

Maryland Equity & Inclusion Leadership Program

MDH Equity Dashboard

Stephanie C. Slowly MSW, LCSW-C
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MHHD Background

Statutory Base: The Office of Minority Health and Health Disparities (MHHD) was established in 2004 by statute, under the Maryland Health General Article, Section § 20-1001 to § 20-1007, to address minority health disparities in Maryland.

Mission: To address the social determinants of health and eliminate health disparities by leveraging the Department's resources, providing health equity consultation, impacting external communications, guiding policy decisions and influencing strategic direction on behalf of the Secretary of Health.

Vision: To achieve health equity where all individuals and communities have opportunity and access to achieve and maintain good health.



Project Overview

- The Secretary of Health directed the Office of Minority Health and Health Disparities to review grants to ensure outcome and equity based metrics were incorporated in grants that were signed
- Since July, MHHD has review grants from the administrations, providing technical assistance and guidance around their performance metrics.
- Grants that are approved but may need more assistance project manger's assigned from MHHD to ensure the goals are being adopted and strategically implemented.



Dashboard Overview

- The Equity Dashboard was designed as a way to track the grants, and create metrics that could be monitored by the program and MHHD.
- The dashboard would also display the efforts of the Maryland Department of Health to move toward equitable access, treatment and the reduction of health disparities
- This dashboard is intended to be used by the Secretary of Health and Stakeholders and program administrations within MDH



Dashboard Tracks

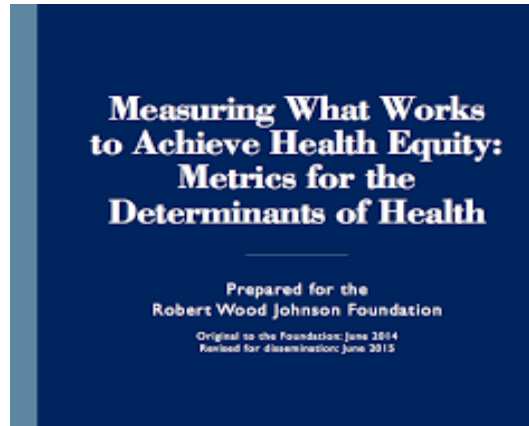
The Dashboard checks :

- Number of overall client's served
- Number of minorities target and identified
- Number of staff trained working within specific demographics
- SMART Objectives
- Target Objectives/Activities



Dashboard Tracks

Measuring What Works :

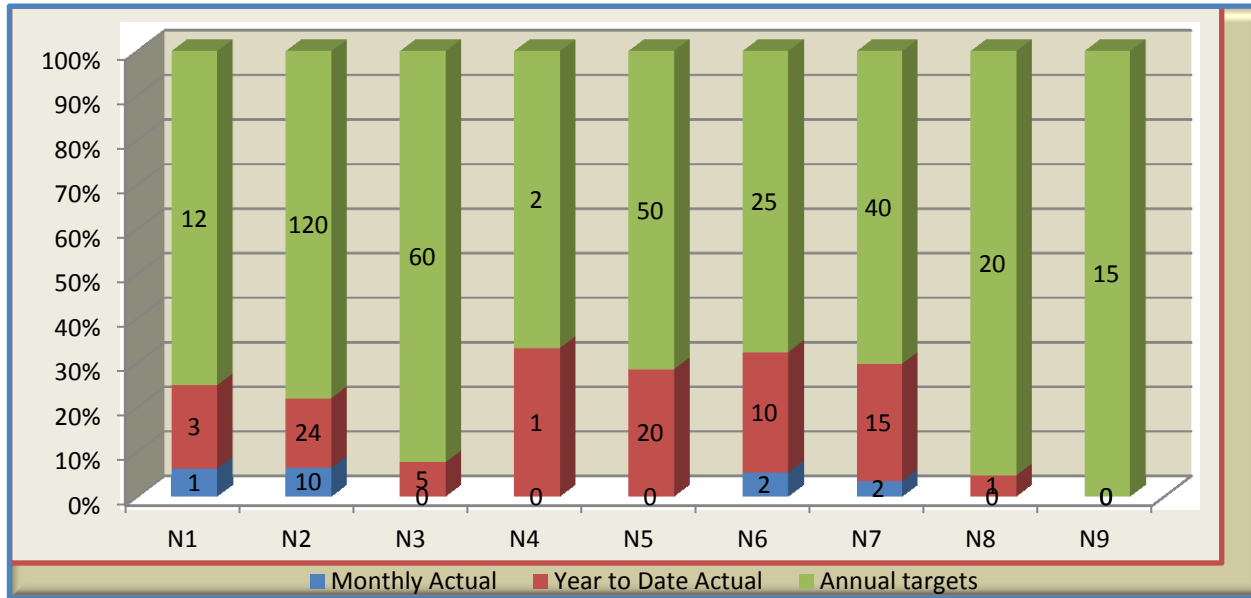


Sample of Dashboard

Performance Measures	Monthly Actual	Year to Date Actual	Annual targets	Performance Measures	Monthly Actual	Year to Date Actual	Annual targets
Number of diabetes education workshops conducted (N1)	1	3	12	N1	1	3	12
Number of participants reached in diabetes workshops (N2)	10	24	120	N2	10	24	120
Number of participants who show an increase in knowledge on diabetes from pre/ post testing (N3)	0	5	60	N3	0	5	60
Number of diabetes education and awareness conferences conducted (N4)	0	1	2	N4	0	1	2
Number of participants at diabetes education and awareness conferences (N5)	0	20	50	N5	0	20	50
Number of participants screened for diabetes through blood glucose testing in collaboration with Health Department (N6)	2	10	25	N6	2	10	25
Number of individuals who complete the pre-diabetes assessment screening (N7)	2	15	40	N7	2	15	40
Number of individuals referred to the Health Department for the Diabetes Prevention Program (N8)	0	1	20	N8	0	1	20
Number of individuals enrolled in the Diabetes Prevention Program after follow up (N9)	0	0	15	N9	0	0	15



Sample of Dashboard



Challenges

- Engaging all programs and ensure they have been funded for grants applied
- Willingness of implementation(from program, administration, and stakeholders)
- Synthesis of dashboard indicators (when programs vary)
- Sustainability of the project (beyond staff changes, grant cycles and priority shifts)



Opportunities

- Centralized and focused efforts around Equity Based Outcome Metrics
- Greater influence in the reducing health disparities in a targeted way
- Ability of replication on the local and community based level.
- Transformation of way the Health Department views Equity as the top indicator to develop and implement programs.



Thank You!



Questions????



Contact Information

Stephanie Slowly, MSW, LCSW-C
Acting Director

Office of Minority Health and Health Disparities
stephanie.slowly@maryland.gov

410-767-1052

<https://health.maryland.gov/mhhd>

