

**Staff Report**  
**Board Meeting Date: September 26, 2024**

**DATE:** September 19, 2024  
**TO:** District Board of Health  
**FROM:** Camarina Augusto, Health Equity Coordinator  
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**THROUGH:** Rayona LaVoie, Director of Programs and Projects  
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**SUBJECT:** Presentation and possible acceptance of the Annual FY24 Health Equity Plan Report Results.

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**SUMMARY**

This agenda item seeks DBOH acceptance of the Annual FY24 Health Equity Plan Report Results. The Health Equity Organizational Capacity Plan (HEOCP) aims to build NNPH’s capacity to increase health equity efforts and address health disparities. Within the plan are seven overarching goals that guide the organization’s equity-focused work and are used as a guidepost to assess progress. FY24 was the second year of the HEOCP and included a total of twenty-four initiatives. The annual report utilizes a color code system to assess results and progress on each initiative. The results show that 92% of initiatives were either fully or partially achieved in the second year. Two initiatives fell under the “not yet started” category but are expected to be underway in future months.

**District Health Strategic Priorities supported by this item:**

- 3. Local Culture of Health:** Lead a transformation in our community’s awareness, understanding, and appreciation of health resulting in direct action.
- 4. Impactful Partnerships:** Extend our impact by leveraging partnerships to make meaningful progress on health issues.
- 5. Organizational Capacity:** Strengthen our workforce and increase operational capacity to support a growing population.

**PREVIOUS ACTION**

On October 26, 2023, the FY23 Health Equity Plan Report Results was presented and accepted by the DBOH. On November 10, 2022, the Health Equity Committee presented the final Health Equity Organizational Capacity Assessment and Plan to the District Board of Health as part of the Strategic Planning Retreat.

## **BACKGROUND**

In May 2022 the Health Equity Committee (HEC) and an external consultant implemented a Health Equity Organizational Capacity assessment. The assessment that was selected is called the Bay Area Regional Health Inequities Initiative (BARHII). The BARHII toolkit was created for local health departments to complete an organizational self-assessment for addressing health inequities. The assessment consisted of a staff survey, a community partner survey, staff focus groups, and management interviews. In August 2022 the assessment was complete and in September 2022 a planning retreat was held with the HEC to review the results of the assessment and prioritize recommendations that the committee would like to see move forward in an internal Health Equity Organizational Capacity Plan (HEOCP). In early October 2022 the Health Equity Planning subcommittee prioritized the recommendations and cross walked them with the current strategic plan which resulted in the development of the HEOCP. In October 2022, the HEC and division directors reviewed the draft of the HEOCP and approved the document. In November 2022 the Health Equity Organizational Capacity Assessment and Plan was presented to the District Board of Health as part of the Strategic Planning Retreat. In October 2023 the FY23 Health Equity Plan Report was presented and accepted by the DBOH. The FY24 Health Equity Plan Report is complete and assesses the results and progress on each initiative for the second year of the plan.

## **FISCAL IMPACT**

There is no fiscal impact to the FY25 budget should the Board accept the Annual FY24 Health Equity Plan Report Results.

## **RECOMMENDATION**

Staff recommends the District Board of Health accept the Annual FY24 Health Equity Plan Report Results.

## **POSSIBLE MOTION**

Should the Board agree with staff's recommendation, a possible motion would be "Move to accept the Annual FY24 Health Equity Plan Report Results."