

Public Health: Improving Health for All, A Department-Wide Training Series

Goal of the training series is to build a public health workforce able to address health inequities and the social determinants of health.

Designed to:

- increase staff awareness and knowledge in the discipline of Public Health, health disparities and the elimination of health inequities
- create learning activities that foster a deep understanding of the social determinants of health, and build commitment to eliminate health inequities in our diverse population

Module 1: *An Overview of Public Health.* A brief history of public health, the fundamentals of the public health system and the core functions and 10 essential services of public health.

After this training students will be able to:

- ✚ Define public health and know major events in public health history
- ✚ Describe 3 main organizational levels of the public health system.
- ✚ Describe 3 core functions and 10 essential services of public health
- ✚ Understand the connection between core functions and services
- ✚ Identify one current DOPH program that carries out one of the essential services and be able to identify how their position fits into the essential services of public health.

Module 2: *Cultural Competency and Cultural Acceptance.* A brief overview of the diversity of the Riverside County population, defines and explains culture and cultural competence, brief history of cultural competence in health care, review of federal, state and local laws and policies on cultural competency, defines cultural humility, reviews how to use cultural competency and cultural humility to enhance personal, interpersonal, program planning, organizational and policy/advocacy skills.

After this training students will be able to:

- ✚ Understand the difference between health inequities and health disparities.
- ✚ Define and describe cultural competency and the importance of cultural competency and cultural acceptance.
- ✚ Understand how to apply lessons learned from this training to improve services provided to our community.

Module 3: *Undoing Racism.* Through viewing “Race: The Power of An Illusion” students will participate in small and large group facilitated discussions on race in the US.

After this training students will be able to:

- ✚ Identify the underlying social, economic, and political conditions that disproportionately privilege some groups while disadvantaging others.
- ✚ Identify how institutional racism impacts Riverside County residents, especially in relation to health outcomes.
- ✚ Create a safe environment where Public Health Department staff can discuss concerns about and ideas for addressing institutional racism and its impact on staff, the Health Department, and the broader community.
- ✚ Identify possible next steps to address institutional racism at agency level

Module 4: *The Social Determinants of Health and Health Inequities.* Using national, state and local data and video clips from “Unnatural Causes...is inequality making us sick?” this module defines and reviews social and health inequity and the social determinants of health and how they relate to each other.

After this training students will be able to:

- ✚ Increase awareness of the relationship between policies, social inequities, and health inequities.
- ✚ Learn how DOPH is taking action and finding solutions.

Module 5: *Discrimination and Stigma.* Introduction to the concepts of discrimination and stigma and the negative effect they have on health. Through the use of case studies among Lesbian, Gay, Bisexual, Transgender (LGBT), elder, and communities with disabilities the social determinants of health are further explored with discussions around the importance of resources and coping strategies, along with skill building opportunities for public health staff.

After this training students will be able to:

- ✚ Recognize and address the perceived discrimination and stigma among these three groups.
- ✚ Discuss ways to avoid and undo discrimination among the groups discussed.

Module 6: *Community Engagement & Capacity Building.* Participants discuss the importance of building a power base of community members who can advocate for equitable distribution of resources.

After this training students will be able to:

- ✚ Understand the concepts of Community Engagement and Capacity Building, and how it can help reduce health inequities.
- ✚ Increase awareness of how Community Capacity Building is done.
- ✚ Explore the benefits and challenges of Community Capacity Building.