

### **ADVANCING TOWARDS EQUITY**

### Asian American Quality of Life Advisory Commission

Austin City Hall Tuesday, April 16, 2019

Stephanie Y. Hayden, LMSW, Director





# EQUITY IN OUR DIRECT SERVICES A HEALTH EQUITY UNIT



The Health Equity Unit offers Prevention, Health Promotion and Education services to address disparities. Services include blood glucose screening, blood pressure screening, referrals, health presentations, and job fairs.

COMMUNITY HEALTH FAIR APRIL 6, 2019 & 9AM-12PM USGROOPS THE THE WAR HE WAS A BOWN OF THE	
--	--

	FY 2016	FY 2018
Total Clients Served	2528	4998
Number of Asian Clients	51	942
Percentage of Asian Clients	2.02%	18.84%

# EQUITY IN OUR DIRECT SERVICES CLAS STANDARDS



- 2014 National Standards for Culturally and Linguistically Appropriate Services – (CLAS) ensures Culturally and Linguistically Appropriate Materials
- 2017 Department-wide Language
   Access strategy to make certain that programs and services are accessible to Limited English Proficiency (LEP) clients
- 2019 iSpeak point of service delivery system Training in collaboration with the Corporate Public Information Dept (CPIO) -allows clients to identify preferred language and be connected to over the phone interpretation



# EQUITY THROUGH OUR INVESTMENTS HEALTH EQUITY AND GENERAL FUND CONTRACTS



	FY 2016	FY 2018
Total Clients Served (Health Equity Agreements)	2528	2817
Number of Asian Clients (Health Equity Agreements)	51	66
Percentage of Asian Clients (Health Equity Agreements)	1.12%	2%
Total Clients Served (General Fund Agreements)	132,933	136,524
Number of Asian Clients (General Fund Agreements)	2,112	2,878
Percentage of Asian Clients (General Fund Agreements)	1.59%	2%

In 2016, the Department awarded a total of \$1,050,000 in funding to address disparities related to:

- Chronic Disease
- Immigrant Mental Health
- Seniors
- Maternal and Infant Health (MIOP) and
- Sexual health and Wellness

Total funding available for FY 2019 is \$1,074,150.

## EQUITY THROUGH OUR INVESTMENTS FY 19 FUNDING UPDATES

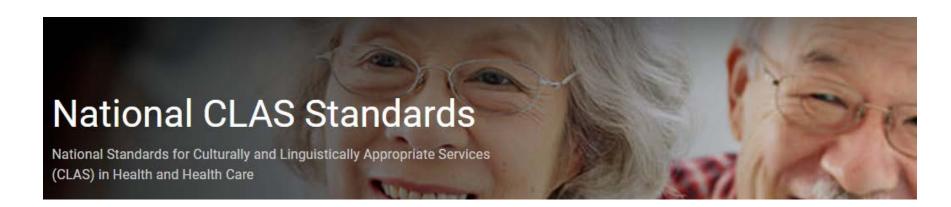


Proposal Name	Total Funded	APH Update
Community Health Navigator program to link Asian residents to health-related services and benefits	\$150,000	RCA approved by Council 12/13/18; in negotiations with AARC
Community Health Worker Training	\$175,000	To be competed in the Spring 2019
Health Equity for culturally and linguistically sensitive services to Asians in Austin affected by physical and mental health disparities	\$50,000	Considering one year pilot project with Northwest Austin Universal Health Clinic for Community Health Workers/Navigators
Mental and physical healthcare outreach and services within the African American community and other in Austin	\$500,000	Funding recommendations to Council on June 20, 2019. Expected contract start date July1.
Funding to address a lack of access to physical health care, mental health care, and dental care for low income seniors	\$125,000	To be competed in Spring 2019

### EQUITY THROUGH OUR INVESTMENTS CONTRACTING PROCESS



- 2016 Implementation of CLAS Standards For RFA (Request for Applications) Process
- 2018 Mini Grants Pilot
- 2019 African American Health and Wellness RFA





### **EQUITY IN OUR WORKFORCE**

APH was one of the early implementers of the **Equity Action Tool**. An area of opportunity for APH is the development of an intentional strategy to attract, recruit, and retain a diverse and equitable workforce.

#### **Current Action Items:**

- Partner with affinity groups and organizations for recruitment
- Examine the racial/ethnic diversity of staff by job classification/type and identify gaps in diversity
- Identify training resources and train hiring managers (i.e. Implicit Bias)
- Collaborate with the Human Resources Dept (HRD) to review job descriptions for implicit bias



### **QUESTIONS?**



### For follow up:

Contact:

Stephanie Hayden

Stephanie.hayden@austintexas.gov

(512) 972-5010