

# Empowering Tomorrow's Healers: Diversity and Service in Public Health

## A Workshop for Aspiring PreMed Students and Leaders

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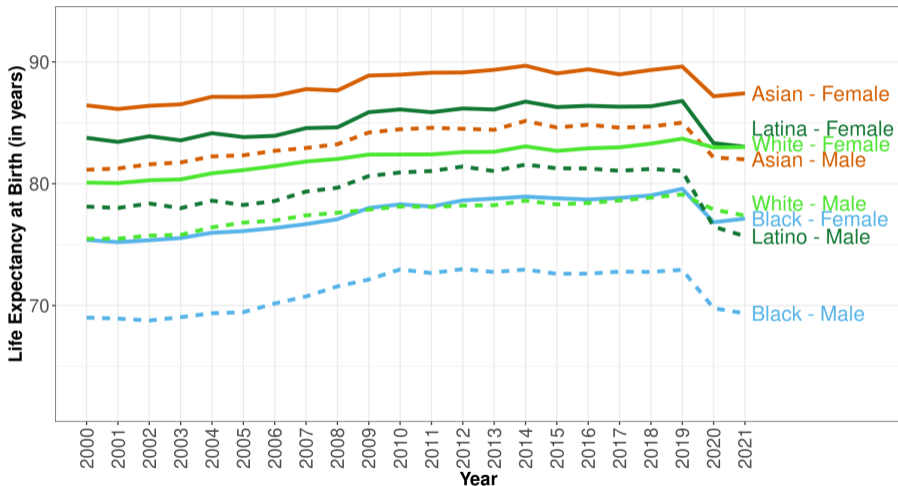
# Outline

- 1 The Public Health Approach
- 2 The U.S. Healthcare Ecosystem
- 3 Preparing for the future, including complex, emerging threats

# The Public Health Approach

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# Leading Causes of Death Across the Life Course, 2019–2021<sup>1</sup>



<sup>1</sup> [https://skylab.cdph.ca.gov/communityBurden/\\_w\\_1454ffe8/SOPH/2023/Full%20Report.html](https://skylab.cdph.ca.gov/communityBurden/_w_1454ffe8/SOPH/2023/Full%20Report.html)

# Life Expectancy by Race/Ethnicity and Sex, by Year, 2000–2021<sup>2</sup>

Ranking	0 - 4	5 - 14	15 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65 - 74	75 - 84	85+
1	Neonatal conditions 2,973	Road injury 260	Drug overdose 2,359	Drug overdose 5,268	Drug overdose 5,020	COVID-19 6,260	Ischemic heart disease 15,046	Ischemic heart disease 23,283	Ischemic heart disease 27,481	Alzheimer's disease 56,946
2	Congenital anomalies 1,300	Brain and nervous system cancers 133	Road injury 2,171	Road injury 2,905	COVID-19 2,655	Drug overdose 5,150	COVID-19 12,961	COVID-19 17,302	Alzheimer's disease 19,673	Ischemic heart disease 41,012
3	Other unintentional injuries 332	Other neurological conditions 110	Homicide 1,524	Suicide/Self-harm 2,280	Alcohol-related 2,530	Ischemic heart disease 4,818	Alcohol-related 6,022	Lung Cancer 9,480	COVID-19 17,437	Stroke 24,544
4	Other Infections/Nutritional 144	Congenital anomalies 99	Suicide/Self-harm 1,416	Homicide 1,960	Road injury 2,054	Alcohol-related 4,194	Drug overdose 5,639	COPD 7,991	Stroke 13,187	Hypertensive heart disease 17,453
5	Endocrine, blood, immune disorders 135	Leukemia 88	Other neurological conditions 286	Alcohol-related 1,058	Suicide/Self-harm 1,908	Stroke 1,954	Lung Cancer 4,700	Stroke 7,725	COPD 11,402	COVID-19 17,234

Broad  
Condition  
Group

Communicable

Cancer

Cardiovascular

Other Chronic

Injury

<sup>2</sup>[https://skylab.cdph.ca.gov/communityBurden/\\_w\\_1454ffe8/SOPH/2023/Full%20Report.html](https://skylab.cdph.ca.gov/communityBurden/_w_1454ffe8/SOPH/2023/Full%20Report.html)

# What is health, public health, and mental health?

**Health** is “a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.”<sup>3</sup>

**Public health** is “what we, as a society, do collectively to assure the conditions in which people can be healthy.”<sup>4</sup>

**Mental health** is “a state of mental well-being that enables people to cope with the stresses of life, realize their abilities, learn well and work well, and contribute to their community.”<sup>5</sup>

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<sup>3</sup> [www.who.int/about/governance/constitution](http://www.who.int/about/governance/constitution)

<sup>4</sup> [nap.nationalacademies.org/catalog/1091/the-future-of-public-health](http://nap.nationalacademies.org/catalog/1091/the-future-of-public-health)

<sup>5</sup> [www.who.int/news-room/fact-sheets/detail/mental-health-strengthening-our-response](http://www.who.int/news-room/fact-sheets/detail/mental-health-strengthening-our-response)

# State of California Public Health Regions

Rural North, Greater Sierra Sacramento, Bay Area, Central CA, Southern CA, and Los Angeles



## State of California

- Population: 39,185,605<sup>a</sup>
- Counties: 58
- Health jurisdictions: 61<sup>b</sup>

## California Department of Public Health

- *Mission: To advance the health and well-being of California's diverse people and communities*
- *Vision: Healthy communities with thriving families and individuals*

<sup>a</sup>California Department of Finance, May, 2, 2022

<sup>b</sup>57 counties + City & County of San Francisco, City

# Public health: The science and practice of population health

## Public health approach

- 1 Ecological-social (“eco-social”)
- 2 Life course and inter-generational processes
- 3 Equity, antiracism, and health equity
- 4 Prevention, especially primary prevention<sup>a</sup>

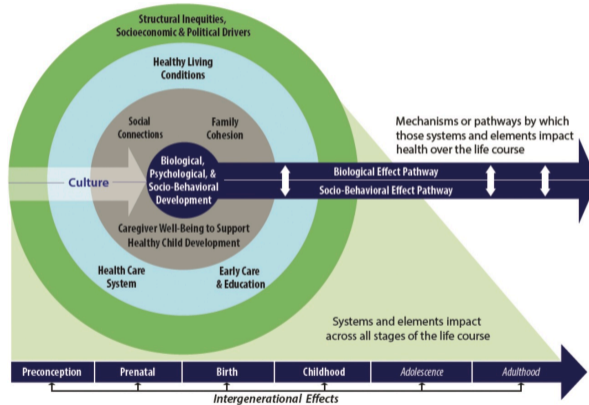
<sup>a</sup>JM Shultz, LM Sullivan, S Galea. Public Health: An Introduction to the Science and Practice of Population Health. Springer, 2019



Figure: [ohi.vetmed.ucdavis.edu/](http://ohi.vetmed.ucdavis.edu/)

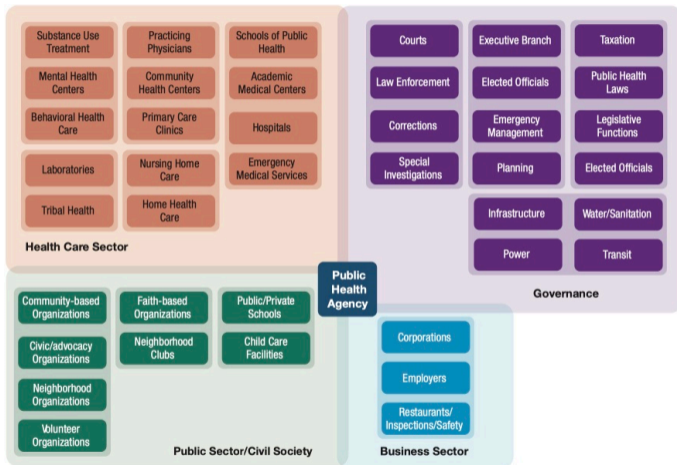


# Leveraging early opportunities to advance health equity across the life course: A conceptual framework<sup>6</sup>



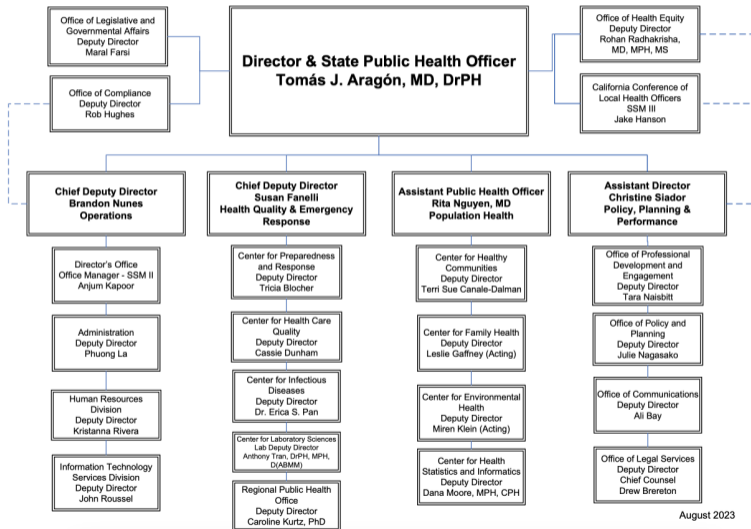
<sup>6</sup>NASEM. 2019. Vibrant and Healthy Kids: Aligning Science, Practice, and Policy to Advance Health Equity. Washington, DC: The National Academies Press. <https://doi.org/10.17226/25466>

# The public health system: Role of public health agencies<sup>7</sup>



<sup>7</sup>JM Shultz, L Sullivan, S Galea. Public Health: An Introduction to the Science and Practice of Population Health. Springer Publishing Company, 2019

# California Department of Public Health Organization Chart



August 2023



# The CDPH Way — “Becoming the Best at Getting Better”

## Objectives:

- 1 Become a **learning, healing, impactful organization**
  - ▶ Deploying lean and measuring what matters<sup>a</sup>
  - ▶ Becoming trauma-preventive and responsive
  - ▶ Promoting equity, antiracism, and health equity
- 2 Develop **our people**
  - ▶ Ensuring core public health competencies
  - ▶ Supporting personal professional development
- 3 Tackle key **public health challenges**
  - ▶ The Future of Public Health Initiative
  - ▶ Behavioral health promotion and prevention
  - ▶ Community and population health improvement
  - ▶ Emergency readiness and pandemic recovery
  - ▶ Climate action and community resilience

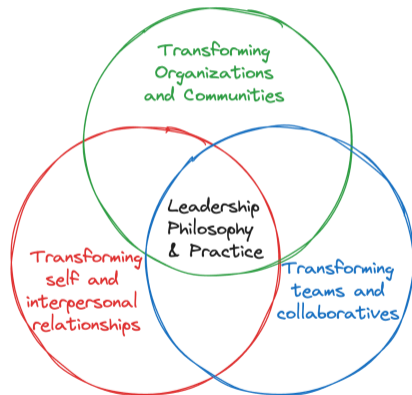


Figure: Organizational Theory of Change

<sup>a</sup>See OKRs at <https://www.whatmatters.com/get-started>

## The CDPH Way — “*Becoming the Best at Getting Better*”

**Lean thinking and practice** is “systematically developing people to solve problems and consuming the fewest possible resources *while* continuously improving processes to provide value to community members and prosperity to society”<sup>8</sup>

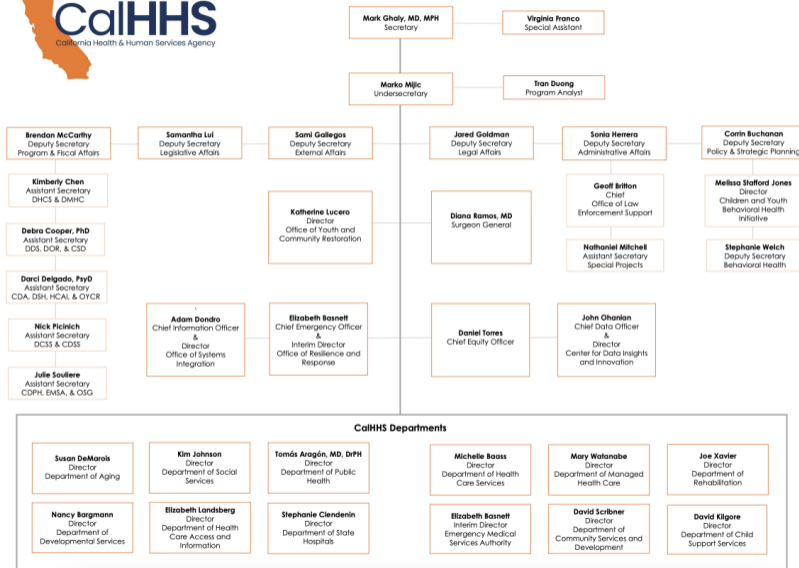
The CDPH **lean operating system** has six foundational elements:<sup>9</sup>

- 1 **Respect** people
- 2 **Improve** continuously
- 3 Embrace **scientific thinking**
- 4 **Measure what matters** (OKRs)<sup>10</sup>
- 5 **Respond and adapt** with **speed** and **agility**
- 6 Eliminate **waste** and **undesired variability**

<sup>8</sup><https://www.lean.org/the-lean-post/articles/public-service-leans-next-frontier/>

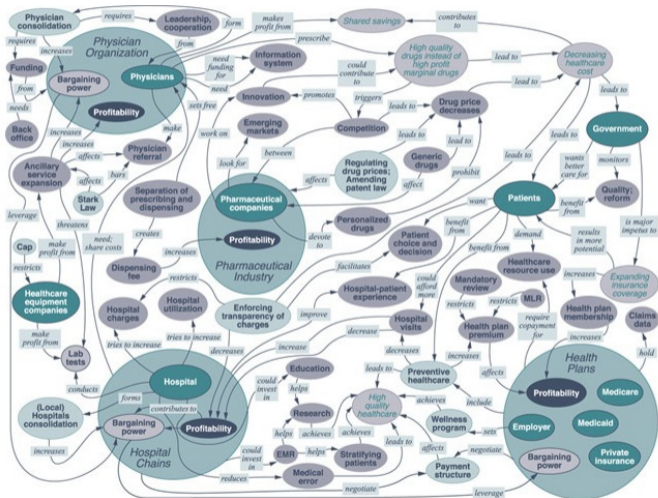
<sup>9</sup>For comprehensive framework see <https://shingo.org/shingo-model/>

<sup>10</sup>See “Objectives and Key Results” (OKRs) at <https://www.whatmatters.com/get-started>



# The U.S. Healthcare Ecosystem

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The U.S. Healthcare Ecosystem: Payors, Providers, Producers<sup>11</sup>

<sup>11</sup> <https://www.amazon.com/U-S-Healthcare-Ecosystem-Providers-Producers/dp/126426447X>



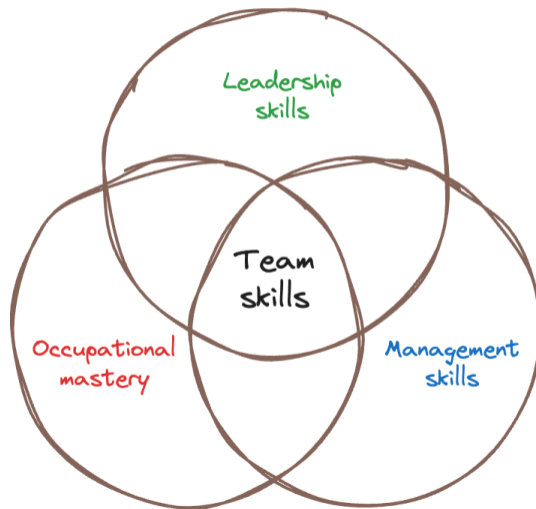
# Preparing for the future, including complex, emerging threats

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# Preparing for the future, including complex, emerging threats

- 1 Centrality of behavioral health (mental health & addiction prevention)
- 2 Automation, machine learning, and artificial intelligence
- 3 Climate change, and other complex, emerging threats

# Network talent model



## Defining leadership

**Public health leadership** is “the practice of mobilizing people, organizations, and communities to effectively tackle tough public health challenges.” . . . Drs. James Begun and Jan Malcolm<sup>12</sup>

**Radical transformational leadership** is leading change from the universal values<sup>13</sup> of dignity, equity, compassion and humility to transform self, people, systems and cultures towards equity, antiracism, and sustainable results. . . Tomás Aragón, adapted from Dr. Monica Sharma (former United Nations director of leadership development)<sup>14</sup>

**Leadership** “is getting results in a way that inspires trust.” . . . Stephen MR Covey<sup>15</sup>

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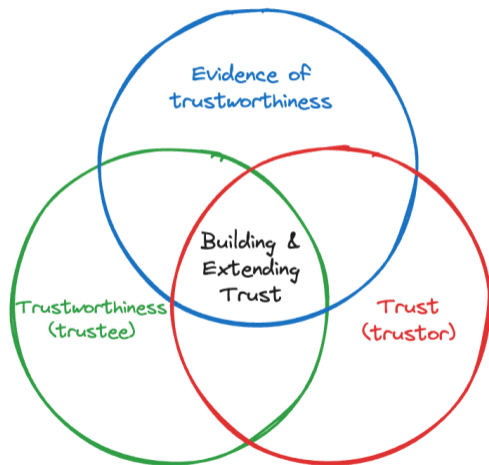
<sup>12</sup>Leading Public Health: A Competency Framework, Springer Publishing Company; 1st ed (2014)

<sup>13</sup>Universal values are values that apply to everyone, everywhere, leaving no one behind, including adversaries. Universal values enable us to transcend differences, to find common ground, and to solve problems together. We should strive to embody and promote universal values in every interaction and every conversation.

<sup>14</sup>Radical Transformational Leadership: Strategic Action for Change Agents, North Atlantic Books (2017)

<sup>15</sup>Speed of Trust: The One Thing That Changes Everything, FREE PRESS (2008)

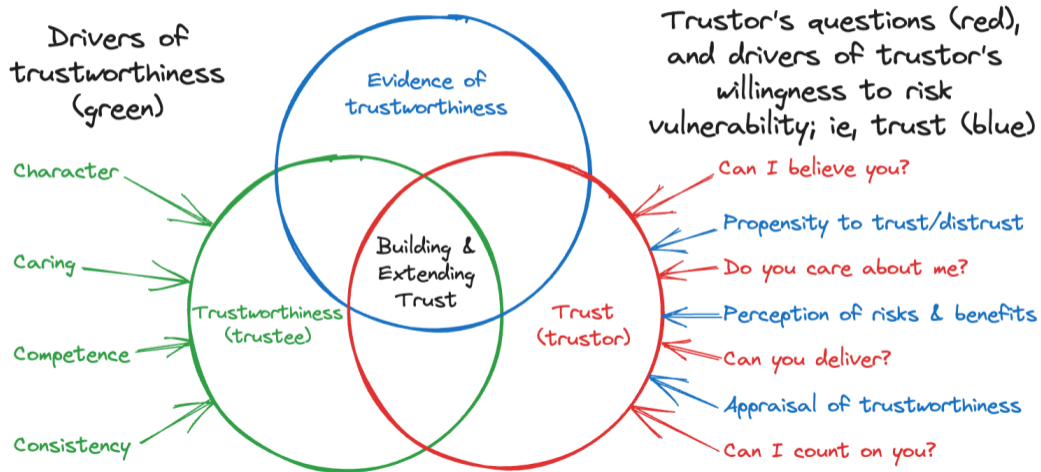
# Building and extending trust



Trust is a psychological state of the trustor — it is the willingness to be vulnerable to the actions of another party. It's a choice, mostly intuitive, but sometimes deliberative.

Trustworthiness are attributes of the trustee that drive their reasoning, thoughts, feelings, and actions that affect the trustor.

# Building and extending trust



# Building and extending trust through character development

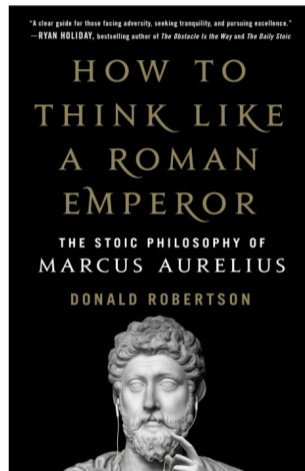
Engaging way to focus on character: Read book written by clinical psychologist with expertise in Cognitive Behavioral Therapy (CBT).

Virtue as the highest good: Stoicism holds that the ultimate good is living a life of virtue, which encompasses wisdom, courage, justice, and temperance (self-discipline).

Stoic mindfulness (Prosoche): Mindfulness is a central practice in Stoicism. It involves being present, attentive to one's thoughts, and maintaining awareness of one's actions and emotions.

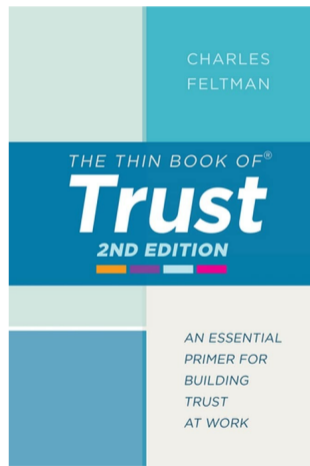
The view from above: This Stoic exercise involves mentally zooming out and imagining oneself from an external, cosmic perspective. It helps in gaining a broader view of life's challenges and realizing the insignificance of certain concerns.

Living in accordance with nature: Living in harmony with the natural order of the universe. This involved embracing reason and virtue and accepting the unfolding of events with equanimity.



## Building and extending trust reading list

1. Charles Feltman. *The Thin Book of Trust: An Essential Primer For Building Trust at Work*. Thin Book Publishing, 2e, 2021. Highly recommended!
2. Donald Robertson. *How to Think Like a Roman Emperor: The Stoic Philosophy of Marcus Aurelius*. Griffin, 2020. Engaging way to focus on developing character using ancient wisdom, practical philosophy, and Cognitive Behavioral Therapy (CBT) concepts. Highly recommended! To learn more visit <https://donaldrobertson.name/>.
3. Karolin Helbig & Minette Norman. *The Psychological Safety Playbook: Lead more powerfully by being more human*. Page Two, 2023.





# Summary<sup>16</sup>

- 1 The Public Health Approach
- 2 The U.S. Healthcare Ecosystem
- 3 Preparing for the future, including complex, emerging threats

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<sup>16</sup>To learn more visit <https://drtomasaragon.github.io>