



NATIONAL ASSOCIATION OF  
**CHRONIC DISEASE DIRECTORS**  
Promoting Health. Preventing Disease.

## **2024 GEAR Group: Nurturing Emerging Leadership in Chronic Disease Prevention and Management *Resources and References Document***

### **NACDD GEAR Groups**

GEAR Groups explore their topic through case presentations, short didactic presentations, and active discussions throughout four 90-minute video conferences. A facilitator and strategist guide each discussion to explore opportunities for improvement through partnerships, promising interventions or policies, data, and evaluation.

### **Nurturing Emerging Leadership in Chronic Disease Prevention and Management**

As younger Millennials and Gen Z enter and take on progressive responsibility in the fields of public health and chronic disease, the way these workforce cohorts approach work, leadership, authority, change, equity, and decision-making can appear different from past generations and can present opportunities for reflection and growth. This GEAR group is for both emerging leaders as well as those who support, mentor, or manage them. Individual emerging leaders, individual mentors/managers, and collaborating pairs of an emerging leader and their mentor/manager are all welcome to apply to participate in this group. Cases will focus on professional development goals and pathways for emerging leadership. Meetings were held May 7, 14, 21, and 28, 2024.

### **Participating states**

- Indiana
- Massachusetts
- Michigan
- Nebraska
- North Carolina
- South Carolina
- Vermont

### **Resources and References**

The following resources were shared amongst the participants during the four-week GEAR Group in May 2024. The linked articles or resources do not necessarily represent the official views of individual participants, participants' respective organizations, or NACDD.

#### **Community Health**

1. [Communities that Care - Tools for Community Leaders: A Guidebook for Getting Started](#)
2. [Nebraska Community Health Worker \(CHW\) Collaborative](#)

#### **Employee Burnout**

3. [Online Training – Understanding and Preventing Burnout among Public Health Workers: Guidance for Public Health Leaders](#)
4. [The time for change is now: Public Health's Burnout Battle](#)
5. [7 Solutions to Protect Public Health Workers from Burnout and Other Mental Health Issues](#)



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### **Employee Engagement**

6. [Engaging Employees to Bring Their Best to Work](#)
7. [Building the US public-health workforce of the future](#)
8. [Creating and Gathering a Group to Guide Your Initiative](#)

### **Equity in Asthma Care**

9. [FIGHTING FOR AIR | A JOURNAL SENTINEL SPECIAL REPORT](#)
10. [Asthma Disparities - Reducing Burden on Racial and Ethnic Minorities | AAFA.org](#)

### **Equity in Data**

11. [Ways to Make More Inclusive Data Viz \(stephanieevergreen.com\)](#)
12. [NACDD's Social Justice Framework for Public Health Professionals](#)
13. [We All Count](#)
14. [We All Count Tools](#)
15. [Data Equity Framework](#)
16. [Data Jargon Decoder](#)
17. [Talk to Your Boss Sheets](#)
18. [From Buzzwords to Action: Tackling Social Determinants of Health](#)
19. [Health Equity Tracker](#)
20. [Root Cause Solution Exchange](#)
21. [Missouri Information for Community Assessment](#)
22. [Centers for Disease Control and Prevention Data Modernization Initiative](#)
23. [Social Justice and Health](#)

### **Evaluation & Impact**

24. [Evaluation Methods Commonly Used to Assess Effectiveness of Community Coalitions in Public Health: Results From a Scoping Review](#)
25. [Engaging Community Representation Program Evaluation](#)
26. [Centering Equity in Collective Impact](#)
27. [Tools to Evaluate your Coalition](#)
28. [Readiness and Relationships Are Crucial for Coalitions and Collaboratives: Concepts and Evaluation Tools.](#)
29. [Resources for Collaboration and Power Sharing Between Government Agencies and Community Power-Building Organizations](#)
30. [Health Equity Partners: A Human Impact Partners Project](#)

### **Inclusive Transportation**

31. [Inclusive Transportation: A Manifesto for Repairing Divided Communities](#)

### **Performance Management**

32. [Public Health Performance Management Toolkit](#)



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33. [Program Design and Performance Management Toolkit](#)

**Grantmaking**

34. [Preventive Health and Health Services \(PHHS\) Block Grant](#)

**Public Health Communication**

35. [The Language of Health: An Editorial Style Guide to Effectively Communicate to the Public](#)  
36. [Public Health Communications Collaborative](#)  
37. [11 Coalition Communication Tips for Telling Your Networks Story](#)  
38. [The SDG Communicator Toolkit](#)  
39. [Cause Communications: Communications Toolkit](#)

**Public Health Funding & Accountability**

40. [Funding and Accountability in Public Programs: Implications for Disease Intervention Specialists](#)  
41. [Accountability and Transparency for Public Health Policy](#)  
42. [Hopes and Realities of Public Health Accountability Policies](#)

**Public Health Workforce**

43. [Supporting the U.S. Public Health Workforce](#)  
44. [de Beaumont Foundation PH WINS website](#)  
45. [Consortium for Workforce Research in Public Health \(CWORPH\)](#)  
46. [Public Health-Hope, Equity, Resilience, and Opportunity \(PH-HERO\)](#)

**Quality Improvement & Measurement**

47. [NACCHO's Measuring What Matters in Public Health](#)  
48. [Roadmap to a Culture of Quality Improvement](#)

**Succession Planning**

49. [NIH: Succession Planning: A Step-by-Step Guide](#)

**Reverse Mentoring**

50. [The Definitive Guide to Implementing Reverse Mentoring \(in 2024\)](#)

**Weight Stigma & Weight Inclusivity**

51. [UConn Rudd Center for Food Policy and Health: Weight Bias & Weight Stigma](#)  
52. [UConn Rudd Center for Food Policy and Health: Employers.](#)  
53. [Harvard T. H. Chan School of Public Health: Fighting Body Size Discrimination in Massachusetts](#)  
54. [Roadmap for Addressing Weight Stigma in Public Health Research, Policy, and Practice](#)  
55. [Washington State Department of Health: Stigma](#)  
56. [Australia National Eating Disorders Collaboration: Weight Stigma](#)  
57. [Project Implicit](#)  
58. [University of Illinois Chicago's Policy Brief: Public Health Needs to Decouple Weight and Health](#)  
59. [Toward a Weight Inclusive Public Health \(July 2, 2024 Webinar\)](#)



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60. [ELLIOTT-LARSEN CIVIL RIGHTS ACT](#)

**Workforce Cohorts by Generation**

61. [Deloitte's 2024 Gen Z and Millennial Survey finds these generations stay true to their values as they navigate a rapidly changing world](#)

**Workforce Culture, Collaboration, & Retention**

62. [RACI model](#)
63. [A RASCI Matrix to Help Your Teams to Collaborate Effectively](#)
64. [Tetramap](#)
65. [Interprofessional collaboration: transforming public health through team work – Public Health in Pharmacy Practice: A Casebook \(geneseo.edu\)](#)
66. [Structured Mentoring for Workforce Engagement and Professional Development in Public Health Settings](#)
67. [CliftonStrengths](#)
68. [Improving Health Through Multisectoral Collaboration: Enablers and Barriers](#)
69. [Gallup's Organization Culture](#)
70. [CDC: Supporting a Diverse Workforce](#)
71. [Recruitment & Retention in the Public Health Workforce](#)
72. [Ensuring a Diverse Workforce: A Guide for Inclusive Hiring Practices](#)

**Workforce Planning**

73. [Tools to Support Effective Workforce Development Planning](#)
74. [Center for Energy Workforce Development](#)
75. [Competency-Based Workforce Development Plans](#)
76. [Missouri DHHS Workforce Development Plan](#)
77. [Evaluate the Workforce Plan – California](#)
78. [The Surgeon General's Framework for Workplace Mental Health and Well-Being](#)
79. [Workforce Development Plan](#)
80. [Workforce Program Design and Evaluation](#)
81. [Workforce Development Plan](#)
82. [Tools to Support Effective Workforce Development Planning](#)
83. [Taking the Pulse of Your Team](#)