

"True peace is not merely the absence of tension; it is the presence of justice."



IN THIS ISSUE

2023 Equity, Diversity, and Inclusion (EDI) Year in Review

2023 EDI Accomplishments

Dr. King Wasn't "Colorblind"

EDI Resources

2023 EDI YEAR IN REVIEW

It was an exciting year of activities and accomplishments for EDI at CCBH. Led by the 19 members of the EDI Steering Committee and Subcommittees, CCBH developed an EDI Strategic Plan to advance equity in the areas of advocacy, education & training, outreach & community partnerships, and policies & procedures.

One primary goal for EDI in 2023 was to advance a culture of EDI at CCBH. Given the prominent featuring of EDI in the mission, vision, and values of CCBH, it was important for EDI activities to reinforce that EDI are essential, not optional parts of our work at CCBH.

For 2024 EDI Strategic Plan, we will continue building the EDI culture at CCBH by providing resources and support to staff to aid in advancing EDI in their agency roles.

2023 Advocacy Accomplishments

- Released of Source of Income (SOI) statement with CDPH
- Testified on SOI discrimination to the Ohio Advisory Committee to the US Commission on Civil Rights
- Contributed to the the NASTAD Equity Toolkit

2023 Education & Training Accomplishments

- Hosted grant writing seminar
- Hosted Pronouns Lunch & Learn
- Provided All-Staff and New Staff Equity Groundings
- Hosted Microaggressions Lunch & Learn

2023 Outreach & Community Engagement Accomplishments

- Initiated EDI Community Advisory Board
- Conducted 40+ community outreach events

2023 Policies & Procedures Accomplishments

- Modified Notice of Intent Form for equity
- Developed equity review tool for policies & procedures
- Developed EDI focused questions for hiring interviews

Additional 2023 Accomplishments

- Launched new staff identification form with gender identity, sexual orientation, and pronouns included
- Released 5 EDI newsletters

DR. KING WASN'T "COLORBLIND." PUBLIC HEALTH MUSN'T BE EITHER.

Each January, the U.S. celebrates Dr. Martin Luther King Jr's birthdate and life's work. We often hear excerpts of his most famous speech, 1963's "[I Have a Dream](#)." Most who know of the speech are familiar with the passage where King dreams of a day when his children will "live in a nation where they will not be judged by the color of their skin but by the content of their character." Some use this snippet of the speech to champion a "colorblind" nation. Yet, Dr. King was anything but colorblind. He knew then, 60 years ago, what still remains true today: race matters in America and cannot be ignored as we strive to arrive at a place in our nation where all are equal and have equitable access to health-promoting resources.

Dr. King was fiercely anti-poverty and knew that many Black Americans were barred from achieving economic success because of laws and social policies that blocked access to high-quality education and jobs. In "[I Have a Dream](#)," King states, "One hundred years later, the Negro lives on a lonely island of poverty in the midst of a vast ocean of material prosperity." One-hundred sixty years later, [laws and social policies of today remain as significant barriers to economic success for Blacks and other groups with minoritized racial identities in America](#). For example, [Blacks, Hispanics, and Native Americans are overrepresented in the population of the US living in poverty](#). Given the [connection between poverty and poor health](#), more must be done to ensure that all Americans have access to economic success which can facilitate optimal health and reduce existing health inequities.

One area of laws and social policies that continuously drive race-based economic and health inequities is housing segregation. In "[I Have a Dream](#)," Dr. King laments that, "One hundred years later, the life of the Negro is still sadly crippled by the manacles of segregation." In our area of the country, [racist redlining practices from 100 years ago are still correlated with poor health outcomes for the people living in those redlined areas](#). Additionally, recent data suggests that [segregation is increasing](#). In fact, [Cleveland was named in the Top 10 most segregated areas in the US](#).

[Racism is a social determinant of health, and driver of other known social determinants of health](#). These facts must compel us to use race-conscious efforts to eliminate existing and prevailing health inequities. Dr. King was not colorblind in "[I Have a Dream](#)" nor his life's work. Public Health professionals mustn't be either in our efforts to ensure that everyone can achieve their greatest health potential, despite their race or other social identities.

EDI RESOURCES LINKS

[An Introduction to Data Equity](#)

[Connections between criminal justice and health: Impacts on children and families](#)

[Exploring the Power of Youth Leadership in Creating Conditions for Health and Equity](#)

[Highlights by Race/Ethnicity for the 2022 National Survey on Drug Use and Health](#)

[LGBTQIA+ Information for Providers](#)

[Ohio Infant Mortality Report](#)

GET INVOLVED

Join the EDI Steering Committee!! Our focus areas include Advocacy, Coordinating & Oversight, Education & Training, Outreach & Community Partnerships, and Policies & Procedures

For more information, email abrown@ccbh.net or stop into the EDI Director's Office.