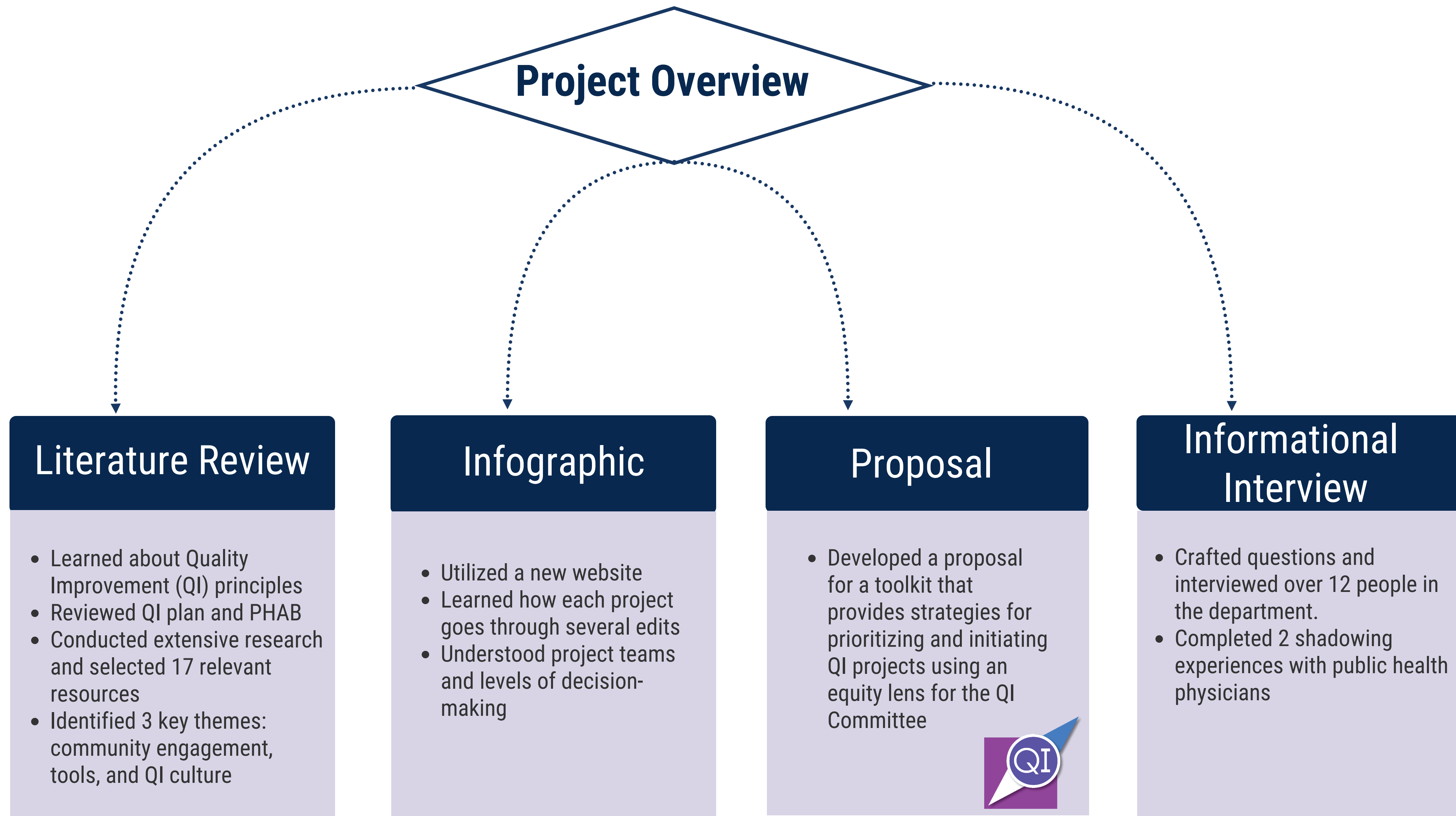
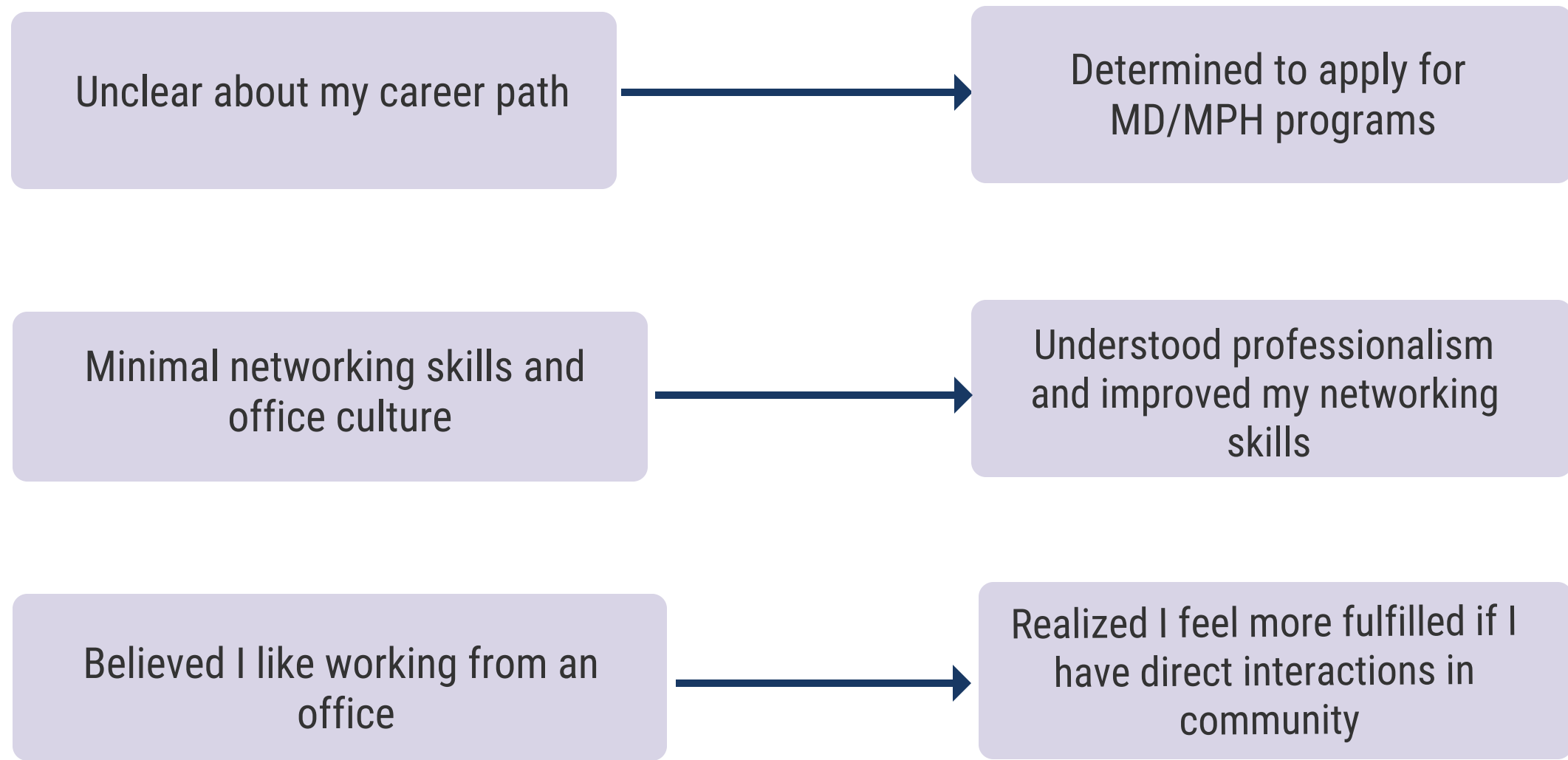


# Identify Best Practices of Incorporating Health Equity into Quality Improvement Projects

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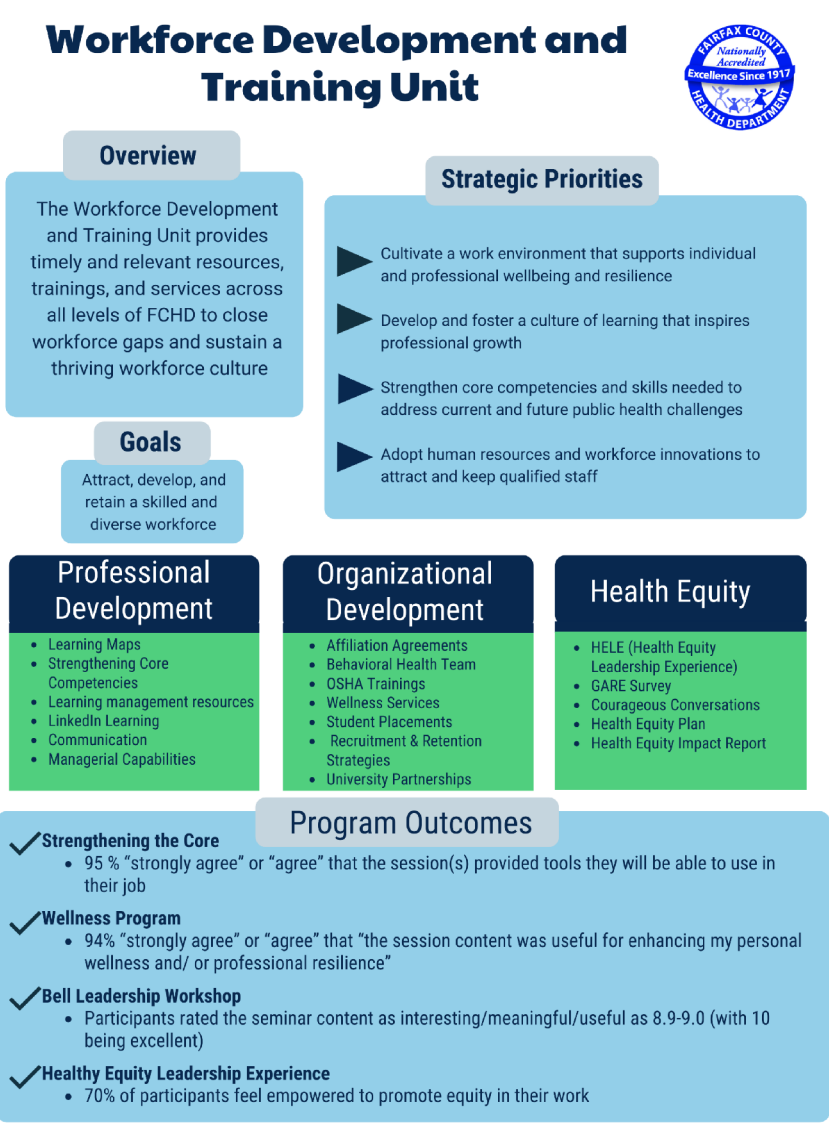
## Professional Growth



## Personal Growth

As an immigrant, I saw that language barrier was one of the most significant challenges for my parents, hence I often had to translate the government documents for them. So, when brainstorming improvement initiatives with outreach team, I suggested that they create videos to go over government forms to help make the resources more accessible.

I was able to shadow two public health physicians but one of the shadowing sessions was especially meaningful for me. One of the shadowing sessions was coordinated at Annandale Health Clinic, which was the place where I had my first encounter with the U.S. healthcare system as a refugee in 2017. This was a full circle moment because I could see how much I have learned.



**Workforce Development and Training Unit**

**Overview**  
 The Workforce Development and Training Unit provides timely and relevant resources, trainings, and services across all levels of FCHD to close workforce gaps and sustain a thriving workforce culture.

**Strategic Priorities**

- Cultivate a work environment that supports individual and professional wellbeing and resilience
- Develop and foster a culture of learning that inspires professional growth
- Strengthen core competencies and skills needed to address current and future public health challenges
- Adopt human resources and workforce innovations to attract and keep qualified staff

**Goals**  
 Attract, develop, and retain a skilled and diverse workforce

**Professional Development**

- Learning Sites
- Strengthening Core Competencies
- Learning management resources
- Literacy training
- Managerial Capabilities

**Organizational Development**

- Attrition Agreements
- Behavioral Health Team
- Onsite Training
- Wellness Services
- Student Placements
- Recruitment & Retention Strategies
- University Partnerships

**Health Equity**

- HRIL Health Equity Leadership Experience
- QAIM Survey
- Outage/Operational Interruptions
- Health Equity Plan
- Health Equity Impact Report

**Program Outcomes**

- Strengthening the Core**
  - 85% "strongly agree" or "agree" that the session(s) provided tools they will be able to use in their job
- Wellness Program**
  - 54% "strongly agree" or "agree" that "the session content was useful for enhancing my personal wellness and/or professional resilience"
- Bell Leadership Workshop**
  - Participants rated the seminar content as interesting/meaningful/useful as 8.9-9.0 (with 10 being excellent)
- Healthy Equity Leadership Experience**
  - 70% of participants feel empowered to promote equity in their work

Infographic Sample

Shadowing public health physicians

