


## Facilitating change to promote health equity: A workshop about workshops

### CHNC Conference 2015

Lynda Tjaden, Population and Public Health Program Director  
 Cheryl Cusack, Clinical Nurse Specialist  
 Hannah Moffatt, Population Health Equity Initiatives Leader  
 Winnipeg Regional Health Authority



## WRHA Health Equity Promotion



January 2014 Workshop

September 2015  
Population & Public Health  
All Staff Development Day

Continuing Journey




## Why a workshop?

- Participatory
- Mixed voices, interprofessional practice
- Sharing experience
- Engaging in planning



## Today's Objectives

- (i) Explore the use of networking processes to share information and ideas about advancing health equity at different levels of a public health organization
- (ii) Apply facilitation techniques to generate dialogue about promoting health equity actions within public health nursing roles
- (iii) Examine presentation slides about key health equity concepts; review facilitator's guides to support workshop development; and assess evaluation forms to gather participant feedback



## Planning Processes & Materials

- Organizing committee
- Facilitator's agenda
- Pre-reading distribution



<http://www.wrha.mb.ca/about/healthequity/>



## Role Playing



### Outline for this Session

- Welcome
- Presentation
- Gallery Walk Activity
- Crowd Sourcing Activity "25 gets you 5"
- Lessons & Moving Forward

Go Jets Go!




## Opening Welcome



- Our commitment to change
- We are not alone
- Exploration thus far...
  - Key regional and public health activities
  - Building upon a strong foundation
- Structure and processes to continue discussion and action



## Crowd sourcing activity

**Later today ... “25 gets you 5”**



**“What is the most promising action idea you heard today that can be implemented to promote health equity?”**

## Speed Networking – Round #1

**Introduce yourself**

- **Today, something I hope to contribute is...**
- **Something I hope to get from today is...**

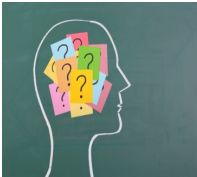

Liberating structures  
<http://www.liberatingstructures.com/2-impromptu-networking/>

## Speed Networking – Round #2

**Introduce yourself**

**“For me, being a leader is...”**


**“I apply it in my work when....”**

Liberating structures  
<http://www.liberatingstructures.com/2-impromptu-networking/>

## Health for All = Health Equity *A Human Right*

Health equity means that all people can reach their full health potential and should not be disadvantaged from attaining it because of social and economic status, social class, racism, ethnicity, religion, age, disability, gender, gender identity, sexual orientation or other socially determined circumstance.



Manitoba Regional Health Authority / Office régional de la santé de Winnipeg  
Caring for Health / À l'écoute de notre santé  
[www.wrha.mb.ca/about/healthequity/](http://www.wrha.mb.ca/about/healthequity/)

**Health for All**  
WE'RE ALL IN THIS TOGETHER

## Concept Evolution...

Health Promotion (70s, 80s)  
↓  
Social Determinants of Health (90s)  
↓  
Health Equity (mid 2000s)



Manitoba Regional Health Authority / Office régional de la santé de Winnipeg  
Caring for Health / À l'écoute de notre santé

**Health for All**  
WE'RE ALL IN THIS TOGETHER

## Differences in Health Status

- **Health inequalities** – measurable differences in health status
- **Health inequities** – health differences between population groups that are
  - Systematic
  - Avoidable
  - Unfair / unjust

← Value judgment

Fast Forward

NCCDH, 2012. Let's talk: Health equity. <http://nccdh.ca/resources/entry/health-equity>

Winnipeg Regional Health Authority / Office régional de la santé de Winnipeg  
Caring for Health / À l'écoute de notre santé

**Health for All**  
WE'RE ALL IN THIS TOGETHER

## Equal vs Equitable

Health for All  
WE'RE ALL IN THIS TOGETHER

Equality doesn't mean Equity

Fast Forward

[http://www.communityview.ca/infographic\\_SHR\\_health\\_equity\\_2014.html](http://www.communityview.ca/infographic_SHR_health_equity_2014.html)

Winnipeg Regional Health Authority / Office régional de la santé de Winnipeg  
Caring for Health / À l'écoute de notre santé

**Health for All**  
WE'RE ALL IN THIS TOGETHER

## Universal? ↔ Targeted?

- Improving whole pop<sup>n</sup> “shift”
- Closing gaps “squish”

Universal  
↓  
Proportionate Universalism (aka targeting within universalism)

Fast Forward

NCCDH, 2012. Let's talk: Targeted and universal approaches to health equity. <http://nccdh.ca/resources/entry/lets-talk-universal-and-targeted-approaches>

Home visiting for families

Partner for affordable housing

Be socially inclusive

Advocate for income supports

Collaborate for healthy schools

Support smoking bans

TB treatment

NCCDH, 2014  
Let's Talk... Moving upstream  
<http://nccdh.ca/resources/entry/lets-talk-moving-upstream>

Winnipeg Regional Health Authority / Office régional de la santé de Winnipeg  
Caring for Health / À l'écoute de notre santé

**Health for All**  
WE'RE ALL IN THIS TOGETHER

## What do the data say?

Local Context

Neighborhood Cluster (NC)	PMMR (per 1,000 residents)*
River East N	1.9
Assiniboine South	2.5
Seven Oaks N	2.2
St. Vital S	3.2
St. Boniface E	2.1
Inkster West	2.2
Fort Garry N	2.5
Seven Oaks W	2.6
Transcona	2.8
River East E	3.2
Fort Garry S	2.2
St. James - Assiniboia W	3.2
River Heights W	2.6
Seven Oaks E	3.8
St. James - Assiniboia E	3.8
River East W	2.8
St. Vital N	3.1
River Heights E	3.2
Downtown W	3.2
Point Douglas N	4.3
River East S	4.3
St. Boniface W	4.8
Inkster East	4.7
Downtown E	6.5
Point Douglas S	7.9
Winnipeg	3.2
Manitoba	3.2

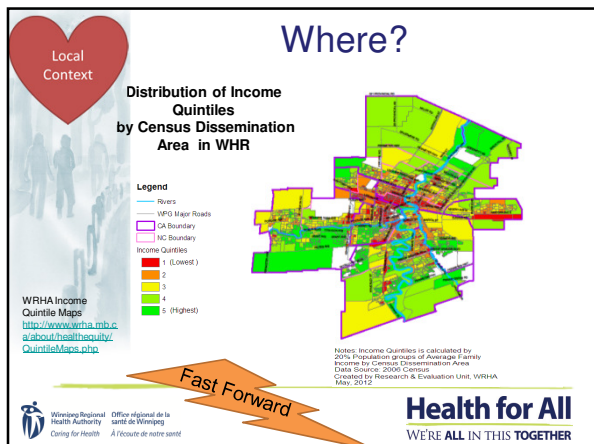
Premature Mortality rate > 4 X

Fast Forward

<http://www.wrha.mb.ca/about/health/equity>

Winnipeg Regional Health Authority / Office régional de la santé de Winnipeg  
Caring for Health / À l'écoute de notre santé

**Health for All**  
WE'RE ALL IN THIS TOGETHER



### The Health Cost of Inequity

Estimated **15-20%** of health care expenditures are related to preventable social and economic disadvantage

Fast Forward

**Health for All**  
 WE'RE ALL IN THIS TOGETHER

### What does this mean for people?

Local Context

Many of our clients...

- Health for All: Kevin, Ana, Kayla, Dennis
- Tiffany, Valerie, Cassandra- PEG – Community indicators
- Della's Hurdles to Health  
<https://www.youtube.com/watch?v=gLKpywFD4c>

Fast Forward

**Health for All**  
 WE'RE ALL IN THIS TOGETHER

### Let's talk...

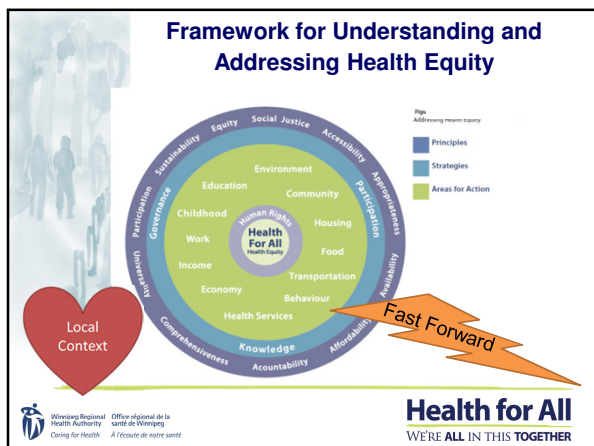
- Who came to mind?
- Why? What was memorable?
- What do you wish you could have done differently or more of in that situation?

**3 minutes - GO!**

Local Context

Fast Forward

**Health for All**  
 WE'RE ALL IN THIS TOGETHER



### Core Components for Equity Action

- Reaching out
- Dignity, respect, cultural proficiency
- Integrated services
- Locally based services
- Equity impact assessments

Fast Forward

**Health for All**  
 WE'RE ALL IN THIS TOGETHER

## Does this mean change for us?

### Managing Change

**Health for All**  
WE'RE ALL IN THIS TOGETHER

Winnipeg Regional Health Authority / Office régional de la santé de Winnipeg  
Caring for Health / À l'écoute de notre santé

## National PHN Role

- Full Scope** (31-34): Promotion of equity; Population-based; Inter-professional; Social justice, determinants of health
- PHNs (1,35-37): Ideally Positioned; **Equity = Access to health and healthcare**
- Current:** Task-based clinical care; Lack of Vision, evidence and understanding; Under resourced; PHNs not involved / powerless (38-40)

**Health for All**  
WE'RE ALL IN THIS TOGETHER

Winnipeg Regional Health Authority / Office régional de la santé de Winnipeg  
Caring for Health / À l'écoute de notre santé

## Seeds of Change

**Fast Forward**

- Recognizing advantage / privilege
- Systems / power differentials
- Non judgmental, harm reduction

**Health for All**  
WE'RE ALL IN THIS TOGETHER

Winnipeg Regional Health Authority / Office régional de la santé de Winnipeg  
Caring for Health / À l'écoute de notre santé

## Let's continue the conversation. Let's work together.

"So, dream with me of a fairer world, but let us take the pragmatic steps necessary to achieve it."

Sir Michael Marmot

BMJ 2010;341:c3617

**Fast Forward**

**Health for All**  
WE'RE ALL IN THIS TOGETHER

Winnipeg Regional Health Authority / Office régional de la santé de Winnipeg  
Caring for Health / À l'écoute de notre santé

## So what? Now what?

What are the most important things we could be doing to promote health equity?

**Health for All**  
WE'RE ALL IN THIS TOGETHER

Winnipeg Regional Health Authority / Office régional de la santé de Winnipeg  
Caring for Health / À l'écoute de notre santé

**PUBLIC HEALTH ROLES**

- ASSESS AND REPORT**: Assess and report on a) the existence and impact of health inequities, and b) effective strategies to reduce these inequities.
- MODIFY AND ORIENT INTERVENTIONS**: Modify and orient interventions and services to reduce inequities, with an understanding of the unique needs of populations that experience marginalization.\*
- PARTNER WITH OTHER SECTORS**: Partner with other government and community organizations to identify ways to improve health outcomes for populations that experience marginalization.\*
- PARTICIPATE IN POLICY DEVELOPMENT**: Lead, support and participate with other organizations in policy analysis and development, and in advocacy for improvement in health determinants and inequities.

NCCDH, 2013  
Let's Talk... Public Health Roles for Improving Health Equity  
<http://nccdh.ca/resources/entry/lets-talk-public-health-roles>

\*Populations experiencing marginalization by virtue of social and economic disadvantage



**Health for All**  
WE'RE ALL IN THIS TOGETHER

Winnipeg Regional Health Authority / Office régional de la santé de Winnipeg  
Caring for Health / À l'écoute de notre santé

## Gallery Walk Activity



(Let's try two stations)

1. What actions can we take to assess and report on health inequities and effective strategies to promote equity?
2. What actions can we take to modify and orient our public health interventions to meet the needs of disadvantaged populations?
3. What actions can we take to partner with other government and community organizations to improve outcomes for disadvantaged populations?
4. What actions can we take to participate in healthy public policy analysis, development and advocacy?


**Health for All**  
WE'RE ALL IN THIS TOGETHER

## Debrief


**Health for All**  
WE'RE ALL IN THIS TOGETHER

## 25 gets you 10




- **You need:** 1 card, 1 pen
- **Please answer:** "What is the **most promising action idea** you heard today that can be implemented to promote health equity?"

<http://www.liberatingstructures.com/12-2510-crowd-sourcing/>





**Health for All**  
WE'RE ALL IN THIS TOGETHER

## Top Votes




- 1)
- 2)
- 3)
- 4)
- 5)

**Health for All**  
WE'RE ALL IN THIS TOGETHER

## Participant Evaluation

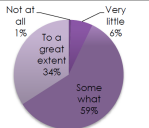
- See sample form provided as a handout
- Key lessons ...
  - Keep it simple
    - how will we use the information?
  - Avoid duplication
  - Take time for the analysis
  - Share back with participants




## Feedback Received

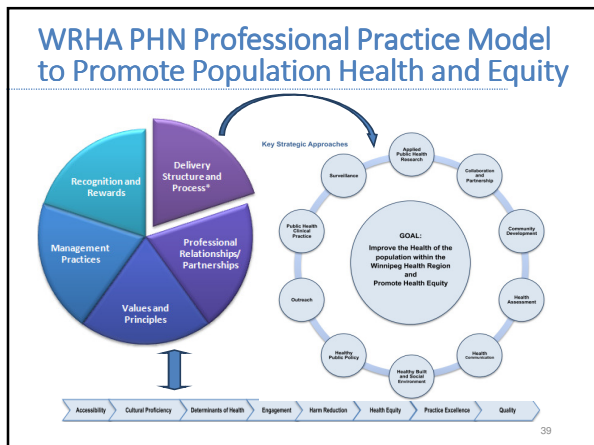
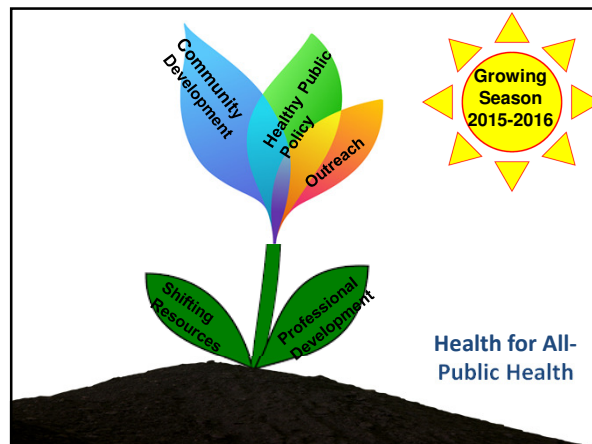
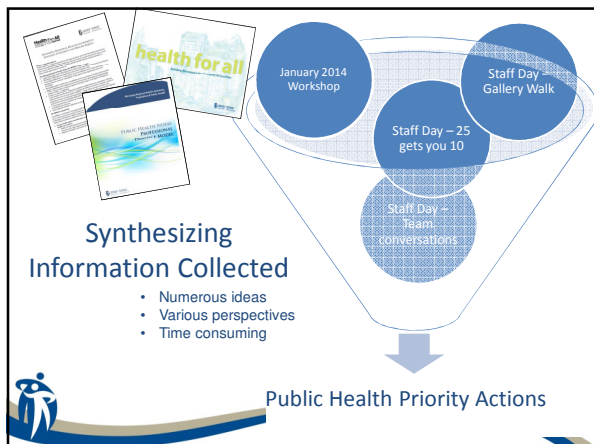
- "It was very interactive and it allowed for everyone to have a chance to contribute"
- "Well organized, informative and interesting."
- "I found it to be a very broad discussion with many directions being mentioned but none really being explored"
- "Wonderful theory but what will the practice look like? Is some of it already being done?"

The majority of participants who completed the evaluation felt that we had "somewhat" or "to a great extent" met our workshop objectives.



Feedback Category	Percentage
Very little	5%
To a great extent	34%
Somewhat	59%
Not at all	1%





PHN Key Strategic Approach	PHN Practice Definition	Potential PHN Interventions/ Roles
Health Assessment	PHN practice priorities are based on analysis of health status within populations. Health assessment incorporates the nursing process components of assessment, planning, intervention, and evaluation.	Advocacy; Communicable disease prevention; Referral and follow-up
Community Development	PHNs utilize knowledge, assessment, and a strength based approach to empower and build capacity of the community to meet its needs.	Capacity building; Empowering; Partnering; Building coalitions and networks
Collaboration and Partnership	PHNs share resources, responsibility, and influence while recognizing the strengths of others and working towards common goals that promote health. Collaboration and partnership is based on effective PHN communication and consultation with clients, team members, and other agencies and organizations.	Consultation; Advocacy; Service (care coordination); Leadership; Facilitation
Applied Public Health Research	PHNs appraise and apply research evidence from public health and nursing sciences. PHN practice is current, accountable and evidence informed.	Applying public health and nursing theory; Appraising; Synthesizing; Research and evaluation
Surveillance	PHNs collect and interpret surveillance data, as well as apply surveillance information to guide their practice. PHNs monitor community based trends and health assessment data to understand the population they work with and to plan PHN interventions.	Monitoring; Immunizing; Screening; Referral and follow-up; Leadership; Resource management; planning, coordination

**Professional Practice Model**

**Key Organizational Tool**

- Articulates full PHN scope
- Clarifies organizational roles and responsibilities
- Fosters shared vision
- A necessary starting point

**Communicating for change management**

- Newsletters
- Standing meeting agendas
- ... to be continued

## Moving to action requires...

- Leadership
- Incremental change
- Continued dialogue
- Dedicated time and energy
- Alignment with existing work
- Using evidence and the power of story



## Thank you

Looking for an electronic copy of the slides?  
Email [hmoftatt2@wrha.mb.ca](mailto:hmoftatt2@wrha.mb.ca)



.... and good luck

