



Advancing Equity in Louisville

Putting Research Into Practice

T Benicio Gonzales, MSW

Louisville Metro Department of Public Health & Wellness

Center for Health Equity, Interim Director

Metro Council Health & Education Committee

June 5, 2019



Download the report at **HealthEquityReport.com**

Our Vision

A healthy Louisville where everyone and every community thrives

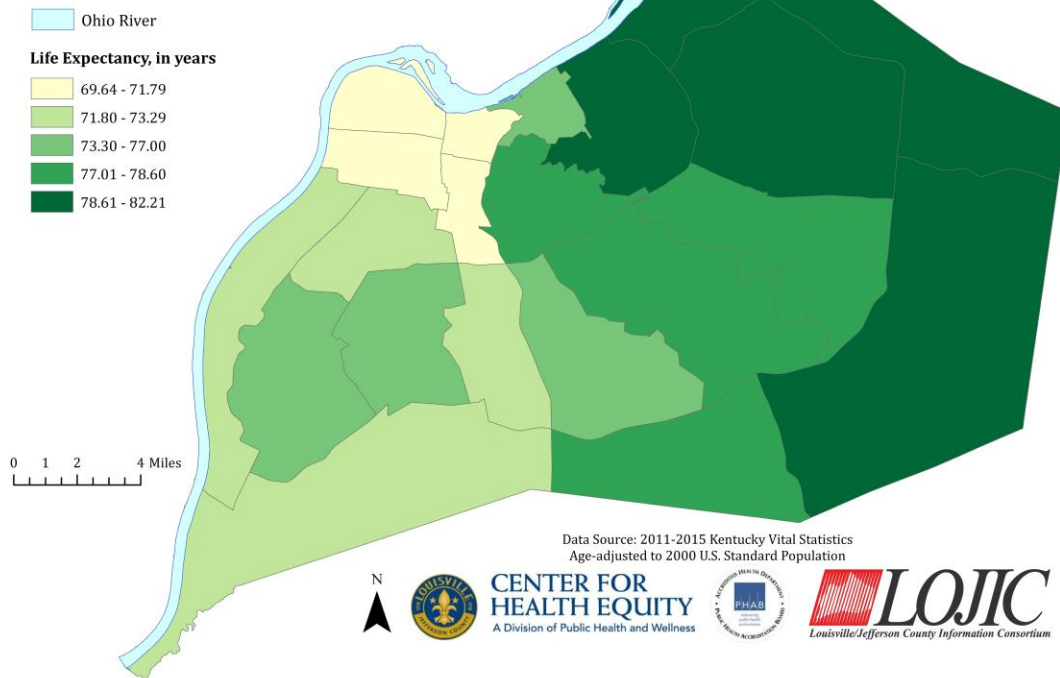
Our Mission

To achieve health equity and improve the health and well-being of all Louisville residents and visitors

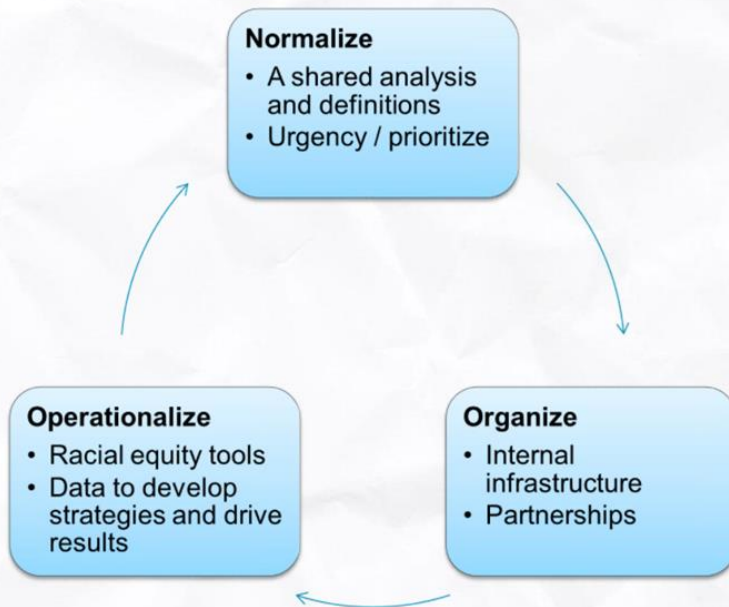


Life Expectancy

Life expectancy at birth, five year estimates



National best practice



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

Transactional approaches are issue-based efforts that help individuals negotiate existing structures. These solutions “transact” with institutions to get a short-term gain for communities, but leave the existing structure in place.

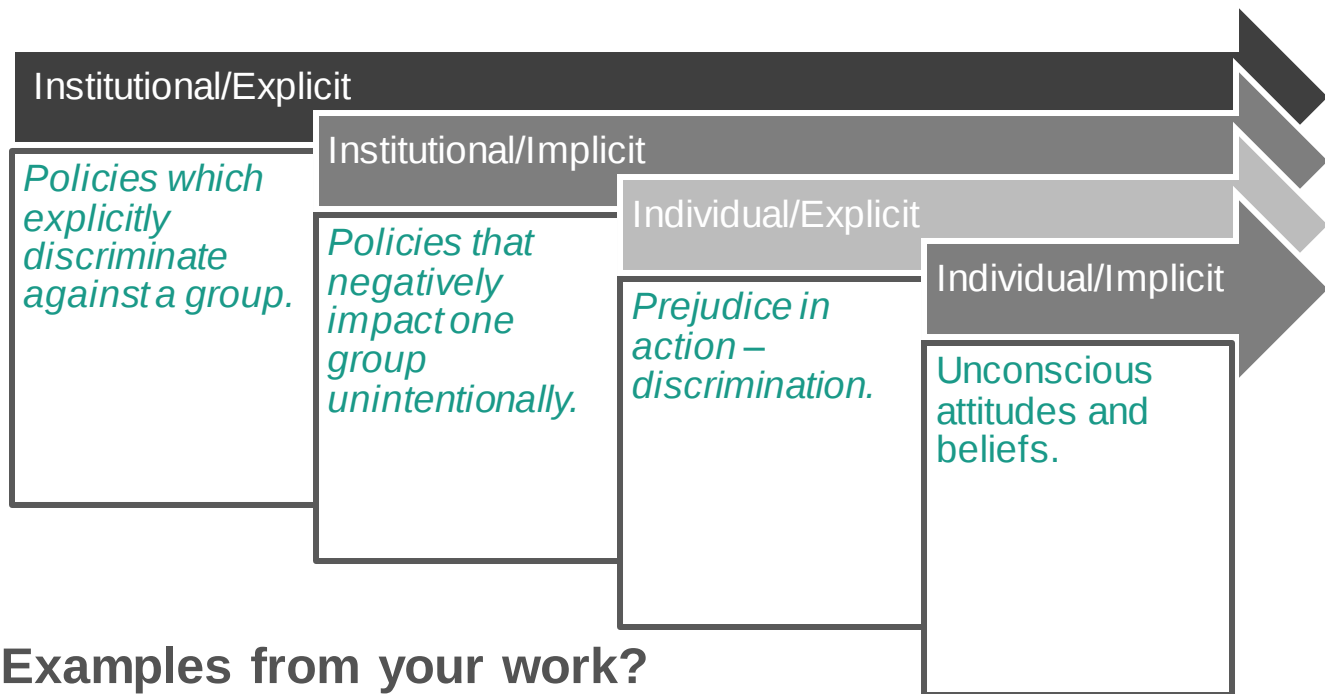
Transformational approaches are initiatives that cross multiple institutions that shift efforts towards pro-active solutions. These solutions alter the ways institutions operate thereby shifting cultural values and political will to create equity.

NORMALIZE

- Learning the story
- Shared definitions
- Introduction to Advancing Racial Equity
- Power analysis
- Decision-making tools to advance equity



Highlight: Introduction to Advancing Racial Equity Training



ORGANIZE

PUBLIC POLICY

national, state, local law

Connect with your elected officials!

COMMUNITY

relationships among organizations

How can we link resources together?

ORGANIZATIONAL

organizations, social institutions

Change where you work, learn,
pray, and play.

INTERPERSONAL

family, friends, social networks

Support each other!

INDIVIDUAL

knowledge, attitudes, skills

What you can do!

How can we organize
within and between
departments to advance
racial equity?

How can we partner with
community and other
institutions?

ORGANIZE

Equity
Advisory
Council

Racial Equity
Cross-
Functional
Team

Racial Equity
Liaisons

Racial Equity
Action Plans
for Louisville
Metro
Government
and agencies

OPERATIONALIZE

How can our decision-making practices become equitable?

Tools

- Prioritize Key Recommendations in the HER 2017
- Health Impact Assessments
- Racial Equity Impact Assessments
- Racial Equity Action Plans (LMG and agency level)

Program Examples

- Participatory Budgeting
- Health Equity Fund

RECOMMENDATIONS

- 1 Interventions must happen at multiple levels - individual, interpersonal, organizational, community and policy- to have the biggest impact on health.
- 2 Increase and improve systems for data collection, data sharing and data analysis across all outcomes. As Louisville Metro we need to examine where data is missing, and for what groups the data does not exist. When possible, break data down by various groups to get a better picture of who is most impacted.
- 3 Ensure more opportunities for wealth-building, education, and employment in our community for those that need it most.
- 4 Promote policies and development that protect and improve our environmental quality.
- 5 Build our health infrastructure to ensure that all persons are able to easily receive preventative medical services as well as treatment for mental health, trauma and substance use disorder.
- 6 Expand access to healthy foods by examining our policies and practices for areas of innovation.
- 7 Continue to examine our criminal justice system for opportunities for improvement and changes that will support the creation of a thriving community.
- 8 Support our youngest community members by preventing or mitigating the effects of trauma and adverse childhood experiences.
- 9 Create opportunities for all communities to thrive with access to parks, businesses, and community organizations.

Highlight: Health Impact Assessments



**Pregnant Workers
Health Impact
Assessment**

2019

The Kentucky Pregnant Workers' Rights Act (KYPWRA) (SB18) works to clarify that Kentucky law protects women who need reasonable modifications in the workplace due to their pregnancy. SB18 ensures all pregnant workers have equal access to safe and healthy working conditions. The Pregnant Workers Health Impact Assessment works to inform decision making around the policy as a measure to improve the health outcomes of Kentucky's pregnant workers and their developing children.

 DEPARTMENT OF
PUBLIC HEALTH
AND WELLNESS

Highlight: Racial Equity Impact Assessments

R.E.P.A.I.R. Initiative: Racial Equity Assessment Instrument

To Assess Policies, Initiatives, Programs & Budget Issues

“We imagine a Louisville Metro where race does not predict one’s quality of life, and where equity is reflected across all institutions and communities.”

—Vision Statement, Healing Possible Quorum

Achieving HPQ100’s vision requires ending individual, institutional and structural racism. This *Racial Equity Impact Assessment Instrument* targets institutional racism, and lays out a process and a set of questions to guide the development, implementation and evaluation of policies, initiatives, programs, and budget issues to address the impact on racial equity.

WHEN TO USE THIS INSTRUMENT?

Early. Apply this instrument early for alignment with departmental racial equity goals and desired outcomes.

Highlight: Racial Equity Action Plan

LMPHW Racial Equity Action Plan

High Level Project Plan

Carry out LMPHW's strategic plan goal #10 and make recommendations to the organization to institutionalize LMPHW's racial equity work and improve community health outcomes. The project will include:

- A project charter
- A review of internal policies and evaluation of policies for equity
- An internal communications plan
- Revision of current policies and enacting new policies, as needed
- Written action plan for the department
- Evaluation of implementation

Implementation of the plan to continue through the remainder of the strategic plan period (2019-2021).

Highlight: Participatory Budgeting



Highlight: Health Equity Fund

The Health Equity Fund seeks to strengthen organizations that are **led by people of color** whose work is consciously contributing to a racially equitable Louisville.

Priority will be given to projects that are **advancing racial equity at a systems level.**



Humana
Foundation



**Jewish Heritage
Fund for Excellence**



ACTION FOR EQUITY

We must work together at
multiple levels to create
long-term solutions.



How can you advance equity?

