


Health Equity and CLAS in Public Health



Public Health Employee Orientation

October 2017

Objectives

- Establish a shared understanding of concepts related to health equity
- Become familiar with the CLAS standards
- Understand how health equity connects with your work

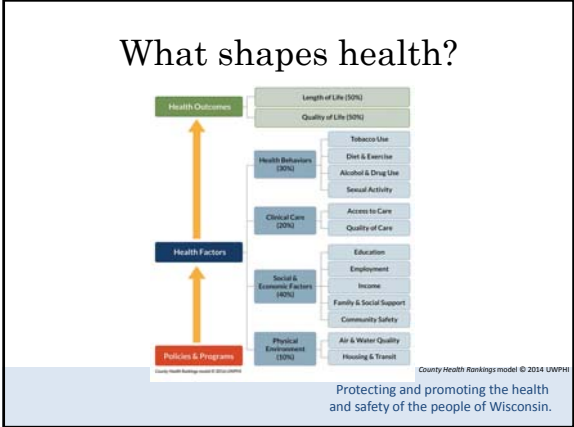
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What is health?

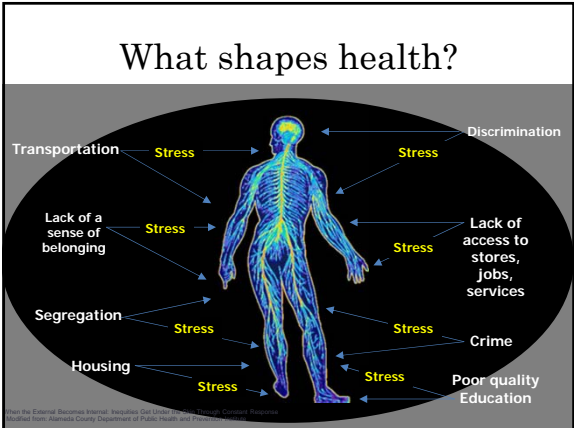
“Health is a state of complete physical, social, and mental well-being, not merely the absence of disease or infirmity.”

- World Health Organization 1948, 1986

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What is health equity?

“When **every** person has the **opportunity** to achieve their **full capabilities** and **potential** for **health** and **well-being**.”

- NACCHO 2015

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What is health equity?



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What is a health equity lens?

A *health equity lens* requires adjusting how we look at and consider individual and population health issues and solutions



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What is CLAS?

- Culturally and Linguistically Appropriate Services
- Originally developed in 2000, updated in 2013
- Series of standards to ensure effective and quality care to a diverse population
- Framework for looking at Health Equity

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What is CLAS?

- Governance, Leadership and Workforce
 - Equity around hiring, promotion, policies and training
- Communication and Language Assistance
 - Ensures accessibility of information
- Engagement, Continuous Improvement and Accountability
 - Establishes a culture, promotes integration, encourages evaluation, develops partnerships

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What is CLAS?

The CLAS standards:

- Advocate equitable care for all individuals
- Contribute to reduction of health disparities
- Emphasize need for CLAS promoting leadership and policies
- Call for services responsive to individuals needs, health beliefs and communication needs
- Promote respectful, non-discriminatory and accessible environments

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Making CLAS happen

CLAS

Areas for Action:

1. Foster Cultural Competence
2. Build Community Partnerships
3. Collect Diversity Data
4. Plan and Evaluate
5. Reflect and Respect Diversity
6. Ensure Language Access

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Making CLAS happen

Are we being inclusive? Does this promote a culture of inclusion?

Do all relevant parties have a voice here?

Do we have a plan for how we sort through and incorporate feedback?

Do we have diverse voices at the table at all points in the conversation?

Is my workgroup reflective of the population we seek to work with?

Is the information we are sharing relatable to many different audiences?

Are we sharing the information in a way that is helpful to communities?

Do we ensure that our services are accessible to diverse populations?

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Language Access Plan

An example of CLAS in action

- Provides examples of how to ensure our services are accessible to a broad audience
- Covers individuals with limited English proficiency as well as individuals with communication disabilities
- Provides step by step processes for things such as:
 - Engaging a caller with limited English proficiency
 - Obtaining translation services for education materials
 - Securing an interpreter for an upcoming meeting

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