

NORTHERN NEVADA
Public Health

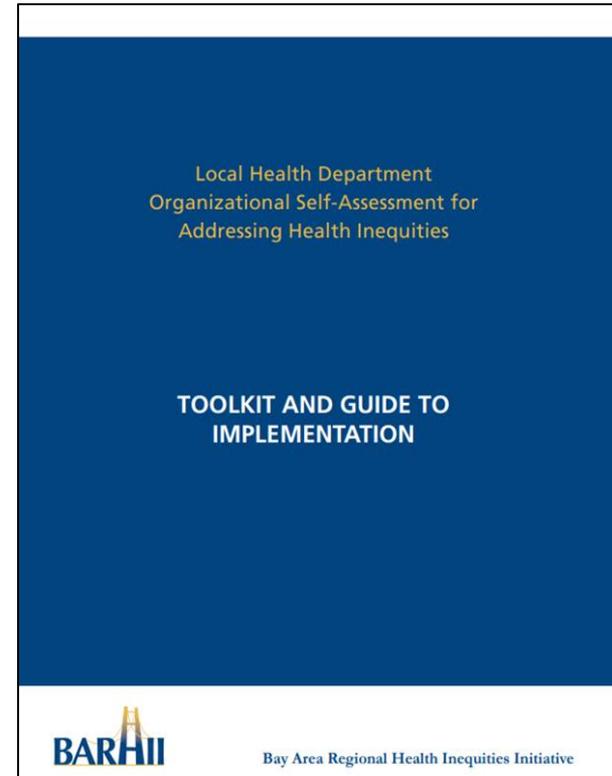
FY24 Health Equity Plan Annual Report

Camarina Augusto, Health Equity Coordinator



Health Equity Assessment

- Completed September 2022
- Opportunity to build health equity organizational capacity
- Implemented BARHII health equity assessment
- Resulted in a three-year equity plan





Health Equity Plan (HEP)

- Program Mission: Improve health outcomes by addressing health disparities among diverse populations in Washoe County
- HEP - 7 overarching goals:
 - Build health-equity competency among staff
 - Build capacity to integrate health equity in programs
 - Build partnerships with diverse communities to improve public health
 - Community access to culturally and linguistically appropriate public health information
 - Collect, evaluate, and leverage health equity data to inform program and policy development, and decision-making efforts
 - Integrate health equity efforts into organizational development efforts
 - Refine and improve hiring practices to recruit and retain a diverse workforce that represents the community we serve

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Public Health
Serving Reno, Sparks & Washoe County

**Health Equity Organizational
Capacity Plan, Year Two**
November 2023

Timeline

**May
2022**

**October
2022**

**July
2023**

**August
2024**

Implemented
health equity
assessment

Developed
three-year
health equity
plan

Completed
FY23 HEP
annual report

- Completed
FY24 HEP
annual report
- Currently
developing
FY25 Health
Equity Plan

FY24 Annual Report

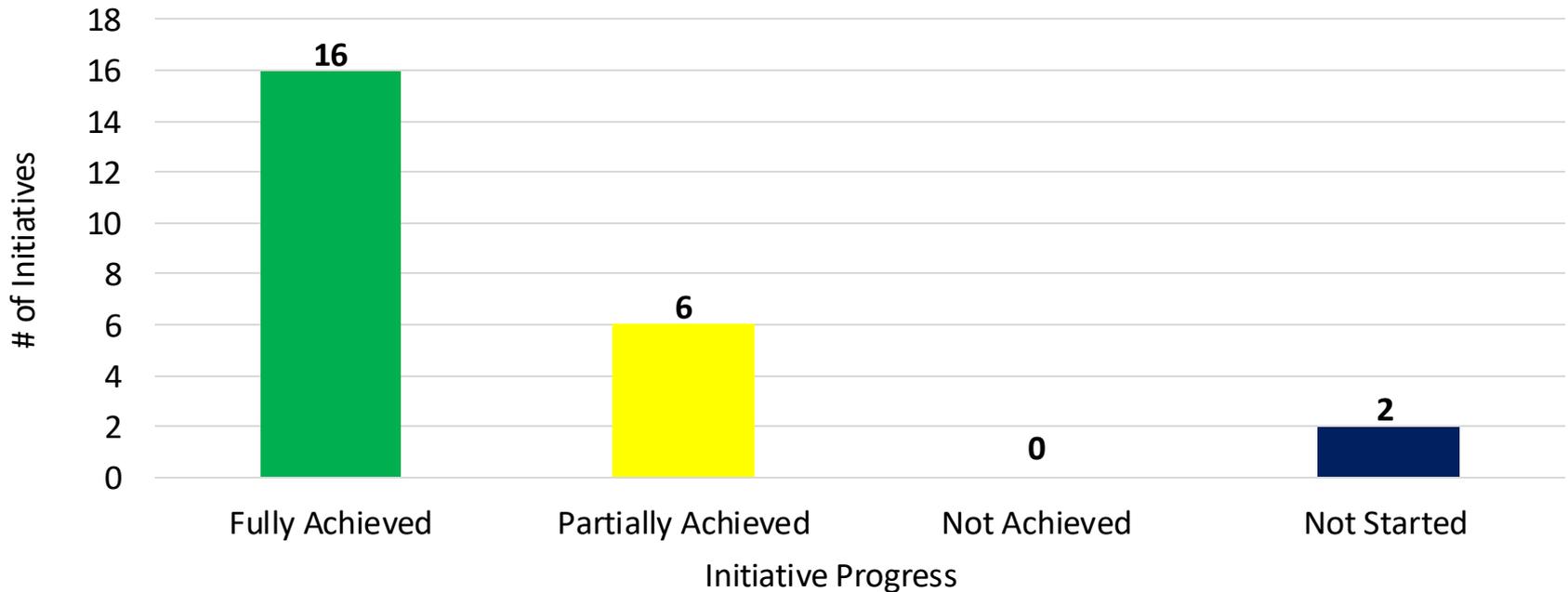
- Assess results for second year of plan
- Color-coding system to track and report on progress

	On Target – if the initiative was fully achieved
	In Progress – if the initiative was partially achieved
	Off Target – if the initiative was not achieved
	Not Started– if the initiative did not start

Annual Report Overview

- Total of 24 initiatives
- 92% initiatives either fully or partially achieved

FY24 Status of HEP Initiatives

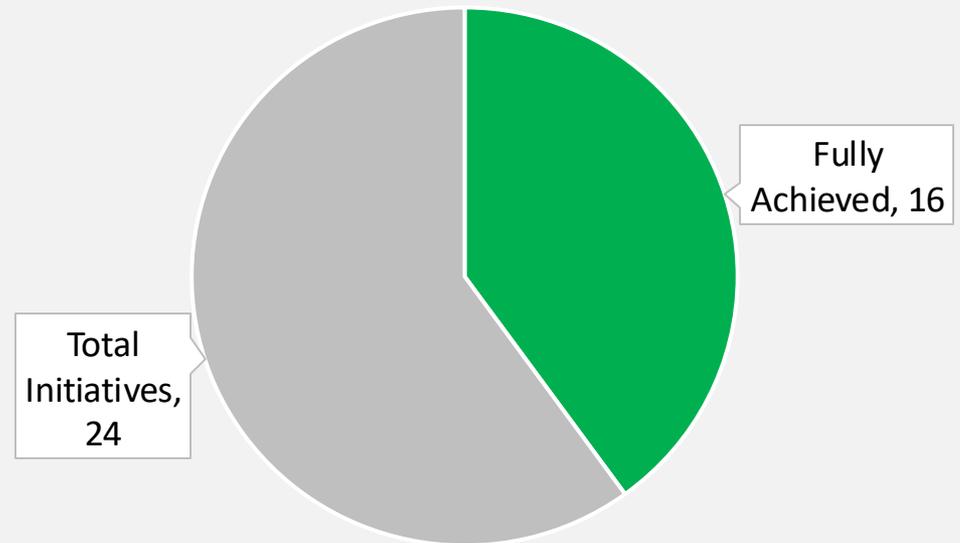


Annual Report Results

- 16 initiatives fully achieved

- 132 staff attended DEI and cultural competency trainings
- Built new CHIP partnerships to address health disparities
- Translated 43 priority documents to reduce language barriers
- Completed 4 cross-divisional equity projects with internal divisions and external partners
- Published TMT community dashboard with key community health indicators

of Initiatives Fully Achieved



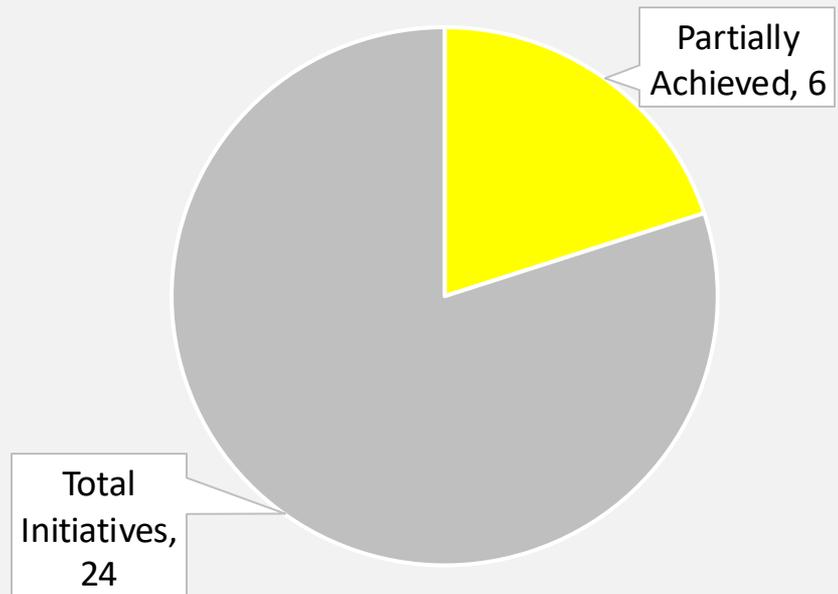
■ Fully Achieved ■ Total Initiatives

Annual Report Results

- 6 initiatives partially achieved

- Increase organizational capacity to use an equity lens
- Establish participatory leadership opportunities for leaders to influence public health initiatives
- Assess the current recruitment and hiring process with an equity lens

of Initiatives Partially Achieved



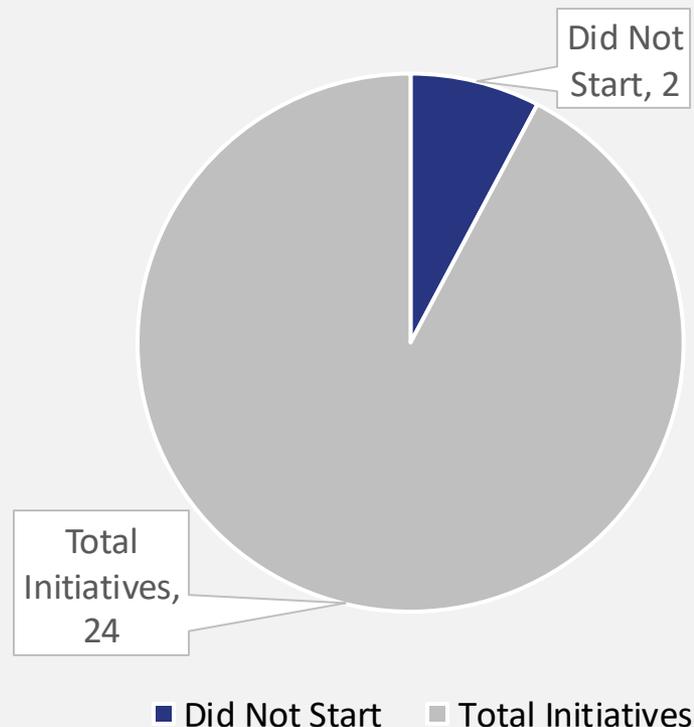
■ Partially Achieved ■ Total Initiatives

Annual Report Results

- 2 initiatives did not start

- Stratify data by demographic variables to inform programmatic efforts
- Review targeted job descriptions for systemic barriers

of Initiatives Not Yet Started



Looking Ahead



Quality Improvement

- Language access
- Literacy level/readability

Internal Resources

- Build out health equity intranet

Training

- Approach uncomfortable situations
- Help tackle biases

Health Equity Planning

- Next health equity assessment and plan

Data

- Collect data with an equity lens to inform program activities
- Health disparity data
- Stratify demographic variables



Questions?

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