



Division of Health Equity and Social Justice

Executive Summary - Ordinance No. 843-2020

The City of Cleveland believes that social justice serves as the lens through which we must examine the quality of health and well-being of those who have been impacted the most by systemic challenges that serve as chronic impediments to growth and success. The root causes of many health threats are notably linked to the social determinants of health and the overall conditions that shape a person’s opportunity to thrive and achieve their full potential regardless of race, ethnicity, social/economic status, etc. Improving health outcomes and the overall quality of life for our most disadvantaged populations are essential steps in creating thriving neighborhoods and a thriving city.

A critical part of ensuring that all people are able to attain positive health outcomes is to identify and eliminate the patterns of systematic disadvantage that thwart the well-being of marginalized populations. Such an effort requires a strategic and comprehensive methodology. The magnitude and the intricate nature of this type of endeavor warrants the development of the appropriate infrastructure required to create, advance and sustain the complex, fundamental changes that are required to ensure all City of Cleveland residents are able to thrive and live quality lives. Recognizing this, Mayor Frank G. Jackson created a new organizational structure specifically designed to support the advancement of this effort—the Division of Health Equity and Social Justice, a division within the Cleveland Department of Public Health.

The Division of Health Equity and Social Justice is a completely new unit within the Cleveland Department of Public Health. This new division will require strong leadership that is able to advance the overarching goals and objectives of the City, while simultaneously building the structures and systems within the new organizational structure.

Below includes an overview of key definitions that are critical in defining the purpose of this Division and the job duties and responsibilities of the individual who will be selected to assume the role of Commissioner of the Division of Health Equity and Social Justice.

Definitions

Health Equity: Health equity is achieved when every person has the opportunity to “attain his or her full health potential” and no one is “disadvantaged from achieving this potential because of social position or other socially determined circumstances.” Health inequities are reflected in differences in length of life; quality of life; rates of disease, disability, and death; severity of disease; and access to treatment. (CDC)

Social Determinants of Health: The social determinants of health are the conditions in which people are born, grow, live, work and age as well as the complex, interrelated social structures and economic systems that shape these conditions. Social determinants of health include aspects of the social environment (e.g., discrimination, income, education level, marital status), the physical environment (e.g., place of residence, crowding conditions, built environment [i.e., buildings, spaces, transportation systems, and products that are created or modified by people]), and health services (e.g., access to and quality of care, insurance status). Social determinants of health are linked to a lack of opportunity and to a lack of resources to protect, improve, and maintain health and taken together, these factors are mostly responsible for health inequities—the unfair and avoidable differences in health status seen within and between populations. (CDC)

Social Justice: The idea of social justice is that all people should have equal access to wealth, health, well-being, justice, privileges, and opportunity regardless of their race, ethnicity, social/economic status, etc. In terms of public health, social justice is a belief that all people should be afforded equitable access to health-care knowledge and resources.

The Principles of the Ethical Practice of Public Health, devised by the Public Health Leadership Society, states that: *Humans have a right to the resources necessary for health. The Public Health Code of Ethics affirms Article 25 of the Universal Declaration of Human Rights, which states in part that “everyone has the right to a standard of living adequate for the health and well-being of himself and his family.” (Public Health Reports, 2012)*

Commissioner of Health Equity and Social Justice

Job Description

The Commissioner of Health Equity and Social Justice is responsible for oversight and performance within the Division of Health Equity & Social Justice. This position will provide leadership and support to help advance the City’s key health priorities, including, but not limited to, creating healthy neighborhoods: housing, education, criminal justice, wealth creation, correcting health inequity and implementing anti-racist health practices and policy.

Duties and Typical Tasks:

- Provide executive leadership, vision, strategic planning and direction for the Division of Health Equity & Social Justice.
- Represent the City in external meetings with county representatives, elected officials, healthcare systems, community-based organizations and others as requested by the Director of Public Health.
- Examine and address health inequities across the City of Cleveland. Review differing opportunities for healthcare by demographic subpopulations and geographic areas. Analyze social determinants of health and social well-being.
- Conduct assessments of health equity in communities and systems to identify the behavioral, cultural, social, environmental and organizational determinants that promote or compromise health in disadvantaged groups.
- Identify evidence-based strategies and measurable goals and objectives to promote health equity and social justice.

- Implement effective, efficient and culturally sensitive strategies to improve health equity and social justice
- Oversee the daily administrative functions, including divisional budget, human resources, legislation, procurement, contracts, grant management, staff development and performance evaluation mandates.
- Develop appropriate performance metrics indicators and quality assurance measures to continually assess, evaluate and improve the daily operations. Manage the implementation of major programs, policies, and initiatives, to ensure both efficient and responsive operations at every stage.
- Promote collaborative networking relationships across health care systems to develop strategies to prevent injury and illness through improved social and environmental factors that promotes health, mental health, equity and wellness.
- Strengthen “place-based” approaches by improved coordination of existing services and increased partnership with City Departments and Divisions.
- Demonstrate strategic leadership and commitment to the design and implementation of community-informed and evidence-based social and scientific strategies that will address inequities across programming, policies, and systems.
- Addresses societal and racial health disparities through an equity lens, ensure the division’s ability to forge and sustain capacity building and promote and support healthy, sustainable behaviors and environments within the community, health, and other non-governmental organizations and encourage the implementation of equitable and anti-racist public health practices and policies that will improve health outcomes for all residents.
- Under the direction of the Director, provide strategic guidance and leadership support for the expansion, enhancement and execution of programs and services administered by Division of Health Equity and Social Justice.
- Foster teambuilding and interdisciplinary partnerships across all divisions city-wide to address matters of public health relevance and importance, including, but limited to, racial health gaps, health care reform, community health and wellness, and public health education with an equity lens.

Minimum Qualifications Requirements

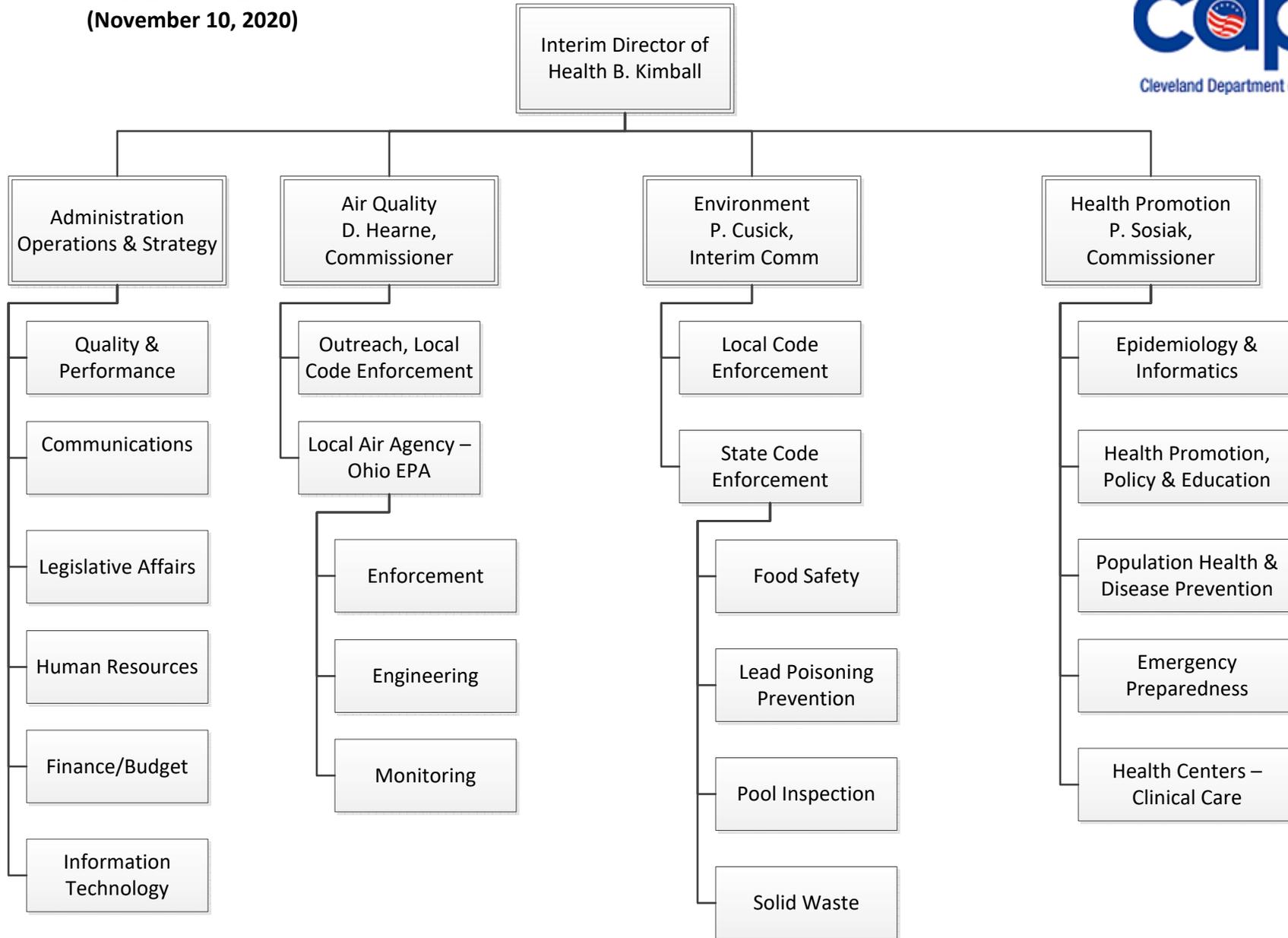
- Master's degree, preferably in Public Health, Health Policy, Public Affairs, Health Services Research, Nursing; or related field. Upon evaluation, a bachelor's degree and four years of work experience may substitute for a master's degree.
- Seven (7) years of progressive leadership in public health and health equity.

Supplemental Knowledge, Skills and Abilities

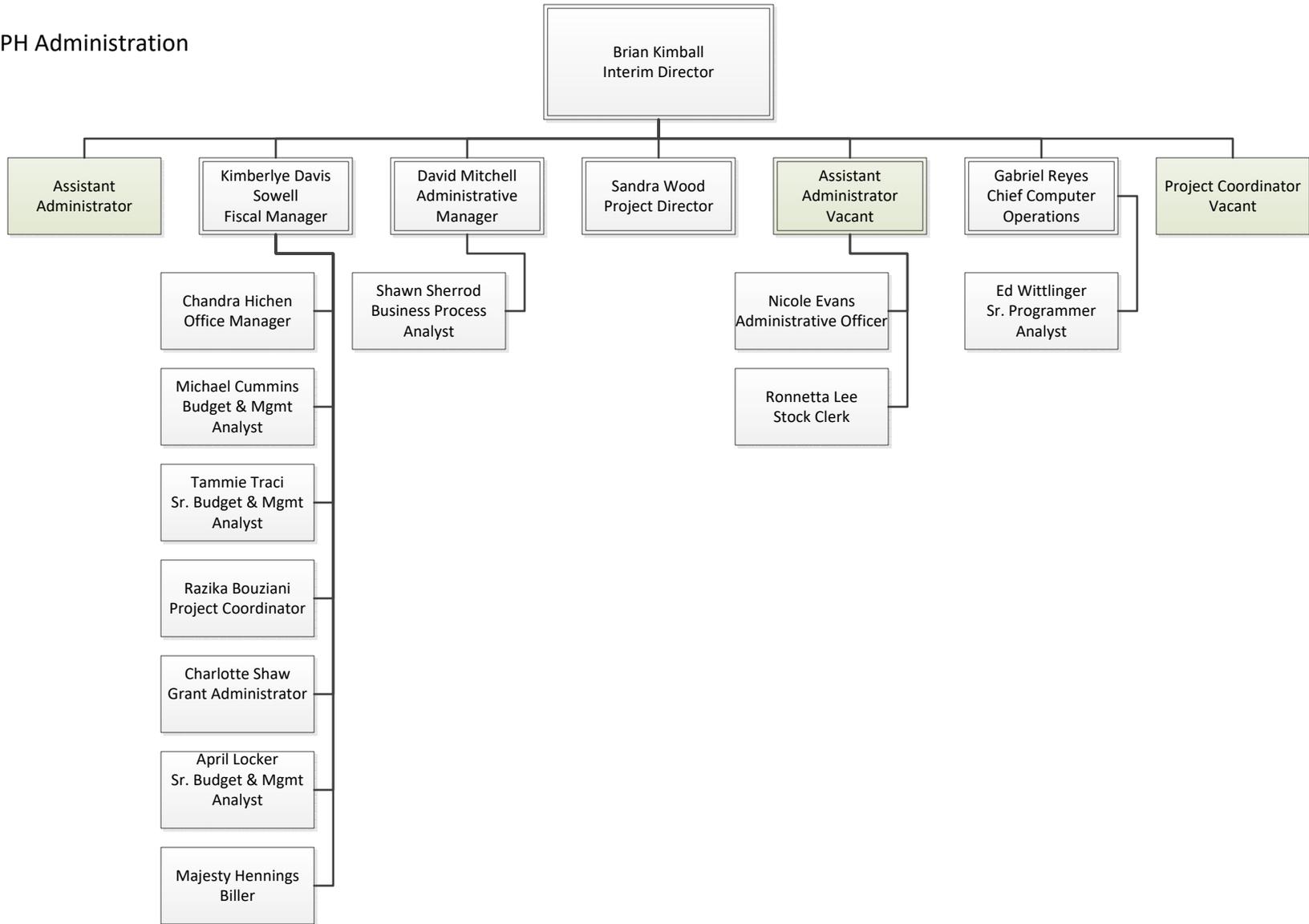
- Demonstrated ability to achieve successful results in planning, implementing and evaluating education and outreach programs for minority communities.
- An informed perspective on applying a racial equity lens in decision making and planning;
- Demonstrated ability influencing cross-functional decisions and managing an array of internal and external stakeholders.
- Proven track record to advance public health in innovative ways.
- Exceptional communication, interpersonal and writing skills; as well as excellent research skills and ability to communicate complex information in a clear and straightforward way.

- Demonstrated team player, with experience working collaboratively, building relationships at all levels of an organization to achieve goals.
- Ability to handle multiple and changing demands in a fast-paced environment.
- Demonstrated success as a strategic leader capable of designing and driving system transformation in a large program or organization.
- Demonstrated knowledge of and experience in public health principles, with specific knowledge pertaining to Social Determinants of Health, Social Well-Being, Violence as a Public Health Issue, Food Sustainability/Sovereignty, Housing and Health, Behavioral Health, and Trauma and Resiliency.
- Proven experience in creating and implementing new programs with measurable outcomes.
- Creative problem-solver with superior decision-making skills, including demonstrable critical thinking skills and impeccable judgement.
- Able to develop and work with budgets and other financial records.
- Able to direct monitoring and evaluation of programmatic work.
- Highly collaborative team player able to build effective relationships across sectors.
- Skilled negotiator with ability to compromise.
- Skilled public speaker, able to represent the Health Department.

**Department of Public Health
ORGANIZATIONAL CHART
(November 10, 2020)**

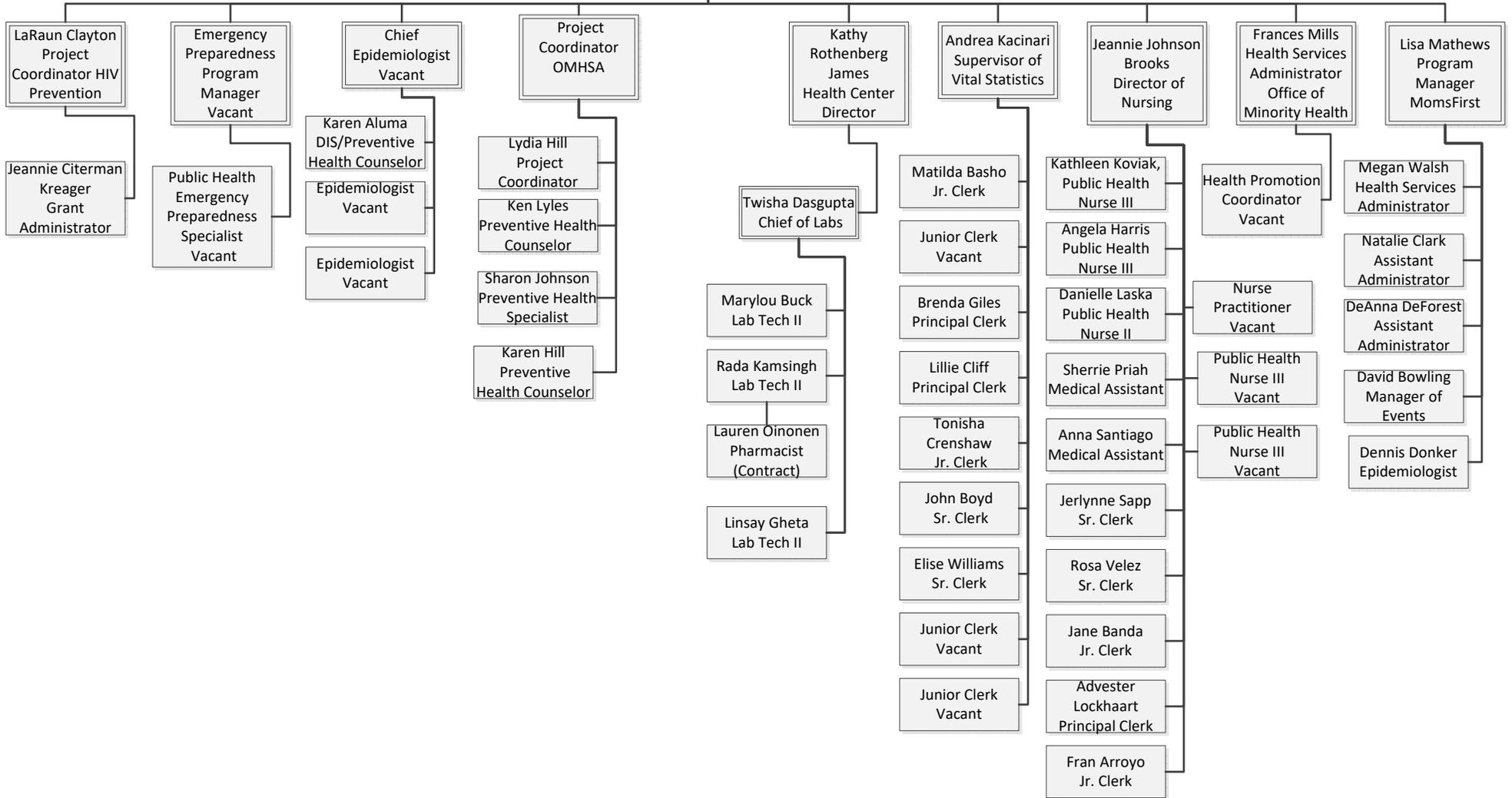


CDPH Administration

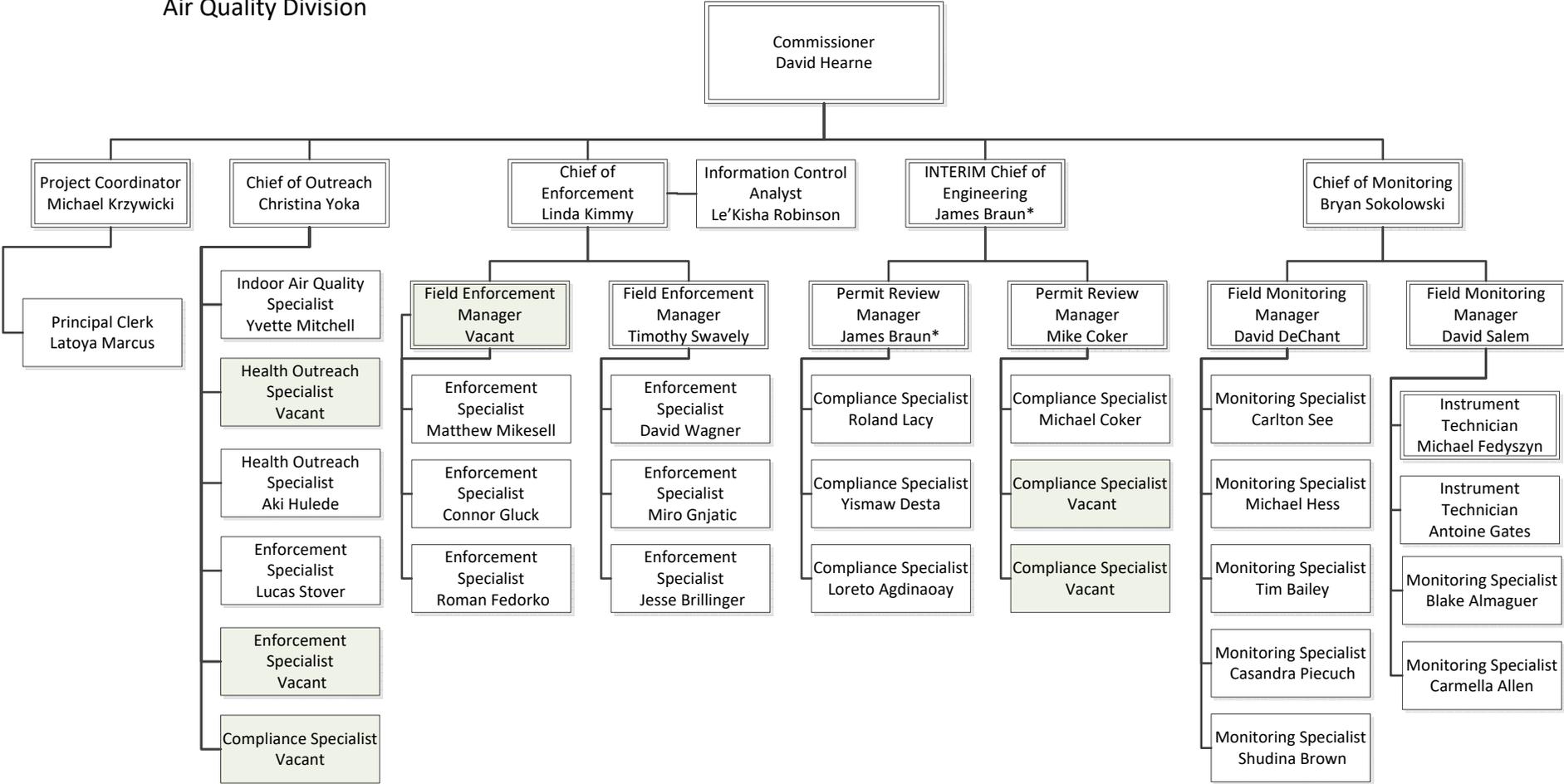


Health Division

Persis Sosiak
Commissioner

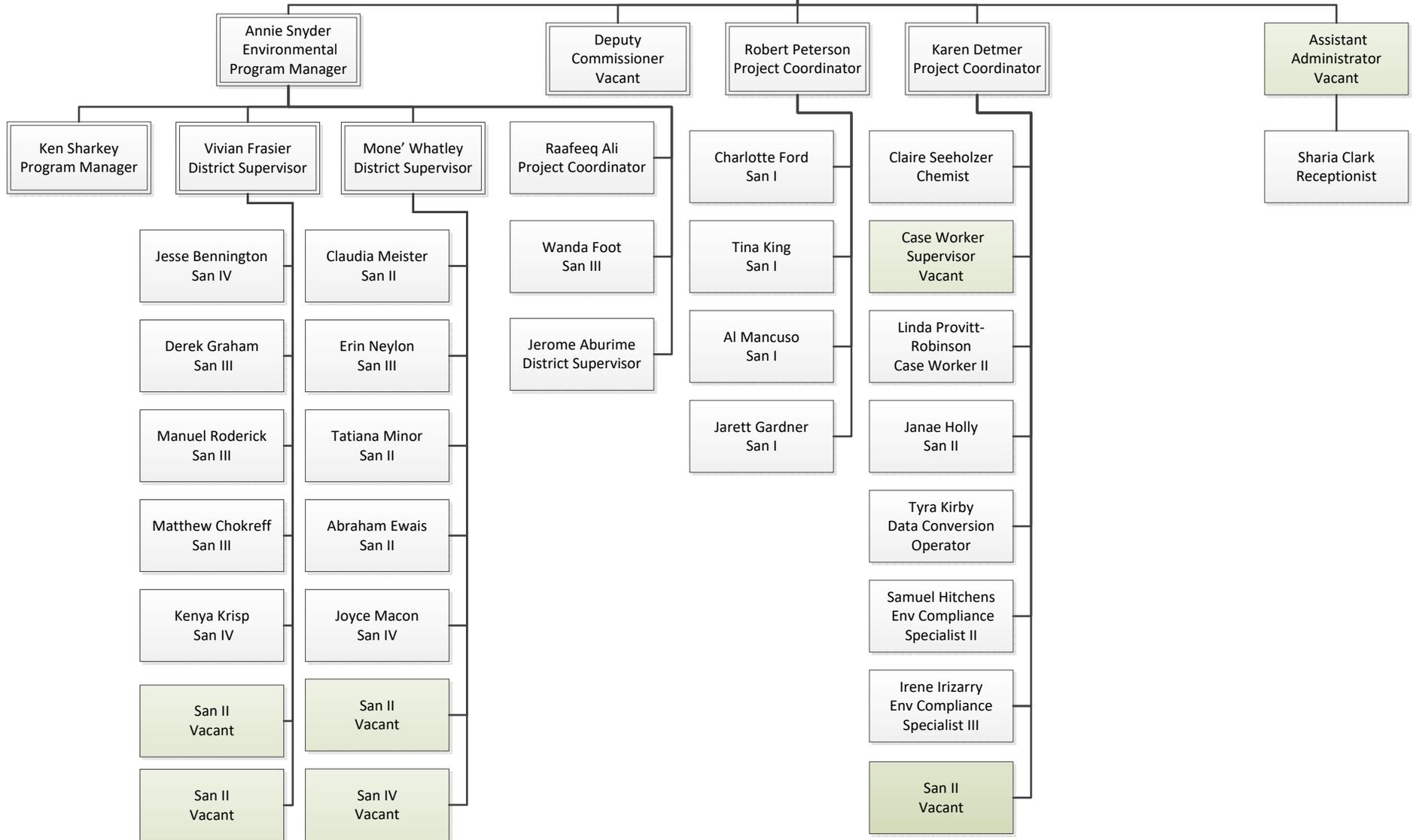


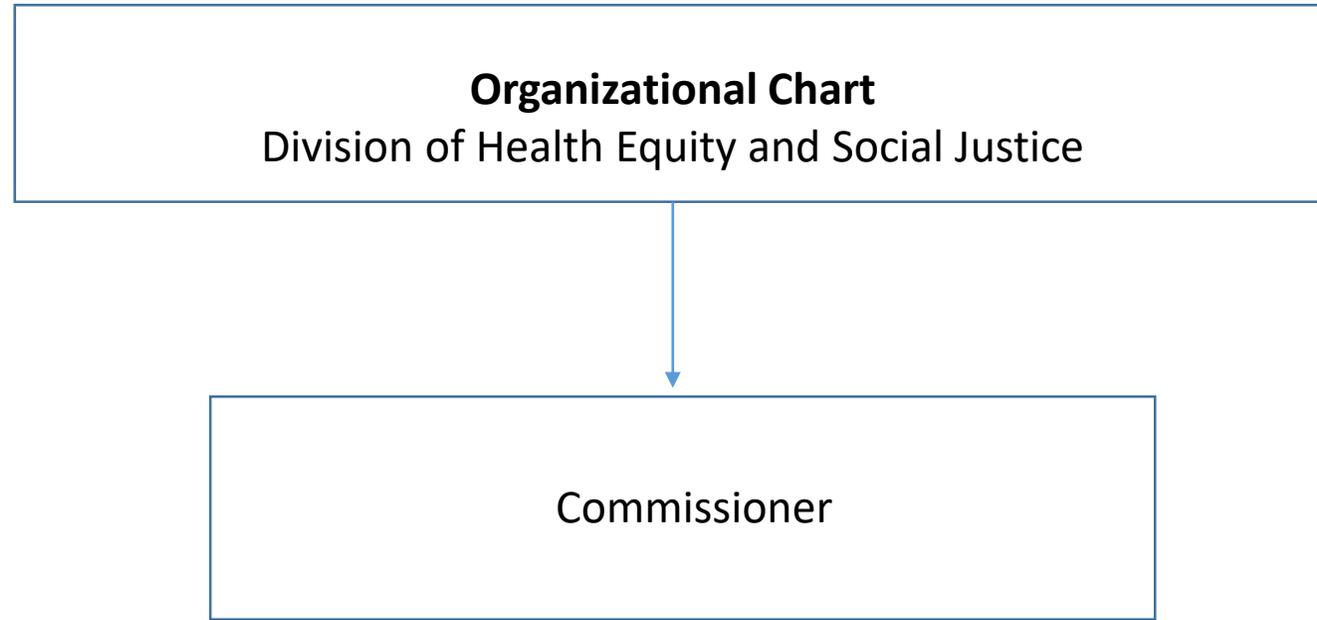
Air Quality Division



Environment Division

Environment
P. Cusick,
Interim Comm





Other positions for this division- TBD. The new Commissioner of the Division of Health Equity and Social Justice will develop a strategic plan based on data/information collected and analyzed; and use this information to outline and create the organizational structures and systems required to begin implementation.