



LEADERSHIP INSTITUTE FOR EQUITY AND THE ELIMINATION OF DISPARITIES (LIEED) FACT SHEET

Background

LIEED was established by the Montgomery County Department of Health and Human Services (MCDHHS) in July 2013. The creation of LIEED was a recommendation that emerged from a 22-month long process involving the participation of community and DHHS leadership that sought ways to enhance DHHS practice, policy and infrastructure to best serve racially, linguistically and ethnically diverse communities, including emerging populations. Specifically designed to focus racial/ethnic minority communities and underserved populations in the county, LIEED was formed by expanding the role of the three minority health program managers and combining the work of Equity and Outreach within the Office of Community Affairs.

Mission

The charge is to address social determinants of health with the goal of eliminating disparities and achieving equity among residents of Montgomery County.

Overall Functions

The overall functions of LIEED are to:

- *Provide Strategic Leadership and Coordination* – Serve as the coordinating entity pertaining to health and social disparities reduction and equity in HHS and outside the Department, as appropriate.
- *Serve as a Capacity Builder* - Provide technical assistance, guidance, and support to public and private entities to enhance services to racial and ethnic minorities in addressing disparities.
- *Act as Resource Partner and Collaborator* - Collaborate with internal and external partners in specific projects related to addressing health disparities and equity. Serve as a resource to others.
- *Promote Effective Community Engagement* - Assist with the flow of communication and establishment of relationships between HHS programs and members of the racial and ethnic communities.
- *Promote innovation and support linkages/opportunities* - Develop models of programs and services to adequately serve racially and ethnically diverse groups, including the identification and leveraging of new networks, partnerships and funding opportunities.
- *Support Community Advocacy* - Advocate for policies and services to eliminate health and social disparities among racially/ethnic diverse groups and other communities in need.

The LIEED has two major operational components:

A. Minority Health Initiatives/Program (MHI/P) Programs and Other Community Projects/Activities— These initiatives, programs and outreach activities provide direct population-specific interventions to the African American, Asian, Latino, and other racial/ethnic populations (African Immigrants, Caribbean, Middle Eastern and other identified groups). Of critical importance is performing outreach services to improve health and increase access to health to these underserved communities.

B. Systems Enhancement – A critical component that addresses DHHS policies which impacts service delivery, practices, infrastructure, and distribution of resources equitably; and focuses the work on the use of fair policies, decisions and actions. Furthermore, fosters collaborative community and public/private sector partners to cultivate opportunities for capacity building and sustainability efforts. This includes partners at the local, state and national levels, as appropriate.

The LIEED Advisory Committee

The LIEED Advisory Committee membership consists of up to 20 members of which there are currently 19 members serving on the committee. The Advisory Committee provides expert guidance and support to the Institute in its effort to implement the recommendations set forth by the Minority Health Initiative/Program Advisory Committee in its 2013 report.

“Eliminating Disparities and Providing Equitable and Quality Services to Racial/Ethnic Communities in Montgomery County.” The recommendations include four major priority areas. (See LIEED Priority Areas)

There Advisory Committee is comprised of twelve community members and seven content area experts. The community membership include: representatives from the African American, Asian American, Caribbean American, Continental African, Latino, and the Middle Eastern communities. Content experts include the MCDHHS Director and the Chiefs of the following Service Areas: Behavioral Health and Crisis Services; Aging and Disability Services; Special Needs Housing; Office of Community Affairs; and Public Health Services. The Advisory Committee is lead by two Co-chairs: a Community Co-chair and MCDHHS Co-chair.

LIEED Advisory Committee Current Areas of Focus

The Advisory Committee is currently focusing on two areas of work:

- a) Supporting the capacity-building efforts of the LIEED infrastructure; and
- b) Enhancing the systems of data collection, analysis, and reporting for racial and ethnic populations in Montgomery County.

LIEED Advisory Committee Workgroups

Data

The data workgroup works collaboratively with other MCDHHS initiatives and programs to develop and implement strategies to enhance the current systems for collecting, analyzing and reporting data on racial/ethnic minority populations in Montgomery County.

Advocacy

This workgroup seeks to secure resources to support the work of LIEED; and build strategic alliances with key community partners.

Strengthening Relationship

This workgroup works to strengthen the relationship among LIEED Advisory Committee members, MCDHHS, and the larger racial/ethnic communities.

Next Steps

During this initial phase of the Institute, LIEED will continue to strengthen systems enhancement approaches aimed at institutionalizing culturally and linguistically appropriate and equitable policies, practices and infrastructure within DHHS. In addition, the Advisory Committee will continue to champion and support the LIEED work; as well as expand its membership to include representatives from other underserved communities, as needed.

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LIEED Priority Areas

- **Systemic and Systematic Approach** – Use systemic and systematic approaches to develop, implement, review and adjust/improve practices, policies and infrastructure of the department and its contractors to better serve racial/ethnic minorities and emerging populations.
- **Access to and Delivery of Quality and Equitable Services** – Ensure equitable access to and delivery of quality services and programs provided by HHS and its contractors to serve racial/ethnic minorities and emerging populations.
- **HHS workforce** – Ensure that the diversity of the DHHS workforce at all levels of staff, from leadership to program delivery, is proportional to the County’s demographics. In addition, ensure that staff has the skills, experience, and capacity to effectively serve racial/ethnic minorities and emerging populations.
- **Accountability** – Identify accountability processes to monitor progress of the implementation of the final recommendations.