

RESOLUTION TO ENTER INTO A CONTRACT WITH SPACE CREATOR, LLC TO CONDUCT A PROCESS IMPROVEMENT TRAINING AROUND THE TOPICS OF MICROAGGRESSIONS AND GASLIGHTING IN HEALTH SYSTEMS AND PLANNING. (EXPENSE NOT TO EXCEED \$2,000.00)

WHEREAS, for the past year and a half the Health Systems and Planning Division has been engaged in multiple process improvement efforts to enhance the environment and culture of the Division resulting from feedback collected via a HSP all staff survey, and information from the Occumetrics report; and

WHEREAS, in the Path Forward, FCPH Action Plan Report 2023, designed to address employee concerns in the Occumetrics Report, HSP was charged with identifying specific concerns related to micromanagement, unclear expectations, and gaslighting and to implement performance improvement where applicable; and

WHEREAS, the Division Director has been leading two process improvement committees, one with an all-non-leadership employee group and the other with the HSP leadership team and where both groups have identified microaggression and gaslighting as an area for training, clarification, and discussion; and

WHEREAS, utilizing a plan, do, study, act (PDSA) method, the HSP employee process improvement team is completing its planning phase and will be ready to implement its recommendations in early 2025 and this training complements the work they've outlined; and

WHEREAS, this training aligns with PHAB Standards: Domain 8: maintain a competent public health workforce, and Domain 9: evaluate and continuously improve processes, programs, and interventions. In addition, this training is in alignment with Foundational Public Health Capability of Accountability/Performance Management and Quality Improvement and FCPH 2024 Key Strategic Goal to Strengthen Organizational Capacity.

Now, therefore, upon motion of Board Member _____, second by Board Member _____.

BE IT RESOLVED BY THE FRANKLIN COUNTY BOARD OF HEALTH, BOARD MEMBERS;

1. TO AUTHORIZE THE HEALTH COMMISSIONER TO ENTER INTO A CONTRACT WITH SPACE CREATOR, LLC TO CONDUCT A PROCESS IMPROVEMENT TRAINING AROUND THE TOPICS OF MICROAGGRESSIONS AND GASLIGHTING IN HEALTH SYSTEMS AND PLANNING. (EXPENSE NOT TO EXCEED \$2,000.00)
2. That this resolution shall be in full force and effect immediately upon its adoption.

Voting Aye Thereon:

Board Members
Franklin County Board of Health

Voting Nay Thereon:

Board Members
Franklin County Board of Health

