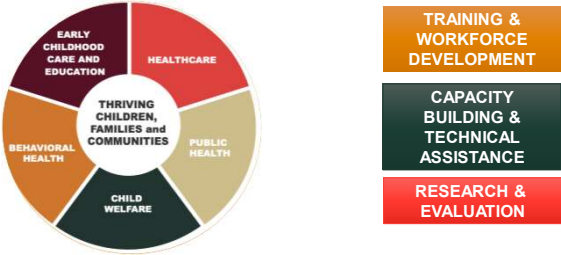


**EMERGENT
WORKFORCE TRENDS
THAT IMPROVE
HEALTH EQUITY**

Kate Chapin, MSW, LCSW, Executive Director
Mackenzie Petersen, MSW, MPH, Project Director

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CENTER FOR CHILDREN, FAMILIES AND WORKFORCE DEVELOPMENT

UM CENTER FOR CHILDREN, FAMILIES & WORKFORCE DEVELOPMENT



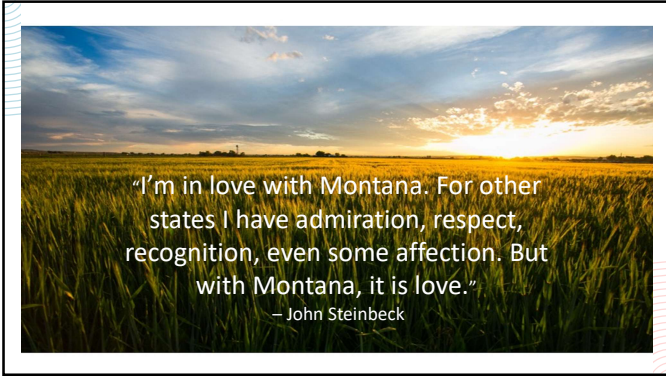
LEARNING OUTCOMES

Social Determinants of Health


Strength-Based Approach


Emergent Workforce Trends


Steps you can take



PROTECTIVE FACTORS

From your perspective as a healthcare provider, which Montana characteristics contribute to positive health outcomes?

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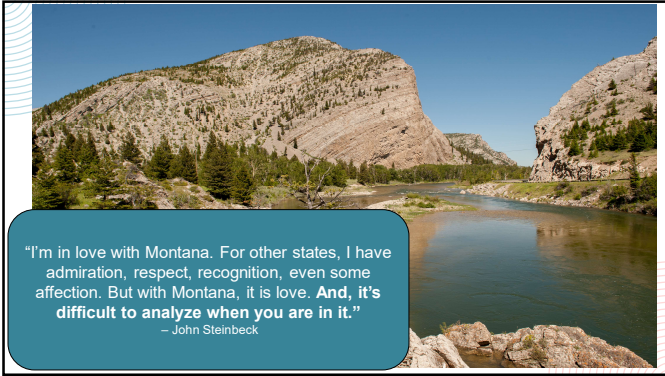
MONTANA PROTECTIVE FACTORS

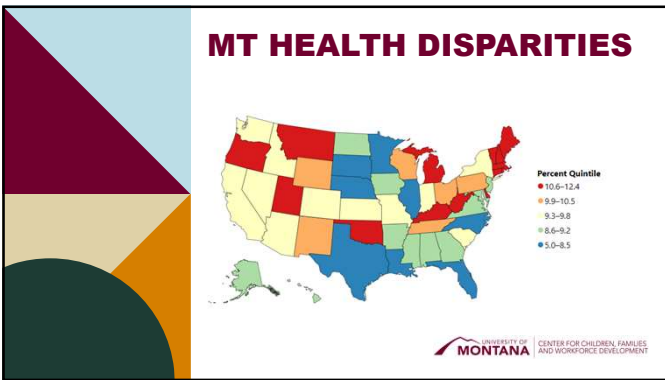

CULTURE


SMALL COMMUNITIES


ACCESS TO THE OUTDOORS









GENERAL RISK FACTORS



FAMILY HISTORY



SMOKING



AIR POLLUTION EXPOSURE



MONTANA RISK FACTORS



VAST GEOGRAPHY



HEALTH PROFESSION SHORTAGE AREAS

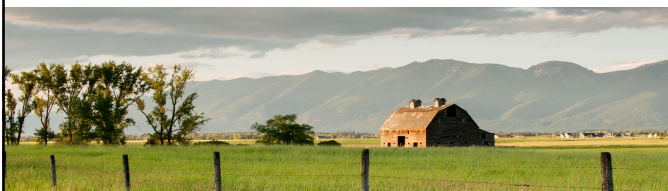


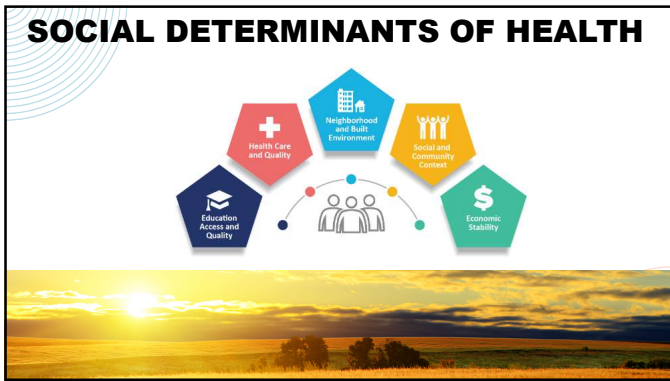
FRONTIER, "PULL-YOURSELF-UP-BY-YOUR-BOOTSTRAPS" SPIRIT

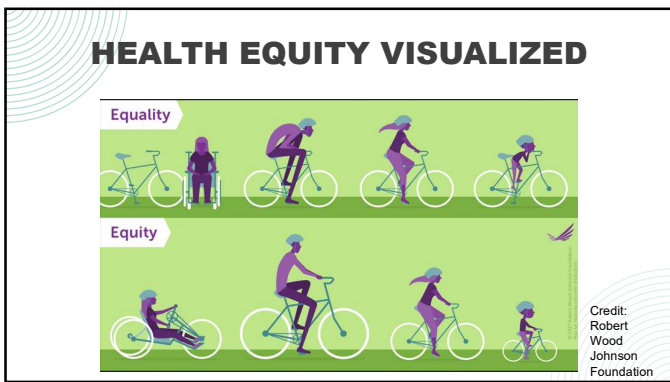


HEALTH EQUITY IN MONTANA

We want to live and work in where "everyone has a fair and just opportunity to attain their highest level of health." (CDC)







PUBLIC HEALTH SUCCESS

- 1964 Surgeon General Report on smoking
- 1970 Clean Indoor Air Act
- 1970 Occupational Safety and Health Act (OSHA)
- 2010 Affordable Care Act

The right side of the slide features a photograph of a dirt road leading towards a range of snow-capped mountains under a blue sky with light clouds.

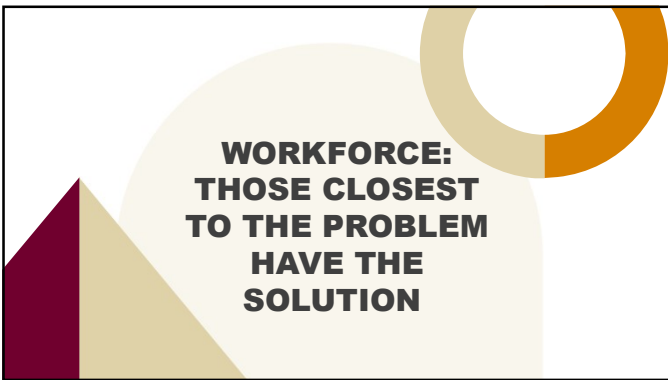
INEQUITIES PERSIST

Social, economic and racial disparities persist, and have grow

- Tobacco
- Occupation
- Pollution
- Access to healthcare
- Nutrition



**WORKFORCE:
THOSE CLOSEST
TO THE PROBLEM
HAVE THE
SOLUTION**

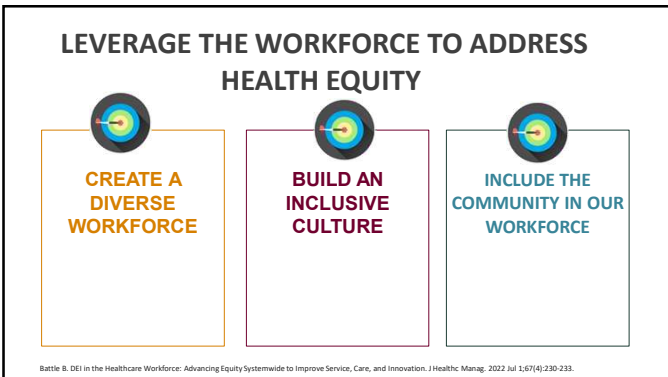


**LEVERAGE THE WORKFORCE TO ADDRESS
HEALTH EQUITY**

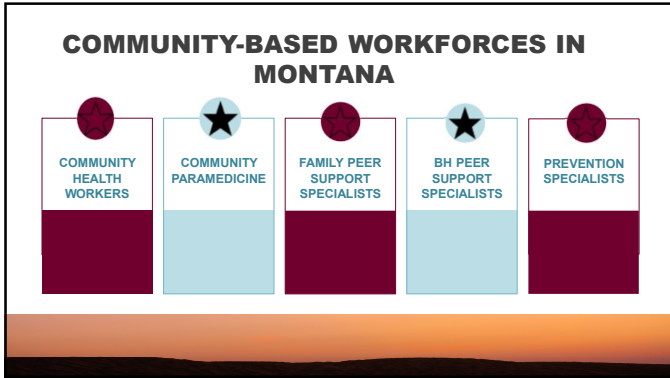
CREATE A DIVERSE WORKFORCE

BUILD AN INCLUSIVE CULTURE

INCLUDE THE COMMUNITY IN OUR WORKFORCE



Battle 8. DEI in the Healthcare Workforce: Advancing Equity Systemwide to Improve Service, Care, and Innovation. J Healthc Manag. 2022 Jul 1;67(4):230-233.



WHO IS A CHW?

- Cultural Mediation
- Providing culturally appropriate health education
- Case coordination, case management and system navigation
- Providing coaching and social support
- Advocating for individuals and communities
- Providing direct service
- Implementing individual and community assessments
- Conducting outreach
- Participating in research and evaluation

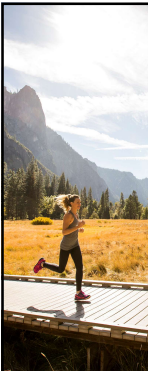
WHERE DO CHWS WORK?

- Community Based Organizations
- Local Public Health
- Hospitals
- Primary Care Clinics
- Schools and Universities
- Health Systems
- Social Service Agencies

WHAT DO THEY ALL HAVE IN COMMON?

 Community-based	 Address Social Determinants of Health	 Return on investment
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IMPACT OF CHW INTERVENTIONS:

- Effectively used in pediatric asthma management
- Reduces re-admission for high-risk adult asthma and COPD populations




IMPACT OF FAMILY SUPPORT:


- Family support improves adolescent asthma outcomes

IMPACT OF COMMUNITY PARAMEDICINE:

- Provide in-home care to elderly to avoid hospitalization

WHAT CAN YOU DO?

 Hire	 Train	 Adapt
---	--	--





TAKE ACTION

At the Organization level

At the Individual level

ACTION ITEMS FOR ORGANIZATIONS

✓ Survey your organizations: Assess cultural competence and feelings of belonging

Resource: [Diversity, Equity, and Inclusion \(DEI\) Organizational Assessment Tools](#)

- Lists assessments by organization type (healthcare, LPH, education)
- Provides an overview of the +/- of each assessment

Includes direct links and references to encourage further reading







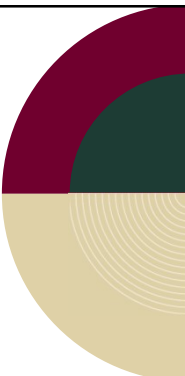
ACTION ITEMS FOR ORGANIZATIONS

✓ Train your workforce

- ✓ Empower MT

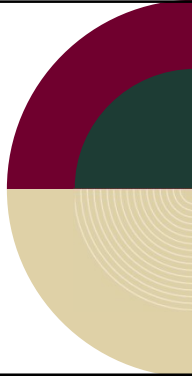
✓ Revisit and Renew your Policies

- ✓ JEDI – Missoula County



ACTION ITEMS FOR INDIVIDUALS

- ✓ Training
- ✓ Get comfortable with being uncomfortable



CREATE AN ACTION PLAN

- ❖ Write down one way you and/or your organization can leverage the workforce to improve health equity in Montana.
- ❖ Identify one barrier to implementing the plan
- ❖ Identify at least one solution to navigating this barrier.



THANK YOU



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