

The Central Challenge

Mobilize understanding and sustained commitment to achieve health equity and improve the health, mental health and well-being of all.

Build Sustainable Leadership Commitment to Improving the Social Determinants of Health

Strategic Priorities

A. Identify and Disseminate Actionable Information on Disparities

B. Embed Health and Equity in All Policies Across Sectors

C. Embed Equity into Institutional Practices

D. Empower Communities in Disparity Reduction Initiatives

E. Develop and Align Sustainable Multi-Sector Infrastructure and Support

To be considered

3-year Initiatives for A: Identify and Disseminate Actionable Information on Disparities

1. Build a network of communication and support for health equity work statewide
2. Develop and host an interactive, informative and engaging state-of-the-art website with timely, accurate data, relevant research, and Evidence-Based and Community Defined Practices
3. Convene Annual Health Equity Summits for practitioners and policymakers
4. Build awareness of the Healthy Community Indicator Project, an asset that strengthens the state's data capacity and is driven by social determinants of health; encourage its use for planning purposes*

3-year Initiatives for B: Embed Health and Equity in All Policies Across Sectors

1. Partner with the HiAP (Health in All Policies) Task Force to embed health criteria in decision-making, grant programs, guidance documents, and strategic plans
2. Coordinate through HiAP possibilities for transportation and land use planning to support access to health, mental health and health care services
3. Inform climate change and cap/trade initiatives regarding unequal impacts on vulnerable populations*
4. Develop and disseminate policy briefs, based on recommendations from the Office of Health Equity (OHE) Advisory Committee

3-year Initiatives for C: Embed Equity into Institutional Practices

1. Identify partnerships to conduct assessment of health equity practices throughout state departments and state-funded programs
2. Integrate efforts to address the root causes of health inequities and CLAS compliance as considerations for funding and allowable activities of all state-funded programs plans
3. Facilitate common understanding of health equity and the social determinants of health between public health, mental health, and health care services providers
4. Facilitate access to training and technical assistance for grantees of state programs on health equity, including incorporating health equity modules into current categorical training provided by state and federal programs
5. Identify partnerships to support the expansion of Culturally and Linguistically Appropriate Services (CLAS), including assessment, technical assistance and training, and CLAS compliance as a consideration for funding
6. Explore strategies to reduce differential access to the opportunities presented through the Affordable Care Act/Covered California while also strengthening the state's safety net for the remaining uninsured and undocumented

3-year Initiatives for D: Empower Communities in Disparity Reduction Initiatives

1. Conduct a scan to determine how local communities are currently mobilizing to address the social determinants of health, and how they are measuring their success
2. Assess and build broad based community support on health equity issues through education and dialogue
3. Help increase the civic participation of the communities most impacted by health inequities
4. Incentivize, recognize, and publicize local efforts addressing health equity and the social determinants of health, both emerging and established
5. Provide support to local efforts to build health equity into strategic plans, train staff, evaluate impact, and connect with funders, colleagues, and other communities
6. Utilize and encourage expansion of current campaigns to promote dialogue with California communities on local initiatives address the social determinants of health
7. Explore the feasibility of initiating local task forces to increase health and equity in all policies
8. Strengthen current and existing California Department of Public Health and Department of Health Care Services prevention approaches to address the social, environmental and economic conditions that impact behavioral choices (e.g., tobacco use, unsafe sex, substance abuse, physical inactivity) through community-driven and system-wide strategies*
9. Employ the California Reducing Disparities Project to reduce mental health and community health disparities and seek partnerships with other sectors that work to improve conditions of historically underserved communities in California*

3-year Initiatives for E: Develop and Align Sustainable Multi-Sector Infrastructure and Support

1. Develop workforce development opportunities, including a Speaker's Series, aimed at increasing the capacity of state employees to effectively address health inequities
2. Strengthen the health equity workforce development pipeline by utilizing fellows and interns in the implementation of these Strategic Initiatives
3. Identify new resources and re-direct existing resources to support the Strategic Initiatives and provide leadership to align resources in support of health equity*
4. Recommend that health equity be embedded as a priority in existing funding streams (state, local, private)
5. Identify potential public and private partnerships for all appropriate Strategic Initiatives, including governmental, corporate, educational, research, and philanthropic institutions
6. Manage the Public Health Climate Action Team, catalyzing public health efforts to reduce greenhouse gas emissions and achieve health co-benefits*
7. Closely monitor progress of the [National HHS Action Plan to Reduce Racial and Ethnic Health Disparities](#), and seek opportunities to increase California's role
8. Build upon existing efforts to address the unique health and mental health needs presented through the lens of gender and sexual orientation

***OHE to be responsible under current resources**

All others as partnerships are identified and resources become available

To be developed

Annual Goals

Please provide your feedback with reference to specific initiatives as appropriate (e.g., A-1)

a) Advantages

b) Concerns

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c) Critical Success Factors (i.e., What needs to go right? How will we know we're on target?)

d) Any recommended additions, deletions or modifications

e) Potential partners, and what those partnerships might look like

f) Prioritize: high, medium, and low (criteria: impact, scope, resources required, urgency)