Empowering Tomorrow’s Healers: Diversity and Service in Public Health
A Workshop for Aspiring PreMed Students and Leaders

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September 30, 2023
1 The Public Health Approach

2 The U.S. Healthcare Ecosystem

3 Preparing for the future, including complex, emerging threats
The Public Health Approach
Leading Causes of Death Across the Life Course, 2019–2021

The diagram shows the life expectancy at birth for different genders and racial groups from 2000 to 2021. The life expectancy has shown an overall increase over the years for all groups except for Black males, where a slight decrease is observed from 2019 to 2021.

1 https://skylab.cdph.ca.gov/communityBurden/_w_1454ffe8/SOPH/2023/Full%20Report.html
## Life Expectancy by Race/Ethnicity and Sex, by Year, 2000–2021

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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.”

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

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.”

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3 www.who.int/about/governance/constitution
4 nap.nationalacademies.org/catalog/1091/the-future-of-public-health
5 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\(^a\)
- Counties: 58
- Health jurisdictions: 61\(^b\)

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

\(^a\)California Department of Finance, May 2, 2022
\(^b\)57 counties + City & County of San Francisco, City of Berkeley, City of Pasadena, City of Long Beach
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

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Figure: ohi.vetmed.ucdavis.edu/
Leveraging early opportunities to advance health equity across the life course: A conceptual framework

The public health system: Role of public health agencies

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The Public Health Approach

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

Objectives:

1. Become a learning, healing, impactful organization
   - Deploying lean and measuring what matters
   - 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

See OKRs at https://www.whatmatters.com/get-started

Figure: Organizational Theory of Change
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.”

The CDPH lean operating system has six foundational elements:

1. Respect people
2. Improve continuously
3. Embrace scientific thinking
4. Measure what matters (OKRs)
5. Respond and adapt with speed and agility
6. Eliminate waste and undesired variability

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9 For comprehensive framework see [https://shingo.org/shingo-model/](https://shingo.org/shingo-model/)
10 See “Objectives and Key Results” (OKRs) at [https://www.whatmatters.com/get-started](https://www.whatmatters.com/get-started)
The Public Health Approach

Empowering Tomorrow’s Healers

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The U.S. Healthcare Ecosystem
The U.S. Healthcare Ecosystem: Payors, Providers, Producers


Tomás Aragón, MD, DrPH
Empowering Tomorrow’s Healers

September 30, 2023 16 / 25
Preparing for the future, including complex, emerging threats
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
Preparing for the future, including complex, emerging threats

Network talent model

- Leadership skills
- Team skills
- Occupational mastery
- Management skills
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

Radical transformational leadership is leading change from the universal values 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)

Leadership “is getting results in a way that inspires trust.” ... Stephen MR Covey

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13 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.
15 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.
Preparing for the future, including complex, emerging threats

Building and extending trust

Drivers of trustworthiness (green):
- Character
- Caring
- Competence
- Consistency

Evidence of trustworthiness

Building & Extending Trust

Trust (trustor):
- Can I believe you?
- Propensity to trust/distrust
- Do you care about me?
- Perception of risks & benefits
- Can you deliver?
- Appraisal of trustworthiness
- Can I count on you?

Trustor’s questions (red), and drivers of trustor’s willingness to risk vulnerability; ie, trust (blue)
Preparing for the future, including complex, emerging threats

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.
Preparing for the future, including complex, emerging threats

Building and extending trust reading list


Summary

1. The Public Health Approach

2. The U.S. Healthcare Ecosystem

3. Preparing for the future, including complex, emerging threats

To learn more visit https://drtomasaragon.github.io