Our Equity Journey

Montgomery County Department of Health and Human Services
Culture of Equity Established in MCDHHS

Define Equity

Communicate Equity

Leadership Commitment

Equity in Action

Strategies to Address Inequities

Evaluate & Adapt Efforts

Community Participation

Customers

Workforce

Community

Our HHS Equity Journey
Culture of Equity Established in MCDHHS

Our HHS Equity Journey

Define Equity

Develop Equity definition
Establish Equity Principles

Define Equity

Communicate Equity
Leadership Commitment
Strategies to Address Inequities
Equity in Action
Evaluate & Adapt Efforts
Community Participation

Customers
Workforce
Community
Culture of Equity Established in MCDHHS

- Define Equity
- Increase awareness
- Develop a common language for equity

Our HHS Equity Journey

Communicate Equity Principles
Communicate Equity
Increase awareness
Develop a common language for equity

Communicate Equity

Evaluate & Adapt Efforts
Community Participation
Leadership Commitment
Strategies to Address Inequities
Equity in Action
Community
Customers
Workforce
Culture of Equity Established in MCDHHS

- Leadership Commitment
- Commitment to equitable practice
- Role modeling
- Leadership and empowerment
- Cultivate buy-in
- Establish forum for equity conversations to occur

Our HHS Equity Journey

Leadership Commitment

- Define Equity
- Communicate Equity
- Leadership Commitment
- Community Participation
- Evaluate & Adapt Efforts
- Equity in Action
- Strategies to Address Inequities

Customers

Workforce

Community
Our HHS Equity Journey

- Develop approaches to address inequities for the workforce, customers, and community
- Implement equity-driven strategies
- Staff collaborates fully across programs and service areas for the benefit of clients

Our HHS Equity Journey

Strategies to Address Inequities

- Define Equity
- Communicate Equity
- Leadership Commitment
- Community Participation
- Evaluate & Adapt Efforts
- Equity in Action
- Strategies to Address Inequities
Our HHS Equity Journey

- Trainings
- Capacity-building
- Equity policies, procedures, budget/strategic planning tools
- Performance appraisal
- Competencies to make equitable decisions
- Workforce diversity

Equity in Action

Culture of Equity Established in MCDHHS

- Define Equity
- Communicate Equity
- Leadership Commitment
- Workforce
- Customers
- Community Participation
- Evaluate & Adapt Efforts
- Strategies to Address Inequities
Define Equity

Communicate Equity

Leadership Commitment

Strategies to Address Inequities

Equity in Action

Evaluate & Adapt Efforts

Develop performance & evaluation metrics for equity

Track progress; propose corrections

Accountability

Our HHS Equity Journey

Evaluate & Adapt Efforts

Culture of Equity Established in MCDHHS

Customers

Workforce

Community
Culture of Equity Established in MCDHHS

- Educate/involve partners
- Build leadership capacity to influence and create public policy that supports health and equity
- MCDHHS, partners, vendors, and community have shared understanding and commitment to equity

Our HHS Equity Journey

Community Participation

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- Build leadership capacity to influence and create public policy that supports health and equity
- MCDHHS, partners, vendors, and community have shared understanding and commitment to equity

- Define Equity
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Customers

Workforce

Community
Residents who need services can equitably access and receive what they need, when they need it and where they need it.

Services and programs are delivered in a manner compatible with consumer’s cultural beliefs and practices and preferred language.

MCDHHS workforce has the capacity, support and resources to achieve Equity.

MCDHHS and the health and human service continuum have a shared understanding and commitment to Equity.

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- Equity in Action
- Community Participation
- Customers
- Workforce
- Community