



Introduction to Minority Health

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Today's Agenda

- DHDE INTRODUCTION
- DEFINITIONS AND TERMS
- WHY IS MINORITY HEALTH IMPORTANT?
- MINORITY HEALTH OUTCOMES IN TENNESSEE
 - IMPROVING MINORITY HEALTH
 - ENGAGING MINORITY COMMUNITIES
- COMMUNITY ENGAGEMENT IN PRACTICE

Division of Health Disparities Elimination Leadership



- 40-member team (16FTE; 24 Contract)
- Focus – racial and ethnic minorities, rural communities, vulnerable populations
- Goals – (1) decrease gaps in health outcomes; (2) Improve access to health care and services

Vacant
Assistant Commissioner



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Definitions & Terms

Definitions

- Let's start with an activity!
 - Define “Minority”
 - Define “Health”
 - Combine the two...
- Officially defined as...
 - Minority: the smaller number or part, especially if less than half of the whole
 - Health: complete physical, mental, and social well-being and not merely the absence of disease or infirmity⁵
 - Minority Health:
 - Distinctive health characteristics of racial and/or ethnic minority groups that can be socially disadvantaged by being subject to potentially discriminatory acts²

Associated Terms

- Health Disparities
 - Preventable differences in how people achieve optimal health impacted by socioeconomic status, geographic location or environment¹
- Health Determinants/Drivers
 - Factors like individual behaviors, lifestyles, social responses to stress, biological processes, genetics, physical & sociocultural environment, social determinants, clinical events & interactions with healthcare and other system personnel that impact an individual's health and risk of experiencing disparities²
- Health Equity
 - The state in which all people have fair and just opportunities to attain an optimal health status⁴

Social Drivers of Health



- SDOH defined as non-medical factors that influence health outcomes⁶
- Determinants vs Drivers
- Impacts the health of individuals, communities and populations



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**Why is Minority Health
important?**

Minority Health impacts

- Racial and ethnic groups⁷
 - Black/African American
 - Asian American
 - Hispanic/Latino
 - American Indian & Alaskan Native
 - Native Hawaiian/Pacific Islander
- Groups experience higher rates of poor health and disease outcomes
 - Diabetes, hypertension, obesity, asthma, heart disease
- Health outcomes attributed to⁶:
 - Inequitable nutritional security, physical activity opportunities, environmental justice, transportation options, and access to preventive healthcare.

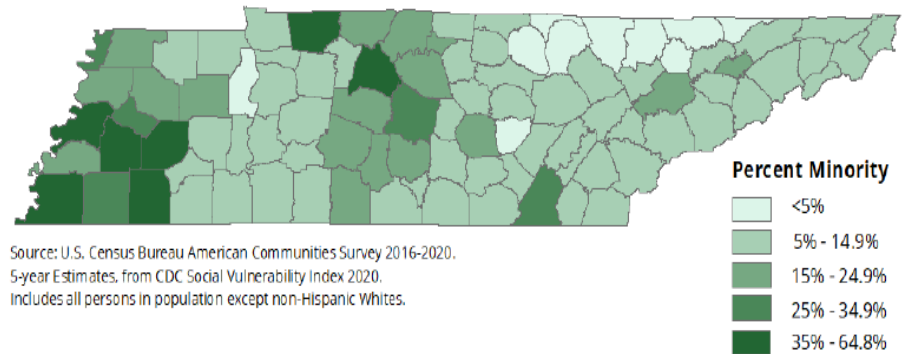
Minority Health impacts

- Economic
 - Health disparities can lead to higher medical costs, loss of productivity, and premature death
- Growing diversity
 - By 2050, the U.S. population will become more diverse, where people of color will make up half the nation
- Disadvantaged communities
 - Racial and ethnic individuals have higher statistics of living in disadvantaged neighborhoods where access to care can be limited
- Social connections
 - Discrimination and unsafe neighborhoods can make it difficult to access the necessary social supports for good health

Racial and Ethnic Residents of TN

- More than half our 95 counties are rural
- Rural counties represent less than one-quarter (23.9%) of the state's population
- Many rural counties have above average percentage of racial and ethnic minority residents

Figure 2. Percentage of Racial and Ethnic Minority Population by County, Tennessee, 2020.



TN Health Disparities Report 2024



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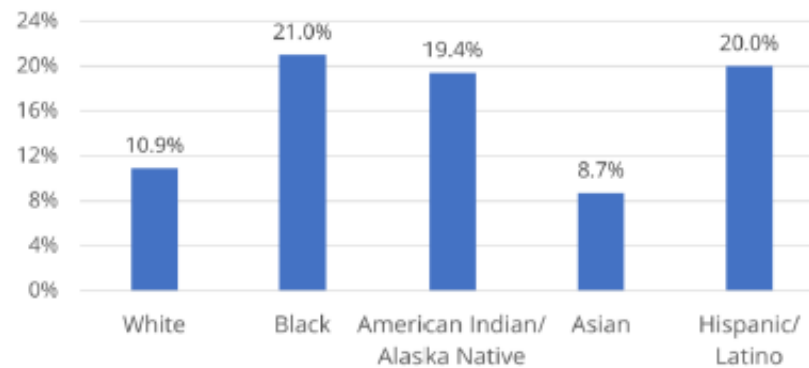
Minority Health Outcomes in Tennessee

Poverty impacts on minorities

Percentage of Adults with Income Below the Poverty Level, Tennessee, 2021



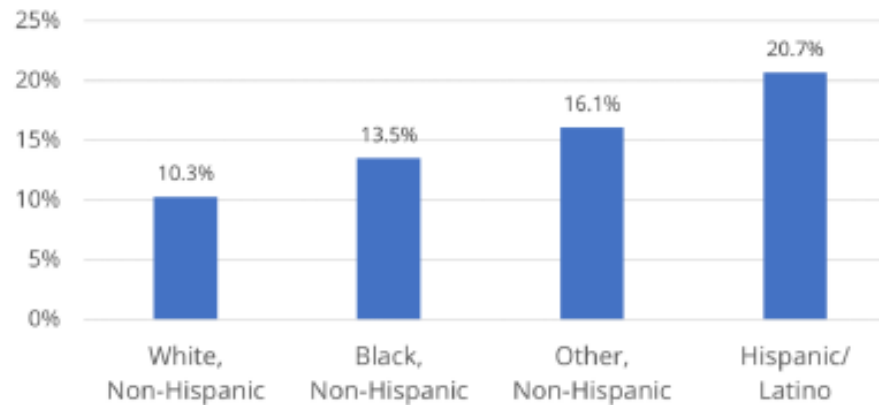
Percentage of Adults with Income Below Poverty Level by Race and Ethnicity, Tennessee, 2022



Source: U.S. Census Bureau, American Communities Survey, 2022, Table S1701

Impact of costs on minorities

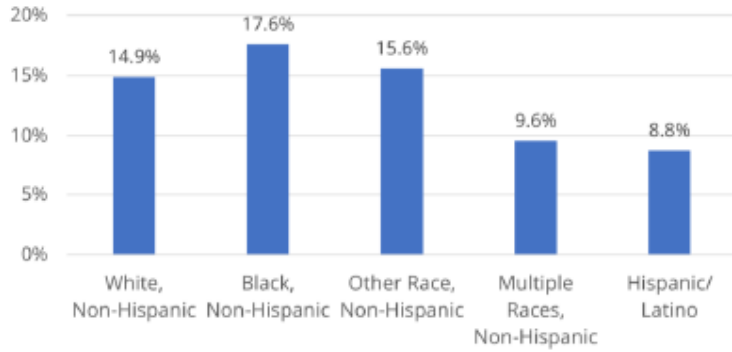
Percentage of Adult Population Unable to See a Doctor Due to Cost in the Past 12 Months by Race and Ethnicity, Tennessee, 2021.



Source: Tennessee Department of Health, Division of Population Health Assessment, Behavioral Risk Factors Surveillance System, 2021.

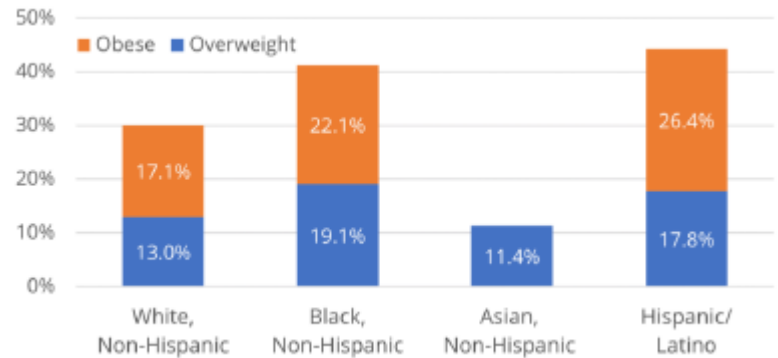
Minority Health Outcomes

Percentage of Adults Who Report Having Diabetes by Race and Ethnicity, Tennessee, 2022.



Source: Tennessee Department of Health, Division of Population Health Assessment, Behavioral Risk Factors Surveillance System, 2022.

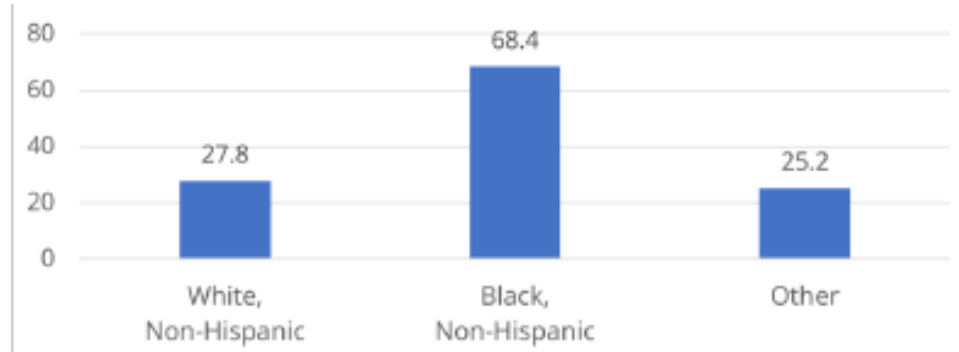
Percentage of Adolescent (Aged 10-17) Overweight and Obesity by Race and Ethnicity, Tennessee, 2022.



Source: U.S. Department of Health and Human Services, Health Resources and Services Administration, Maternal and Child Health Bureau. National Survey of Children's Health, 2022.

Reproductive Health Outcomes

Rate of Pregnancy-Related Maternal Deaths per 100,000 Births by Race, 2017 – 2020.



Source: Tennessee Department of Health, Division of Family Health and Wellness, Maternal Mortality Review Program. Data from Tennessee Department of Health, Office of Vital Records and Health Statistics. Birth Statistical File, 2017-2020.




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Improving Minority Health

TDH Office of Minority Health

Office of Minority Health (OMH) strives to improve the health of racially and ethnically minoritized populations through the development of health policies and programs which help eliminate health disparities



OMH leads the development and delivery of health equity trainings, partners with internal and external agencies and participates in TDH efforts to address equitable data collection standards



OMH oversees numerous grant-funded programs addressing workforce development and health equity strategies

TDH Office of Minority Health (cont.)



Health Disparities Grant

Addressing the effects of health disparities enhanced by the COVID-19 pandemic



Community Health Workers Initiative

Community organization partnerships addressing barriers to vaccination among minority populations



Nutrition Security & Food Access

Collaborative addressing socioeconomic factors and policies to improve food access



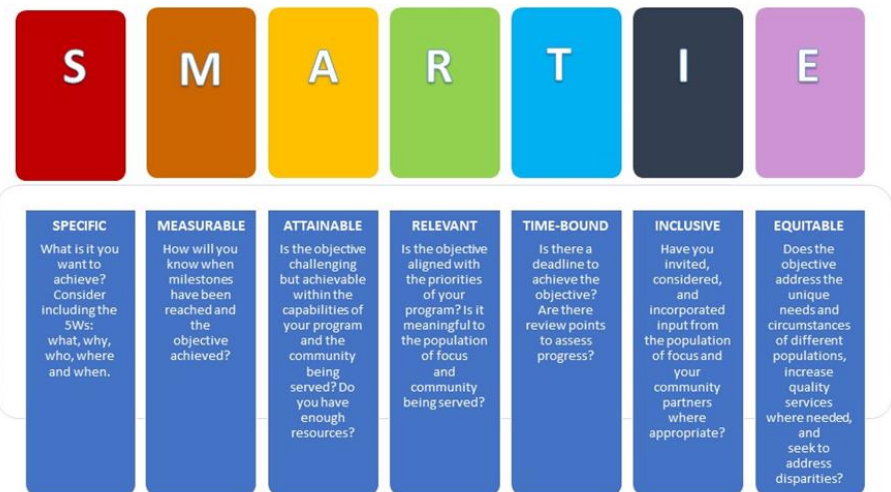
Access, Engagement, and Opportunity (AEO) Team

Facilitators & coaches advancing the message of Health Equity across the state

TDH Office of Minority Health (cont.)

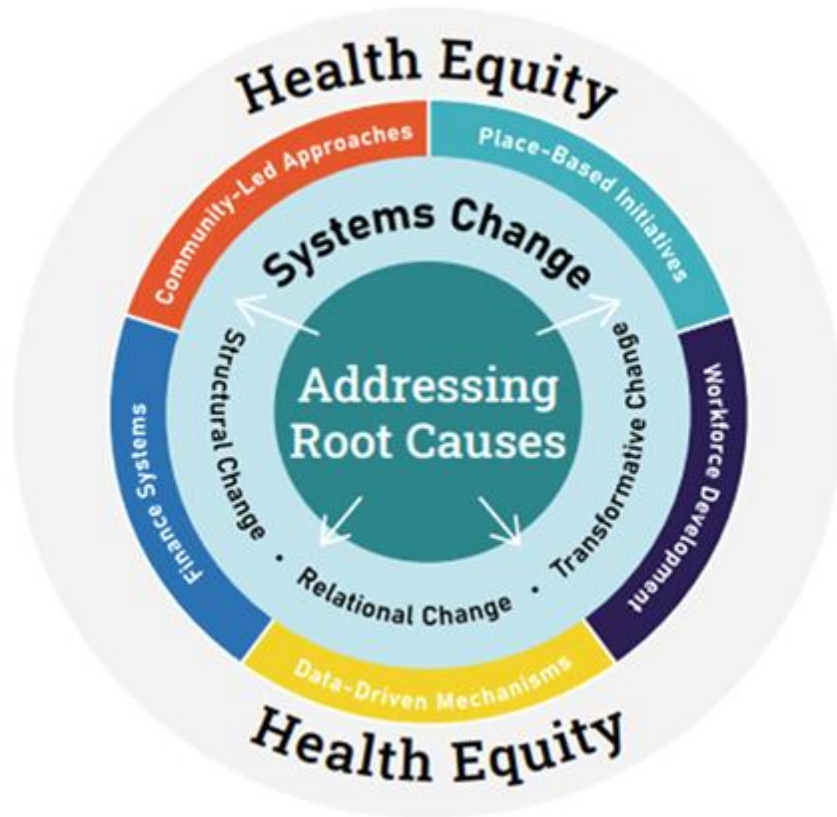
- TDH Health Equity Roadmap
- SMARTIE Goal Training
- Community Grant Writing Training
- TN State Health Plan

The SMARTIE Goal Approach



Adapted from SMARTIE Framework by the Management Center
<http://www.managementcenter.org/resources/smartie-goals-worksheet>

Focus on Health Equity



STRETCH Framework

- Within OMH...
 - Health Equity Advisory Team (HEAT)
 - works collaboratively within the Department to build capacity to advance equity
 - Strategies to Restore Equity and Transform Community Health (STRETCH)
 - Embedding equity into priorities, programs, policies, and practices



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Engaging Minority Communities

Engaging Minority Communities

- Community Health Workers
 - Greatest function is engaging communities
 - Often apart of the communities that they serve
 - Memberships creates buy-in, community is more receptive to someone they know
- Office of Minority Health CHW project
 - Partnership with several organizations, including faith-based
 - History of minority community engagement
 - Liaison between community members and health services
 - Raise community awareness general health and program eligibility



Engaging Minority Communities (cont.)

- Health Education/Behavior professionals
- Read the room!
 - Community members are more receptive to professionals that look like them/share the same culture
 - Be mindful of your attire – flashy jewelry or even traditional professional dress can be off-putting
 - Be mindful of your dialect – using “big” words or rambling can cause disinterest
 - Don’t engage communities with a “know-it-all” attitude
 - Establish a sense of working together to achieve a collective goal
- Language Accessibility
 - Community engagers being versed or fluent in the language of the target community
 - Resources in the community’s language



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Community Engagement in Practice

ACKNOWLEDGEMENT: Sarah Bounce, MPH – Program Officer, de Beaumont Foundation &
Chelsei Granderson, MSPH Director of Community Impact, Office of Strategic Initiatives

Self-Reflection



ANSWER THE FOLLOWING
QUESTION:



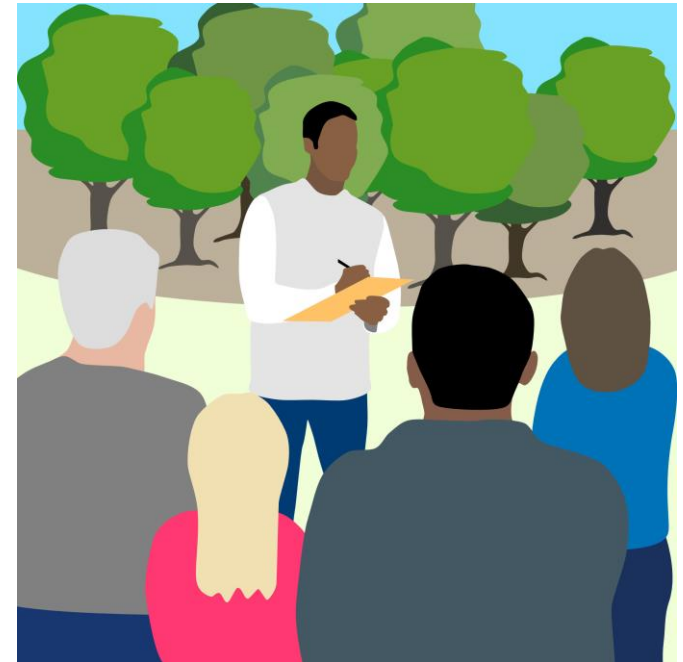
WHAT DOES “COMMUNITY”
MEAN TO YOU?

Community

A group of people who have common characteristics or shared identity; communities can be defined by location, race, ethnicity, age, occupation, interest in particular problems or outcomes, or other similar common bonds.

Community Engagement

The process of working collaboratively with groups of people who are affiliated by geographic proximity, special interests or similar situations with respect to issues affecting their well-being.



Key Principles of Community Engagement

- 1. Be mindful of history:** Be mindful of historical (and current) traumas within the communities you seek to serve.
- 2. Let go of your agenda:** Go in with an open mind and LISTEN.
- 3. Build trust:** Trust is the foundation of all sustainable equity work.

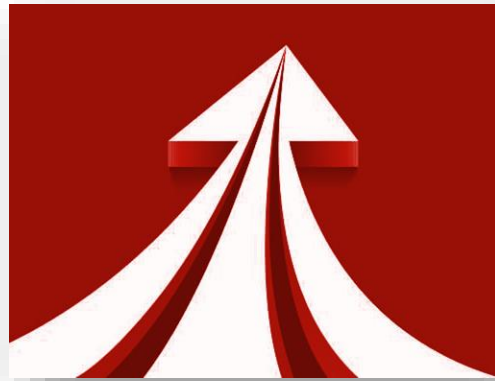


Many Programs, One Goal

INTERNAL

Faith-Based
Engagement
Working Group

Launched 2024



EXTERNAL

Office of Faith-
Based and
Community
Engagement

Launched 2020

Office of Faith- Based and Community Engagement



MISSION

To engage and support Faith-Based and vulnerable populations in Tennessee.



VISION

To reduce health disparities by fostering strong partnerships through inclusive outreach efforts and evidence-based interventions across Tennessee.



VALUES

Trust. Inclusion. Collaboration. Equity. Compassion.

Office of Faith-Based and Community Engagement

Key Priorities



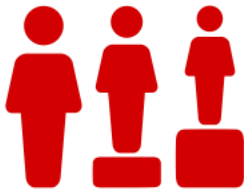
Equity

- Prioritizing and advancing health equity
- Increase Health Access
- Improve Accessibility

Office of Faith-Based and Community Engagement

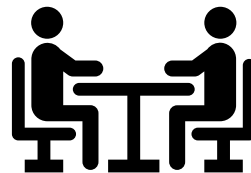
Key Priorities

1



Equity

2



Engagement

- Outreach, engage and support communities
- Connecting with Local Faith-Based Organizations
- Establishing Collaborative Initiatives with Community Groups

Office of Faith-Based and Community Engagement

Key Priorities

- Training on Culturally Competent Outreach Strategies
- Resource Sharing for Health Education Materials
- Support for Community Workshops and Events

3



Education

Building Trust through Community Engagement

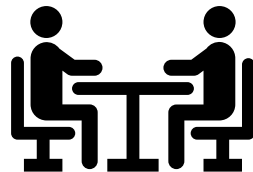


Engage outside of the walls of TDH.

Meet people where they are.



Support our community organizations and partners.



Overview

[BIT.LY/OFBCE](https://bit.ly/ofbce) | TDH.OFBCE@tn.gov

OFBCE partners with faith communities and organizations to improve the health of Tennesseans through evidence-based programs.

- Share resources on care access
- Collaborate with health councils
- Create targeted health campaigns
- Lead workshops and presentations
- Coordinate health fairs and screenings
- Provide promotional and educational materials



Key Initiatives

BIT.LY/OFBCE | TDH.OFBCE@tn.gov

- **Health Disparities Advisory Group:** A weekly virtual meeting to share resources on chronic diseases, mental health, infectious diseases, and environmental justice.
Meets Thursdays at 1 PM - 2 PM CT.
- **Immigrant and Refugee Alliance:** A monthly meeting that focuses on the health needs of immigrant and refugee communities.
Meets on the last Wednesday of the month from 1 PM - 2 PM CT.
- **Top Ten Weekly Newsletter:** A newsletter published every Friday, featuring a list of upcoming health events, training opportunities, and funding announcements.



Messaging

- Listening Sessions
- Campaigns/PSAs
- Trusted Messengers
- Translation Services
- Trainings/Webinars
- Targeted Communication via website, social media, local outlets



Other community engagement strategies...

Advisory Boards and Committees

Community Inventory

Community Theatre and Arts

Dialogue

Focus Groups

Public Opinion Polling

Story Circles

Informal Open Houses/Exhibits

Listening Circles

Media Strategies

Public Meetings and Forums

Surveys

Visioning

Community Engagement Continuum

Where is your Organization?



Adapted from the IAP2 spectrum of public participation



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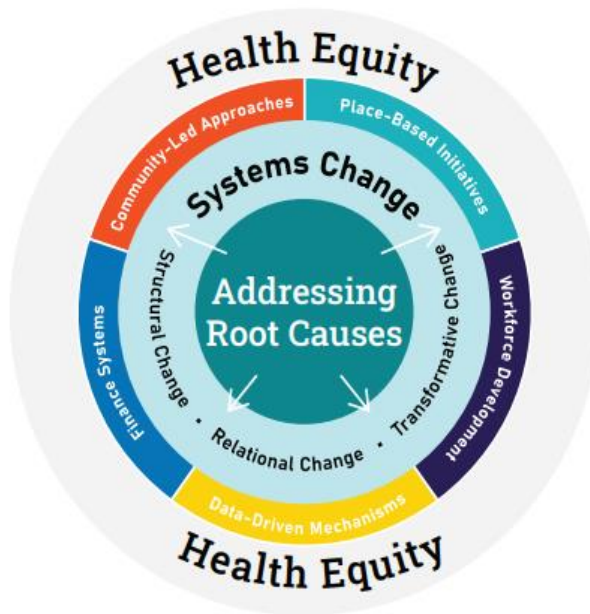
Final Points & Takeaways

How can we help you?

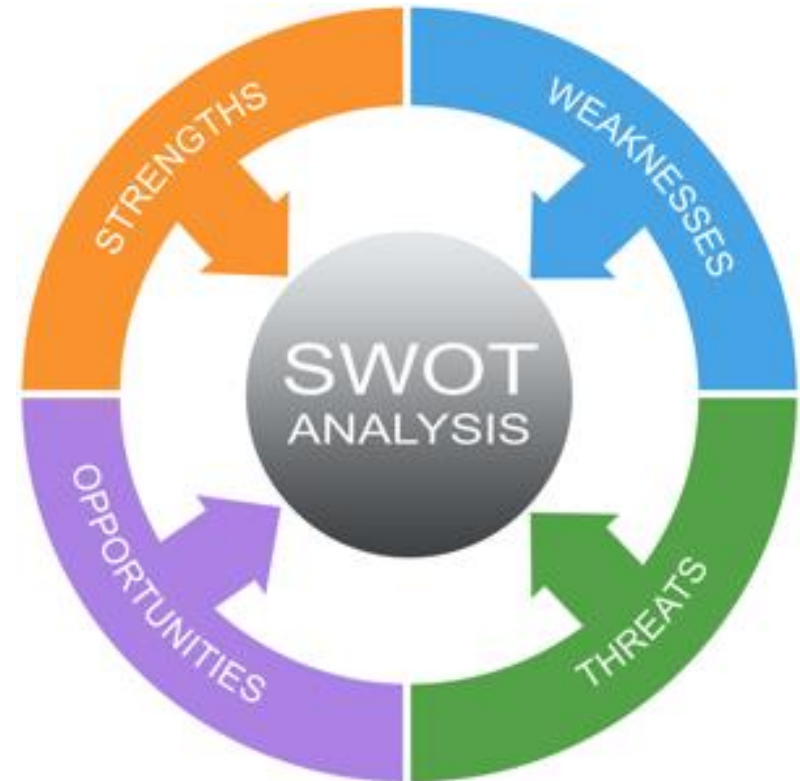
The STRETCH Framework

- Stretching your idea of health equity.
- Stretching your public health models.
- Stretching your impact.

The STRETCH Framework is designed to guide efforts to create meaningful change and achieve health equity in your communities. By addressing root causes through a systems change approach, the STRETCH Framework is meant to re-frame and re-imagine current public health models to lead to more equitable outcomes. This framework emphasizes partnering with communities and intermediaries to stretch the impact your agency can achieve.



Cross Agency Partnerships



External Collaborations

Final Points

- Minority Health involves & depicts the health status of racial and ethnic groups
- An emphasis on Minority Health is important due to its impact on the general population
- Within TN, a focus on Minority Health leads to healthier Tennesseans as a whole



Takeaways



- Reducing disparities among minority populations requires intentional funding and programs to overcome barriers
- Involves collaboration with professionals of multiple sectors (education, healthcare & hospital systems)

QUESTIONS?

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