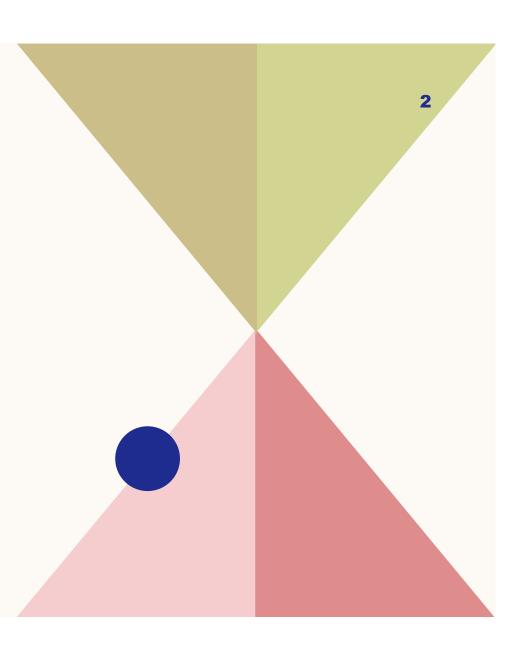


OVERVIEW

- Health Equity Integration at VDH
 - Initiatives
 - Culture Change
- Family and Child Health



Health **Department Structure**

Divisions and Offices

Provides programs and services for Vermonters.









Environmental Health



Promotion & Disease **Prevention**



Health **Statistics & Informatics**



Laboratory Sciences & Infectious Disease





Family & Child Health



Substance Use Programs



Medical **Practice Board**



Chief Medical Examiner



Rural Health & Health Care Quality



Commissioner's Office

Coordinates the mission and vision for the department. Creates policy, manages and supports the staff and functions of all divisions.













Planning

HEALTH EQUITY INTEGRATION

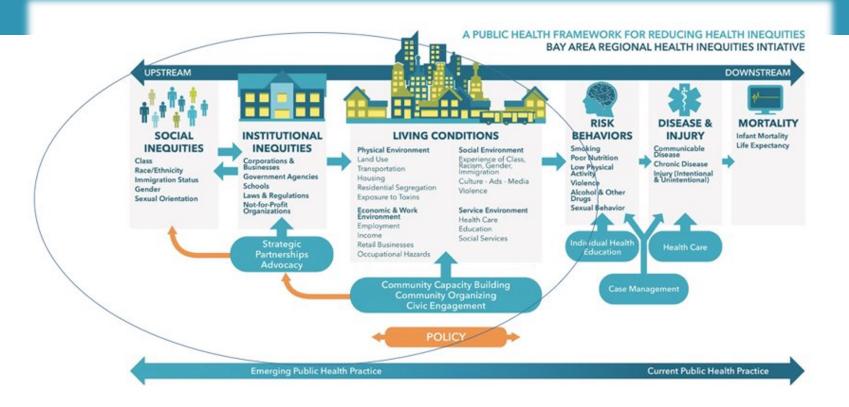
VISION:

A transformed public health system that is just and equitable.

MISSION:

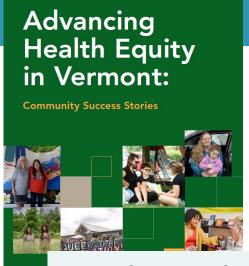
Collectively reimagine and rebuild public health systems that have historically prevented individuals and communities in Vermont from living their healthiest lives.

Health Equity Integration



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Equity Community Partners



By the Numbers

Number of People Served





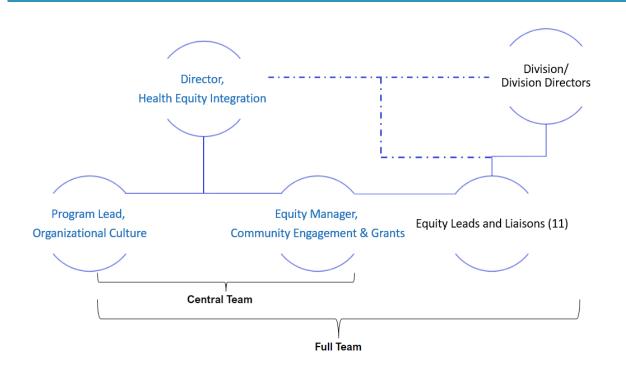








Equity Team Structure



	Position
OHEI Central Team	Director of Health Equity
	Equity Manager- Community Engagement & Grants
	Equity Lead- Organizational Culture
OHEI Full Team: Equity Leads & Liaisons	Communications (Comms)
	Division of Emergency Prevention Response Injury Prevention (DEPRIP)
	Division of Substance Use (DSU)
	Environmental Health (EH)
	Family Child Health (FCH)
	Health Promotion Disease Prevention (HPDP)
	Health Statistics and Informatics (HSI)
	Laboratory Science Infectious Disease (LSID)
	Office of Local Health (OLH)
	Operations
	Planning
	Policy
	Rural Health & Health Care Quality (RURAL)

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ANTI-RACIST ORGANIZATION CONTINUUM

Exclusive

Intentionally & publicly excludes POC

Intentionally & publicly enforces racist status quo

Similar intentional policies towards other oppressed groups (LGBTQ etc.)

Openly maintains white supremacy

Passive

Tolerant of select POC with credentials

Secretly limit POC in contradiction to public policies

Intentionally maintains white supremacy in policy, practices etc.

Declares "We don't have a problem"

Monocultural norms, policies practices viewed as "right way"

Engage social justice issues within comfort zone Symbolic Change

Makes policy pronouncements about diversity

Sees itself as "non-racist"

Intentional inclusiveness - recruit POC on staff / board

Expanding view of diversity includes other oppressed groups

BUT

No contextual change in culture, policies & decision-making

Largely unaware of white supremacy org culture Identity Change

Analyzes systemic racism

Sponsors anti-racism trainings

Conscious of institutionalized white supremacy culture + increased commitment to dismantling it

Develops accountability w/ POC communities

Actively recruits POC+

BUT

Institutional structures + culture maintain white supremacy org culture Structural Change

Commits to intentional institutional restructuring based on anti-racist analysis

Audits + restructures institutional life to ensure full participation of POC

Implements structures, policies, practices with inclusive decisionmaking + other forms of power sharing

Commits to dismantling racism in wider community with clear lines of accountability with POC communities

Anti-racist multicultural diversity becomes an institutionalized asset Fully Inclusive, Anti-Racist, Multicultural

Future vision of institution/wider community that has overcome systemic racism and oppression

Reflects full
participation and
shared power in
determining mission,
structure,
constituency, policies
+ practices

Members across identity groups are full participants in decisions that shape the institution

Allies with others to combat all forms of social oppression and to create multicultural organizations FAMILY AND CHILD HEALTH – EQUITY IN THE EARLY CHILDHOOD AND PERINATAL SPHERES



ABENAKI COMMUNITY HEALTH WORK



TRAVELING ABENAKI FAMILY PLAYGROUPS - STATEWIDE



HEART-TO HEART FAMILY OUTREACH, MOMS SUPPORT GROUP AND WELLNESS BAGS

Abenaki Parent Support Group

Every Saturday, starting February 25th

(火) 10 - 11 am | Via Zoom (火)

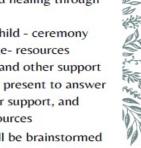
https://us02web.zoom.us/i/85168562744? pwd=M1QvemNJSTNQSlpyVTIaWWZ3OWVuUT09

Please direct questions to HeartVT.MothersandBabies@gmail.com

Topics may include:



- Joy & Trauma of Birth
- Postpartum and healing through community
- Welcoming a child ceremony
- It takes a village- resources
- Breastfeeding and other support A doula will be present to answer
- questions, offer support, and connect to resources
- New topics will be brainstormed when we meet!



CULTURAL ADAPTATIONS TO THE PARENTS & BABIES INTERVENTION PROGRAM

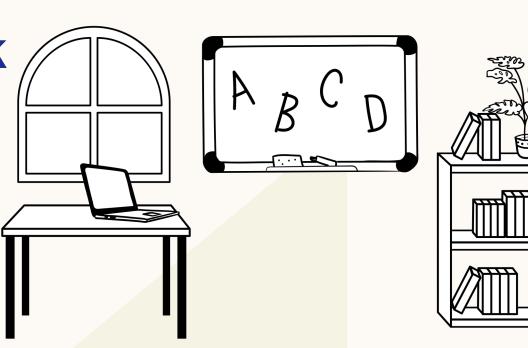


CULTURALLY RESPONSIVE PERINATAL SUPPORT

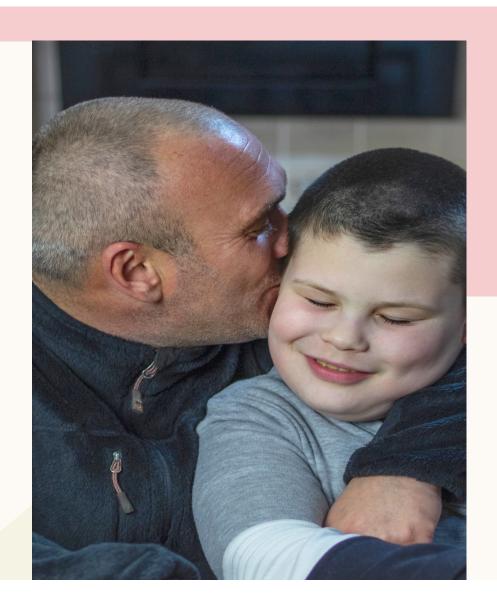




FAMILY ROOM COMMUNITY HEALTH WORK



AUTISM ASSESSMENT CLINIC PILOT



INSTITUTIONALIZED SUPPORT FOR:

- Language Access
- Cultural Responsivity and Humility
- Learning about SDOH and systems of oppression
- Collecting, analyzing, and reporting on equity data

THANK YOU!

PLEASE CONNECT:

Sara Chesbrough

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Song Nguyen

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Office of Health Equity Integration
Song.Nguyen@vermont.gov