders toward this end.



OMHHE Organizational Chart



OMHHE Leadership Roles



Technical consultant
Collaborator/Partner
Thought leader
Catalyst
Convener

OMHHE Expertise

Minority health

Health equity

Program planning and evaluation

Workforce diversity pipeline/pathway programs

Methods, including epidemiology and statistics

Working with diverse domestic and global populations, cultures, & social environments

Health communications/talking about health equity

Policy analysis, issues management

Social determinants of health

Women's health

Diversity and inclusion



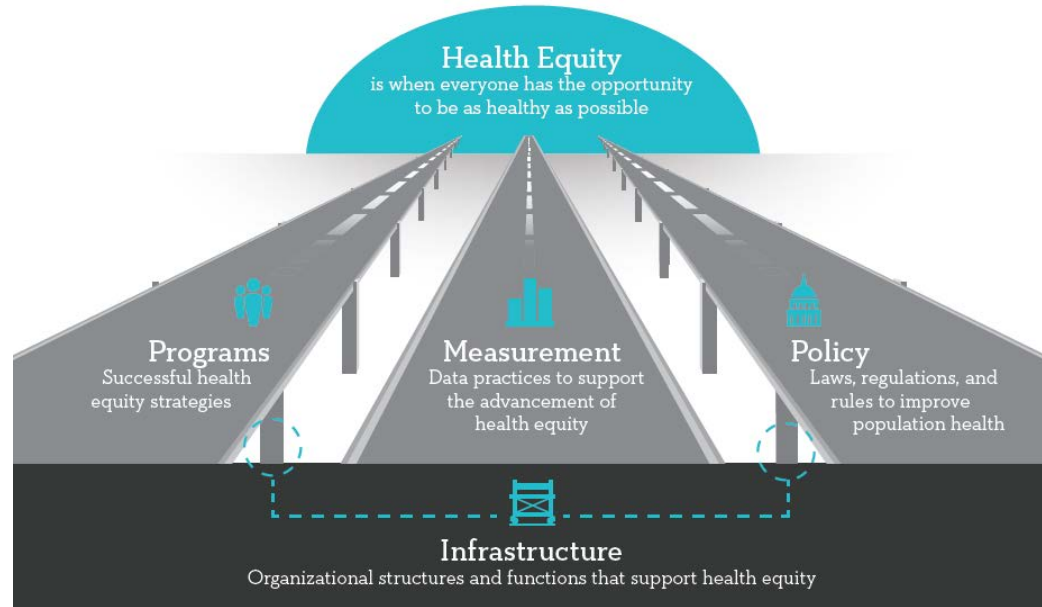
OMHHE Priorities

- Focus on solutions for reducing health disparities, improving women's health, and ensuring a diverse and inclusive public health workforce.
- Facilitate the implementation of policies and strategies across CDC that promote the elimination of health disparities in communities of highest risk.
- Advance the science and practice of health equity.
- Collaborate with national and global partners to promote the reduction of health inequalities.

Operating Principles

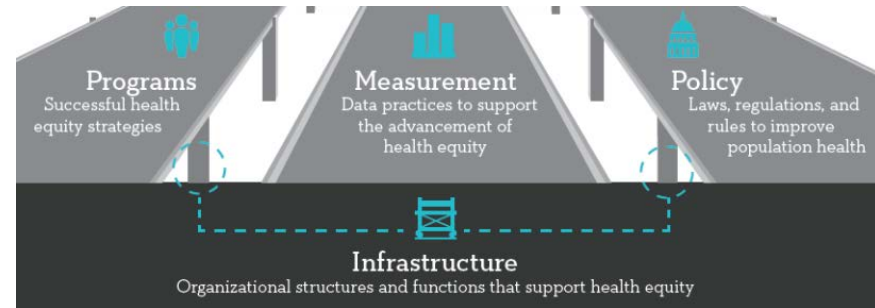
OMHHE Operating Principles

- Introduced in a health equity supplement of the Journal of Public Health Management and Practice (2016)
- Linkages between **science**, **policy**, and **practice** and their required **infrastructure** are critical to achieving health equity.



Operating Principles: Infrastructure

- Develop/maintain culturally and linguistically competent workforce
- Develop appropriate data systems
- Assure accountability at high levels of the organization
- Effective and consistent leadership at high levels of the organization



Operating Principles: Measurement

- Identify characteristics of groups of people associated with more/less power and privilege or higher/lower social position
- Measure differences in health and its determinants associated with these characteristics and assess change over time



Operating Principles: Measurement

- Assess social and structural determinants of health
- The rationale for methodological choices made and measures chosen should be made explicit
- Groups to be compared should be simultaneously classified by multiple social statuses
- Consider stakeholder communication needs when selecting analytic methods



Operating Principles: Essential Program Elements

- Consider socio-demographic characteristics
- Understand evidence base for health disparities and inequities
- Leverage multi-sectoral collaboration
- Mobilize community engagement
- Use clustered interventions, engage with communities
- Plan and evaluate rigorously



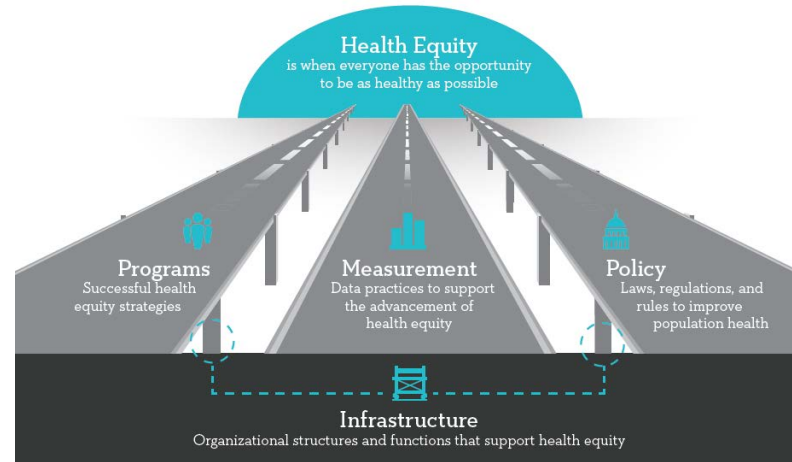
Operating Principles: Policy

- Maximize existing national policy strategies
- Use a SDOH framework to analyze problem and generate policy options
- Develop a Health in All Policies (HiAP) framework
- Use Health Equity Impact Assessment as a tool to get to HiAP



The Operating Principles in Action

- Supporting analysis and synthesis
 - Journal of Public Health Management and Practice (2016)
 - Annual Review of Public Health (in press)
- Guiding action around measurement and indicator development
- Facilitating informed action via technical assistance, consultation, and thought leadership



Integrating Health Equity at CDC

Leading from within

- Established CDC Health Equity Leadership Network
- Co-lead Healthy People 2020 and 2030 Social Determinants of Health Topic Area
- Lead development of CDC's Language Access Plan
- Collaborate to develop CDC's Social Determinants of Health website
- Coordinating Council on Women's Health



Value to CIOs

- Trainings
 - Cultural humility for deployers
 - Health equity for supervisors
 - Lunch and learns on diversity and inclusion topics
- Workforce diversity strategy
 - CDC Undergraduate Public Health Scholars Program
- Leading science
 - CDC reports on Hispanic and African American Health (Vital Signs)
 - Rural health MMWR article
 - CDC reports on strategies for reducing health disparities (MMWR supplement)
- Technical assistance
 - Women's Health Research and Practice series



Collaborations with NCIPC

OMHHE-NCIPC Collaborations

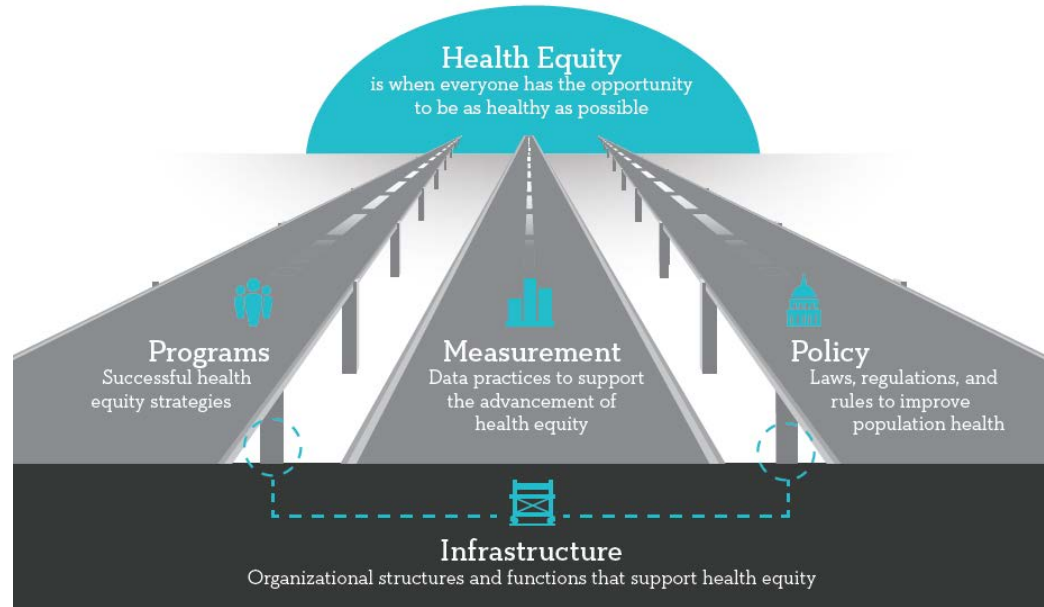
- 2019 Public Health Ethics Forum on Ethical Dilemmas in Child and Adolescent Health
- 2019 Public Health Grand Rounds on Preventing Suicidal Behavior in American Indian and Alaska Native Communities: A Health Equity Issue
- 2018 Congressional Black Caucus Foundation's Annual Legislative Conference panel on African American Health
- *Health Equity Matters* blog on Violence-Related Disparities Experienced by Black Youth and Young Adults: Opportunities for Prevention
- CDC Office of Women's Health Lecture Series - Reducing Sexual and Intimate Partner Violence Against Girls and Women

OMHHE-NCIPC Collaborations

- CDC Inaugural Diversity and Inclusion Forum
- OMHHE Operating Principles – Policy Domain
- PolCon 2015: Health Equity Track
- Strategies for Reducing Health Disparities MMWR supplement 2016 (preventing violence among high-risk youth and communities)
- Strategies for Reducing Health Disparities MMWR supplement 2014 (tribal motor vehicle injury prevention)
- Summit to prepare for Strategies for Reducing Health Disparities MMWR supplements
- Articles in 2011 and 2013 CDC Health Disparities and Inequalities Reports (2013 report led by CSELS with technical support from OMHHE)

OMHHE-NCIPC Collaborations

Looking forward...



Let's work together to
achieve health equity.



For more information, contact CDC
1-800-CDC-INFO (232-4636)
TTY: 1-888-232-6348 www.cdc.gov

The findings and conclusions in this report are those of the authors and do not necessarily represent the official position of the Centers for Disease Control and Prevention.

