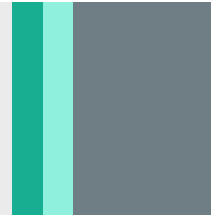




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## Health Equity Workshops

### Table of Contents

Table of Contents .....	1
Health Equity.....	3
Course Description .....	3
Learning Objectives: .....	3
Public Health Core Competencies: .....	3
Target Audience: .....	3
Development Date: .....	3
Supporting Resources:.....	3
Implicit Bias & Health Equity Course Description .....	4
Learning Objectives: .....	4
Public Health Core Competencies: .....	4
Target Audience: .....	4
Development Date: .....	4
Supporting Resources:.....	4
Motivational Interviewing to Address Health Equity Course Description .....	5
Learning Objectives: .....	5
Public Health Core Competencies: .....	5
Target Audience: .....	5
Development Date: .....	5
Supporting Resources:.....	5
-Isms & Health Equity: An Exploration of Systems of Oppression in American Culture .....	6
Course Description .....	6
Learning Objectives: .....	6
Public Health Core Competencies: .....	6
Target Audience: .....	6
Development Date: .....	6
Supporting Resources:.....	6

Leadership & Health Equity ..... 7  
Course Description ..... 7  
Learning Objectives: ..... 7  
Public Health Core Competencies: ..... 7  
Target Audience: ..... 7  
Development Date: ..... 7  
Supporting Resources: ..... 7

*All workshops are tailored and personalized for our clients' needs and strategic outcomes.*

## Health Equity

### Course Description

This course introduces the fundamentals of health equity to build competency and capacity within the public health workforce. Health equity and diversity, equity, and inclusion (DEI) initiatives is not a checklist. It is akin to a journey, where a healthcare professional may check off some strategic goals on that journey understanding that other things might pop up. The journey will be transformative not just for the health department but for their own professional development. The issues touch all aspects of the American way of life. Just by starting, the participant will grow on an individual level, and understand how to develop their organization and community. Participants engage in activities to identify health disparities in their community, use reflective questions for a health equity lens, identify obstacles to health in their community, identify strategies to address health equity and conduct a root cause analysis. Course delivered in a 90-minute virtual workshop. Content and exercises are expandable to full day (7-hour course).

### Learning Objectives:

- Present common terminology on Health Equity.
- Create understanding of health equity issues in the United States.
- Develop baseline awareness of biases and how they influence health inequities.
- Create an understanding of barriers to Health Equity.
- Develop awareness of relationship between the Social Determinants of Health and health inequities.
- Operationalize Health Equity advocacy at the individual, organizational and systems levels for local health departments by providing tools and resources for rural and frontier health departments on their health equity journey.

### Public Health Core Competencies:

- Analytic/assessment skills
- Policy development/program planning skills
- Communication skills
- Cultural competency skills
- Community dimensions of practice skills
- Public health science skills
- Leadership and systems thinking
- Financial planning and management skills

### Target Audience:

Persons in public health positions

### Development Date:

May 2021

### Supporting Resources:

- Health Equity Journey Workbook
- Reference Tool for series of trainings
- Places to State Resources from All Cohort Training

## Implicit Bias & Health Equity Course Description

This course contributes to the development of a diverse and culturally competent public health workforce. The course focuses participants on recognizing their own implicit and explicit bias and provides strategies to outsmart and confront their own unconscious bias at the individual, organizational and systems level. This course introduces and engages participants in the PAUSE framework as a strategy to disrupt implicit bias.

Course delivered in a 90-minute virtual workshop. Content and exercises are expandable to full day (7-hour course).

### Learning Objectives:

- Review terminology for Health Equity.
- Develop shared understanding of common terminology on Implicit Bias.
- Understand Individual-level Implicit Bias using the Implicit Association Test (IAT).
- Practice strategies to lessen the impact of Implicit Bias.
- Operationalize Implicit Bias & Health Equity advocacy at the individual, organizational and systems levels for local health departments by providing tools and resources for rural and frontier health departments on their Health Equity journey.

### Public Health Core Competencies:

- Analytic/assessment skills
- Policy development/program planning skills
- Communication skills
- Cultural competency skills
- Community dimensions of practice skills
- Public health science skills
- Leadership and systems thinking
- Financial planning and management skills

### Target Audience:

Persons in public health positions

### Development Date:

June 2021

### Supporting Resources:

- IAT-Implicit Association Test <https://implicit.harvard.edu/implicit/>
- Implicit Bias Health Equity Journey Workbook
- Reference Tool for series of trainings

## Motivational Interviewing to Address Health Equity Course Description

This course develops public health workforce skills in motivational interviewing using the OARS model (Open-Ended Questions, Affirming, Reflective listening, Summarizing). This workshop was created with the goal to improve COVID-19 vaccine uptake and asks participants to evaluate their vaccination strategies, understand their population vaccine beliefs, and develop skills in the OARS communication model to strengthen personal motivation and commitment to a specific goal (vaccine uptake) by eliciting and exploring the person's own reasons for change within an atmosphere of acceptance and compassion. Participants are engaged in activities that require practicing the skills within the OARS model to elicit change talk. Skills are also applied to contact investigation and contact tracing (CI/CT) response activities.

Course delivered in a 90-minute virtual workshop. Content and exercises are expandable to full day (7-hour course).

### Learning Objectives:

- Review common terminology about Health Equity.
- Develop understanding of the aim of Motivational Interviewing.
- Recognize the four key communication skills that support and strengthen the process of eliciting change known as OARS.
- Develop strategies to practice OARS in a Public Health context.
- Understand Change Talk.
- Operationalize Motivational Interviewing for Health Equity.

### Public Health Core Competencies:

- Analytic/assessment skills
- Policy development/program planning skills
- Communication skills
- Cultural competency skills
- Community dimensions of practice skills
- Public health science skills
- Leadership and systems thinking
- Financial planning and management skills

### Target Audience:

Persons in public health positions

### Development Date:

July 2021

### Supporting Resources:

- Motivational Interviewing to Address Health Equity Journey Workbook
- Reference Tool for series of trainings

## -Isms & Health Equity: An Exploration of Systems of Oppression in American Culture

### Course Description

This course provides baseline knowledge of systems of oppression in American culture and how they influence health and health equity. Participants will develop awareness and understanding of power and privilege, practice skills to become an ally, and learn that systems of oppression do not work in isolation. Participants are introduced to strategies for advocacy and methods to talk about the -isms. The systems of oppression covered in this course include classism, ableism, adultism, racism, religion-ism, sexism/heterosexism, ageism, genderism, and xenophobia. Participants will engage in activities that develop awareness of their own biases, understand their social identity, engage in courageous discussions, and develop their power in advocacy. Course delivered in a 90-minute virtual workshop. Content and exercises are expandable to full day (7-hour course).

### Learning Objectives:

- Review terminology for Health Equity.
- Understand systems of oppression, power, and privilege and their influence on Health Equity.
- Increase awareness of –isms & their impact on Health Equity.
- Recognize power skills to address systems of oppression.
- Operationalize “–isms” & Health Equity advocacy at the individual, organizational and systems levels for local health departments by providing tools and resources for rural and frontier health departments on their Health Equity journey.

### Public Health Core Competencies:

- Analytic/assessment skills
- Policy development/program planning skills
- Communication skills
- Cultural competency skills
- Community dimensions of practice skills
- Public health science skills
- Leadership and systems thinking
- Financial planning and management skills

### Target Audience:

Persons in public health positions

### Development Date:

August 2021

### Supporting Resources:

- -Isms & Health Equity Journey Workbook
- Reference Tool for series of trainings

## Leadership & Health Equity

### Course Description

Leadership is instituted on all levels within an organization and system. When individuals, organizations, and communities build their capacity, they build their capacity to act and gain power. This course focuses on developing diverse and accountable leadership to drive health equity efforts in the public health workforce. The leadership strategies to support health equity are subdivided into levels: individual, organizational and systems. Participants will engage in activities to build skills using a health equity lens to lead the narrative, develop vision statements, understand their circle of influence and concern, prioritize tasks, and lead action planning efforts.

Course delivered in a 90-minute virtual workshop. Content and exercises are expandable to full day (7-hour course).

### Learning Objectives:

- Review terminology for Health Equity.
- Understand strategies to establish diverse and accountable leadership to drive Health Equity efforts.
- Be aware of ways to “Organize the Narrative” to impact Health Equity.
- Use tools for individual, organizational, and systems for Leadership development & Health Equity.
- Operationalize Leadership & Health Equity advocacy at the individual, organizational and systems levels for local health departments by providing resources for rural and frontier health departments on their Health Equity journey.

### Public Health Core Competencies:

- Analytic/assessment skills
- Policy development/program planning skills
- Communication skills
- Cultural competency skills
- Community dimensions of practice skills
- Public health science skills
- Leadership and systems thinking
- Financial planning and management skills

### Target Audience:

Persons in public health positions

### Development Date:

September 2021

### Supporting Resources:

- Leadership & Health Equity Journey Workbook
- Health Equity Frameworks, Strategies and Toolkits: Resource document
- Reference Tool for series of trainings