Advancing Health Equity in UCANR

A collaboration with UCSF School of Medicine, Department of Pediatrics, and Center for Child and Community Health.

UNIVERSITY OF CALIFORNIA
Agriculture and Natural Resources

Community Nutrition and Health

UCSF
University of California
San Francisco

UCANR/UCSF: A powerful collaboration

Leveraging the strengths and expertise of UCANR and UCSF provides a potent and unique opportunity to bring these vital elements together with the goal of improving health in communities across California.

What is the overall goal of this webinar series?

To provide an **interactive learning** opportunity to come together and **visualize how UCANR can address critical health disparities** we face and put into practice the opportunities outlined in UCANR's Strategic Initiatives Health Equity Concept Note
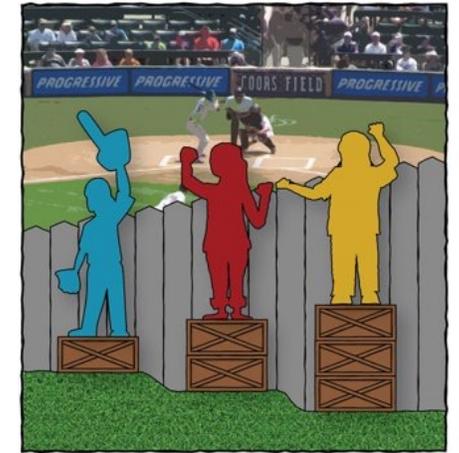
EQUALITY   EQUITY

Three-part webinar series goals:

✓ 1. Create **common language** around health equity

✓ 2. Identify how the work being done in UCANR fits in with UCANR and the Extension **health equity goals**

➡ 3. Inform **new areas and approaches** UCANR can work in to advance health equity in the future.

Land Acknowledgment

We acknowledge that this event is taking place throughout the unceded territory of California home to nearly 200 tribal nations. As we begin this event, we acknowledge and honor the original inhabitants of our various regions. A land acknowledgement is a critical step towards working with native communities to secure meaningful partnership and inclusion in the stewardship and protection of their cultural resources and homelands. Let's take a moment to honor these ancestral grounds that we are collectively gathered upon and support the resilience and strength that all Indigenous people have shown worldwide.

Art: Darby Raymond-Overstreet, Diné, UCSF Office of Diversity and Outreach

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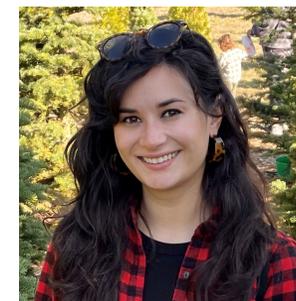
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Today's Agenda

1. Recap of Webinar 1 and 2

2. Review Health Equity Framework and apply 5 Recommendations to UC ANR programs

3. Deep Dive Break-out Discussions based on Recommendations

4. Group share-outs

5. Summary and next steps

Who's in the Zoom Today?

- Which program(s) do you work with?

- Did you attend a previous webinar?

What did we do in Webinars 1 and 2?

- Created shared vocabulary around health equity terms
- Grounded the discussion on a case of an adult with poorly controlled diabetes
- Applied the Cooperative Extension's National Framework for Health Equity and Well-Being to the case and UCANR Impact Stories
- Developed impact stories of current UCANR work using a template

Did Webinar 2 meet its goals? (n=23)

The webinar **helped me understand** how the work being done by UCANR aligns with the National Extension Health Equity Framework:

- **82.6% (n=19)** **strongly agree** or **somewhat agree**

This training **helped me identify areas** of my own work that support health equity:

- **82.6% (n=19)** **strongly agree** or **somewhat agree**

We heard you! Webinar 2 Feedback (n=23)

- **73.9% (n=17)** said the amount of **content covered** was '**just right'**
- **76.2% (n=16)** said the opportunity for **engagement** was '**just right'**

Suggestions:

- Provide access to slides before session

- Allow clarifying questions before breakouts

- Allow participants to join breakout rooms based on program (specific to last activity)

- Large group share > breakout rooms

- Less content, more linkage to current or future work

Webinar 2: Participant Health Equity Impact Stories

- ## How many were submitted (n=24)

- ## What were common themes
  - Collaborations and partnerships
  - Community education
  - Community feedback and evaluation

- **The Issue**
  - What social drivers does your work address?
  - Who is your primary audience?

- **What Has Been Done**
  - What does your work do to address the social drivers?
    - What are the activities?
    - What are the strategic collaborations?
  - How are you using data science and involving community voice?

- **The Outcomes/Impact**
  - How will you know your work is successful?
  - What has changed or will change because of your work?

Review: Cooperative Extension's National Framework for Health Equity and Well-Being

FOCUS: Five Framework Recommendations

1 Promote health equity as a core systemwide value

2 Integrate data science with resident voice

3 Support Extension programs and professionals

4 Accomplish work through partnerships and coalitions

5 Use community development principles and practices

- Highlight a few examples
- Reminder: each recommendation can be approached in a variety of ways
- How might you approach this recommendation with your work?

Focus: Framework Recommendation #1

Advance health equity as a core system **value** to ensure that all people have a fair and just **opportunity** to be as **healthy** as they can be.

How?
- Infrastructure: health equity council, anti-racism taskforce
- Organization-wide: health equity framework, metrics and assessment, trainings, land acknowledgment and other inclusive or healing practices
- Operational: Hiring and purchase power, shifting of resources

Examples:
- UC ANR Nutrition Policy Institute – organizational self-assessment on Health Justice and Racial Equity from the Praxis Project.
- UC ANR Human Resources – Market Equity Adjustment Plan to make salary adjustments system wide.

Recommendation #1 Example: UCSF Anchor Institution

Anchor institutions are place-based, mission-driven entities such as hospitals, universities, and government agencies that leverage their economic power alongside their human and intellectual resources to improve the long-term health and social welfare of their communities.

UCSF Anchor Institution Mission

Advancing Health Equity in UCANR

June 7, 2023

Wylie Liu, Executive Director Center for Community Engagement & Anchor Institution Mission

In Remembrance – 3 Year Anniversary

What is the Anchor Mission?

The anchor mission is a commitment to consciously **leverage the long-term, place-based economic power** of institutions, such as hospitals, universities, and government agencies, along with its human and intellectual resources, to better the long-term welfare of the community in which the institution is anchored.

To create equitable health outcomes for communities we need to tackle the underlying economic and racial disparities that drive them—the structural determinants of health. The aim is to improve community health and well-being by leveraging all assets, including **hiring, purchasing, and investment** for equitable, local economic impact. (Healthcare Anchor Network)

UCSF Anchor Institution Mission

Goal of UCSF Anchor Institution Mission

The goal of the UCSF Anchor Institution Mission is for <u>UCSF and community partners to collaborate</u> to increase the economic security and opportunity for under-resourced populations in the San Francisco Bay Area by leveraging UCSF's **workforce development, procurement, and community investment resources**

We focus efforts in geographic communities surrounding UCSF campuses, and intentionally engage the most economically under-resourced

We seek to leverage our economic resources, aligning strategically with local partners, toward economic equity

UCSF Anchor Institution Mission

Anchor Institution Mission Theory of Change

Procurement

Diversify institution spend by leveraging UCSF's purchasing power so that more procurement can be sourced from small, local, and diverse businesses that are owned by or employ under-resourced populations

Workforce Development

Support career advancement for UCSF's frontline workers

Provide workforce development programming and employment pipelines for under-resourced populations

Foster a greater sense of belonging and inclusion for under resourced populations at UCSF

Strengthen educational, employment and internship opportunities for San Francisco/Bay Area youth

Community Investment

Increase lendable capital in San Francisco Bay Area, specifically in under-resourced communities through financial intermediaries by providing low interest loans for small local businesses, social enterprises and other social impact areas
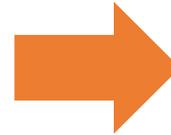
Improved economic well-being among local under-resourced populations

Reduced economic inequities

Improved health among local under-resourced populations

Reduced health inequities

Anchor Institution Mission Team

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Executive Director

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Program Coordinator

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Program Manager,
Communications and
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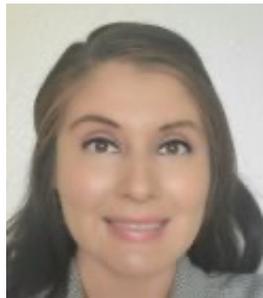
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Organizational Consultant

Howard Pinderhughes
Faculty co- Director

Dimpho Orionzi
Doctoral Student
Evaluator

Caroline Fichtenberg
Evaluation Consultant

Workforce Development Goals:
In partnership with Human Resources & Office of Diversity & Outreach

Goals: 1) Increase UCSF's capacity to train, hire, and promote people from under-resourced populations; and **2)** Increase effectiveness of the education pipeline for under-resourced populations. To date, we have:

- **Expanded EXCEL,** UCSF's flagship entry level admin/clerical workforce development program by 50% to serve 45 participants each year

- **Strengthened EXCEL's alumni program** by launching a mentoring initiative

- Continued to create and expand training programs, to intentionally **grow the entry level to mid-level opportunities** via a career pathway training in the following categories: Medical Assisting, Clinical Research Coordination, Practice Coordination, Patient Care Assistant, and IT Help Desk/Field Services

- Provide more than **100 internship opportunities across UCSF** each year for those from the community and our internal team members.

K-12 Pathway Key Accomplishments, FY 2022

- Expansion of UCSF-SFUSD paid internship program. SFUSD interns placed at UCSF during the summer '22 (34 interns) and fall '22 (6 interns).

- Established UCSF/OUSD paid HS summer internship program w/10 OUSD interns. Interns placed at BCH Oakland and UCSF main.

- Established OUSD Highway to ER Tech.

- Established OUSD Bioscience Teacher Institute.

- Provided ongoing advising and support of the SFUSD Mission Bay Linked Learning Hub in preparation for spring 2023 cohort.

Procurement Goal:
In partnership with Supply Chain Management

Goal: Understand UCSF's "addressable spend" to leverage purchasing power so that more procurement opportunities can be sourced from certified small and diverse businesses from our local and regional communities. Achieve 25% diverse spend by FY26.

Our progress to date:
- **Created trust** with city and community partners to collaborate
- Established **innovative procurement processes** that had not been done before
- Learned about **conflicting policies**, laws, initiatives and enterprise values that challenge our progress and require careful actions
- From February 2021 to date, we have **seen improvements** in diverse spend numbers compared with last year's numbers.
- Reviewed spend for Chancellor's Cabinet and Finance Executive Team to support True North Scorecard goals and make recommendations to redirect spend

UCSF Anchor Institution Mission

Community Investment Pilot

Goal: Develop a **three-year pilot investment program where $5 million** in campus cash and other short-term equivalents can be directed to social impact investments. Our progress:

Identified **4 partner financial intermediaries** through Request for Qualification (RFQ):

1. REDF Impact Investing Fund
2. San Francisco Housing Accelerator Fund
3. ASIAN, Inc.
4. Pacific Community Ventures

UCSF Anchor Institution Mission

Expanding Our Scope: UC Health/UC Systemwide

UC Systemwide Anchor Timeline

Meeting #1:
• UC AIM Kickoff

Meeting #3:
• UC AIM Objectives
• Purchasing

Meeting #5:
• UC AIM Working Session

Meeting #7:
• Environmental Justice

2022

2023

May | June | Aug | Oct | Dec | Apr | June | Sept

Meeting #2:
• UC AIM Mission
• Workforce Development

Meeting #4:
• UC AIM Strategic Vision
• UC AIM Investing

Meeting #6:
• UC AIM Community Messaging Framework
• Volunteerism & Community Partnership

UC Systemwide Convening

UCSF Anchor Institution Mission

Questions & Comments?

THANK YOU!

Focus: Framework Recommendation #2

Utilize community **assessment** processes that integrate **data** science and resident **voice** to identify and address health inequities with greater precision.

Examples and description:

"I work with **CalFresh Healthy Living** in the early childhood education program. My work focuses on educating children to develop healthy eating and lifestyle behaviors that they can continue to practice throughout their life. We collaborate with SETA to reach preschoolers. This collaboration has allowed us to form relationships with many schools. Our activities are often games that include learning about the MyPlate food groups paired with tasting of these foods. **We collect data looking at how many children ate the new foods and how many would eat these foods again. We meet with teachers delivering the lessons to the children to hear what they think about our curriculum and what we could change to make it more effective or easier to follow.** When children repeat what they have learned and can recognize foods they previously were not familiar with, I can see how successful the program is. My work will increase the amount of people who understand how to make themselves healthy foods which will translate into a more successful life."

Focus: Framework Recommendation #3

Invest in the **success** and **visibility** of Cooperative Extension's health-related professionals, programs, and initiatives.

Examples and description:

"The **Mindfulness Program is** developing new lessons to address education, health systems and services, and social environments for young people who are neurodivergent. This effort is a **collaboration between medical, mental health, and health equity professionals, in partnership with neurodivergent youth**. To support improvements in education, health systems and services, and social environment for these youth, researchers will develop and pilot test adapted mindfulness activities with the goal of supporting youth-wellbeing. This work will be successful if the adapted lessons have similar or better outcomes than the existing curricula for neurodivergent youth. These efforts will allow **educators, mental health, and medical providers** to extend research-based strategies for supporting youth wellbeing, emotional regulation, improved relationships with others, and improved academic success for neurodivergent youth."

Focus: Framework Recommendation #4

Establish **partnerships** with academic units, universities, government agencies, corporations, nonprofit organizations, and foundations that **share a commitment to reducing or eliminating** health inequities.

Examples and description:

- **UCANR-UCSF –** this health equity partnership for the state of California
- **YPAR Project** – focus on access and appeal to drinking water at school by partnering with the water district, 4-H, and school board to 1) add remodel plans for water filling stations and 2) to provide education to youth on the importance of drinking water
- **Mindfulness Program:** "I am a developmental psychologist with expertise in parent-child relationships and I collaborate with dieticians and nutrition scientists to develop educational content relevant to supporting parents in creating healthy home food environments for their children."

Focus: Framework Recommendation #5

Utilize a **community development approach** to advance the work of coalitions focused on influencing the **social determinants of health**.

Examples and description:

- "Youth empowerment and leadership opportunities through student-led Cooking Academy classes"
- "We meet with teachers delivering the lessons to the children to hear what they think about our curriculum and what we could change to make it more effective or easier to follow"
- "Community voice: I could do more with this. Typically, community voices are added during the cognitive testing phase of the development of an evaluation or research tool, or in the evaluation process of an educational program"

Focus: Framework Recommendation #5

THE SPECTRUM OF COMMUNITY ENGAGEMENT TO OWNERSHIP

Facilitating Power

STANCE TOWARDS COMMUNITY	IGNORE 0	INFORM 1	CONSULT 2	INVOLVE 3	COLLABORATE 4	DEFER TO 5
IMPACT	Marginalization	Placation	Tokenization	Voice	Delegated Power	Community Ownership
COMMUNITY ENGAGEMENT GOALS	Deny access to decision-making processes	Provide the community with relevant information	Gather input from the community	Ensure community needs and assets are integrated into process & inform planning	Ensure community capacity to play a leadership role in implementation of decisions	Foster democratic participation and equity through community-driven decision-making; Bridge divide between community & governance
MESSAGE TO COMMUNITY	*Your voice, needs & interests do not matter*	*We will keep you informed*	*We care what you think*	*You are making us think, (and therefore act) differently about the issue*	*Your leadership and expertise are critical to how we address the issue*	*It's time to unlock collective power and capacity for transformative solutions*

Rosa González of Facilitating Power

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Break time!
5min

Small Group Activity: Instructions

- **<u>Pick one</u>** of the three recommendations to work/brainstorm on
  - **Rec. #2**: Utilize community assessment processes...
  - **Rec. #4**: Establish partnerships across sectors (universities, government, corporations, nonprofit)...
  - **Rec. #5**: Utilize a community development approach...

- **<u>Join the small group</u>** based on the recommendation you chose
  - Two groups per recommendation for a total of six small groups
  - Hosts will move participants if needed to ensure breakout rooms are balanced

Small Group Activity: Reflection Questions

Apply a recommendation to your work :

1. What inspires you about this recommendation?

2. What would this look like in action in your community?

3. What role can you envision for yourself in this recommendation?

Goal-setting:

1. What next step might you take to advance this recommendation this week? This month? In the next 6-12 months?

2. What ideas will you bring back to share with your team? (when, how will you share them?)

Large Group Share

Facilitator or rep from each small group share key examples of how programs plan to enhance or incorporate the recommendation in their work.

- What were key themes?
- Specific next steps, goals?
- Any aha moments?

Series Wrap Up

Overall goal of series: To provide an interactive learning opportunity to come together and visualize how UCANR can address critical health disparities we face and put into practice the opportunities outlined in UCANR's Strategic Initiatives Health Equity Concept Note.

1. Create **common language** around health equity

2. Identify how the work being done in UCANR fits in with UCANR and the Extension **health equity goals**

3. Inform **new areas and approaches** UCANR can work in to advance health equity in the future.

Contact and Evaluation Link

Contact:

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Thank You!