



**National Center for Education  
in Maternal and Child Health**  
Georgetown University

## **Examples from the Field: How Title V Agencies Are Addressing Address Health Equity, SDOH, and Racism**

### Water of Systems Change and MCH Core Competencies Crosswalk

#### **Water of Systems Change: Policies**

MCH Core Competencies: #1: MCH knowledge-base and Context; #7 Cultural Competency; #12: Policy

- Strengthen economic supports for families through policy development and implementation.
- Develop and/or strengthen systems and partnerships to address food security and barriers to access food resources.
- Foster cross-system coordination and integration to ensure equitable access to needed services for the MCH population.
- Strengthen training opportunities, policies and systems that provide equitable access to safe, stable and affordable housing and food insecurity for the MCH population.
- Conduct continuous needs assessment and/or exploratory analysis to add to the SDOH, Equity, CLAS, and Trauma/ACEs knowledge base and improve effectiveness of Title V foundational interventions and innovations.
- Implement changes to the hiring and recruitment processes to increase employment of staff with intersectional identities, including those with disabilities, of diverse genders, and people of color.

#### **Water of Systems Change: Practices**

MCH Core Competencies: #1: MCH Knowledge Base and Context; #7: Cultural Competency

- Conduct ongoing assessment of equity impacts of Title V strategies across domains.
- Address SDOH by further sharing results from the public input survey SDOH questions (including reactions to racism), and reverse data walk.
- Refine, develop, and implement health care access models, ensure that programs are community-led, placed-based, and engaged with anti-racist activities.
- Disaggregate data by key SDOH, including race, to understanding processes and services are being distributed equitably at both the state and local level.
- Develop an equity statement that the bureau operates under to ensure that the data is being approached from an equity perspective.

### **Water of Systems Change: Resource Flows**

MCH Core Competencies: #5: Communication; #6: Negotiation and Conflict Resolution; #7: Cultural Competency; #8: Family-Professional Partnerships; #11: Working with Communities and Systems; #12: Policies

- Provide contractor, partner/stakeholder, staff training and development opportunities in health equity, implicit bias and anti-racism.
- Provide equitable use of resources to work towards elimination of structural racism.
- Provide education and training to strengthen health care providers and subrecipients' knowledge of public health and structural/social drivers of health and inequities.
- Collect, analyze, and disseminate data and information on health equity topics.
- Develop a Health Equity Committee/Workgroup responsible for: Inclusion of health-equity related language in all grant agreements & inclusion of contractors that demonstrate application of health equity strategies, lead organizational assessments of equity practice, develop data analysis plans to assess distribution of title V resources and services through an equity lens, lead workforce capacity building opportunities around health equity and implement systems that actively promote equitable, anti-racist, and trauma-informed workplaces.
- Ensure all resources/educational materials/tool kits, etc. are culturally and linguistically appropriate.
- Develop tools and resources to identify and address institutional racism within core elements of public health work – such as program planning, community engagement, procurement, and data collection and analysis – and build staff capacity to use them in the implementation and monitoring of MCH-funded programs.
- Provide support and education to MCH Title V regional and central office staff, and interagency staff on planning and implementing MCH programs with attention to racial equity and upstream factors.
- Develop tools and resources to identify and address institutional racism within core elements of public health.

### **Water of Systems Change: Relationships & Connections**

MCH Core Competencies: #2: Self-Reflection; #5: Communication; #7: Cultural Competency; #8: Family-Professional Partnerships; #10: Interdisciplinary/Interprofessional Team Building; #11: Working with Communities and Systems

- Develop structures and processes to consistently center the experiences and ideas of historically marginalized populations.
- Expand fatherhood engagement and support programs to additional communities.
- Engage partners and stakeholders to promote and participate in the Engaging Families and Young Adult Program to place trained family advisors across the state.
- Support services and linkages in communities.
- Engage in cross-sector collaborations and advocacy efforts.
- Build diversity in advisory committees, equity committees and engagement with multiple stakeholders, partners, community members, and family members.

### **Water of Systems Change: Power Dynamics**

MCH Core Competencies: #2: Self-Reflection; #3: Ethics, #4: Critical Thinking; #5: Communication; #6: Negotiation and Conflict Resolution; #9: Developing Others Through Teaching, Coaching, and Mentoring

- Include youth leaders, family advisors, leaders, partners/people with lived experience as key decision makers.
- Support the implementation of community-led, place-based models that work to improve SDoH and health equity.
- Place trained family advisors at all levels across the administrative offices to support MCH programming as key partners in health care decision-making.
- Implement Community Navigators in each local health department to address health disparities with an eye towards disparities exacerbated during the Pandemic.

### **Water of Systems Change: Mental Models**

MCH Core Competencies: #2: Self-Reflection; #3: Ethics, #4: Critical Thinking; #5: Communication; #7: Cultural Competency

- Foster a workplace culture that acknowledges and addresses the impact of systems of oppression on staff, including microaggressions, to improve staff retention.
- Apply a health equity lens to Title V activities to address SDoH and reduce disparities that impact the health and well-being of children and youth with special health care needs.
- Apply a health equity lens to Title V activities to address SDoH and reduce disparities that impact adolescents' health and well-being.
- Apply a health equity lens to Title V activities to address SDoH and reduce disparities that impact women's health and use of health care across the life course.
- Integrate specific activities across all relevant Title V programs to promote the health and wellness of people of child-bearing age, including enrollment in health insurance, routine well visits, pregnancy planning and prevention, prenatal, and postpartum care through coordination and linkages across systems of care (hospitals to community).
- Build internal capacity of the MCH workforce through education, training, dialogue, affinity groups, town hall meetings, individualized training plans, etc. in the areas of racial equity, implicit bias, institutional and structural racism.
- Develop and promote educational opportunities for health care professionals and other stakeholders on maternal health equity, systematic racism, reproductive health, SDoH, etc.