Just BREATHE Initiative, KDPH

**Phase I**
Normalizing equity
This becomes our ‘norm’.

Critical conversations
Internal work within KDPH

**Phase II**
Organize/Operationalize
Making the concept actionable measurable

Trainings, Looking at internal processes, policies, programs
Core Equity Teams as leads

**Phase III**
Evaluation
Assess and analyze our efforts.

Choosing our method to evaluate change

Using data and analytics to inform and adjust our efforts

Normalizing equity
This becomes our ‘norm’.
Thank you!

Vivian Lasley-Bibbs, MPH
Director and Epidemiologist
Office of Health Equity
vivian.lasley-bibbs@ky.gov

Nikki Weiss, PhD
Health Equity Project Manager
Office of Health Equity
nicole.weiss@ky.gov
Table 1 CHFS Racial Equity Theory of Change

Normalize: Racial Equity is a key value
- Develop shared language around key concepts (e.g., Racism, Racial Equity).
- Increase awareness and opportunities for learning/information sharing.
- Leadership expresses urgency in achieving organizational racial equity.
- Collect and disaggregate data by race.

Organize: Build the Capacity
- Conduct Racial Equity trainings for leaders and staff.
- Identify competencies, skills, and organizational supports needed.
- Implement change teams to lead the process.
- Develop external partnerships to support racial equity efforts.

Operationalize: Implementation & Sustainability, Measurement, Accountability
- Implement Racial Equity tools for decision making.
- Set SMART goals for reducing racial inequities.
- Develop Racial Equity Plans across department and divisions.
- Report out progress against Racial Equity goals.
- Implement accountability mechanisms.

Evaluation: Assess and analyze our efforts
- Determine method of evaluation.
- Determine method of documenting effort.
- Assess fidelity to our theory of change.
- Utilize data and analytics to inform and adjust efforts.