

Staff Survey

This survey is to help our Local Health Department (LHD) assess our overall capacity for addressing health inequities. While some questions do not deal explicitly with health inequities, all questions contain important information about our overall capacity as an organization to impact the factors that influence community health and well being, including institutionalized racism and social and environmental factors.

This survey is anonymous—your responses will never be linked to you individually. This is not a test, and no survey response will be used against individuals, programs or departments.

Your honest responses on this survey are truly valuable.

Thank you for your time!

Please refer to the definitions of key terms and concepts relevant to this survey with which you were supplied. While these terms may be familiar to you, we ask that you read the definitions provided so that all staff have a common understanding of the major concepts underlying this assessment.

(In the online version, there will also be a link to these definitions at the top of each page of the survey so that the participants can reference them at any time during the survey if needed.)

There are six sections of this survey:

- A. Introductory Questions**
- B. Health Department Planning And Policies**
- C. Collaboration Within Your Local Health Department**
- D. Collaboration With External Partners & Policy-Makers To Address the Environmental, Social, and Economic Conditions that Impact Health**
- E. Collaboration With Community Groups to Address the Environmental, Social, and Economic Conditions that Impact Health**
- F. Supporting Staff to Address the Environmental, Social, and Economic Conditions that Impact Health**

The questions in each of these sections help build a picture of how our LHD is doing in the five key areas in order to effectively address the environmental, social, and economic conditions that impact health.

Section A. Introductory Questions

First, please tell us a little about yourself. We'd like to get a sense of where you are situated in the organizational structure at our Local Health Department (LHD).

1. Which best describes your position in the LHD?

☐ Administrative staff

☐ Front line staff

☐ Supervisor (not senior management)

☐ Senior management level/unit or program lead

☐ Leadership team

☐ Other (please describe): _____

2. What program unit do you work in?

3. How long have you been working in the public health field?

(Please enter the number of months only if it has been less than one year. Otherwise, answer in years only.)

_____ Years _____ Months

4. How long have you been at [LHD]?

(Please enter the number of months only if it has been less than one year. Otherwise, answer in years only.)

_____ Years _____ Months

5. How long have you been in your current position?

(Please enter the number of months only if it has been less than one year. Otherwise, answer in years only.)

_____ Years _____ Months

6. Do you work directly with community residents in your current position?

☐ Yes

☐ No

7. Do you supervise staff members who work directly with community residents?

☐ Yes

☐ No

8. In the populations served by [LHD] what are the top 5 disproportionately and unjustly distributed health issues?

9. Please list what you think are the most important environmental, social, and economic conditions that impact health among the populations that the LHD serves.

10. In your opinion, how much does [LHD] focus on addressing health inequities?
(Check only one box.)

- ☐ There is no focus on health inequities at all.
- ☐ There is not enough focus on health inequities.
- ☐ There is about the right amount of focus on health inequities.
- ☐ There is too much focus on health inequities.
- ☐ I don't know.

Section B. Health Department Planning and Policies

We would like to know whether your LHD's mission, vision and values clearly communicate an organizational commitment to addressing health inequities.

Please answer the following questions based on your own impressions of your LHD's organizational principles, even if you don't know exactly what they say.

Mission, Vision and Values

11. Does the [LHD]'s **vision statement** demonstrate a commitment to addressing health inequities?
(Check only one box.)

- ☐ Yes
- ☐ No
- ☐ I don't know whether the vision statement addresses health inequities
- ☐ I don't know whether [LHD] has a vision statement

12. Does [LHD]'s mission statement express a commitment to addressing health inequities? (Check only one box.)

- ☐ Yes
- ☐ No
- ☐ I don't know whether the mission statement addresses health inequities
- ☐ I don't know whether [LHD] has a mission statement

13. If [LHD] has an organizational statement of values or principles, does it contain a commitment to addressing health inequities? (Check only one box.)

- ☐ Yes
- ☐ No
- ☐ I don't know whether the organizational statement of values addresses health inequities
- ☐ I don't know whether [LHD] has an organizational statement of values

For each of the following statements, please indicate the response that most closely describes your LHD:

14. I think [LHD] as an organization demonstrates a commitment to addressing the environmental, social, and economic conditions that impact health.
- ☐ No ☐ Moving in that Direction ☐ Yes ☐ Don't know
15. I think [LHD] as an organization demonstrates a commitment to working with external partners, policy-makers, and community members to address the environmental, social, and economic conditions that impact health inequities.
- ☐ No ☐ Moving in that Direction ☐ Yes ☐ Don't know
16. To the best of my knowledge, there are program units within [LHD] whose work plans explicitly have strategies that address environmental, social and/or economic conditions that impact health inequities.
- ☐ No ☐ Moving in that Direction ☐ Yes ☐ Don't know
17. I think we have strategies in place in [LHD] to advocate for public policies that address environmental, social and/or economic conditions that impact health inequities.
- ☐ No ☐ Moving in that Direction ☐ Yes ☐ Don't know
18. I think most staff members at [LHD] demonstrate a commitment to addressing the environmental, social, and economic conditions that impact health.
- ☐ No ☐ Moving in that Direction ☐ Yes ☐ Don't know

Strategic Planning

The next section of questions relates to strategic planning documents and processes at your Local Health Department. We are interested in knowing whether the strategic planning documents explicitly address issues related to health inequities, and whether strategic planning processes deliberately include a variety of community or staff perspectives.

19. Does [LHD]'s strategic plan include an explicit commitment to addressing health inequities?
- ☐ Yes
☐ No
☐ I don't know whether the strategic plan addresses health inequities
☐ I don't know whether there is a strategic plan for the whole LHD
☐ Not applicable: There is not a strategic plan for the whole LHD
20. If your program unit has its own strategic plan, does it specifically describe efforts to address health inequities?
- ☐ Yes, it does ☐ No, it doesn't ☐ No strategic plan ☐ I don't know

Please indicate the degree of community and staff input into strategic planning at your LHD:

21. In your experience, what role(s) do community leaders, residents and community based organizations play in strategic planning? *(Check all that apply.)*

- ☐ Contribute input in the beginning of the strategic planning process
- ☐ Review strategic planning documents and give feedback
- ☐ Maintain active involvement throughout the strategic planning process
- ☐ Participate in the decision-making of the strategic planning process
- ☐ Collect feedback from larger groups of community members and communicate the feedback to [LHD]
- ☐ None
- ☐ Don't know
- ☐ Other (please describe) _____

22. In your experience, what role(s) do community leaders play in program planning and delivery? *(Check all that apply.)*

- ☐ Contribute input in the beginning of the planning process
- ☐ Review program planning documents and give feedback
- ☐ Maintain active involvement throughout the planning process
- ☐ Collect feedback from larger groups of community members and communicate the feedback to [LHD]
- ☐ Participate in the decision-making of the strategic planning process
- ☐ Other (please describe) _____

Program Planning

The questions in this section are designed to help us understand to what extent health inequities considerations are included in program planning, and whether program planning includes the perspectives of community members and other partners.

23. How much does program design reflect a general understanding of the environmental, social, and economic conditions that impact health?

- ☐ None ☐ Some ☐ A lot ☐ Don't Know

24. How much are all levels of staff involved in program planning?

- ☐ None ☐ Some ☐ A lot ☐ Don't Know

25. What groups outside of [LHD], if any, are usually involved in program planning processes? *(Check all that apply.)*

- | | |
|--|---|
| <input type="checkbox"/> Community members/residents | <input type="checkbox"/> Other private institutions |
| <input type="checkbox"/> Community-based organizations | <input type="checkbox"/> Other non-profit organizations |
| <input type="checkbox"/> Faith-based organizations | <input type="checkbox"/> Businesses |
| <input type="checkbox"/> Academic institutions | <input type="checkbox"/> None |
| <input type="checkbox"/> Other public agencies | <input type="checkbox"/> Don't know |
| <input type="checkbox"/> Other (please specify) _____ | |

The Ten Essential Services of Public Health provide a guiding framework for the responsibilities of local public health systems. The following set of questions focus on how each of the essential services can contribute to addressing health inequities experienced by residents of your health department's community. For example, health status monitoring could be used to document health inequities and track progress in closing health gaps among different groups in the community.

Your response should indicate the extent to which you think that your work in each area contributes to addressing health inequities. For those that do not describe any part of your job, please choose "N/A."

Please indicate how much you agree or disagree with the following statements:

	N/A: this component is not relevant to my job	Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5	Don't Know
26. My work has a role in monitoring health status and tracking the <u>conditions that influence health inequities</u> .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27. My work contributes to diagnosing, investigating and protecting people from health problems and health hazards that <u>disproportionately impact vulnerable populations</u> .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28. My work has a role in <u>informing, educating and empowering</u> people from populations that <u>disproportionately experience poor health outcomes to act collectively</u> in improving their health.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
29. My work has a role in <u>mobilizing</u> community partnerships and action to identify and <u>address the conditions</u> that influence health inequities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30. My work contributes to developing <u>policies and plans</u> that support individual and community health efforts to <u>address the conditions</u> that affect health inequities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31. My work has a role in <u>applying the enforcement of laws and regulations</u> that protect health and ensure safety in order to reduce health inequities (e.g. environmental justice).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32. My work has a role in <u>linking</u> people from populations <u>disproportionately experiencing poor health outcomes</u> to needed personal health services and assuring the provision of health care when otherwise unavailable.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please indicate how much you agree or disagree with the following statements:

	N/A: this component is not relevant to my job	Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5	Don't Know
33. My work has a role in assuring a competent, culturally sensitive and diverse public health workforce that can effectively address health inequities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
34. My work has a role in <u>evaluating</u> the effectiveness, accessibility, and quality of health <u>services</u> provided to populations <u>experiencing disproportionately poor health outcomes</u> .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
35. My work contributes to and applies <u>new insights, innovative solutions, and the evidence</u> base to address health inequities and community conditions that influence health.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section C. Collaboration within your Local Health Department

The purpose of this section of the survey is to better understand what aspects of your LHD make internal collaboration possible and how different kinds of collaboration within the organization function.

Please indicate how much you agree or disagree with the following statements:

	Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5	Don't Know
36. I know how the work of other parts of [LHD] contributes to addressing health inequities in our community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
37. I collaborate with staff in other programs within [LHD] to address the the environmental, social, and economic conditions that impact health.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
38. There is support from management within [LHD] for collaborations between programs addressing health inequities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
39. Staff at all levels have the opportunity to become leaders in the work [LHD] is doing to address health inequities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

40. What role do you have in making decisions that affect your program unit's efforts to address health inequities?
(Check only one box.)

- ☐ I have no decision-making role.
- ☐ There are opportunities for me to give input, but I don't have a role in seeing that my input is incorporated into the decision.
- ☐ I have an active role in major decisions affecting my program unit's efforts to address health inequities.
- ☐ I have primary decision-making power for my program unit.
- ☐ Addressing health inequities is not a focus of my program unit.
- ☐ Other: _____

41. What role do you have in making decisions that affect department-wide efforts to address health inequities?
(Check only one box.)

- ☐ I have no decision-making role.
- ☐ There are opportunities for me to give input, but I don't have a role in seeing that my input is incorporated into the decision.
- ☐ I have an active role in major decisions affecting [LHD]'s efforts to address health inequities.
- ☐ I have primary decision-making power for [LHD].
- ☐ Addressing health inequities is not a focus of [LHD].
- ☐ Other: _____

Please indicate the response that best describes your experience regarding the transparency of decision-making at your LHD:

42. When a program level decision is made that affects you and your job tasks, do you know why it was made?

- ☐ Always ☐ Usually ☐ Sometimes ☐ Rarely ☐ Never

43. When a department level decision is made that affects you and your job tasks, do you know why it was made?

- ☐ Always ☐ Usually ☐ Sometimes ☐ Rarely ☐ Never

The next set of questions is about the culture of your LHD with respect to learning.

In my experience ...

	Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5	Don't Know
44. Staff are encouraged to learn about ways to address the environmental, social, and economic conditions that impact health <u>from one another</u> .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
45. Staff are encouraged to learn about ways to address the environmental, social, and economic conditions that impact health <u>from external sources</u> .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
46. Staff are encouraged to be creative in addressing new challenges.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section D. Collaboration with External Partners & Policy-makers to Address the Environmental, Social, and Economic Conditions that Impact Health

The questions in this section are to help us learn about the extent that your LHD collaborates with other public agencies, institutions and with community-based organizations on the underlying conditions that impact health inequities. **Section E** will ask questions about your work with community groups and community residents.

To what extent does your LHD collaborate with public agencies, institutions or community-based organizations on the following issues?

	Public Agencies	Community-Based Organizations
47. Availability of quality affordable housing	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know
48. Community safety and violence prevention	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know
49. Recreation opportunities, parks and open space	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know
50. Land-use planning	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know
51. Quality public education	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know
52. Community economic development (e.g. job creation, business development, etc.)	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know
53. Racial justice	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know

To what extent does your LHD collaborate with public agencies, institutions or community-based organizations on the following issues?

	Public Agencies	Community-Based Organizations
54. Arts and culture	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know
55. Transportation planning and availability	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know
56. Environmental justice	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know
57. Food security	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know
58. Early childhood development and education	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know
59. Youth development and leadership	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know	<input type="checkbox"/> None <input type="checkbox"/> Some <input type="checkbox"/> A lot <input type="checkbox"/> Don't know

The following questions are about your work with external partners (e.g., other public agencies, institutions and community-based organizations)

Please indicate how much you agree or disagree with the following statements:

	Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5	Don't Know
60. [LHD] has trusting relationships with external partners.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
61. I believe that [LHD]'s external partners really represent the interests and needs of local community residents.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section E. Working with Communities to Address the Environmental, Social, and Economic Conditions that Impact Health

This section focuses on [LHD]'s collaboration with residents of [LHD's jurisdiction]. We are interested in knowing how much staff feel they know about the health issues, concerns and inequities experienced by those living in the community served by [LHD]. We also want to learn how collaboration with community groups and residents takes place in the everyday work of staff in your LHD and how this work addresses the environmental, social, and economic conditions that impact health.

Please indicate how much you agree or disagree with the following statements:

	Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5	Don't Know
62. I am familiar with information sources that can help me identify and learn about major concerns in the community I serve.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
63. I am familiar with the major health inequities affecting residents in the community we serve.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
64. I am familiar with the strengths and resources of the community we serve.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
65. I am familiar with the demographic composition of the community we serve.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
66. Part of my job is to bring the community's voice into the LHD decision-making processes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
67. Part of my job is to bring the LHD messages to the community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
68. I have influenced how [LHD] has provided resources to community residents and groups to address the environmental, social, and economic conditions that impact health.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
69. When LHD's priorities don't match the priorities of a community group we're working with, I know how to resolve such a conflict.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The following questions are about your work with community-based groups.

70. Do you work with community groups (e.g. groups made up of community members rather than institutions or agencies within the community) as part of your job at [LHD]?

☐ Yes *(If yes, respondent answers questions 71–76.)*

☐ No *(If no, respondent skips to question 77.)*

71. For each of the following questions, please answer section b for each type of community group that you mark in section a.

What types of community groups do you work with as part of your job at [LHD]?

a. <i>(Check all that apply.)</i>	b. Does your work with this community group address the environmental, social, and economic conditions that impact health?
<input type="checkbox"/> Groups that advocate for improved living conditions	<input type="checkbox"/> No <input type="checkbox"/> Moving in that direction <input type="checkbox"/> Yes
<input type="checkbox"/> Neighborhood groups	<input type="checkbox"/> No <input type="checkbox"/> Moving in that direction <input type="checkbox"/> Yes
<input type="checkbox"/> Faith-based groups	<input type="checkbox"/> No <input type="checkbox"/> Moving in that direction <input type="checkbox"/> Yes
<input type="checkbox"/> Youth development/leadership groups	<input type="checkbox"/> No <input type="checkbox"/> Moving in that direction <input type="checkbox"/> Yes
<input type="checkbox"/> Community members not affiliated with an organization or group	<input type="checkbox"/> No <input type="checkbox"/> Moving in that direction <input type="checkbox"/> Yes
<input type="checkbox"/> Other (please specify) <hr/>	<input type="checkbox"/> No <input type="checkbox"/> Moving in that direction <input type="checkbox"/> Yes

72. If you checked that you worked with “other” community groups in the matrix above, please specify:

Please indicate how much you agree or disagree with the following statements:

	Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5	Don't Know
73. I have trusting relationships with my community partners.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
74. I believe that my community partners really represent the interests and needs of local community residents.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please indicate the response that most accurately describes your LHD:

	No	Moving in that Direction	Yes	Don't Know
75. We have strategies in place to mobilize community groups to address health inequities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
76. We have strategies in place to support the work of community groups advocating for public policies that address health inequities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
77. There are strategies in place to minimize barriers to community participation (e.g., it is possible to provide money for child care and transportation to residents attending community meetings, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
78. [LHD] makes deliberate efforts to build the leadership capacity of community members to advocate on issues affecting the environmental, social, and economic conditions that impact health.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
79. [LHD] is open and responsive to community stakeholders' feedback on its work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
80. [LHD] has provided resources to community residents and groups to support their self-identified concerns and needs in respect to addressing the environmental, social, and economic conditions that impact health.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please indicate the response that most accurately describes your LHD:

	No	Moving in that Direction	Yes	Don't Know
81. [LHD] sets standards and expectations for how we work with the community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
82. [LHD] assesses its work against benchmarks that are set for how we work with the community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
83. [LHD] plays an active role in developing, maintaining and supporting networks in the community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
84. [LHD] creates and distributes oral and written information that is appropriate for the cultural, linguistic and literacy needs in the community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
85. [LHD] collects and shares data in a manner that is appropriate for the cultural, linguistic, and literacy needs of the community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
86. [LHD] is able to adapt to new communities and changes within the populations we serve.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
87. Does [LHD] provide trainings to build the capacity of community leaders to address the environmental, social, and economic conditions that impact health? <i>(Check only one box.)</i>				
<input type="checkbox"/> Yes				
<input type="checkbox"/> No				
<input type="checkbox"/> I don't know				

Section F. Supporting Staff to Address the Environmental, Social, and Economic Conditions that Impact Health

In this final section of the survey, we'd like to know about how you are supported as a staff member of [LHD], and how you could be more supported in addressing health inequities in your work here.

Supporting Staff in Addressing Health Inequities through Training

88. Since you have been working at [LHD], have you ever received training about the different ways public health can address the environmental, social, and economic conditions that impact health? *(Check only one box.)*

- ☐ Yes
- ☐ No
- ☐ I don't remember

89. Since you have been working at [LHD], have you ever received training or any mentoring or guidance on any of the following topics? *(Please check all that apply.)*

- ☐ Ten Essential Services of Public Health
- ☐ How to evaluate the work you do
- ☐ How to understand and use data to further your work
- ☐ Program planning
- ☐ How to conduct assessments of community needs and strengths
- ☐ How to research, understand and develop policies that impact the social, economic, and physical conditions that impact health
- ☐ How to advocate for and/or support external partners and community groups advocating for policies that address the social, economic, and physical conditions that impact health
- ☐ How to organize communities to advocate on their own behalf to improve the social, economic and physical conditions of their neighborhoods.

90. Is flexible and/or paid time available to allow staff to attend community meetings and otherwise engage with community residents outside normal business hours?

- ☐ Yes
- ☐ No
- ☐ I don't know

Supporting Staff in Addressing Health Inequities through Professional Development Opportunities

Have you been encouraged to use the following professional development opportunities to
FURTHER YOUR UNDERSTANDING OF HEALTH INEQUITIES?

	(Check only one.)	If Yes, have you used this type of opportunity to BETTER UNDERSTAND HEALTH INEQUITIES?
91. Mentoring/coaching	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't Know <input type="checkbox"/> Not Available to Me <input type="checkbox"/> Not Applicable/LHD does not offer this	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not yet, but I plan to
92. Tuition reimbursement for a relevant class or certification	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't Know <input type="checkbox"/> Not Available to Me <input type="checkbox"/> Not Applicable/LHD does not offer this	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not yet, but I plan to
93. A formal professional development or training program on the topic of the environmental, social, and economic conditions that impact health	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't Know <input type="checkbox"/> Not Available to Me <input type="checkbox"/> Not Applicable/LHD does not offer this	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not yet, but I plan to
94. Professional membership or journal subscription	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't Know <input type="checkbox"/> Not Available to Me <input type="checkbox"/> Not Applicable/LHD does not offer this	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not yet, but I plan to
95. Conferences, trainings, workshops	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't Know <input type="checkbox"/> Not Available to Me <input type="checkbox"/> Not Applicable/LHD does not offer this	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not yet, but I plan to
96. Other (please specify) _____	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't Know <input type="checkbox"/> Not Available to Me <input type="checkbox"/> Not Applicable/LHD does not offer this	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not yet, but I plan to

97. If you checked “other” for the previous question, please specify what other professional development opportunities you have been encouraged to use:

98. Have you provided mentoring or coaching to other staff to support them in addressing health inequities?

(Check only one box.)

- ☐ Yes, as part of my job
- ☐ Yes, informally
- ☐ No
- ☐ I don't remember

Supporting Staff in Addressing Health Inequities through Time for Reflection

Please indicate how much you agree or disagree with the following statements about the opportunities you have to reflect on addressing health inequities in your work:

	Not Applicable to My Job Function	Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5	Don't Know
99. I have opportunities to talk with my supervisor(s) about the impact of our work on the environmental, social, and economic conditions that impact health.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
100. Within my unit we have engaged in group discussions about how our work could address one or more of the environmental, social, and economic conditions that impact health.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
101. I subscribe to a listserv, online discussion group, e-mail list, or other web-based source for learning about developments on the topic of health inequities on an ongoing basis.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

For the next set of questions we are interested in learning about your personal knowledge and experience related to various aspects of the environmental, social, and economic conditions that impact health.

Please indicate how much you agree or disagree with the following statements:

	Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5	Don't Know
102. I <u>understand</u> what the environmental, social, and economic conditions that impact health are.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
103. I could <u>explain</u> the environmental, social, and economic conditions that impact health to my co-workers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
104. Being aware of <u>my own beliefs, values and privilege</u> helps me understand others' perspectives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
105. I believe it is important to understand the beliefs and values of the residents and community members served by [LHD].	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
106. I have taken steps to enhance my own cultural humility, cultural competence, and/or cultural understanding (for example through trainings, self-reflection, personal relationships, etc).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
107. I regularly have <u>personally meaningful</u> interactions and have learned from people of different cultures and backgrounds from my own.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
108. I feel my work environment is supportive of many different cultural perspectives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
109. In general, [LHD] programs are structured to address the environmental, social, and economic conditions that impact health.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
110. Staff I interact with at [LHD] are comfortable talking about race and racism.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
111. Senior management at [LHD] is comfortable talking about race and racism.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
112. Staff I interact with at [LHD] are comfortable talking about class and classism.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
113. Senior management at [LHD] are comfortable talking about class and classism.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
114. I work with a culturally diverse staff.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

For the set of questions below, we are interested in knowing how you think your LHD is doing with respect to hiring and keeping a diverse staff at all levels of the organization.

Please indicate how much you agree or disagree with the following statements regarding the recruitment, hiring, and retention of diverse staff at your LHD:

	Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5	Don't Know
115. [LHD] actively <u>recruits</u> culturally diverse <u>management and leadership</u> staff members.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
116. Culturally diverse <u>management and leadership</u> staff members <u>remain</u> long-term employees of [LHD].	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
117. Culturally diverse <u>administrative</u> staff members are actively <u>recruited</u> .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
118. Culturally diverse <u>administrative</u> staff members <u>remain</u> long-term employees of [LHD].	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
119. [LHD] actively <u>recruits</u> culturally diverse staff to provide direct client services.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
120. Culturally diverse <u>direct service</u> staff members <u>remain</u> long-term employees of [LHD].	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
121. When appropriate, minimum requirements for positions are flexible, allowing for relevant community experience in place of educational degrees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
122. Individual staff members' efforts to address health inequities are considered in performance reviews/evaluations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
123. When forming interview panels for the hiring of new staff, attention is paid to how the make up of the panel could enhance the recruitment of a more diverse workforce.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
124. Interview questions are designed to gain insight into an applicant's capability to address health inequities in the performance of their program responsibilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
125. Staff of diverse ethnic, racial and cultural backgrounds are equitably promoted throughout [LHD].	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please indicate how much you agree or disagree with the following statements about the cultural relevance of public health programming at your LHD:

	Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5	Don't Know
126. A range of culturally appropriate program delivery models are planned and implemented at [LHD].	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
127. Assessments of the cultural and linguistic needs of the community we serve are conducted periodically.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

You're almost done!

This information is optional, but will help us understand more about the distribution of experiences and attitudes across your LHD with respect to health inequities work. Your responses are anonymous and confidential.

128. What is the race or ethnicity that you primarily identify with? *(Please check only one.)*

☐ African American/Black

☐ Asian

☐ Caucasian/White

☐ Latino/Hispanic

☐ Middle Eastern

☐ Native American/Alaska Native

☐ Pacific Islander/Native Hawaiian

☐ Biracial/Multiracial/Other (please specify): _____

Thank you!