

Welcome to:

Advancing Health Equity Through Workforce Development

Hosted by the Centers for Disease Control and Prevention's (CDC)
Office of Health Equity (OHE)

Session Description and Learning Objectives

- **Session Description:** To achieve health equity, it is important to cultivate and support diverse and culturally responsive public health professionals. Join CDC's Office of Health Equity (OHE) to learn about how to advance health equity through workforce development.
- **Learning Objectives:** At the end of this session, participants will be able to:
 - Name at least two fellowship and internship programs that introduce graduate and/or undergraduate students to topics in minority health and health equity and supports their career development.
 - Identify at least two resources that provide training for public health professionals on health equity-related topics.
 - Name at least one way that CDC's partners have worked to support a diverse and culturally responsive public health workforce.

Agenda for Webinar

- **Moderator messages** – Sarah Anderson, CDC Office of Health Equity (OHE) Policy
- **Introduction to Health Equity and OHE**, Dr. Leandris Liburd, Acting Director, OHE
- **Lewis/Ferguson Internships and Fellowships; Foundations of Health Equity Self-Guided Training Plan**
 - S. Carolina Luna-Pinto, MPH, CHES (USPHS, CAPT)
 - Shantrice L. Jones, MPH, CPH
- **Partner presentations**
 - Association of Schools and Programs of Public Health (ASPPH)
 - National Association of County and City Health Officials (NACCHO)
 - Shelby County Health Department, Tennessee
- **Question and Answer Session**
- **Resources and Survey**

Logistics and Accessibility Information

- Slides will be shared with participants following the webinar.
- Please feel free to put any questions you have into the Q&A box at the bottom of your Zoom screen. Q&As will only be visible to participants if the question is answered. We likely will not have time to get to every question, but the slides will include numerous resources and ways for you to contact CDC if you require further assistance.
- CART: <https://www.streamtext.net/player?event=17794AdvancingHealthEquityThroughWorkforce>
- ASL Interpretation and Spanish Simultaneous Translation are available. Click the "Interpretation button" at the bottom of your Zoom screen.

This information will be put in the chat.

Welcome Messages and Introduction to CDC's Office of Health Equity

Leandris C. Liburd, PhD, MPH
Acting Director, Office of Health Equity



Mission and Vision

- **Mission:** The Office of Health Equity exists to ensure health equity is embedded in an all-of-public health approach to overcoming persistent health disparities and health inequities across a range of population groups that disproportionately experience poor health outcomes.
- **Vision:** All people have the opportunity to attain the highest level of health possible.



<https://www.cdc.gov/healthequity/>

CDC Office of Health Equity Partner Webinar Series

- October 2023: [Respiratory Virus Season and Health Equity: Information about Respiratory Syncytial Virus \(RSV\), COVID-19, and Flu](#)
- January 2024: [Promoting Equity in Health Communications](#)
- March 2024: [Health Equity Science and Data for Action](#)
- Blog posts with more information about the work of our partners: [Conversations in Equity Blogs](#)

Heat and Health Equity: Protecting Our Communities



This online webinar is a collaboration between CDC's National Center for Environmental Health and CDC's Office of Health Equity.

- Thursday, June 6, 2024
- 2:00 – 2:30 p.m. EDT
- [Registration available online](#)

Save the Date!



CDC Office of Women's Health Webinar

- **Women's and Girls' Health: Across Identities, Places, and Life Stages**
- Wednesday, August 14, 2024
- 10:00 a.m. – 12:30 p.m. EDT
- Zoom registration opens soon!

Connect With Us!

- **[Subscribe to Health Equity Partner Updates](#)**: Subscribe to this email list for updates and information about events related to the CDC Office of Health Equity.
- **[Health Equity Matters](#)**: quarterly e-newsletter that shares news, perspectives, and progress related to minority health and health equity.
- **[Health Matters for Women](#)**: monthly e-newsletter that provides information on what is happening in women's health around CDC and other agencies.
- **[Conversations in Health Equity](#)**: blog devoted to increasing awareness of health inequities and promoting national, state, and local efforts to reduce health disparities and achieve health equity.
- Engage with us on **(Twitter) @CDCHealthEquity** and **LinkedIn @CDCHealthEquity**



Stay tuned for more Office of Health Equity partner calls!

CDC Foundations of Health Equity Training and Lewis/Ferguson Internships and Fellowship Programs

S. Carolina Luna-Pinto, MPH, CHES (USPHS, CAPT)

Acting Director Office of Minority Health, OHE

Shantrice L. Jones, MPH, CPH

CDC Ferguson Fellowship Program Lead

NCEZID | DIDRI | R3SB | PHSN

A Diverse Workforce Improves Health

"Public health agencies that employ a diverse workforce are better positioned to implement targeted approaches in communities where they are needed, create systems to support those needs, and supply a greater variety of effective solutions to help address health disparities."

Coronado F., Beck A., Shah G., Young J., Sellers K., Leider J. (2020). Understanding the dynamics of diversity in the public health workforce. *Journal of Public Health Management and Practice*, 26(4), 389-392. <https://doi.org/10.1097/PHH.0000000000001075> and Pedagogy of the CDC Undergraduate Public Health Scholars (CUPS) Program: Cultivating Workforce Diversity to Address Health Disparities and Achieve Health Equity. *Volume 7, Issue 1 suppl.* <https://doi.org/10.1177/23733799211054127> (2021).

OHE's Commitment to the Public Health Workforce



**Expanding
partnerships**



**Collect and
report data
on the
public
health
workforce**



**Develop
health equity
workforce
competencies**



**Implement
and monitor
evidence-
based
practices for
increasing
workforce
diversity**



**Evaluate
change,
growth, and
diversity of
public health
workforce**

CDC Foundations of Health Equity Training Plan: Open to All

- [The Foundations of Health Equity](#) is a self-guided, online training plan designed to facilitate foundational knowledge and skill development on topics related to health equity, health disparities, and structural and social determinants of health.
- The training plan contains 13, on-demand, web-accessible trainings that cover six health equity-related domains, based on the [Health Equity Intervention and Action Principles](#). The six domains are:
 1. Organization policy
 2. Infrastructure
 3. Communication
 4. Community engagement
 5. Structural and social determinants of health
 6. Anti-oppression
- Health equity certificate available!



Contact HealthEquityTA@cdc.gov with questions about the training plan

Foundations of Health Equity Training Plan Evaluation

- 2,215 total registered users
 - 324 completed as of 5/22/2024
- Average number of days to complete = 16 days
- Registered users from academic, government agencies, CDC staff, community-based organizations

Evaluation Responses	
Relevance	Extremely or Very – 64% Not Relevant – 2%
Use what learn	Definitely or Probably – 81%
Content addressed a professional need	Yes – 77%
Knowledge & Skills	Very or Extremely: Before – 22% After – 53%
Likely to recommend	Very Likely or Likely – 93%

Lewis & Ferguson Internships and Fellowships

CDC's Office of Health Equity (OHE) supports the **CDC John R. Lewis Undergraduate Public Health Scholars (Lewis Scholars) Program** and the **Dr. James A. Ferguson Emerging Infectious Diseases (Ferguson) Graduate Fellowship**. These programs provide internship and fellowship opportunities for qualified undergraduate, graduate, and recently graduated students to gain meaningful experiences in public health settings.



[Lewis/Ferguson Internships and Fellowships](#)

John R. Lewis Scholars Program Statistics

- The program was founded in 2011 as the CDC Undergraduate Public Health Scholars (CUPS) Program; Congress renamed the John R. Lewis Program (Lewis Scholars Program)
- The Lewis Scholars Program, administered by CDC OHE, introduces undergraduate students to topics in minority health and health equity and supports their career development.
- 8 to 10-week summer experience that includes both traditional and applied learning opportunities in public health and minority health. Scholars take courses in public health science and theory and work with a mentor from a public health organization on a project
- Since the start, the program has accepted approximately 2000 students from more than 40,000 applicants (5% acceptance rate)!

Funded recipients include:

- [Columbia University](#)
- [Kennedy Krieger Institute](#)
- [Morehouse College](#)
- [Southern Plains Tribal Health Board](#)
- [University of California, Los Angeles](#)
- [University of Michigan](#)
- [University of Pittsburgh](#)

Lewis Scholar Successes – Williams Hutchins Awards



- Community Health Advocate and Student Researcher on WASH (water and sanitation, hygiene) Insecurities among the Unhoused Population in the Event of a Flood
- Evaluating Food Equity in Uptown Manhattan Through Affordability Analysis: Comparing the Price of Groceries in Bodegas and Supermarkets
- Challenges that Impact the Mental, Physical, and Social Health of Newly Arrived Refugees in South Dakota
- Evaluating Landscapers' Exposure to Hazardous Air Pollutants from Gasoline-Powered Leaf Blowers
- Utilizing Traditional Food Systems to Address Health Outcomes in Native Hawaiians
- Investing Power in Youth: Strengthening Health Literacy Through Youth Participatory Action Research
- Out of the Chaos: The Development of an Evaluation Tool to Inform Youth Gun Violence Prevention Efforts in Pittsburgh

Lewis Scholars Program Evaluation Findings*

A 2020 retrospective outcome evaluation of 1,047 scholars surveyed, 775 responded

- Nearly half (43.7%) of respondents represent the first generation in their family to graduate from college.
- 83.4% have enrolled in an advanced degree program, with over 80% of the 639 participants pursuing degrees in biomedical sciences, public health, or health care–related fields.
- 77.4% reported either the program or the mentors, or both were extremely or very influential to their career path.



*Evaluation data collected while the program was still called the CDC Undergraduate Public Health Scholars (CUPS) Program

The Lewis Program is Critical and Catalytic

“The scholars’ experiences can also be catalytic for our nation. The racial, ethnic, gender, and geographic health inequities in our country have deep roots and will not be resolved overnight. Attracting and developing a public health workforce as diverse as the public we serve is essential. This workforce needs diverse skills ranging from data science to health policy and communication, from laboratory studies to field-based interventions...

[It is] important for our nation to attract, develop, and retain a diverse public health workforce that can work in communities as well as local, state, and national levels.” (Rear Admiral, Anne Schuchat)

[Beginnings and Endings: A Retiree’s Reflections on the CDC’s Undergraduate Public Health Scholars Program - Anne Schuchat, 2021 \(sagepub.com\)](#)

Ferguson Fellowship

- Established at CDC in 1989 by Dr. James A. Ferguson to **increase diversity among infectious disease researchers**
- Provides research opportunities and professional development for **graduate-level students** and **postgraduates** in the fields of medicine, dentistry, pharmacy, veterinary medicine, and public health
- Includes **rigorous research projects**, with findings suitable for publication and presentation at scientific conferences
- Examples of **research topics**: infectious diseases, advanced molecular detection, wastewater surveillance, maternal and child health, health equity



The 2023 Ferguson Fellows during orientation at Kennedy Krieger Institute in Baltimore, Maryland.

Credit: Kennedy Krieger Institute, 2023.

Ferguson Fellowship

- Trained more than **600 fellows since 1989**
- Among fellows trained during 2012–2019:*
 - 33% were **first-generation college students**
 - >90% went on to receive **graduate degrees** and **work in public health**
- Among fellows trained during 2012–2022:*
 - 66% of alumni employed in **clinical, academic, government, or health departments**
 - 19.4% of alumni were enrolled in **graduate or medical school**
- Among fellows trained during 2012–2022, alumni have collectively contributed to **215 peer-reviewed publications**, many focused on health equity and health disparities

* Among fellows who responded to a Kennedy Krieger Institute survey.



2023 Ferguson Fellows and Lewis Scholars gather at the annual CDC Showcase to present their research findings.

Credit: CDC, 2023.

2023 Lewis & Ferguson Student Summer Showcase:

“Moving Forward toward Health Equity with a Strong Public Health Workforce”

270 scholars and fellows took part in the showcase

- Poster presentations
- Expert panels and keynote speeches
- Speed mentoring sessions
- Networking opportunities



Join us! Mentorship and Recruitment for Lewis & Ferguson

- Those working in public health who are interested in becoming a mentor for next year's cohort can reach out to OHE@cdc.gov or HealthEquityTA@cdc.gov for more information.
- For those interested in applying to be a program participant in next year's cohort of Lewis or Ferguson, the application periods open this fall.
 - Each participating institution has their own application open/close date, beginning in October.
 - The best way to stay informed on the application dates and individual program information is to visit our web page: [Lewis/Ferguson Internships and Fellowships](#)



LEWIS FERGUSON

CDC John R. Lewis Undergraduate Public Health Scholars Program

Dr. James A. Ferguson Emerging Infectious Diseases Graduate Fellowship

Other CDC Fellowships (Workforce Development)



Public Health Informatics Fellowship Program

Masters level scientist, doctoral Aug–Nov

www.cdc.gov/PHIFP



Prevention Effectiveness Fellowship

Doctoral scientists (econ, decision science, engineering, operations) Sept–Jan

www.cdc.gov/PEF



PMF PRESIDENTIAL MANAGEMENT FELLOWS PROGRAM
U.S. OFFICE OF PERSONNEL MANAGEMENT

Presidential Management Fellowship

Masters, doctoral degree Sept–Oct

www.cdc.gov/PMF



Evaluation Fellowship Program

Masters, doctoral degree

Nov–Feb

www.cdc.gov/evaluation-fellowship



Public Health Associate Program

Bachelors degree Jan - Feb

<https://www.cdc.gov/phap>



Epidemic Elective Program

U.S. medical, veterinary students Feb–April

<https://www.cdc.gov/epielective>



Laboratory Leadership Service

Doctoral lab scientists April–Jun

www.cdc.gov/LLS



Epidemic Intelligence Service

Doctoral scientists, health professionals, physicians, veterinarians

April–Jun

www.cdc.gov/EIS

CDC Fellowships – Information Available Online

www.cdc.gov/fellowships

Fellowships and Training Opportunities



October: Open Applications

[E-learning Institute Fellowship](#) is open now through 10/21/2022.

[Public Health Informatics Fellowship Program \(PHIFP\)](#) is open now through 12/01/2022.

[CDC Steven M. Teutsch Prevention Effectiveness \(PE\) Fellowship](#) is open now through 01/06/2023.

Whether you are on a career track or deciding on which career you would like to pursue, CDC has many diverse fellowship, internship, training, and volunteer opportunities for students and professionals. Many of these opportunities provide invaluable experience and potentially offer clear cut paths to exciting careers with CDC.

Short-Term Internships

[Middle and High School Students](#)

[Undergraduate Students](#)

[Master's Degree Students](#)

Full-Time Fellowships (1-2 Years)

[Bachelor's Degree](#)

[Master's Degree](#)

Get Email Updates

To receive routine updates highlighting Fellowships and Training Opportunities, enter your email address:

Email Address

[What's this?](#)

Submit

Association of Schools and Programs of Public Health (ASPPH):

Recruiting for A Diverse Public Health Workforce with an Inclusive Excellence Lens

June 5, 2024

Linda A Alexander, EdD
Chief Academic Officer

VISION

Improved health and wellbeing for everyone, everywhere

MISSION

Advance academic public health by mobilizing the collective power of our members to drive excellence and innovation in education, research, and practice

VALUES

GOALS

- Advance solutions to the critical public health challenges facing society
- Champion the development of a diverse and exceptional public health workforce
- Uphold and advance excellence and innovation in teaching, research, and practice
- Be the leading voice and authority on academic public health
- Position ASPPH for long-term success and sustainability



Diversity, Equity, Inclusion,
and Social Justice



Collaboration



Excellence



Innovation



Agility



Commitment to
Public Health

Champion the Development of a Diverse and Exceptional Public Health Workforce

- Develop key collaborations, partnerships, and networks
- Lead work in dismantling structures that impede inclusive excellence and learning
- Deliver recommendations and promising practices
- Advocate for policies that align with inclusive excellence
- Monitor trends via data collection and research
- Interact with partners for continuous feedback loop
- Contribute to education for the 21st century

ASPPH Center for Public Health Workforce Development

- **Mission:** Develop and strengthen the public health workforce to protect and promote the health of all people in all populations
- The Association of Schools and Programs of Public Health serves as a leader and national convener for academic public health by educating and training the next generation of diverse and inclusive professionals and leaders prepared to meet emerging public health challenges, advance health equity and social justice, and generate evidence-based knowledge to drive excellence and innovation in public health practice. The Center brings together academia and members of the public health workforce and the communities in which they serve to meet the demands of the moment and needs for the future.

[Center for Public Health Workforce Development - ASPPH](#)

Grant Funded Initiatives Towards a Diverse Public Health Workforce

- Improving Clinical and Public Health Outcomes through National Partnerships to Prevent and Control Emerging and Re-Emerging Infectious Disease Threats (CDC-CK20-2003) [https://aspgh.org/Friday Letter/DIS/UNTHS/](https://aspgh.org/Friday%20Letter/DIS/UNTHS/)
- Strengthening the Population and Public Health Workforce Pipeline (CDC-OE22-2201) [https://aspgh.org/our work/practice/center for workforce development/](https://aspgh.org/our%20work/practice/center%20for%20workforce%20development/)
- Transforming Academia for Equity (Robert Wood Johnson Foundation) [https://aspgh.org/our work/diversity/equity/justice](https://aspgh.org/our%20work/diversity/equity/justice)

ASPPH Governmental Fellowships Program

- Established in 1994
- 1,200+ Fellows
- Programs:
 - ASPPH/CDC Public Health Fellowship
 - ASPPH/EPA Environmental Health Fellowship
 - ASPPH/NHTSA Public Health Fellowship
- Attracting, Recruiting, and Retaining a Diverse Public Health Workforce with emphasis on:
 - Region, Tribal Nation, Race, Ethnicity, Ability, Orientation, Limited Resources, First Generation, Learning Styles



[Fellowships & Internships - ASPPH](#)

Contact Information and Follow-Up

Linda A. Alexander, EdD (she/her/hers) Chief Academic Officer
Association of Schools and Programs of Public Health (ASPPH)

1615 L Street NW Suite 510

Washington, DC 20036

(202) 296-1099, ext. #124

lalexander@aspph.org

Advancing Health Equity through Workforce Development

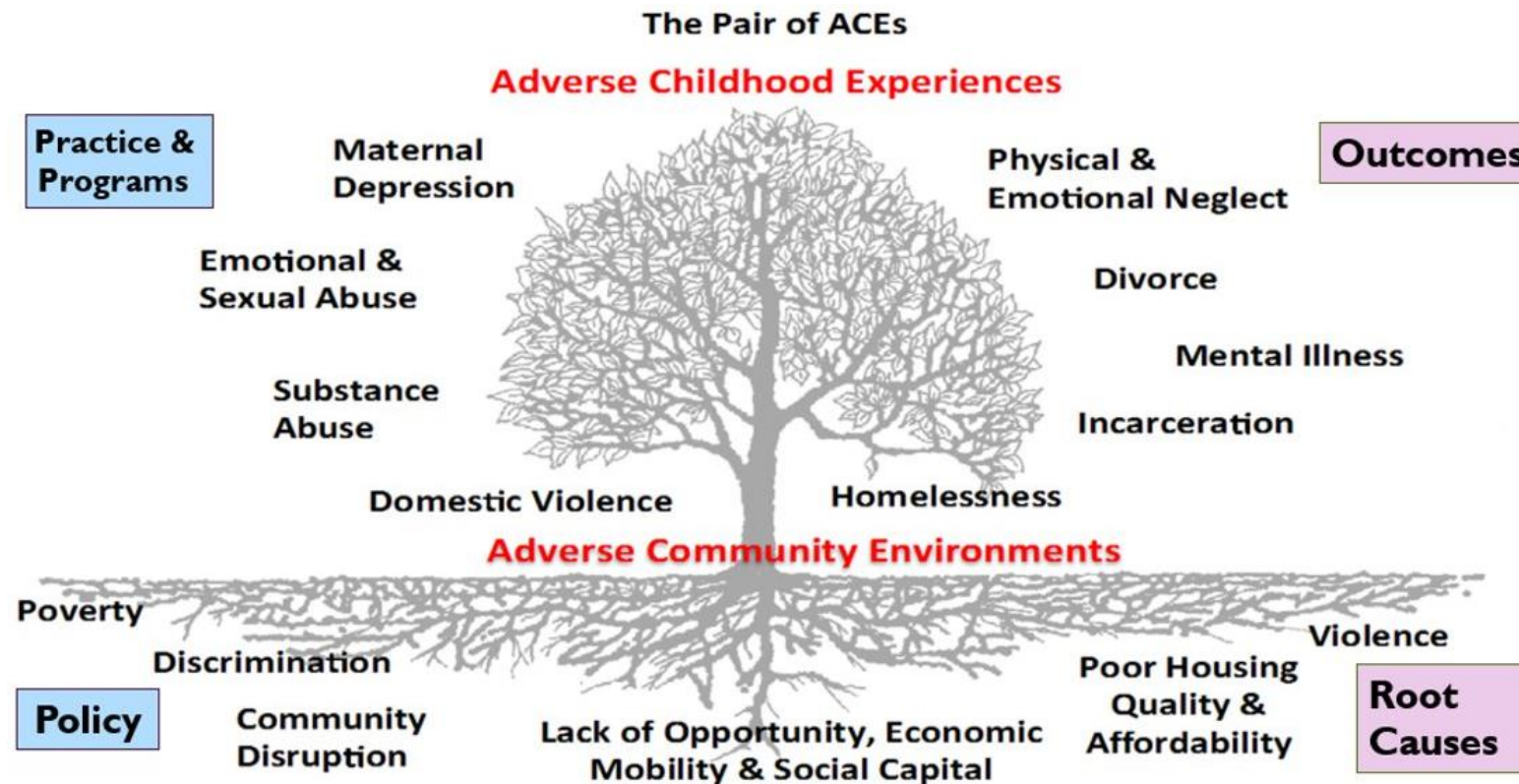
Wednesday, June 5, 2024

Hassanatu Blake, PhD, MPH, MBA
Director, Health Equity & Social Justice
hblake@naccho.org

NACCHO
National Association of County & City Health Officials

Resilience Catalyst

Reducing and eliminating adversity by fostering equity through policy, practice and program change to build resilience.



[Ellis, W., Dietz, W. \(2017\) A New Framework for Addressing Adverse Childhood and Community Experiences: The Building Community Resilience Model](#)

COVID-19 Health Equity Disparities Project

Adaptive Leadership

 ADAPTIVE **LEADERSHIP** ACADEMY

[Adaptive Leadership Academy - NACCHO](#)

MAPP

**MOBILIZING
FOR ACTION**
— THROUGH —
**PLANNING &
PARTNERSHIPS**

[Mobilizing for Action through Planning and Partnerships
\(MAPP\) - NACCHO](#)

Equity & Justice Resource Center

- Collaborate, Connect, Convene
- Free for All to Use
- Launch Fall 2024!

Roots of Health Inequity Online Course Series

A free educational website and collaborative learning course for current and future health professionals. As part of this course, you will take the first steps to learning how to:

- *Address the root causes of health inequities* and systemic differences in health and wellness that are actionable, unfair and unjust
- *Explore social processes that produce health inequities* in the distribution of disease and illness
- *Strategize more effective ways to act* on the root causes of health inequity

The screenshot shows the NACCHO website interface. At the top, the NACCHO logo is on the left, and navigation links for LOGIN, FAQs, Resources, Site Requirements, and Home are on the right. Below the logo, a menu includes ABOUT PROJECT, ABOUT COURSE, PREVIEW INTERACTIVES, HOW TO REGISTER, SITE CREDITS, and LEARN MORE CONTACT. The main content area features a large, diverse group of people. Overlaid on this image is the text: 'ROOTS of HEALTH INEQUITY' in a teal box, followed by 'NACCHO presents The Roots of Health Inequity A Web-Based Course for the Public Health Workforce' and a 'LEARN MORE »' link. A page indicator '1 | 2 | 3 | 4 | 5 | 6' is visible. At the bottom, a section titled 'What's in this Online Learning Collaborative?' lists three bullet points: 'Explore social processes that produce health inequities in the distribution of disease and illness', 'Strategize more effective ways to act on the root causes of health inequity', and 'Form relationships with other local health departments who are working to ensure health equity'. A large teal button in the bottom right corner says 'ENTER ROOTS COURSE SITE' with a right-pointing arrow.

Other Workforce Development Resources

Health & Disability Program



[Health and Disability - NACCHO](#)

Toolkit: Building an Equitable Workplace at Local Health Departments

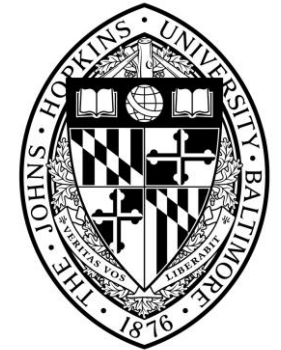
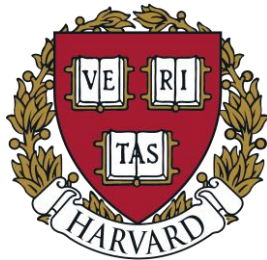
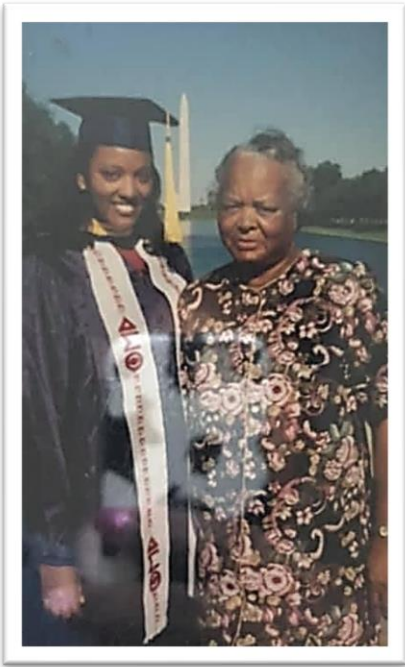


[Building an Equitable Workplace Toolkit](#)

Advancing Health Equity Through Workforce Development:

The Shelby County Health Department (SCHD)/
University of Memphis School of Public Health
Partnership

Michelle Taylor, MD, DrPH, MPA
Director/Health Officer
Shelby County Health Department
May 2024

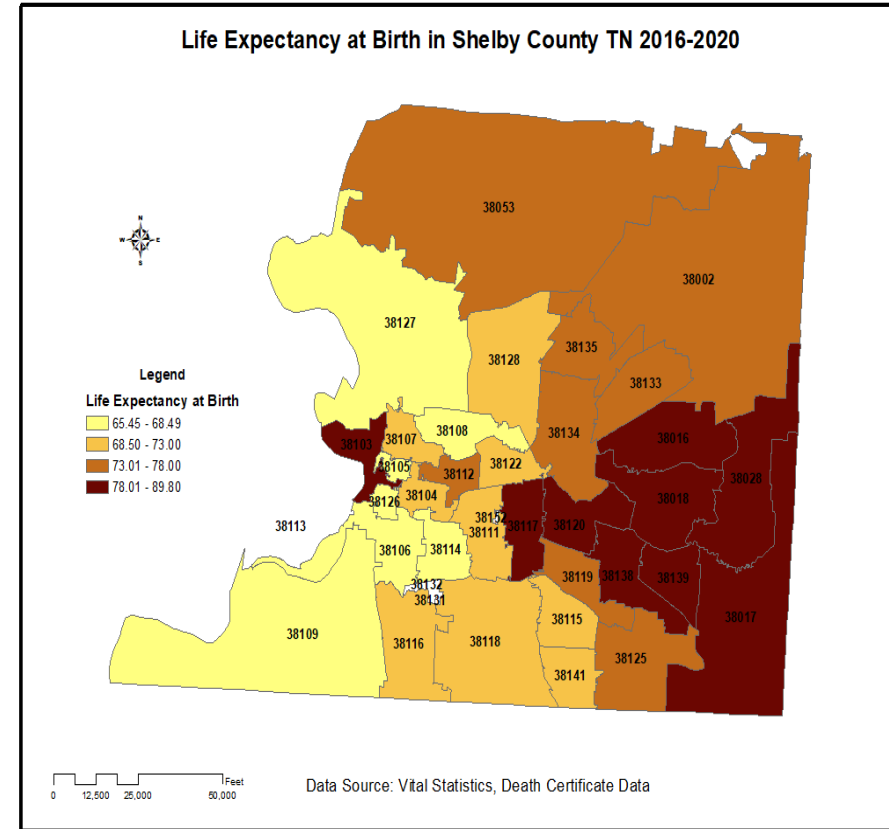
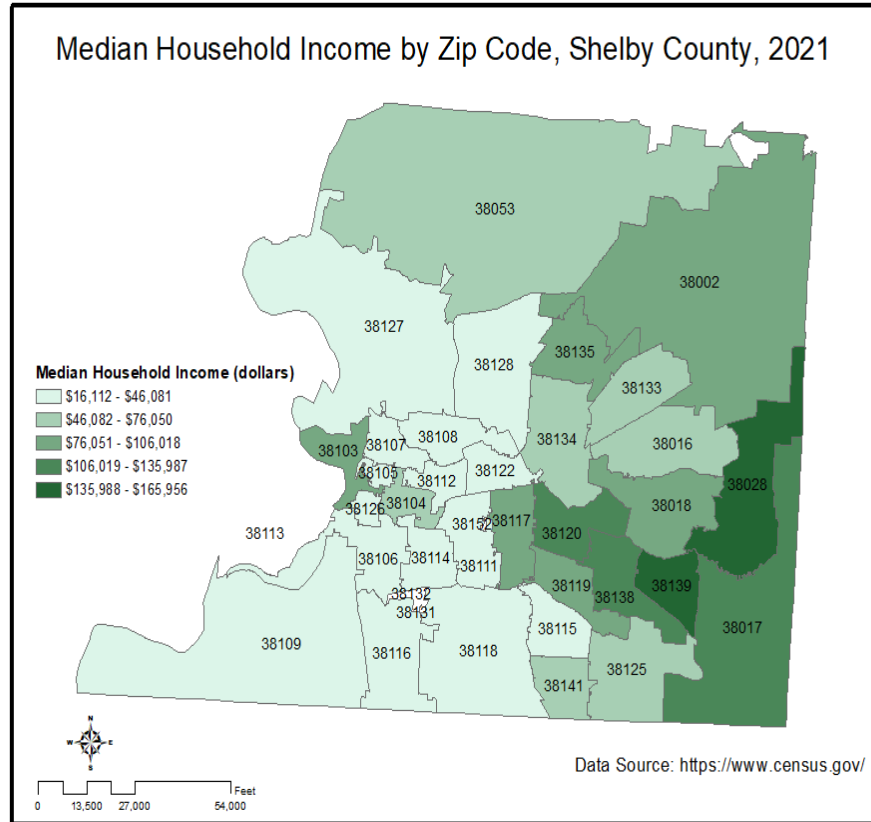


Remember the Past...



- The Shelby County Health Department has existed in some form since 1838 (think Yellow Fever Epidemic).
- Birth and death certificates were color categorized **by race** up until at least 1971.
- Vital records were fully electronic by the late 1990s.

Recognize the Present...



Eligible Programs

- [Master of Public Health \(MPH\)](#)
- [Master of Science in Biostatistics \(MS\)](#)
- [Master of Science in Biostatistics with Concentration in Data Science in Public Health \(MS\)](#)
- [PhD in Epidemiology and Biostatistics](#)
- [PhD in Social and Behavioral Sciences](#)
- [Certificate in Health Systems Leadership](#)
- [Certificate in Health Analytics](#)
- [Certificate Population Health](#)
- [Master of Health Administration \(MHA\)](#)



Selection Process

- Surveyed entire Health Department staff inquiring about interest in degree programs
- About 250 employees expressed interest
- 18 applied and were accepted into a school of public health
- Accepted employees receive full tuition and \$12,000 annually to mitigate for costs associated with returning to school





Program Outcomes:

- Improved employee morale
- Expanded collaboration among programs/disciplines within SCHD
- Creative research synergy between SCHD scholars and University of Memphis School of Public Health faculty and students

Michelle Taylor, MD, DrPH, MPA

Director/Health Officer
Shelby County Health Department

Michelle.Taylor@ShelbyCountyTN.Gov



Questions and Answers



Feedback Survey

- The survey will appear after the webinar ends.
- The survey is optional.
- **Three questions:**
 - How well did this webinar explain CDC's approach to advancing health equity through workforce development?
 - How well did the webinar explain CDC partners' approaches to advancing health equity through workforce development?
 - Tell us more! Please share any additional comments or suggestions on how we can improve our programming, including future topics for our health equity partner calls.

Thank you!

For more information, contact CDC
1-800-CDC-INFO (232-4636)
TTY: 1-888-232-6348 www.cdc.gov

The findings and conclusions in this report are those of the authors and do not necessarily represent the official position of the Centers for Disease Control and Prevention.



CDC Health Equity Resources

- [Health Equity - Office of Health Equity - CDC](#)
- [Health Equity Guiding Principles for Inclusive Communication | Gateway to Health Communication | CDC](#)
- [Health Equity Video Series | Health Equity | CDC](#)
- [Health Equity In Action | Health Equity \(cdc.gov\)](#)
- [CDC's CORE Commitment to Health Equity | Health Equity | CDC](#)
- [Foundations of Health Equity Training Plan - CDC TRAIN - an affiliate of the TRAIN Learning Network powered by the Public Health Foundation](#)
- [Three Principles to Communicate About Health Equity Concepts \(CHEC\) | Health Equity | CDC](#)