

# WCHD HEALTH EQUITY 2021 YEAR IN REVIEW

**VISION: Health outcomes for residents in Winnebago County will not be determined by social identity or socially determined group status such as, but not limited to, ability, gender identity, geography, income, or race.**



**Public Health**  
Prevent. Promote. Protect.  
**Winnebago County  
Health Department**

## HEALTH EQUITY TEAM ACCOMPLISHMENTS

- 2021 Team Members: Lynnsey Erickson, Susan Garcia Franz, Meghan Hermann, Heidi Keating, Allison Laverty Montag, Niki Lucht, Morgan Peterson, Julia Salomon, Ashlee Rahmlow
- Added 3 new members to the team - Ashlee, Heidi, & Meghan
- Had 8 team meetings despite COVID
- Analyzed the results from the biannual health equity staff assessment & shared back with staff
- Developed a new health equity action plan for 2021-2022

## INTERNAL INFRASTRUCTURE

- Added health equity & community engagement language to WCHD's standard job description
- Asked health equity related questions during hiring interviews
- Started equity warm ups within divisions
- Celebrated staff equity successes via L2L
- Continued working on actions related to our organizational commitment to the statewide Racism is a Public Health Crisis declaration
- Increased staff health equity capacity through multiple trainings including introductions to LGBTQ+ populations, refugee health, and Afghan culture

## EQUITY IN THE COMMUNITY

- Participated in the Winnebago County Diversity Affairs Commission
- Presented to the Winnebago County Diversity Affairs Commission on local health equity data & shifting demographics
- Presented to the City of Oshkosh's Diversity, Equity, & Inclusion Committee on vaccine equity and access
- Co-led Fox Valley Thrives, a regional alliance focused on advancing equity
- Served on the WI Association of Lactation Consultants Equity Team
- Created an internal vaccine equity access team which worked to build trust & relationships with Black, Latinx, and Hmong populations
- Hosted vaccine clinics at 11 different community locations and 6 school locations within 2 different districts
- Paid community members from local organizations to work at the vaccine clinics
- Reserved vaccine appointments for people without internet and/or technology issues or other barriers
- Translated materials to be available in multiple languages
- Hired bilingual temporary staff to conduct community outreach and answer vaccine questions via phone and in-person at clinics
- Collaborated with multiple partners to fund free transportation to and from vaccine clinics
- Supported local organizations in submitting grants to focus on equity in the community

## 2022 GOALS & GROWTH AREAS

- Host health equity trainings with community partners
- Continue to strengthen relationships through community engagement
- Invest grant dollars directly into impacted communities

