

Office of Health Equity

National Landscape Summary



Image Credit: National Alliance of State and Territorial AIDS Directors

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Health Equity Origins in the United States

Health equity is rooted in the disciplines of public health, sociology and political economics.¹ W.E.B. Du Bois, an American author, sociologist, historian and civil rights activist; French sociologist Emile Durkheim, German sociologist, historian; economist Friedrich Engels; and English public health reformer Edwin Chadwick all wrote about the impact of individuals' health in relation to what is now referred to as the social determinants of health.² Their writings regarding the impact of economic stability, education attainment, healthcare access, safe living environments and sense of community⁶ created the concept of health equity. This concept of health equity was endorsed in 1946 by the World Health Organization.¹

The term "health equity" first appeared in literature in a 1966 University of Pennsylvania Law Review article titled *Equality and Health*.¹ The article, authored by Michael Meltsner, discussed the "contradiction between law and practice" negatively impacting former slaves from Africa and African Americans. Meltsner's legal research highlighted discrimination in health care and employment in health professions that created inequities in the health of former slaves and African Americans.³

In 1982, the United States Federal Government merged the Health Resources Administration and the Health Services Administration to create the Health Resources and Services Administration (HRSA). Prior to this, each agency, established in 1943, had been charged with improving the health of disadvantaged Americans. HRSA is an agency of the US Department of Health and Human Services. Their focus is on improving the health of Americans who are geographically isolated, economically or medically vulnerable.⁴

Another advancement in achieving health equity in the US occurred in 1986 when the Office of Minority Health and Health Equity (OMHHE) was created. The Office of Minority Health and Health Equity is "dedicated to improving the health of racial and ethnic minority populations through the development of health policies and programs that will help eliminate health disparities."⁵ The OMHHE is the result of the Heckler Report, the Nation's first comprehensive study of racial and minority health completed in 1985 under then Health and Human Services (HHS) Secretary Margaret Heckler.⁵

Since the 1990s, the body of research regarding health equity has continued to grow.¹ The number of states establishing state offices of minority health or health equity or a combination of the two also continues to expand.

State Offices of Health Equity

Currently, 44 states have an established Office of Health Equity, Office of Minority Health or Office of Minority Health and Health Equity. These state-level investments in health equity establish a mezzo-level form of intervention in providing every citizen with “the opportunity to “attain his or her full health potential.”⁶ They provide states the opportunity to craft health equity initiatives unique to the impacts of the social determinants of health of their citizens and capture and establish health equity funding streams. While each states’ office differs in role, scope of work, staffing and funding, they all are focused on no one being “disadvantaged from achieving this potential because of social position or other socially determined circumstances.”⁶

The following is a summary of each of the state Offices of Health Equity, Offices of Minority Health and Offices of Minority Health and Health Equity’s infrastructure, mission, role, funding, and initiatives.



Image: Massachusetts Association of Community Development Corporations

Alabama: Office of Minority Health⁷

Mission	Improve the health status of minority populations. Improve access to quality health care services for minorities and underserved populations. Promote minority presence and participation in health planning and policy formation. Enhance and promote public awareness of health care needs of minority populations.
Role	The office enhances public awareness of the health care needs of minority populations, disseminates disease prevention and health promotion information, promotes minority presence and forms partnerships with minority community groups and organizations.
Priorities/Initiatives	<ul style="list-style-type: none"> • Assist community-based organizations in identifying community resources and potential funding sources. • Promote communication and interaction statewide to learn about health problems and to improve service access. • Engage communities by holding public meetings, community forums and participating in activities. • Serve as a liaison to community organizations, other states, national organizations, and the federal government. • Minority Health Webcasts.
Internal Divisions	None
Advisory Committee	Yes
Staffing	Unknown
Budget	Unknown
Website	https://www.alabamapublichealth.gov/minorityhealth/
Contact	Alabama Department of Public Health Office of Minority Health P.O. Box 303017 Montgomery, Alabama 36130-3017 1-800-252-1818

Arizona: Health Disparities Center⁸

Mission	To promote and protect the health and well-being of the minority and vulnerable populations of Arizona by enhancing the capacity of the public health system to effectively serve minority populations and reduce health disparities.
Role	<ul style="list-style-type: none"> • Emerge as a visible, trusted, reliable Resource Center and point-of-contact for minority communities and other stakeholders. • Bring a minority health focus to the programs and policies of the Arizona Department of Health Services (ADHS) by serving as the resource within ADHS. • Improve minority health surveillance by developing systematic and consistent data collection and analysis. • Partner with other entities dedicated to addressing minority health issues and work to improve access to health services. • Identify and develop outreach strategies tailored to the needs of minority communities. • Increase the capacity and diversity of the healthcare workforce. • Increase the capacity of minority communities in the state for health promotion and disease prevention. • Encourage and promote the use of Culturally and Linguistically Appropriate Services Standards by health care providers and human services agencies.
Priorities/Initiatives	<ul style="list-style-type: none"> • Healthy Smile Healthy Life Project: raise awareness of oral health status and trends among American Indian and Hispanic/ Latino children, pregnant women, and new mothers in central Phoenix. • Arizona Finishline Campaign: promote and increase the physical activity among minority youth and children in Arizona with the objective of improving health outcomes for these populations. • Language Access Services: improve access to interpretive services, resources and information available to populations with Limited English Proficiency. • Annual Arizona Health Equity Conference.
Internal Divisions	None
Advisory Committee	Unknown
Staffing	5 FTE
Budget	Unknown
Website	https://www.azdhs.gov/prevention/health-systems-development/health-disparities/index.php
Contact	Teresa Aseret-Manygoats Office Chief 150 North 18th Avenue Phoenix, Arizona 85007 (602) 542-1025 (or 2849) teresa.manygoats@azdhs.gov

Arkansas: Department of Health and Office of Minority Health & Health Disparities⁹

Mission	To provide leadership in improving health outcomes by advocating for health equity for at-risk populations as defined by race or ethnicity, age, education, disability, gender, geographical location, income, and sexual orientation.
Role	<ul style="list-style-type: none"> • Provides technical assistance, referrals and resources pertaining to the needs of minority populations to all ADH Centers. • Promotes awareness of health issues related to unequal treatment and social determinants of health in Arkansas with internal and external partners. • Collaborates with the ADH, AMHC, ACHI, and UAMS to improve state health data collection, use, and dissemination strategies. • Serves as a link to the federal OMH and state data resource regarding minority health and health disparities in Arkansas. • Educates the public about health disparities to increase awareness and capacity for health promotion and disease prevention in Arkansas. • Ensures representation of diverse populations in state health planning, program development and awareness initiatives, and leadership positions within the ADH. • Promotes cultural competency, understanding and trust among internal and external partners in Arkansas. • Supports the development and dissemination of information, strategies, and policies which contribute to the improved health outcomes of minority populations in Arkansas.
Priorities/Initiatives	<ul style="list-style-type: none"> • Arkansas Minority Barber & Beauty Shop Health Initiative: increase public awareness about heart disease and stroke. • Sisters United: increase public awareness and promote healthy behaviors aimed at reducing infant mortality among African Americans. • Brothers United: increase public awareness and promote healthy behaviors aimed at reducing infant mortality among African Americans. • Say Yes to Best: increase the number of women who utilize best practices at the Desha Local Health Unit. • Text4baby: FREE bilingual (English/Spanish) mobile health (mHealth) information service that provides pregnant women and new moms with babies under age one with health tips and resources via text message. • The Birthing Project: decrease infant mortality and encourage better birth outcomes by providing practical support to women during pregnancy and for one year after the birth of their child.
Internal Divisions	None
Advisory Committee	Unknown
Staffing	Unknown
Budget	Unknown
Website	https://www.healthy.arkansas.gov/programs-services/topics/health-equity
Contact	Health Equity 4815 W. Markham Street, Slot 22 Little Rock, AR 72205 501-246-0127

California: Office of Health Equity¹⁰

Mission	Promote equitable social, economic, and environmental conditions to achieve optimal health, mental health, and well-being for all.
Role	Provide a key leadership role to reduce health and mental health disparities experienced by vulnerable communities in California.
Priorities/Initiatives	<ul style="list-style-type: none"> • Health Communities Data & Indicators Project. • California Building Resilience Against Climate Effects. • Climate Change & Health Equity Program. • Health in All Policies. • OHE Speaker Series. • OHE California Health Interview Survey Neighborhood Edition Dashboard • Achieve the highest level of health and mental health for all people, with special attention focused on those who have experienced socioeconomic disadvantage and historical injustice, including, but not limited to, vulnerable communities and culturally, linguistically, and geographically isolated communities. • Work collaboratively with the Health in All Policies Task Force to promote work to prevent injury and illness through improved social and environmental factors that promote health and mental health. • Advise and assist other state departments in their mission to increase access to, and the quality of, culturally and linguistically competent health and mental health care and services. • Improve the health status of all populations and places, with a priority on eliminating health and mental health disparities and inequities. • Work collaboratively with the Health in All Policies Task Force to promote work to prevent injury and illness through improved social and environmental factors that promote health and mental health. • Advise and assist other state departments in their mission to increase access to, and the quality of, culturally and linguistically competent health and mental health care and services. • Improve the health status of all populations and places, with a priority on eliminating health and mental health disparities and inequities. • Establish a comprehensive, cross-sectoral strategic plan to eliminate health and mental health disparities (updated every two years). • Establish an advisory committee. • Establish an interagency agreement between the State Department of Public Health and the Department of Health Care Services to outline the process by which the departments will jointly work to advance the mission of the OHE. • Conduct demographic analyses on health and mental health disparities and equities (updated periodically, but not less than every two years). • Build upon and inform the work of the Health in All Policies Task Force. • Assist and consult with state and local governments, health and mental health providers, community-based organizations and advocates, and various stakeholder communities.
Internal Divisions	Organized into three units: Community Development and Engagement Unit Health Research and Stats, Health Equity Policy and Planning
Advisory Committee	Yes

Staffing	44.5 FTE (snapshot in time, including temporary retired annuitants during COVID-19)
Budget	\$7.1 M
Website	https://www.cdph.ca.gov/Programs/OHE/Pages/OfficeHealthEquity.aspx
Contact	California Department of Public Health Office of Health Equity P.O. Box 997377, MS 0022 Sacramento, CA 95899-7377 OHE@cdph.ca.gov 916.558.1784

Colorado: Office of Health Equity¹¹

Mission	Build partnerships to mobilize community power and transform systems to advance health equity and environmental justice.
Role	Amplify Community Power, Action-Oriented Learning, Equity Decision Making, Health Disparities Grant Program
Priorities/Initiatives	<ul style="list-style-type: none"> • Health Disparities Grant Program: provide prevention, early detection, and treatment of cancer and cardiovascular and pulmonary diseases to under-represented populations. • Equity Forums: discuss best practices and lessons learned in the work of equity, diversity, and inclusion.
Internal Divisions	None
Advisory Committee	Yes
Staffing	6 FTE
Budget	\$550,000 exclusively state funding
Website	https://colorado.gov/pacific/cdphe/ohe
Contact	<p>Web Brown, Director web.brown@state.co.us Colorado Department of Public Health and Environment 4300 Cherry Creek Drive South Denver, CO 80246 cdphe_healthequity@state.co.us 303-692-2087</p>

Connecticut: Office of Health Equity¹²

Mission	To improve the health of all Connecticut residents by working to eliminate differences in disease, disability and death rates among ethnic, racial, and other population groups that are known to have adverse health status or outcomes. Such population groups may be based on race, ethnicity, age, gender, socioeconomic position, immigrant status, sexual minority status, language, disability, homelessness, mental illness, or geographic area of residence.
Role	To ensure that health equity is a cross-cutting principle in all agency programs, data collection, and planning efforts, program activities focus on the underlying social determinants of health, and on the promotion and implementation of culturally and linguistically appropriate services in DPH contractor, local health, and community-based organizations.
Priorities/Initiatives	<ul style="list-style-type: none"> • I SPEAK interpreter services cards: rights to language assistance. • Health Equity Toolkit for Local Health Departments: A collection of resources and practical tools to help its partners incorporate health equity into everyday work.
Internal Divisions	Unknown
Advisory Committee	Unknown
Staffing	Unknown
Budget	Unknown
Website	https://portal.ct.gov/DPH/Workforce--Professional-Development/Office-of-Health-Equity/Office-of-Health-Equity
Contact	Connecticut Department of Public Health Office of Health Equity 410 Capitol Avenue, MS#13PHSI Hartford, CT 06134 Phone: (860) 509-7140 dphhealthequity@ct.gov

District of Columbia: Office of Health Equity¹³

Mission	To address the root causes of health disparities, beyond healthcare and health behaviors, by supporting projects, policies and research that will enable every resident to achieve their optimal level of health -- regardless of where they live, learn, work, play or age. The Office achieves its mission by informing, educating, and empowering people about health issues and facilitating multi-sector partnerships to identify and solve community health problems related to the social determinants of health.
Role	<ul style="list-style-type: none"> • Build Multi-Sector Collaborations • Promote Health in All Policies • Leverage Community-Based Participatory Research • Demonstrate Health Equity Practice Change
Priorities/Initiatives	<ul style="list-style-type: none"> • Healing Futures Fellowship: uses a public health approach to address injury and violence prevention. • Health Equity Report. • Healing Futures Fellowship-DC. • DC Calling All Sectors Initiative. • Buzzard Point Community Health and Safety Study. • Stronger, Safer DC Advisory Committee Final Report. • Health Equity Review Process Development.
Internal Divisions	Unknown
Advisory Committee	Yes (Mayor's Commission on Health Equity)
Staffing	6 FTE and interns on a rotating basis
Budget	Unknown
Website	https://dchealth.dc.gov/page/office-of-health-equity
Contact	C. Anneta Arno, Ph.D., MPH, Director 899 North Capitol Street, NE, Washington, DC 20002 Phone: (202) 442-5955 Email: doh@dc.gov

Delaware: Bureau of Health Equity¹⁴

Mission	To promote and advocate for policy, programs, services, and initiatives which will eliminate the impact of the social determinants of health to ensure all Delawareans can achieve their optimal health with a special focus on the underserved populations of Delaware.
Role	<ul style="list-style-type: none"> • Promote and provide training on cultural competency to improve access to health services for Delaware’s under-served populations. • Provide relevant statistical data to assess and identify health status of such populations. • Increase awareness of major health problems and factors that influence health. • Identify needs and expand community-based health promotion and disease prevention outreach effort. • Establish and strengthen networks, coalitions, and partnerships to identify and address health problems. • Collaborate with public health partners to develop and promote programs and best practices to achieve health equity.
Priorities/Initiatives	<ul style="list-style-type: none"> • National Standards for Culturally and Linguistically Appropriate Services in Health and Health Care.
Internal Divisions	<ul style="list-style-type: none"> • Office of Minority Health • Office of Women’s Health
Advisory Committee	Unknown
Staffing	Unknown
Budget	Unknown
Website	https://www.dhss.delaware.gov/dhss/dph/mh/healthequity.html
Contact	Division of Public Health 417 Federal Street Jesse Cooper Building Dover, Delaware 19901 (302) 744-4700

Florida: Office of Minority Health and Health Equity¹⁵

Mission	To protect, promote and improve the health of all people in Florida through integrated state, county, and community efforts.
Role	Serve as the coordinating office within the Department of Health for consultative services and training in the areas of cultural and linguistic competency, coordination, partnership building, program development and implementation, and other related comprehensive efforts to address the health needs of Florida's minority and underrepresented populations statewide, promoting culturally and linguistically appropriate services that will ensure the needs of minority communities are integrated and addressed within health-related programs across the state.
Priorities/Initiatives	<ul style="list-style-type: none"> • The Reducing Racial and Ethnic Health Disparities "Closing the Gap" grant program, section 381.7356, Florida Statutes, was signed into law on June 8, 2000. These grants are utilized to stimulate the development of community and neighborhood-based organizations to improve health outcomes of racial and ethnic populations and promote disease prevention activities. Projects funded through the Closing the Gap grant program help stimulate broad-based participation and the support of both public and private entities by: <ul style="list-style-type: none"> - Fostering partnerships between local governments, community groups and private sector health care organizations. - Helping communities address their most pressing health needs through targeted health screenings, education, and awareness programs. - Helping communities better understand the nature of health disparities among ethnic and racial groups. • Minority Health Liaisons (MHLs) are the link between local communities and the Florida Department of Health's (DOH) Office of Minority Health and Health Equity (OMHHE). A representative from each of the 67 county health departments make up the Minority Health Liaisons Infrastructure. • Eleven chronic disease focus areas.
Internal Divisions	<ul style="list-style-type: none"> • Office of Minority Health • Office of Health Equity
Advisory Committee	Unknown
Staffing	9 FTEs, is requesting additional FTEs for communications, social determinants of health, additional evaluators and health in all policy, needs 43 FTEs to truly address health disparities in Florida
Budget	\$4.8 M State Funding, plus a \$1M Sickle Cell Fed Grant, \$300,000 out of block grants to address disparities and minority health
Website	http://www.floridahealth.gov/programs-and-services/minority-health/index.html
Contact	Office of Minority Health and Health Equity 4052 Bald Cypress Way, Bin A25 Tallahassee, FL 32399-1746 850-245-4941 MinorityHealthHealthEquity@flhealth.gov

Georgia: Office of Health Equity¹⁵

Mission	Lead in the elimination of health disparities and promote a healthy quality of life for all Georgians
Role	<ul style="list-style-type: none"> • Be allocated with sufficient resources to promote health equity and establish themselves publicly as leaders in this area. • Build on current strengths and relationships with other Georgia Department of Public Health (GDPH) programs. • Actively engage disparate communities in addressing their own priorities and needs. • Value partnerships and collaboration as key catalysts for action. • Develop the necessary expertise to provide technical assistance where needed.
Priorities/Initiatives	Unknown
Internal Divisions	Unknown
Advisory Committee	Unknown
Staffing	Unknown
Budget	Unknown
Website	https://dph.georgia.gov/about-us
Contact	2 Peachtree Street, NW 15th Floor Atlanta, GA 30303 (404) 657-2700

Hawaii: Office of Health Equity¹⁶

Mission	To increase the capacity of government, private providers, communities, and individuals to eliminate health disparities and improve the quality of life of Hawaii's diverse populations.
Role	Focal point for health equity through improved planning and coordination of activities and programs related to social, cultural, linguistic, and economically disadvantaged populations in Hawaii.
Priorities/Initiatives	Unknown
Internal Divisions	Unknown
Advisory Committee	Unknown
Staffing	Unknown
Budget	Unknown
Website	https://health.hawaii.gov/healthequity/
Contact	https://health.hawaii.gov/about/contact/ (808) 586-4400

Illinois: Center for Minority Health¹⁷

Mission	To improve the health and wellbeing of Illinois' racial and ethnic minority populations through the development of health policies and culturally linguistically appropriate programs that will eliminate health disparities.
Role	Created by statute as a vehicle for implementing change. It is designed to assess the health concerns of minority populations in Illinois and to assist in the creation and maintenance of culturally sensitive programs.
Priorities/Initiatives	<ul style="list-style-type: none"> Wellness on Wheels (WOW) Mobile Units to organizations and local health departments wanting to take health clinic services into a community. WOW units can be requested for use providing immunizations, various health screenings, HIV and STD testing, and other services. A Million Hearts Faith-Based Initiative. prevent heart attacks and stroke through education; awareness trainings regarding cardiovascular risk factors including focus on high blood pressure; and promotion of nutrition and healthy activities to support heart health.
Internal Divisions	Unknown
Advisory Committee	Yes (Health Equity Council)
Staffing	Unknown
Budget	Unknown
Website	https://www.dph.illinois.gov/topics-services/life-stages-populations/minority-health#:~:text=The%20Center%20for%20Minority%20Health,maintenance%20of%20culturally%20sensitive%20programs
Contact	IDPH Springfield Headquarters Office 525-535 West Jefferson Street Springfield, IL 62761 217-782-4977 dph.cmhs.info@illinois.gov

Indiana: Office of Minority Health ¹⁸

Mission	To improve the health of all racial and ethnic populations in Indiana through increased awareness, partnerships, and the development and promotion of effective health policies and programs that help to reduce minority health disparities.
Role	Coordinates, facilitates, and monitors community-based programs tailored to meet the needs of these populations; Ensures that health related issues become part of the agendas of outside programs as they relate to underserved populations; and Maintains open dialogue with outside agencies in an effort to keep abreast of concerns, trends and problems as seen by these agencies which will assist in identifying gaps, barriers and duplication in services.
Priorities/Initiatives	<ul style="list-style-type: none"> • Healthy Indiana – A Minority Health Plan for the State of Indiana (the Healthy Indiana Minority Health Plan) is founded in four overarching strategic goals that capture the primary purpose for proposing, developing, and implementing a minority-specific health plan for the state of Indiana: Prepare evidence-based documentation of racial and ethnic health disparities in Indiana. Develop a plan of interventional strategies designed to eliminate racial and ethnic health disparities in Indiana. Identify and solidify effective public/private, community-based partnerships to help develop, implement, evaluate, and assess outcomes of the proposed interventional strategies. Reduce disparities in health based on race or ethnicity among Indiana residents such that the “gap effect” for any focus area is less than five percent. • EMPOWERED provides health education-based initiatives focusing on decreasing obesity, decreasing infant mortality, increasing the number of minority mothers who breastfeed, and improving access to smoking cessation opportunities. • Interagency State Council on Black and Minority Health was established to identify and address health disparities, their impact upon the state of Indiana, and the actions necessary to improve health outcomes for racial, ethnic, and underserved populations. Through collaboration with key strategic institutions and community-based organizations, the Interagency State Council on Black and Minority Health seeks to reduce health disparities and improve the health of racial and ethnic minorities within Indiana. As part of its service to the residents of Indiana, the Interagency Council is charged with the development of an Annual Report that provides the necessary data and foundation to guide and direct health efforts aimed at reducing health disparities and improving health of minority populations in Indiana.
Internal Divisions	Unknown
Advisory Committee	Unknown
Staffing	4 FTEs
Budget	Unknown
Website	https://www.in.gov/isdh/23551.htm
Contact	Antionette Holt, MPH: Director aholt@isdh.in.gov INOMH@isdh.in.gov 2 North Meridian Street, Suite 3A Indianapolis, IN 46204 Phone: 317-232-3231

Kentucky: Office of Health Equity¹⁹

Mission	Addresses health disparities among racial and ethnic minorities and rural Appalachian populations.
Role	OHE supports goals and evidence-based strategies of the National Partnership for Action to End Health Disparities to achieve comprehensive, sustained, community-based health equity. OHE also supports activities and services to address health disparities through partnerships with health departments, universities, nonprofit organizations, and private health systems.
Priorities/Initiatives	<ul style="list-style-type: none"> • Education and Awareness – Increase awareness of the significance of health disparities, their impact on the state and actions necessary to improve health outcomes for racial and ethnic minorities and rural and low-income populations of Kentucky. • Cultural Competency – Improve the health and health care outcomes for racial and ethnic minority and underserved communities through evidence-based tailored approaches that account for health disparity among different cultures and language groups. • Research – Improve coordination and use of research to advance health equity for racial and ethnic minority and underserved communities. • Evaluation – Improve coordination and use of evaluation outcomes to advance health equity for racial and ethnic minority and underserved communities. • Strengthening Partnerships – Strengthen and broaden leadership in Kentucky to address health disparities at all levels. • Bless Your Heart/CARE Collaborative. • UAB TCC Mini-grant (promoting heart-healthy interventions).
Internal Divisions	Unknown
Advisory Committee	Unknown
Staffing	Unknown
Budget	Unknown
Website	https://chfs.ky.gov/agencies/dph/oc/Pages/heb.aspx
Contact	Vivian Lasley-Bibbs, MPH, Epidemiologist vivian.lasley-bibbs@ky.gov 275 E. Main St. Frankfort, KY 40621 502-564-3970, ext. 4074

Louisiana: Office of Community Partnerships and Health Equity²⁰

Mission	Developing and implementing agency-wide health equity plans, protocols, and tools that support the implementation of health equity (and community engagement) practices and standards agency-wide within LDH.
Role	Minimize health disparities among underserved racial and ethnic populations in the Louisiana through collaboration, partnerships, and education.
Priorities/Initiatives	<ul style="list-style-type: none"> • Own Your Own Health Online Physical Activity and Nutrition Challenges. • Community Preparedness Response Network. • Safe Talk Suicide Alertness Training. • Minority Health Month Activities - done via a partnership with the Louisiana Primary Care Association. • LDH Health Promotion Ambassadors. • Louisiana HIV Planning Group. • Perinatal Quality Collaborative focus on Black mothers. • Hepatitis C elimination program, which includes prisoners. • Prison pre-release program. • U = U campaign (launched March 2019). • PrEP for Black Women campaign (launched March 2019). • Adverse Childhood Experiences (ACE) Program. • LDH Health Equity Strategic Plans (finalized in late 2019; implementing in 2020 and beyond – see plan (phase-I) above) • LDH Community Engagement Framework (a part of the LDH Health Equity Strategic Plans). • LDH COVID-19 Health Promotion Toolkit.
Internal Divisions	Bureau of Minority Health Access
Advisory Committee	Unknown
Staffing	7 FTEs
Budget	Unknown
Website	http://www.ldh.la.gov/index.cfm/subhome/63
Contact	Earl “Nupsius” Benjamin-Robinson, Dr.H.Sc Earl.Benjamin@la.gov (225) 342-8490 P. O. Box 629 Baton Rouge, LA 70821-0629

Massachusetts: Office of Health Equity²¹

Mission	To lead, support, and promote data-driven principles, practices, and partnerships that will increase universal access to the social determinants of health.
Role	To address social determinants so everyone can attain their full health potential. To promote principles and policies that inform the way health services are designed and delivered.
Priorities/Initiatives	<ul style="list-style-type: none"> • Interpreter services at Health Care Facilities • Culturally and Linguistically Appropriate Services Initiative • Refugee and Immigrant Health Program
Internal Divisions	<ul style="list-style-type: none"> • Health and Disability Program (2.5 staff, project cords, office support staff, (CDC grant funded), address ableism in MA). • Oral Health Equity Project (OMH funded, no staffing tied to grant). • Determination of Need/Interpreter Services ((1 staff) Title 5 block grant). • Department of Public Health Records. • House Stability (1 position, Opioid Data to Action grant funded). • Culturally and Linguistically Appropriate Services (funded by opioid state grants and oral health grants, SOR, SUP block grant). • Health Equity Epi (funded through a different office at DPH, 1 position). • Dir, Deputy Dir (Prevention and Wellness Block Grant Funded).
Advisory Committee	No, thinking about how a group could be utilized.
Staffing	8 FTEs, 1 PTE, Adding a Regional Equity Coordinator by end of 2020. <ul style="list-style-type: none"> • Director is only state funded position
Budget	\$300-500,000 annual funding from grants,
Website	https://www.mass.gov/orgs/office-of-health-equity
Contact	Dr. Sabrina Self, DPH, Director Cell: 857-286-2795 Rodrigo Monterrey, MPA Deputy Director, Office of Health Equity MA Department of Public Health 250 Washington St. Boston, MA 02108 Cell: 617-938-4024

Maryland: Office of Minority Health and Health Disparities²²

Mission	To achieve health equity where all individuals and communities have the opportunity and access to achieve and maintain good health.
Role	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.
Priorities/Initiatives	<ul style="list-style-type: none"> • Minority Outreach & Technical Assistance. • Educating Minorities of Benefits Received After Consumer Enrollment (EMBRACE) project. • Cultural and Linguistic Competency & Health Literacy. • Community Health Workers. • Health Equity Internship Program. • Health Equity Data.
Internal Divisions	Unknown
Advisory Committee	Unknown
Staffing	Unknown
Budget	Unknown
Website	https://health.maryland.gov/mhhd/Pages/home.aspx
Contact	201 W. Preston Street Baltimore, MD 21201-2399 (401)767-6500 mdh.healthdisparities@maryland.gov

Maine: Office of Health Equity²³

Mission	Develop and deliver services to preserve, protect and promote the health and well-being of the citizens of Maine.
Role	Promotes health and wellness in Maine's racial and ethnic minority communities.
Priorities/Initiatives	<ul style="list-style-type: none"> • Maine Families Home Visiting. • Minority Health & Special Populations Team. • Women's Health. • Women, Infants and Children's Nutrition.
Internal Divisions	Unknown
Advisory Committee	Unknown
Staffing	Unknown
Budget	Unknown
Website	https://www.maine.gov/dhhs/mecdc/phdata/health-disparities/uw-services.htm
Contact	109 Capitol Street 11 State House Station Augusta, Maine 04333 (207) 287-3707

Michigan: Office of Equity and Minority Health²⁴

Mission	To provide a persistent and continuing focus on assuring health equity and eliminating health disparities among Michigan's populations of color. <ul style="list-style-type: none"> • African Americans • American Indians/Alaska Natives • Arab and Chaldean Americans • Asian Americans and Pacific Islanders • Hispanics/Latinos
Role	<ul style="list-style-type: none"> • To support and initiate programs, policies, and applied research to address social determinants of health that contribute to health inequities for racial and ethnic minority populations in Michigan. • To collaborate in the development of Michigan Department of Health and Human Services prevention, health service delivery, and research strategies in an effort to improve health outcomes for racial and ethnic minority populations in Michigan. • To facilitate implementation of culturally and linguistically appropriate health services throughout the Michigan Department of Health and Human Services.
Priorities/Initiatives	<ul style="list-style-type: none"> • Health Equity Online Training. • Systemic Racism: Computer Based Training. • Anti-Racism and Diversity, Equity and Inclusion Digital Library.
Internal Divisions	Unknown
Advisory Committee	Unknown
Staffing	Unknown
Budget	Unknown
Website	https://www.michigan.gov/mdhhs/0,5885,7-339-71550_2955_2985---,00.html
Contact	Office of Equity and Minority Health Brenda J. Jegede, Manager jegedeb@michigan.gov 517-284-4760

Minnesota: Center for Health Equity²⁵

Mission	Connect, strengthen, and amplify health equity efforts within MDH and across the state of Minnesota.
Role	Advance health equity within the Minnesota Department of Health and across the state.
Priorities/Initiatives	<ul style="list-style-type: none"> • Community conversations throughout the state to connect with and listen to the needs, concerns and ideas of community members and leaders from Minnesota’s diverse communities. • Community Solutions for Healthy Child Development Grants: A new appropriation from the Minnesota State Legislature will fund grants to improve child development outcomes for children of color and American Indian children from prenatal to grade 3 and their families. • Eliminating Health Disparities Initiative Grants: allocates competitive grants aimed at improving the health status of Minnesota's populations of color and American Indians. • Health Equity Leadership Network (HELN): bring together health equity leaders, organizations and institutions from across the state and across sectors to strategize, share best practices and identify common goals to advance health equity in Minnesota. • Health Equity Summit annual event—co-hosted with the Health Equity Leadership Network—is designed to bring together health equity champions from across Minnesota communities to connect, strengthen and amplify its collective efforts. • Infant Mortality Among African Americans Project: Using a community engagement model of shared leadership and decision-making, they work with community leaders and partners to develop and implement policy and systems solutions to reduce infant mortality among U.S.- born African Americans in Hennepin County. • Internal Health Equity Advisory & Leadership Team Hub (I-HEALTH): They convene an internal team of staff from all divisions who help streamline coordination and foster greater collaboration of health equity efforts within the agency. • Public Health Grants to Tribal Nations: They oversee block grants to Tribal Nations that include funding for Eliminating Health Disparities and Maternal and Child Health activities.
Internal Divisions	None
Advisory Committee	Health Equity Advisory and Leadership (HEAL) Council
Staffing	10 FTE, 2 PTE Student Workers
Budget	\$7 million with \$6 million go out in grants to communities annually, majority state funds from its state general fund; about \$2 million federal for outgoing grants
Website	https://www.health.state.mn.us/communities/equity/index.html
Contact	Kou Thao, Director Freeman Building 625 Robert St. N. PO Box 64975 Saint Paul, MN 55164-0975 (651) 201-5813 health.equity@state.mn.us

Missouri: Office of Minority Health²⁶

Mission	Eliminate health disparities through assertive leadership, advocacy support, and visible interaction with minority communities in Missouri.
Role	To heighten awareness of health, strategic partnerships and community engagement at every level.
Priorities/Initiatives	<ul style="list-style-type: none"> • HIV/AIDS Prevention Plan: Promoting Healthy Minority Communities. • Minority Infant Mortality Prevention Initiative • Obesity Prevention. • 4th Sunday: Where Health Meets Faith. • Minority Health Advisory Committee. • Paula J. Carter Center on Minority Health and Aging.
Internal Divisions	Unknown
Advisory Committee	Yes (Minority Health Advisory Committee)
Staffing	4 FTE
Budget	\$500,000
Website	https://health.mo.gov/living/families/minorityhealth/
Contact	Missouri Office of Minority Health PO Box 570 Jefferson City, MO 65102-0570 800-877-3180 minorityhealth@health.mo.gov

Mississippi: Department of Health Equity²⁷

Mission	Establish systems to enable MSDH staff to apply health equity goals and values when developing policies, procedures, services, and plans with the aim of reducing inequalities and disparities in health status based on race, ethnicity, and linguistic ability in order to improve the quality of health for all the state's residents.
Role	<ul style="list-style-type: none"> • Policy, Quality Assurance, Monitoring • Data Dissemination • Training • Community Engagement • ensuring that programs are addressing the health needs of Mississippi's minority population and the Limited English Proficient (LEP) population
Priorities/Initiatives	<ul style="list-style-type: none"> • Health Disparity Data • Cultural Competence Training • Community Interpreter Training • Hepatitis B Screenings for the Gulf Coast
Internal Divisions	<ul style="list-style-type: none"> • Preventive Health • Delta Health Collaborative • Chronic Disease • Community Health • School Health • Tobacco Prevention
Advisory Committee	Unknown
Staffing	Unknown
Budget	Unknown
Website	https://msdh.ms.gov/msdhsite/_static/44,0,236,61.html
Contact	570 East Woodrow Wilson Dr. Jackson, MS 39216 206-1559 web@HealthyMS.com

Nebraska: Health Disparities and Healthy Equity²⁸

Mission	Promote and support the advancement of health equity in Nebraska using data, partnerships, funding, training, and technical assistance.
Role	Promotes awareness of health disparities and provides relevant statistical data to stakeholders for increased awareness of health disparities and health equity and to assess and identify the health status of racial ethnic minorities, federally recognized tribes, immigrants, and refugees.
Priorities/Initiatives	<ul style="list-style-type: none"> • Culturally and Linguistically Appropriate Services (CLAS) Training • "People are People are People: Increasing your CQ" trainings • "The Last Straw," Social Determinants of Health game • Social Determinants of Health trainings • CATCH Kids - Physical Activity Addressing Obesity • Health & Justice, Diversity & Cultural Competency Video Library • Data
Internal Divisions	None
Advisory Committee	Unknown
Staffing	Unknown
Budget	<ul style="list-style-type: none"> • Minority Health Initiative (MHI) funds are pass-through dollars for counties with more than 5% minorities • Preventive Health and Health Services Block Grant • HHS Office of Minority Health State Partnership Grant Program to Improve Minority Health • Native American Public Health Act
Website	http://dhhs.ne.gov/Pages/Health-Disparities-and-Equity.aspx
Contact	Health Disparities and Health Equity P.O. Box 95026 Lincoln, NE 68509-5026 dhhs.minorityhealth@nebraska.gov (402) 471-0152

New Hampshire: Office of Health Equity²⁹

Mission	Assure equitable access to effective, quality DHHS programs and services across all populations, with specialized focus on racial, ethnic, language, gender and sexual minorities, and individuals with disabilities.
Role	Provides policy, strategic guidance, training, coaching and technical assistance across the entire Department for an ongoing organizational process of improvement related to diversity, inclusion and equity as well as organizational cultural effectiveness, supporting all program areas' capacity to provide quality care and services to all.
Priorities/Initiatives	<ul style="list-style-type: none"> • Communication Access & Language Assistance • New Hampshire Refugee Program • NH Health & Equity Partnership • Access to Health Care • Addressing Environments Where We Live, Learn, Work and Play to Improve Health • Awareness and Promotion of Health Equity • Improving Data Collection and Use to Identify Issues.
Internal Divisions	None
Advisory Committee	Yes
Staffing	Unknown
Budget	Unknown
Website	https://www.dhhs.nh.gov/omh/
Contact	New Hampshire Department of Health and Human Services 129 Pleasant Street Concord, NH 03301-3852 HealthEquity@dhhs.nh.gov (603) 271-3986

New Jersey: Minority and Multicultural Health³⁰

Mission	Promote health equity for all and reduce health disparities.
Role	Helping people in diverse communities live longer, healthier lives and to leading the effort to reduce – and eventually eliminate – health disparities in New Jersey.
Priorities/Initiatives	<ul style="list-style-type: none"> • Promoting community health outreach and education through partnership with community-based organizations, including faith-based groups. • Assisting with policy analysis to improve health care access and services for minority populations. • Providing funding to community-based organizations for community outreach. • Assisting in improving methods for collecting and reporting data on minority health. • Sponsoring annual Minority Health Month activities. • Developing effective outreach campaigns. • Coordinating selection and supervision of comprehensive minority health fellows. • Assisting community-based organizations in identifying potential funding sources. • Assisting with development of standards for organizational and health professionals' competency services. • Supporting public and professional education on minority health issues.
Internal Divisions	None
Advisory Committee	Minority and Multicultural Health Advisory Commission
Staffing	2 FTE 2 Interns
Budget	\$1.5 Million annually, state funds
Website	https://nj.gov/health/ommh/index.shtml
Contact	Amanda Medina-Forrester MA, MPH Executive Director Office of Minority and Multicultural Health NJ Department of Health 225 East State Street, 2nd Floor West PO Box 360 Trenton, NJ 08625-0360 Office: 609-292-6962 Amanda.Medina-Forrester@doh.nj.gov

New Mexico: Office of Health Equity³¹

Mission	Improving the health of all diverse communities in New Mexico and raising awareness of health disparities through collaboration, education and advocacy.
Role	Raising awareness of health disparities, mobilizing communities, increasing capacity, focusing resources on underserved populations, partnering to prevent disease, and educating the health care and public health work force on delivering culturally sensitive services.
Priorities/Initiatives	<ul style="list-style-type: none"> • Workforce training and development, including Spanish and Navajo medical interpreting, a Public Health Spanish course, and cultural competency training. • Cultural and linguistic competence policy assessment. • Health promotion and awareness activities. • Translation and interpretation services
Internal Divisions	<ul style="list-style-type: none"> • Office of Border Health • Office of Tribal Liaison
Advisory Committee	<ul style="list-style-type: none"> • Office serves on several internal committees that advise vaccine task force and operationalization
Staffing	2 FTE 1 more vacant
Budget	\$220,272
Website	https://www.nmhealth.org/about/asd/ohe/
Contact	Amy Suman, MS, CPT 505-827-2358 Harold Runnels Building 1190 S. St. Francis Drive Santa Fe, NM 87505 amy.suman@state.nm.us

Nevada: Office of Minority Health and Equity³²

Mission	To improve the quality of health care services for members of minority groups; To increase access to health care services for members of minority groups; To disseminate information to and to educate the public on matters concerning health care issues of members of minority groups.
Role	Provide guidance on implementing initiatives addressing health disparities; contributes to policy development on minority health; increases public awareness of racial and ethnic disparities in health outcomes and health care; and provides technical assistance to minority communities and faith-based organizations interested in improving minority health in Nevada.
Priorities/Initiatives	<ul style="list-style-type: none"> • Identify, assess and analyze issues related to the health status of minority populations and to communicate this information where needed. • Participate in, and lead when appropriate, the development of minority needs assessments, service strategies and the collection of minority health data. • Provide reference and resource information on minority health issues. • Engage internal and external entities to support initiatives that address specific minority health needs, including target health care program resources to meet these needs. • Monitor programs, policies and procedures for inclusiveness and responsiveness to minority health needs. • Facilitate the development and implementation of research and scientific investigations to produce minority specific findings.
Internal Divisions	Office of Minority Health and Tribal Liaison are separate NDHHS offices
Advisory Committee	Yes
Staffing	4
Budget	Unknown
Website	http://dhhs.nv.gov/Programs/CHA/MH/
Contact	Tina Dortch (MPA), Program Manager Nevada Office of Minority Health and Equity (NOMHE) (702) 486-2151 tdortch@dhhs.nv.gov

New York: Office of Minority Health and Health Disparities Prevention³³

Mission	Ensure high quality, affordable and accessible health care for all New Yorkers. They are a resource for all of New York State and ultimately want to reach every resident.
Role	<ul style="list-style-type: none"> • Raising awareness about the health of racial, ethnic, and other underserved populations, • Increasing the engagement of local grassroots communities in public health advocacy and research, and • Increasing the number of racial, ethnic, and other underrepresented individuals that work in public health.
Priorities/Initiatives	<ul style="list-style-type: none"> • State Partnership Program: improve the health of racial and ethnic populations by developing policies and programs addressing disparities and gaps. • Obesity Prevention Policy Recommendations report. • Service and learning opportunities for college students. • Series of community-led listening forums in selected areas of the state with 40% or greater non-White population. • Highlighted the history and health concerns of Native Americans. • Community event with SUNY-Downstate Medical Center in Brooklyn to raise awareness about the health of immigrant populations.
Internal Divisions	None
Advisory Committee	Yes (Minority Health Council)
Staffing	Unknown
Budget	Unknown
Website	https://www.health.ny.gov/community/minority/
Contact	<p>Wilma Alvarado-Little, MA, MSW Associate Commissioner, NYSDOH Director, Office of Minority Health and Health Disparities Prevention omhhd@health.ny.gov ESP, Corning Tower – Room 957 Albany, New York 12237</p>

North Carolina: Office of Minority Health and Health Disparities³⁴

<p>Mission</p>	<p>Promote and advocate for the elimination of health disparities among all racial and ethnic minorities and other underserved populations in North Carolina.</p>
<p>Role</p>	<p>The Office of Minority Health of the Department of Environment, Health, and Natural Resources for which funds have been appropriated in this act, shall have, but is not limited to, the following duties and responsibilities:</p> <ul style="list-style-type: none"> • Develop public health policies that promote improvement in minority health status and minority access to public health services. • Develop monitoring, tracking, and reporting mechanisms for programs and services with minority health goals and objectives. • Provide periodic progress reports on the office and the advisory council activities to the Governor, the General Assembly, and the Secretary of the Department of Environment, Health, and Natural Resources. • Contact local health departments, community-based organizations, voluntary health organizations, and other public and private organizations statewide, on an ongoing basis, to learn more about their services to the minority communities, the health problems, and their ideas for improving minority health. • Promote local health department minority health services and community outreach by holding public meetings and community forums and participating in community-sponsored activities. • Offer technical assistance and consultation to local health departments and community-based organizations in such areas as grant writing and conference planning. • Assist local health departments and community-based organizations in identifying potential funding sources and other community resources. • Promote communication across all State agencies that provide services to minority populations. • Improve methods for collecting and reporting data on minority health. • Serve as a liaison to other states, the federal government, and national organizations.
<p>Priorities/Initiatives</p>	<ul style="list-style-type: none"> • Research and Data: Improving the quality and availability of health information, data collection and analysis. • Culture and Language: Providing cultural diversity and interpreter training to health and human services professionals and advocating for language services. • Policy and Legislation: Supporting policies and legislation that improve the health and well-being of all North Carolinians. • Partnership Development: Collaborating with others to improve minority health programs and services. • Advocacy: Disseminating information to increase awareness of minority health and health disparities. • N.C. Minority Diabetes Prevention Program.

	<ul style="list-style-type: none"> • N.C. Culturally and Linguistically Appropriate Services (NC CLAS) Program. • Health Equity Lunch and Learn Series. • Community Health Ambassadors Program (CHAP).
Internal Divisions	None
Advisory Committee	Yes (Minority Health Advisory Council)
Staffing	4 FTEs
Budget	\$3.1 million annual budget, state funds only
Website	https://www.ncminorityhealth.org/
Contact	Office of Minority Health and Health Disparities NC DHHS 1906 Mail Service Center Raleigh, NC 27699-1906 Courier #56-20-11 (919) 707-5040

North Dakota: Health Equity Office³⁵

Mission	To understand and reduce health disparities among all North Dakotans.
Role	<ul style="list-style-type: none"> The primary goal is to reduce rates of disease by providing opportunities for interventions and improving access to health care. This will ensure all North Dakotans receive the highest quality of health.
Priorities/Initiatives	<ul style="list-style-type: none"> Establish and garner insights from a New American/Foreign Born/Immigrant Advisory Board, Youth Advisory Board, and LGBTQ2S+ Advisory Board. Pilot and engage in participatory grantmaking sessions for equitable funding strategies. Assess Team North Dakota equity comfort and knowledge. Establish a LGBTQ2S+ friendly initiative. Focus on the health needs of North Dakota tribes through a Tribal Health Board Engineer greater diversity and inclusion in department-wide work and workforce. Research and identify gaps in health equity based on data-driven reports. Engage community members and address COVID-19 concerns as outlined in the North Dakota Special Populations Strategic Plan. These activities address the needs for New American/Foreign Born/Immigrants, African Americans, American Indian/Alaska Natives, persons with disabilities, aging or elderly populations, and other groups.
Internal Divisions	None
Advisory Committee	Yes
Staffing	3 FTE 2 CDC Public Health Associates 7 Temporary Staff 4 Interns
Budget	Varies
Website	https://www.health.nd.gov/health-equity
Contact	North Dakota Department of Health 600 E Boulevard Ave Bismarck, ND 58505 (701) 328-2372 healthequity@nd.gov

Ohio: Office of Health Equity³⁶

Mission	The elimination of health inequities.
Role	<ul style="list-style-type: none"> • Address elimination of health inequities via increased awareness and action in ODH programs and initiatives. • Develop and enhance program infrastructure and capacity. • Improve state level health surveillance and monitoring activities. • Increase awareness of health-related disability policy initiatives. • Increase health promotion opportunities for people with disabilities to maximize health. • Improve access to health care for people with disabilities. • Improve emergency preparedness among people with disabilities. • Effectively monitor and evaluate program activities.
Priorities/Initiatives	<ul style="list-style-type: none"> • Ohio Disability and Health Program: promote health, improve emergency preparedness, and increase access to care for Ohioans with disabilities.
Internal Divisions	None
Advisory Committee	Unknown
Staffing	Unknown
Budget	Unknown
Website	https://odh.ohio.gov/wps/portal/gov/odh/know-our-programs/health-equity/welcome/
Contact	Ohio Department of Health Health Equity Office 246 N. High Street, 7th Floor Columbus, Ohio 43215 (614) 644-2534 MinorityHealth@odh.ohio.gov

Oklahoma: Office of Minority Health & Health Equity³⁷

Mission	Health for all.
Role	Address the disproportionately poor health of Oklahoma’s racial and ethnic minority populations, address the social determinants of health, increase access to healthcare and promote health equity.
Priorities/Initiatives	<ul style="list-style-type: none"> • Awareness – Increase awareness of the significance of health disparities, their impact on the state, and the action necessary to improve health outcomes for racial and ethnic minorities and other underserved populations. • Leadership – Strengthen and broaden leadership for addressing health disparities at all levels. • Healthy System & Life Experience – Improve health and healthcare outcomes for racial and ethnic minorities and other underserved populations. • Cultural & Linguistic Competency – Improve cultural & linguistic competency and the diversity of the health-related workforce. • Data, Research & Evaluation – Improve data coordination, utilization and diffusion of research and evaluation outcomes.
Internal Divisions	None
Advisory Committee	Unknown
Staffing	6
Budget	Unknown
Website	https://www.ok.gov/health/Organization/Partnerships_for_Health_Improvement/Office_of_Minority_Health_&_Health_Equity/index.html
Contact	Oklahoma State Department of Health Office of Minority Health & Health Equity 1000 NE 10th Street, Room 516 Oklahoma City, OK 73117 minorityhealth@health.ok.gov (405) 271-1337

Oregon: Office of Equity and Inclusion³⁸

Mission	Work with diverse communities to eliminate health gaps and promote optimal health in Oregon.
Role	By connecting people and programs, they can make substantial, measurable progress in improving the health of all Oregonians.
Priorities/Initiatives	<ul style="list-style-type: none"> • Traditional Health Worker Program: bridging communities and the health systems that serve them, increasing the appropriate use of care by connecting people with health systems, advocating for health plan members, supporting adherence to care and treatment, and empowering individuals to be agents in improving their own health. • Health Care Interpreter Program. • Cultural Competence Continuing Education. • Developing Equity Leadership through Training and Action. • Regional Health Equity Coalitions. • Sponsorship Funds Program (Promote health equity and diversity education and awareness, Help organizational capacity building, Build community connections and engagement, Encourage information sharing, Inform OHA policy and program development, Support recruiting and diversifying workforce and contractor base). • Cultural Competence Continuing Education Committee. • Health Equity Committee. • Health Equity Researchers of Oregon. • Migrant Seasonal Farmworker Council. • Oregon Council on Health Care Interpreters. • Traditional Health Workers Commission. • Race, Ethnicity, Language, and Disability Implementation.
Internal Divisions	None
Advisory Committee	Community Advisory Council
Staffing	26
Budget	Unknown
Website	https://www.oregon.gov/oha/OEI/Pages/index.aspx
Contact	421 SW Oak St., Suite 750 Portland, OR 97204 (971) 673-1240 leann.r.johnson@state.or.us

Pennsylvania: Office of Health Equity³⁹

Mission	To illuminate health inequities and highlight the social determinants of health that drive these preventable gaps. By establishing where these gaps exist, they can begin to help all residents achieve their optimal health outcomes ... the impact of which will be felt in every community.
Role	<ul style="list-style-type: none"> • Provide leadership to increase public awareness of health disparities in Pennsylvania. • Advocate for the development of programs to address health disparities. • Work with policy makers, insurers, health care providers and communities to implement policies and programs that result in a measurable and sustained improvement in health status of underserved and disparate populations. • Collaborate with state agencies, academic institutions, community-based organizations, health partners, providers, and others in the public and private sectors to eliminate health disparities in Pennsylvania.
Priorities/Initiatives	<ul style="list-style-type: none"> • Pennsylvania Interagency Health Equity Team: a replication of a federal interagency team (FIHET) which includes a representative or representatives from many state agencies that come together to discuss health equity among their agency. • Public Health 3.0: four regional events across the commonwealth to bring together different sectors (e.g., business, education, housing, transportation, etc.) to have a conversation about how they can create conditions that allow all members of its communities to live healthy lives. • Culturally Linguistic Appropriate Services (CLAS) Task Force: provide training to senior leadership, developed a training video and administered several assessments.
Internal Divisions	Located within the Health Promotion and Disease Prevention Department
Advisory Committee	Yes
Staffing	16
Budget	Unknown
Website	https://www.health.pa.gov/topics/Health-Equity/Pages/Health%20Equity.aspx
Contact	David Saunders, Director of the Office of Health Equity (717) 547-3315 davidsaund@pa.gov

Rhode Island: Office of Minority Health⁴⁰

Mission	To ensure that Rhode Islanders are informed of the issues affecting minority youth by compiling data, providing resources, and supporting programming that advances the economic, education, social and political well-being of minority youth.
Role	<ul style="list-style-type: none"> • Strive to minimize and/or remove the barriers of race, poverty, ignorance, and despair through mentoring services, educational support, healthcare awareness, and community involvement. • Foster the development of culturally sensitive information for implementation in minority youth mentoring services. • Promote understanding of the roles of culture and ethnicity in the lives of minority youth. • Advocate for minority youth needs at the local and state level. • Encourage and assist in the development of minority youth programming. • Maintain mutually supportive and beneficial relationships with youth representatives and youth advocates.
Priorities/Initiatives	<ul style="list-style-type: none"> • Minority Youth Mentoring: ensure that Rhode Islanders are informed of the issues affecting minority youth by compiling data, providing resources, and supporting programming that advances the economic, education, social and political well-being of minority youth. • Refugee Health Program: ensure that refugees and asylees enter a comprehensive system of care that adequately responds to their unique healthcare needs. • Culturally and Linguistically Appropriate Services (CLAS) Standards. • Health Equity Summit. • Sexual Orientation and Gender Identity Equity Group: improve LGBTTTQQ (Lesbian, Gay, Bisexual, Trans, Two-Spirit, Queer and Questioning) public health policies, systems, and environmental change. • Community Health Workers. • Health Equity Zones Initiative: encourage and equip neighbors and community partners to collaborate to create healthy places for people to live, learn, work, and play. • Maternal & Child Health Program: Support and promote the health of all mothers, children, and families to reduce inequities and improve outcomes.
Internal Divisions	<ul style="list-style-type: none"> • Division of Community Health and Equity • Office of Special Needs
Advisory Committee	Unknown
Staffing	Unknown
Budget	Unknown
Website	https://health.ri.gov/programs/detail.php?pgm_id=20
Contact	Department of Health Michelle Wilson 3 Capitol Hill Providence, RI 02908 Michelle.Wilson@health.ri.gov

South Carolina: Office of Minority Health⁴¹

Mission	Sponsors community outreach and education initiatives on health issues where health disparities exist, e.g., heart disease, stroke, diabetes, HIV/AIDS, infant mortality, cancer, senior immunization and pandemic flu preparedness for African Americans, Latinos and Native Americans in South Carolina.
Role	Improve maternal and child health, prevent chronic disease and promote health, eliminate health disparities, prevent and control communicable diseases, and strengthen public health preparedness and response.
Priorities/Initiatives	<ul style="list-style-type: none"> • Protect Your Body. Protect Your Temple Toolkit • The Flu & the Flu Shot Toolkit for Community Leaders
Internal Divisions	None
Advisory Committee	No
Staffing	12
Budget	\$421,946 in state and federal funds (2013)
Website	https://www.scdhec.gov/health/minority-resources https://www.astho.org/Programs/Health-Equity/State-Snapshots-Map/Materials/SC-Snapshot/
Contact	Constituent Services SC Department of Health and Environmental Control 2600 Bull Street Columbia, SC 29201 (803) 898-3432 info@dhec.sc.gov

Tennessee: Office of Minority Health and Disparities Elimination⁴²

Mission	Promote health policies, programs, and services designed to improve health and quality of life by preventing and controlling the disproportionate burden of disease, injury, and disability among disparate populations, particularly racial and ethnic minorities. The OMHDE seeks to empower communities to support optimal health for all and to eliminate disparities for racial, ethnic and underserved populations.
Role	<ul style="list-style-type: none"> • Health in All Policies • Capacity Building • Partner Engagement • Alignment and Coordination • Monitoring and Improved Performance.
Priorities/Initiatives	<ul style="list-style-type: none"> • The OMHDE releases three funding opportunities throughout the year: Historically, Black Colleges and University (HBCU) contracts; Community-Based and Faith-Based Organization Competitive Grant Awards; and Community-Based Sponsorships. • COVID-19 Health Disparity Task Force • COVID-19 Awareness Campaign
Internal Divisions	None
Advisory Committee	Yes
Staffing	4
Budget	Unknown
Website	https://www.tn.gov/health/health-program-areas/dmhde.html
Contact	Monique Anthony, MPH, Director 615-253-8347 monique.anthony@tn.gov

Texas: Office for the Elimination of Health Disparities⁴³

Mission	Provides assistance to unserved or under-served communities.
Role	<ul style="list-style-type: none"> • Training to TDSHS regional staff to develop a more culturally competent and sensitive workforce. • Assist TDSHS programs in removing barriers that impede minorities from taking advantage of health services. • Provides assistance to unserved or under-served communities. • Promotes the adoption of healthy lifestyles. • Promotes delivery of acceptable preventive and primary health services within the minority communities. • Provides technical assistance, both organizational and funding, to organizations which provide public health services that impact minority communities.
Priorities/Initiatives	Unknown
Internal Divisions	None
Advisory Committee	Unknown
Staffing	Unknown
Budget	Unknown
Website	https://www.dshs.texas.gov/region4-5/mh.shtm
Contact	<p>Derrick Choice, Program Manager 903-533-5261 Department of State Health Services Health Service Region 4 and 5 North 2521 West Front Street Tyler, Texas 75702</p>

Utah: Office of Health Disparities⁴⁴

Mission	Advance health equity and reduce health disparities in Utah.
Role	OHD continues its commitment to reducing racial and ethnic health disparities but is also looking for opportunities to address health disparities by geography and income.
Priorities/Initiatives	<ul style="list-style-type: none"> • It Takes A Village: Giving Our Babies the Best Chance: raises awareness and addresses birth outcomes disparities in the context of Pacific Islander cultural beliefs and practices. • Culturally and Linguistically Appropriate Services (CLAS). • Bridging Communities and Clinics: address known inadequacies and inefficiencies of the “traditional” health fair approach to community health outreach. • Health in 3-D: Understanding Diversity, Determinants and Disparities training video. • U-Train continuing education. • For Me, For Us: Promoting healthy weight, access to health care and healthy births to diverse Utah communities. • Access to health and dental care. • Birth outcomes/infant mortality.
Internal Divisions	None
Advisory Committee	Yes
Staffing	5
Budget	OHD is supported through state and federal funds (U.S. Department of Health and Human Services, Office of Minority Health)
Website	http://www.health.utah.gov/disparities/
Contact	Office of Health Disparities Reduction Dulce A. Díez, MPH, MCHES, Director Utah Department of Health PO Box 141000 Salt Lake City, UT 84114 disparities@utah.gov

Virginia: Office of Health Equity⁴⁵

Mission	The Office of Health Equity is committed to ensuring all Virginians have fair and quality health care in every corner of the state.
Role	<ul style="list-style-type: none"> • Develops programs and partnerships to empower racial and ethnic minority communities to promote awareness of health inequities. • Create, fund and support quality and sustainable rural healthcare infrastructure. • Assure the availability of quality health care to low income, uninsured, isolated, vulnerable and special needs populations and to meet these populations' unique health care needs. • Data management, research and analytical support to the Office of Health Equity, Virginia Department of Health and external stakeholders.
Priorities/Initiatives	<ul style="list-style-type: none"> • Danville Youth Health Equity Leadership Institute • VA Congregations for Million Hearts • VA Partners in Prayer & Prevention (P3) • Culturally and Linguistically Appropriate Services Initiatives (CLAS). • Fostering collaboration across and within various levels of government, communities, and non-profit organizations. • Identifying communities with the greatest unmet health care needs, disparities, and health workforce shortages; identifying the key barriers to access to health care for these communities; and working toward solutions. • Supporting the Virginia Community Healthcare Association [Virginia's Primary Care Association (PCA)] by providing information to assist in their development of a plan to manage the growth of health centers in Virginia. • Supporting and enhancing the primary care workforce in the state through shortage designations, recruitment and retention activities, and administration of scholarship and loan repayment programs. • Fostering collaboration and leveraging resources across and within various levels of government, communities, and non-profit organizations. • Collecting and disseminating information to stakeholders. • Providing technical assistance. • Assisting the coordination of rural health interests statewide through assessment and planning efforts. • Supporting efforts to improve recruitment and retention of health professionals in rural areas.
Internal Divisions	<ul style="list-style-type: none"> • Multicultural Health & Community Engagement • Virginia's State Office of Rural Health • State Primary Care Office • Social Epidemiology
Advisory Committee	Yes (COVID-19 Health Equity Working Group)
Staffing	25
Budget	Receives federal funding from Health Resources and Services Administration (HRSA) Federal Office of Rural Health Policy (FORHP).
Website	https://www.vdh.virginia.gov/health-equity/
Contact	Virginia Department of Health P.O. Box 2448 Richmond, Virginia 23218-2448 (804) 864-7435 ohe@vdh.virginia.gov

Vermont: Office of Health Equity⁴⁶

Mission	Inside its department, they create systems to support equity. Outside the department, they work with traditional and non-traditional public health partners, members of communities that most experience inequities, and other departments and agencies in Vermont on health equity.
Role	<ul style="list-style-type: none"> • Cultural Humility • Community Engagement • Culturally and Linguistically Appropriate Care • Reflect and Respect Diversity • Health Equity Action Team • Plan, Track and Evaluate • Language Access, Interpretation and Translation • Monitor Health Disparities
Priorities/Initiatives	<ul style="list-style-type: none"> • National Standards for Culturally and Linguistically Appropriate Services • Health Equity Action Team (HEAT) is a cross-departmental workgroup to support health equity work at the Health Department
Internal Divisions	None
Advisory Committee	None
Staffing	Unknown
Budget	Unknown
Website	https://www.healthvermont.gov/about-us/our-vision-mission/health-equity
Contact	Department of Health 108 Cherry Street Burlington, VT 05402 800-464-4343

Washington: Office of Health Equity⁴⁷

Mission	Achieving a workplace that is representative of those communities can increase access to resources and programs, improve health outcomes, and promote health equity; commits to reexamining its priorities and the way they do their work.
Role	<ul style="list-style-type: none"> • Build the Department of Health’s organizational infrastructure and workforce to promote and support health equity. • Develop and implement a robust system for collecting, monitoring, using and analyzing data on health outcomes and behaviors to assess disparities and to advance health equity. • Invest in sustained quality internal and external partnerships with local health departments, community-based and Tribal organizations, Tribes, Urban Indian programs, and other identified multi-sector public and private entities to eliminate disparities and promote health equity. • Implement, support, and evaluate policies that create the social, environmental, and economic conditions to achieve health equity. • Ensure that communication on health equity is visible and accessible to Department of Health staff, external partners, and the general public.
Priorities/Initiatives	<ul style="list-style-type: none"> • Information by Location Mapping for Health Disparities • Health Disparity Data Reports • Community Health Worker training program • COVID-19 Community Outreach Contracts • Re-affirming the Department of Health’s Commitment to Diversity, Inclusion, and Cultural Humility
Internal Divisions	None
Advisory Committee	Yes
Staffing	21 staff
Budget	\$4 million
Website	https://www.doh.wa.gov/CommunityandEnvironment/HealthEquity
Contact	equity@doh.wa.gov

West Virginia: Office of Minority Health⁴⁸

Mission	To eliminate health disparities for vulnerable populations as defined by race or ethnicity, socio-economic status, geography, age, disability status, risk status related to sex and gender and other populations identified to be at-risk for health disparities.
Role	To coordinate with other Bureau for Public Health programs and activities related to disease prevention, health promotion, service delivery, and research.
Priorities/Initiatives	<ul style="list-style-type: none"> • Address disease prevention • Promote health • Reduce disease risk • Enhance healthier lifestyle choices • Improve health care service use • Partner with the Marshall University Minority Health Institute (since 2018), engaging in health disparity and equity studies
Internal Divisions	None
Advisory Committee	Yes (West Virginia Health Equity Action Team)
Staffing	None (FTE)
Budget	None
Website	https://dhhr.wv.gov/News/2014/Pages/Taya-Williams-selected-to-lead-DHHR%E2%80%99s-Office-of-Minority-Health.aspx
Contact	Office of Community Health Systems and Health Promotion Bureau for Public Health 350 Capitol Street, Room 224 Charleston, WV 25301 (304) 356-4203 DHHRSecretary@wv.gov

Wisconsin: Office of Minority Health⁴⁹

Mission	The Minority Health Program provides statewide leadership for policy measures that aim to improve the health of vulnerable populations in Wisconsin. It assures coordination of efforts intended to reduce health disparities.
Role	<p>Its work is guided by three levels of authority:</p> <ol style="list-style-type: none"> 1. The federal Office of Minority Health strategic plan, the National Partnership for Action; 2. Wis. Stats. 250.20; and 3. The state health plan, <i>Healthiest Wisconsin 2020</i>. <p>They work to consolidate these three levels of mandate into a coherent plan of action that its partners can implement to improve health outcomes for minority communities. They provide direct services as well as indirect services.</p>
Priorities/Initiatives	<ul style="list-style-type: none"> • Culturally and Linguistically Appropriate Services in Health and Health Care • What Works: Reducing Health Disparities in Wisconsin Communities project. • Virtual Symposium: Advancing the response to COVID-19 • Minority Health Grants each Fiscal Year • Minority public health information campaign • Publication of the Minority Health Report • Collection, organization, and distribution of relevant information to partners • Administrative support to the Minority Health Advisory Group
Internal Divisions	None
Advisory Committee	Minority Health Advisory Group
Staffing	Unknown
Budget	Unknown
Website	https://www.dhs.wisconsin.gov/minority-health/index.htm
Contact	<p>Lola Awoyinka Minority Health Epidemiologist/Program Coordinator Wisconsin Minority Health Program Office of Policy and Practice Alignment Division of Public Health PO Box 2659 Madison, WI 53701-2659 608-266-7561 DHSWIMinorityHealthProgram@dhs.wisconsin.gov</p>

Wyoming: Office of Health Equity⁵⁰

Mission	Promote, advocate, and enhance equitable social, economic, and environmental conditions that help all people reach their full health potential.
Role	<ul style="list-style-type: none"> • Training, evaluation and consultation with Public Health Division programs and partnerships across the state. • Public Health Division’s central point for the assistance, expertise and exchange of information related to health equity.
Priorities/Initiatives	<ul style="list-style-type: none"> • Wyoming State Network for Language Access • Language Access Services Toolkit • Culturally and Linguistically Appropriate Services In Health Care (CLAS) • Health Equity Training • Wyoming Interpreter Training
Internal Divisions	None
Advisory Committee	Unknown
Staffing	Unknown
Budget	Unknown
Website	https://health.wyo.gov/publichealth/multicultural/
Contact	Lillian Zuniga 122 West 25th Street, Suite E102 Cheyenne, WY 82002 (307) 777-5601

Advice from the Field

A few state offices of minority health and health equity responded to the email request for additional information with a phone call. During these calls, they volunteered “advice” from their experience. Below is a list of these comments.

- Be a division verses and office within a division of your state department of health. This allows you to address equity across departments/divisions/offices.
- Connect with legislative leaders and key health committee members. Inform health equity in policies.
- Engage minority members of the legislature in the formation of the office.
- Focus on why these disparities are happening. When you identify the root, you can resolve it.
- Investigate why current investments aren’t successful in reducing disparities.
- Clearly define the role and expectations of the office of health equity and communicate them.
- Determine how long it will take to “close the gap”. This is helpful in allocating resources.
- Staff your department with well-trained public health staff who are well paid.
- “We don’t have time,” “One of us is dying.” Health Equity is a matter of life and death.
- Have health equity plans for each county and provide them with funding to enact the plan. Comprehensive county profiles
- Have open, honest conversations about “what we aren’t doing well” to guide the work.
- The office serves the people, not the governor. The office exists to improve the prosperity of all people.
- Always talk about the socioeconomic factors’ roles in health disparities and viable solutions for changing socioeconomic inequity for better health outcomes. No “Band-Aid” work.
- Don’t let politics pigeonhole the work.
- Where can we make the invisible visible?
- Health Equity is so broad it is important to define role and clarify the office’s work, set the expectations and the resources needed to meet them.
- Grow strategically for greatest impact-don’t chase funding for the sake of funding positions.
- [“Please send an update to the other states when ND has their office up and running!”](#)

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