



# Los Angeles County Health Agency Center for Health Equity Action Plan

## LGBTQ+ Community Forum: Event Summary

On October 9<sup>th</sup>, 2018, the Center for Health Equity (CHE) hosted a community forum in Los Angeles for Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual, Two-Spirit (LGBTQ+) community partners, County staff, and other stakeholders to provide input on its draft Action Plan to reduce health inequities in Los Angeles County. The forum was designed to: (1) receive feedback on the Action Plan; (2) identify existing work that aligns with the Action Plan; and (3) initiate and strengthen partnerships to collectively advance equity. This summary reflects the feedback gathered during the LGBTQ+ forum.

### Who Attended?

A total of 57 people attended



21% were from  
Government Entities



32% were Community  
Members



26% were from Non-  
Profit Organizations



19% were Healthcare  
Partners



2% were from Universities  
or Academia

### Rating Action Plan's Impact on Health Equity

During a gallery walk, attendees rated each objective in the Action Plan based on the level of impact they thought each would have on health equity: **Green – High Impact**, **Yellow – Moderate Impact**, **Red – Low Impact**. The table below displays the objectives receiving the **highest** and **lowest** percentage of **green dots**, indicating the objectives that forum participants rated as having the highest and lowest effect on health equity.

#### Highest Impact Objectives

#### Lowest Impact Objectives

#### Reduce and Eliminate Gaps in Health Outcomes

- Improve treatment outcomes for all women, especially women representing high-risk populations, including those at high risk for congenital syphilis. **(100% Green)**
- Enhance coordination between clinical providers and state-funded services for children with special health care needs. **(100% Green)**

- Implement One Key Question© (OKQ) to ensure women are screened for pregnancy intent at every health care visit to encourage optimal family planning or planning for pregnancy health based on their response. **(17% Green)**
- Build sustainable response operations with the flexibility to shift to emergency models of operation when threats emerge. **(25% Green)**

## Highest Impact Objectives

## Lowest Impact Objectives

### Provide Useful and Inclusive Data

- Increase accessibility of data by race and ethnicity, age, gender identity, sexual orientation, geography, and/or socioeconomic factors by building the Health Agency's capacity to collect, disaggregate, and report data by these subpopulations. **(92% Green)**
- Ensure that reports describing population health outcomes collect and include information on the factors influencing health outcomes. **(86% Green)**

- Collaborate with the Data Advisory Board to identify topics for 3 additional health impact assessments. **(0% Green)**
- Convene an ad-hoc, cross-sector Data Advisory Board comprised of organizations and community residents to provide input on the development and communication of major Health Agency data, reports and educational materials. **(20% Green)**

### Support Policy and Systems Change

- Identify strategies to support community led policy change efforts that improve health. **(100% Green)**
- Support local and state policies that will increase resources for the communities and groups experiencing the highest burden of inequities. **(97% Green)**

- Assess local and state social justice campaigns and movements that align with a health equity agenda. **(7% Green)**
- Develop a health equity analysis toolkit that can be used to evaluate equity impacts of proposed policy. **(14% Green)**

### Build Public, Private and Community Partnerships

- Participate in cross-sector initiatives to address inequities in social determinants and elevate a Health in All Policies lens. **(100% Green)**
- Establish a Youth Advisory Committee to integrate youth voices into Department of Public Health policies, practices and initiatives. **(93% Green)**

- Increase participation in Center for Health Equity listserv by 20%. **(7% Green)**
- Standardize practices that facilitate and document stakeholder input and recommendations to inform new and existing Health Agency initiatives. **(7% Green)**





### Strengthen Organizational Readiness and Capacity

- Develop partnerships with schools and communities to support a pipeline to public service careers for under-represented groups. **(100% Green)**
- Align program budget allocations to ensure resources are available for translation and interpretation service requirements. **(100% Green)**

- Increase the number of employees who answer "Agree" or "Strongly Agree" on the Employee Workforce Survey question, "I have a basic understanding of concepts related to racial equity" by 50%. **(0% Green)**
- Pilot a baseline survey to assess DPH employee attitudes and capacity to advance health equity and racial justice. **(62% Green)**

# Community Feedback: What We Heard

During the gallery walk and small group discussions, attendees provided input on what was missing from the Action Plan, what objectives were most and least important, what support they need to advance their equity work and what specific activities we should include in each strategic priority. We analyzed all the feedback and identified major themes within and across each strategic priority. The table below summarizes the top themes we heard based on participant feedback.

Provide Useful and Inclusive Data	
<p><b>Share Cross Sector Data</b></p> <p>Collect data on LGBTQ+ communities beyond just HIV/STIs. Adopt a more cross-sector and upstream approach to data and develop partnerships with other agencies to share and incorporate data on other social determinants that affect LGBTQ+ communities.</p> <p><i>"Cross sector approach to data is important. Support collaborative work across departments."</i></p> 	<p><b>Disaggregate Data</b></p> <p>The Health Agency must assess past recommendations and implement best practices around data collection and partner with community liaisons who have true relationships with the LGBTQ+ community.</p> <p><i>"Research groups need to be reflective. Need to make sure we account for nuanced categories. Need better breakdown of LBGTQ+ and other hard to reach populations"</i></p> 
Support Policy and Systems Change	
<p><b>Promote Inclusive Policies &amp; Partnerships</b></p> <p>Intentionally include LGBTQ+ communities in partnerships and policy efforts, especially LGBTQ+ women and people of color since traditional organizations and movements are not inclusive.</p> <p><i>"Some movements are not inclusive. Lesbian, bisexual, and cisgender women are underrepresented. Need active recruitment of organizations"</i></p> 	<p><b>Support &amp; Engage Communities</b></p> <p>Collaborate on policy efforts with the most underserved and underrepresented organizations and communities. Help push the importance of policy and include communities in the development of trainings and resources for staff.</p> <p><i>"Increase training on policy organizing. Community can be involved in training staff"</i></p> 
Build Public, Private, and Community Partnerships	
<p><b>Support Smaller Organizations with Proven Track Records</b></p> <p>Fund smaller organizations who have a history of successfully working in underserved and under-resourced communities. Lengthy and complicated contracting is currently a barrier to serving communities.</p> <p><i>"Fund partnerships that are already doing the work."</i></p> 	<p><b>Support Community Capacity Building</b></p> <p>Support the sustainability of community organizations. Help develop community leaders by offering trainings and sharing resources that increase their ability to serve their communities and successfully compete for funding.</p> <p><i>"How is LA County investing in organizations that are doing the work?"</i></p> 

## Strengthen Organizational Readiness and Capacity

### Be Accountable for Progress

The Health Agency staff need to understand health equity and be held accountable in applying it to their work.

*"Providing information to staff is good, but how do we know it's being used in practice."*



### Improve Hiring Practices

The Health Agency needs to improve the pipeline to public services jobs for LGBTQ+ communities by valuing lived experiences and finding ways to identify, recruit, and retain diverse staff.

*"Education is a big barrier in LGBTQ+ communities. [How do we build] experience to qualify for positions?"*



## Updating the Action Plan

We analyzed the feedback from all the Community Forums to identify major themes across events and then updated the goals, objectives and timelines in the Action Plan according to the major feedback we heard. The revised CHE Action Plan was released in February 2019. Moving forward, CHE will create a set of performance measures by June 2019 to track progress on our strategies and regularly share this information with stakeholders.

The Action Plan is a living document and a call to action for supporting a movement for health equity. CHE would like to thank the LGBTQ+ forum attendees for sharing their expertise to ensure the Action Plan reflects the needs of all County residents. Your continued collaboration, engagement and support will remain vital to achieving the Action Plan's objectives and advancing a shared movement for health equity in LA County.

Your feedback also inspired:

- Immediate efforts to improve sexual orientation and gender identity data collection and disaggregation
- Designation of an LGBTQ+ Liaison in the Center for Health Equity
- Conversations with the Department of Human Resources to develop better recruitment strategies for LGBTQ+ individuals

**Please visit our website to see the updated Action Plan, review additional feedback and sign up for updates.**

You can find on our website:

- The Updated Action Plan released in February 2019
- The Draft Action Plan released in June 2018
- A countywide summary of the feedback we received across all 10 Community Forums
- Additional event-specific summaries for each Community Forum
- A detailed table showing the high, moderate and low impact ratings for each objective from the Draft Action Plan
- Summaries from our 6 Listening Sessions held between January and March 2018.

Also sign up for our listserv by going to the website or emailing [lachealthequity@ph.lacounty.gov](mailto:lachealthequity@ph.lacounty.gov)!

**[healthequity.lacounty.gov](http://healthequity.lacounty.gov)**

**Thank you to our cosponsors below!**

Center for Health Equity  
LOS ANGELES COUNTY HEALTH AGENCY

