

Strategic Objectives

- Policy- demonstrate equity is incorporated into its internal policies
- Funding-increase its available resources through diverse funding streams
- Data- create and implement a coordinate public health information system
- Social Determinants of Health- increase its internal and external engagement

15%- Association of Ohio Health Commissioner (AOHC)

- HB 463- Eliminate general health district advisory councils
- Board of Directors and Public Affairs Meetings

20%- COVID-19

- Incident Commander- ICS Command Staff Meetings
- County Administrative Briefing, Chief Medical Officer Calls, County Elected Officials Briefing, Local Elected Officials Briefing (AAR/CHA)

25%- Internal (agendas and notes posted Portal)

- Leadership
- Senior Staff
- Assistant Health Commissioners
- Administration Division
- Vacation Week of May 16

25%- External Meetings

- Franklin County Treasurer- Cheryl Brooks Sullivan- Strategic Collaboration
- Homeland Security Advisory Committee (HSAC) Meeting
- 2022 New American Forum, Hosted by the Franklin County New Americans Advisory Council
- Ohio Public Health Combined Conference
- Hilliard Law Director- Tobacco Retail Licensing
- New Albany City Manager- Public Health Services Contract
- American Heart Association of Central Ohio Board of Directors
- Ohio State University Obesity Conference
- COTS Recognition Franklin County Board of Commissioners
- Ohio High School Athletic Association
- Prevention and Education Monthly Subcommittee Columbus and Franklin County Addiction Plan
- CelebrateOne Leadership Monthly Meeting

Occumetrics Report

OPPORTUNITIES BASED ON ASSESSMENT FINDINGS

- Seek to understand the underlying causes of fear of retribution and experiences of gaslighting. Through a concerted and prolonged effort, ensure employees are

listened to and trust is forged through transparent communication, acting upon their concerns, and increasing accountability at the leadership level.

- Consider slowing or pausing the rate of growth to catch up and adequately staff existing programs and services, with a focus on providing support staff.
- Use the strategic plan to guide decision making and planning and to prevent a reactionary environment.
- Ensure consistency in enforcing policies and procedures.
- Conduct anonymous 360 reviews for all people managers, ideally by a third party.
- Ensure when requests come from leadership that employees understand the "why" behind the request and have adequate time to complete the task.
- Involve employees in changes that impact them directly in a meaningful way that goes beyond asking input.
- Avoid last minute, end-of-day or before holiday meetings if they are not truly urgent.
- Ensure there is a grievance procedure that employees feel safe using and that concerns are taken seriously and addressed.
- Ensure directors and supervisors have a complete understanding of their departmental budgets and ownership in overseeing their respective budgets.
- Seek to understand HSP department concerns related to reports of micromanagement, unclear expectations, and gaslighting.
- Ensure HR department is empowered to act on staff concerns and does so in a confidential manner with appropriate follow through.
- Share findings of this report openly with staff and engage them in using the information to move forward as an organization.

Overall Summary: Hosted webinar for staff to review the same presentation from Mental Health of America that was provided to the Board of Health in May. A section on the FCPH Portal was created to share information, updates, and resources regarding the report. To date, the full report, presentation and recording of the webinar have been posted. The report was also discussed in detail during our senior staff meeting.

Opportunity: Internal and External Alignment

Update: Division Workplans will be developed with facilitation from Mighty Crow Media. The workplans will align with the strategic plan and prioritize internal and external projects and initiatives. The workplans will be presented to the board of health in August.

Opportunity: Discernment of the Report

Update: Senior staff will be creating surveys for staff to anonymously provide additional feedback regarding specific topics. The first topic will be the recommendation for additional and clearer standard operating procedures.

Opportunity: Staff Retention and Well-Being

Update: The Board of Health has stated the importance of the promotion of strategies that maximize recruitment, performance, and retention of employees in the 2019 Compensation Administration Guidelines. Franklin County Public Health will be providing grief training for all employees by Lois Hall, MS, Advanced Grief Recovery Method Specialist. Subsequent opportunities will also be planned through the Ohio Department of Health.

Opportunity: Engaging a third-party consultant

Update: Currently identified one independent consulting firm and will continue research with expectation one or more will be recommended at July board meeting.

Diversity, Equity & Inclusion

- Serving on the FCPH ICS team as an Equity Policy SME. ICS team meets biweekly.
- Facilitate close-out process for Covid vaccine promotion events project with five (5) partner agencies which completed in May 2022.
- Serving on the Region V Public Health Training Center (RVPHTC) Racial Equity Committee; Reviewing online equity resource center for final implementation.
- DRAFT DEI Implementation Plan is being reviewed by Core Equity Team.
- Chairing the FCPH Health Equity Committee (HEC). Last meeting was May 31st, covering DEI planning with next meeting TBD.
- Co-chairing the Equity Advisory Council (EAC); Last meeting was April 25th, covering the EAC strategic framework and planning survey. May's meeting canceled due to the timing of the Ohio PH Combined Conference. Next EAC meeting is June 27th.
- Facilitating Culturally Safe Space Conversation sessions series for 2022 with the Health Commissioner. Last session was on May 31st; Next session is June 28th. Participation is voluntary to encourage open dialogue and psychological safety.
- Partner – CPH Minority Health Advisory Committee; Quarterly meetings with periodic subcommittee meetings.
- Member of ODH, Community HELP Committee – Meets biweekly on health equity topics, best practices, and training opportunities.
- Member of Franklin County's DEI HUB: ON HOLD - monthly and biweekly meetings covering strategic planning efforts and best practices of DEI practitioners across the County.

- Drafting communication to legislature per previous board resolutions regarding HB 327 and HB 616

RECOGNIZE THE CONTRIBUTIONS AND RETIREMENT OF REV. JOHN EDGAR, UNITED METHODIST CHURCH & COMMUNITY DEVELOPMENT FOR ALL PEOPLE

Rev. John Edgar is founding Executive Director of Community Development for All People (CD4AP) and Pastor Emeritus of the United Methodist Church for All People, is retiring as Executive Director of CD4AP at the end of June. For over 20 years, Rev. Edgar led the organization in their work to transform the south side of Columbus into a sustainable, mixed income community where all people can live and thrive. His impact on this community is beyond measure.

Rev. Edgar is the founding pastor of the United Methodist Church for All People on Parsons Avenue, Columbus, which was established in 2001 and is the most diverse United Methodist congregation in North America. The church launched CD4AP in 2003 with the mission of improving the quality of life for persons on the South Side of Columbus.

Since its establishment in 2003, CD4AP has created over \$125 million in affordable housing on the South Side; serves over 20,000 people each year through the United Methodist Free Store; launched the All People's Fresh Market, one of the largest sites of free food distribution in Ohio; helps pregnant women and new parents through its Thrive To 5 program make sure children are born healthy and enter kindergarten ready to learn; and helps elementary school children develop into young leaders who will ultimately succeed academically, professionally and personally through its Youth Development program.

Rev. Edgar has a Master of Divinity degree, cum laude from Harvard University and a bachelor's degree in sociology, magna cum laude from Miami University. He is a frequent speaker and consultant across the country on faith-based community development initiatives. Rev. Edgar believes "life is better for me, and I believe for others when diverse folks come together and say, 'It's all of us or it's none of us, We're in this together. We can form an opportunity-rich community where everybody thrives.'"

Franklin County Board of Health applauds Rev. Edgar's longstanding service and dedication to serving vulnerable neighborhoods and expanding needed resources to create a better quality of life for residents in Central Ohio. FCPH is grateful for Rev. Edgar's invaluable partnering to advance equity for our communities.

