



# DC Health Cancer and Chronic Disease Prevention Bureau

## ROCHI and NACDD Success Story

Despite high health insurance coverage rates and access to primary care, health outcomes continue to be predominately driven by the social and structural determinants of health in Washington, DC (DC Health, 2019).

### Introduction

Guided by the Public Health 3.0 Framework, DC Health's Cancer and Chronic Disease Prevention Bureau (CCDPB) works to expand capacity with multi-sector community stakeholders to address root causes of health equity and develop pathways to collaborate on equitable solutions designed to improve health outcomes for District residents.

In 2020, the CCDPB launched the DC Health Equity Action Team (DC HEAT) to increase both internal staff capacity and external capacity of partner organizations to systematically implement action-oriented, equity-focused best practices to address health outcomes.

### About DC HEAT

The purpose of DC HEAT is to collaborate with traditional and non-traditional partners to evaluate, design, and implement health equity strategies centered on cancer, chronic disease, and tobacco cessation work in the community.

As a result, DC HEAT enhanced our continued commitment to follow health equity principles in all decisions spanning across CCDPB programs, initiatives, and partnerships.

In DC HEAT's inaugural year, our goal is centered on staff workforce development to implement standard health equity procedures across the Cancer and Chronic Disease Prevention Bureau.

### Project Results

In the spring of 2020, DC Health's CCDPB developed and administered the CCDPB Competency Assessment to assess staff proficiency across a range of skills and knowledge areas identified as essential for high-functioning public health departments to improve community health outcomes.

The results and data analysis guided development of a tailored professional workforce development plan to support a bureau culture of health equity.

The assessment will be re-administered spring 2021 to further inform our DC HEAT workforce development training curriculum. A highlight of a recent workforce training examined health disparities impact on gender and sexuality minorities' quality of life in Washington, DC.

In partnership with Whitman-Walker Health (WWH), an LGBTQ Cultural Competency in Healthcare training was offered in January 2021. A descriptive analysis of the training assessment concluded that the training was well received by CCDPB staff.

In response, CCDPB plans to host additional trainings to continue exploring opportunities and partnerships for enhancing the healthcare experience across the gender and sexuality spectrum in the District.

## Reference



DC Health. (2019). Health Equity Report for the District of Columbia 2018. Retrieved from <https://dchealth.dc.gov/publication/health-equity-report-district-columbia-2018>



# Workforce Development to Improve Health Equity

At a Bureau-wide level, the LGBTQIA+ training provided guidance in our current development of a standardized review process to screen for gender and identity-inclusive language and terminology in CCDPB documents. In the right-hand column are a few survey highlights from the training.

CCDPB's series of health equity professional development opportunities are designed to increase staff capacity to consciously integrate health equity principles into standard procedures, work deliverables, and professional environment. A follow-up training with WWH is being planned to focus on health disparities experienced by trans people of color.

## Next Steps

CCDPB's training series will continue throughout the year with training focused on anti-racism and will include a two-day, Racial Equity Initiative Phase 1 workshop.

REI's Racial Equity Workshop is designed to develop the capacity of participants to better understand racism in its institutional and structural forms; this workshop presents a historical, cultural, and structural analysis of racism as opposed to personal bias and bigotry.



**Read more success stories like this one at [chronicdisease.org](https://chronicdisease.org).**

The degree to which the Bureau staff know where to find resources for LGBTQ people

Post

41.67%

Pre

31.25%

The degree to which the Bureau staff are aware of their personal privileges respectfully and responsibly

Post

58.33%

Pre

43.75%

## The National Association of Chronic Disease Directors

Since 1988, the National Association of Chronic Disease Directors and its more than 7,000 Members have worked to strengthen state-based leadership and expertise for chronic disease prevention and control in all states, territories, and nationally. Learn more at [chronicdisease.org](https://chronicdisease.org).