

Health Equity 2023 Year in Review

Vision

Wood County residents' health outcomes will not be determined by race, ethnicity, class, gender, income, education, geography, or any other group status.

Team Members

Audrey, Ben, Danielle, Dave, James, Kristie, Macy, Niki, Olga, Sydney

2023 Accomplishments



- Held 10 Health Equity Team meetings
- Conducted focus groups with staff to inform health equity action plan and staff training needs
- Started equity warm ups within department teams
- Updated the Health Equity Staff Survey
- Provided training related to health equity at 4 all staff meetings
- Translated core communications into Hmong and Spanish where appropriate within Environmental Health and WIC teams
- Updated WCHD interview questions to assure they are neutral and free from assumptions and bias
- Updated WCHD policies to include "they/their" pronouns where appropriate

2023 Accomplishments



- Created a health equity page for the WCHD website
- Shared MPH student project results with the Human Resources Department which included a hiring bias toolkit and recommendations to update the Wood County handbook to ensure more inclusive policies and language
- MPH students developed an evaluation tool to assess WCHD programs' incorporation of health equity
- Conducted 72 one on one interviews and 6 focus groups with 51 community members disproportionately impacted by the COVID-19 pandemic and provided gift card incentives to them through funding from the Qualitative Data Grant
- Received a health equity narrative implementation grant
- Developed a new Community Health Assessment (CHA) Survey and distribution plan using an equity lens

2024 Goals & Growth Areas



- Incorporate equity in other department teams and throughout the department as a whole
- Conduct Health Equity Staff Survey and use results to develop new Health Equity Action Plan
- Continue to strengthen relationships through community engagement
- Use an equity lens in the Community Health Improvement Planning process



Wood County
Health Department