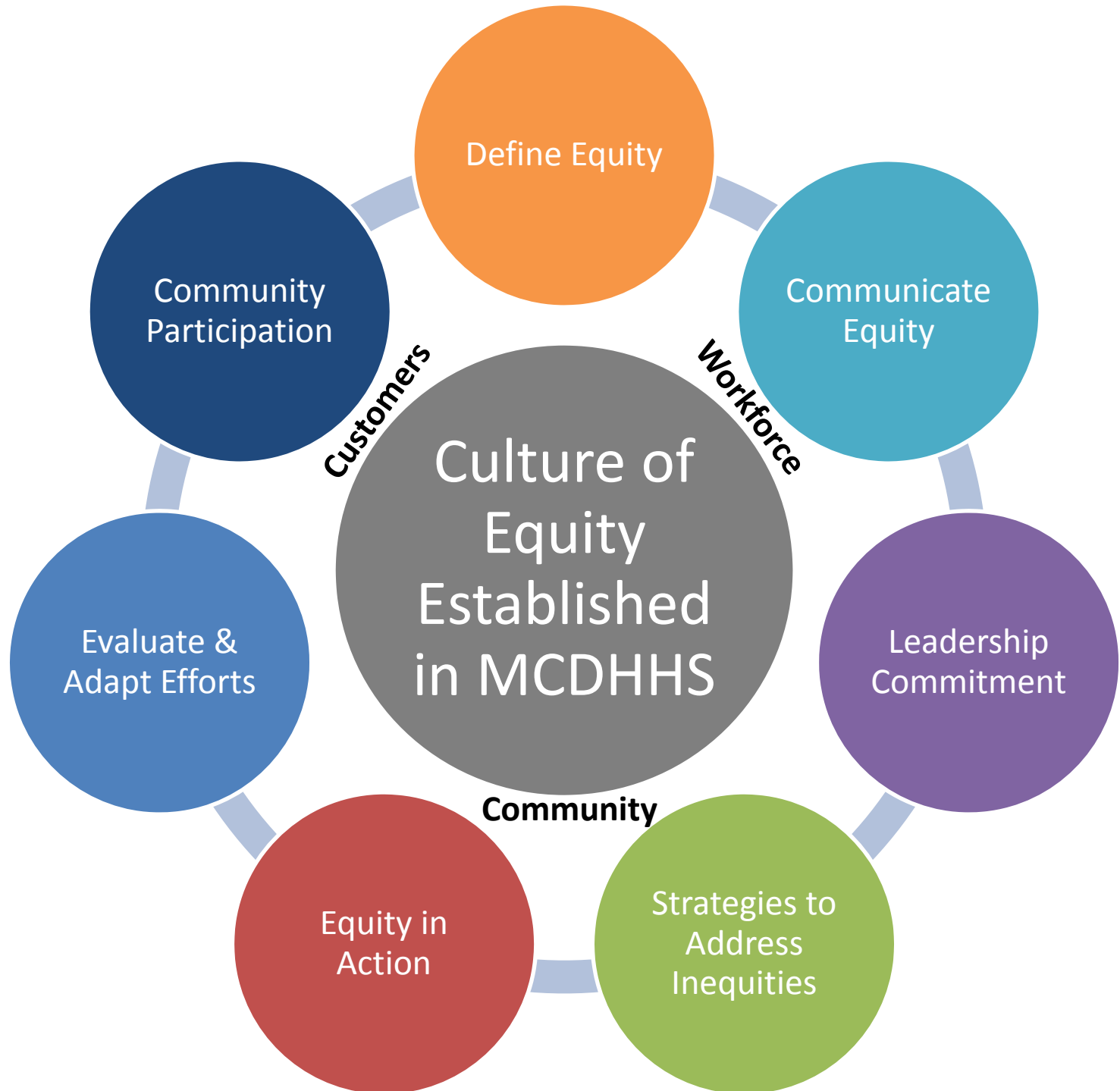




# Our Equity Journey

Montgomery County Department  
of Health and Human Services

# Our HHS Equity Journey

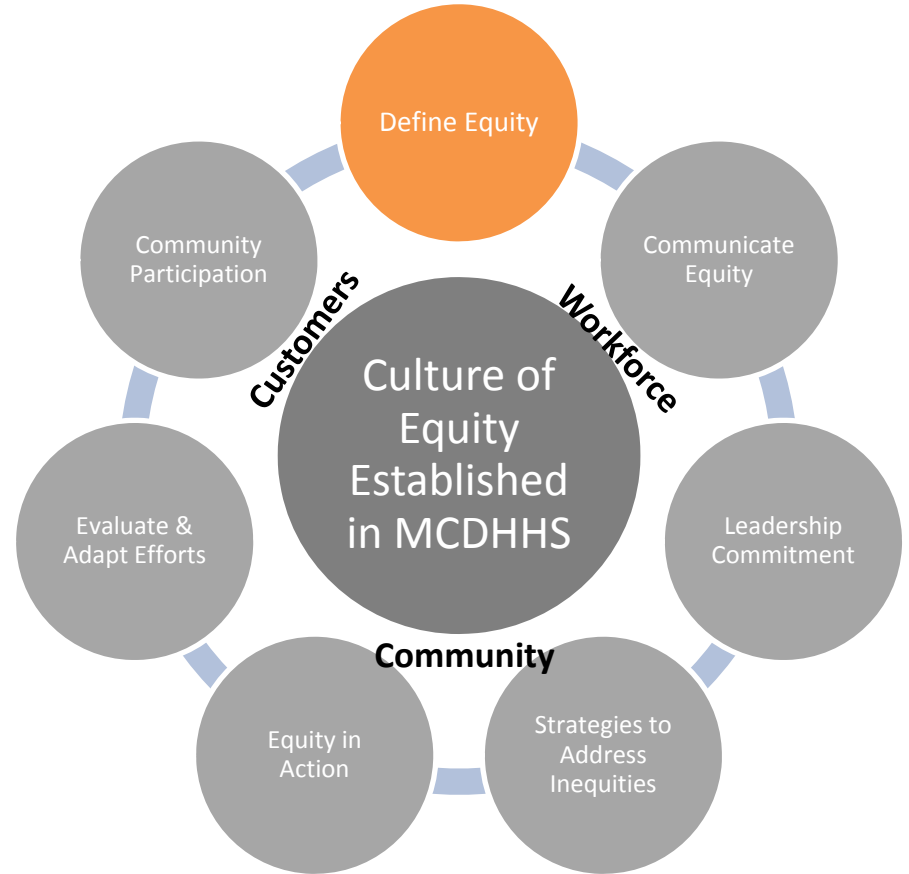


# Our HHS Equity Journey

Develop Equity definition

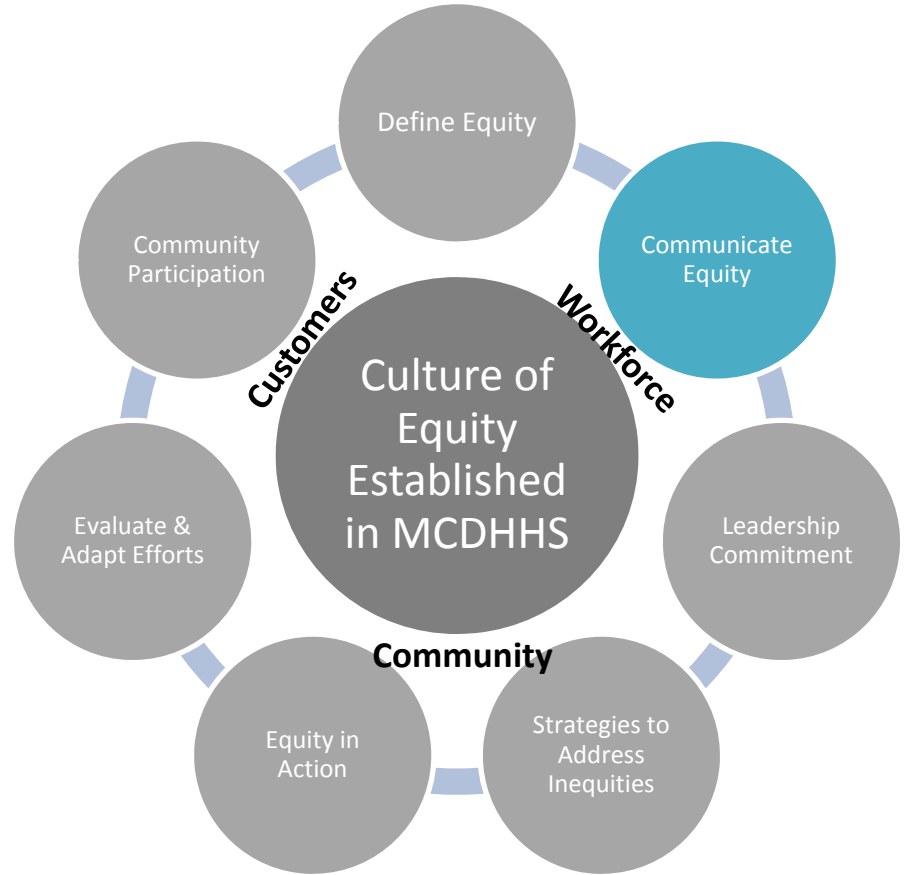
Establish Equity Principles

Define Equity



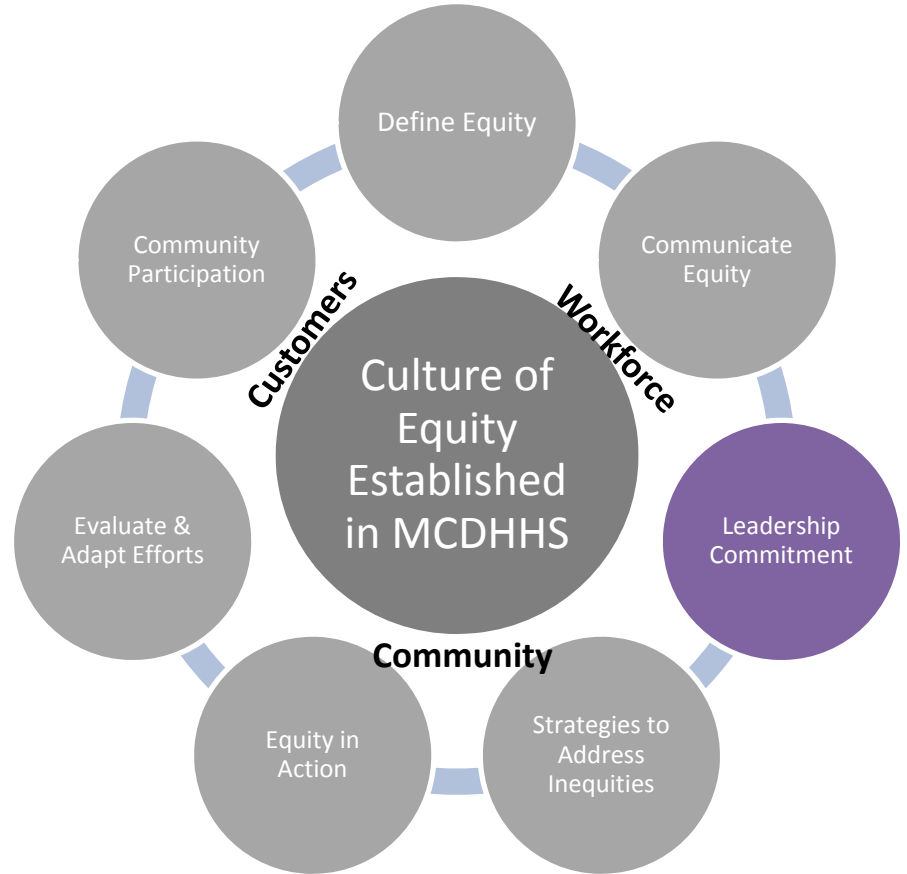
# Our HHS Equity Journey

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



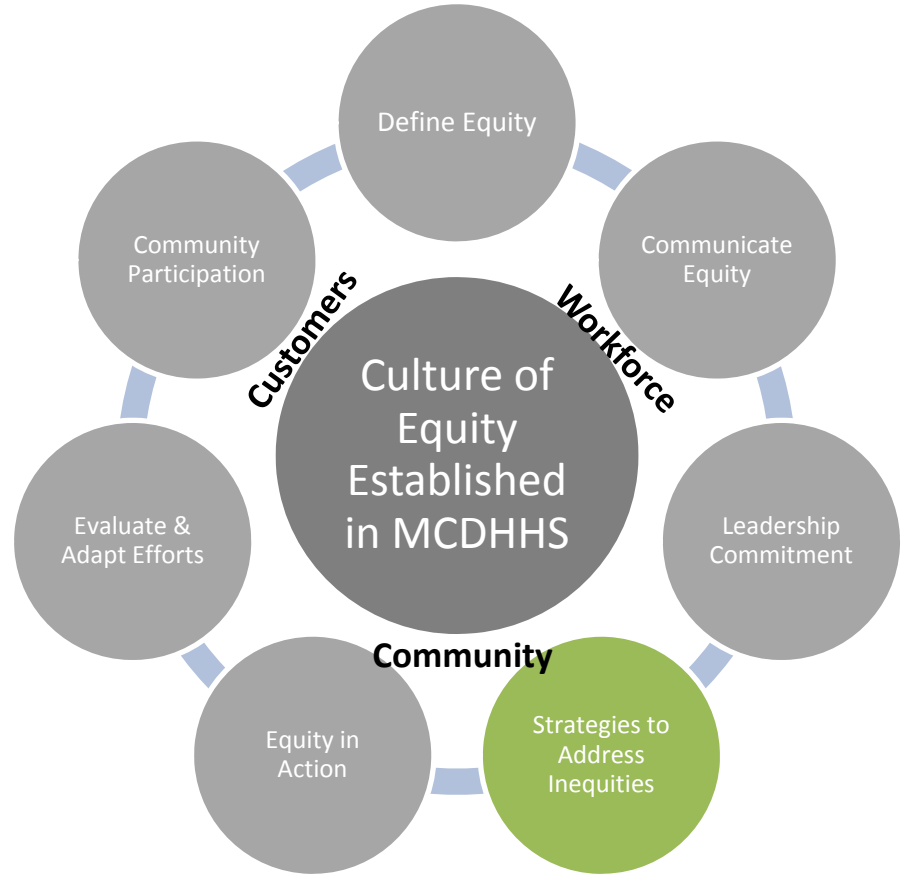
# Our HHS Equity Journey

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



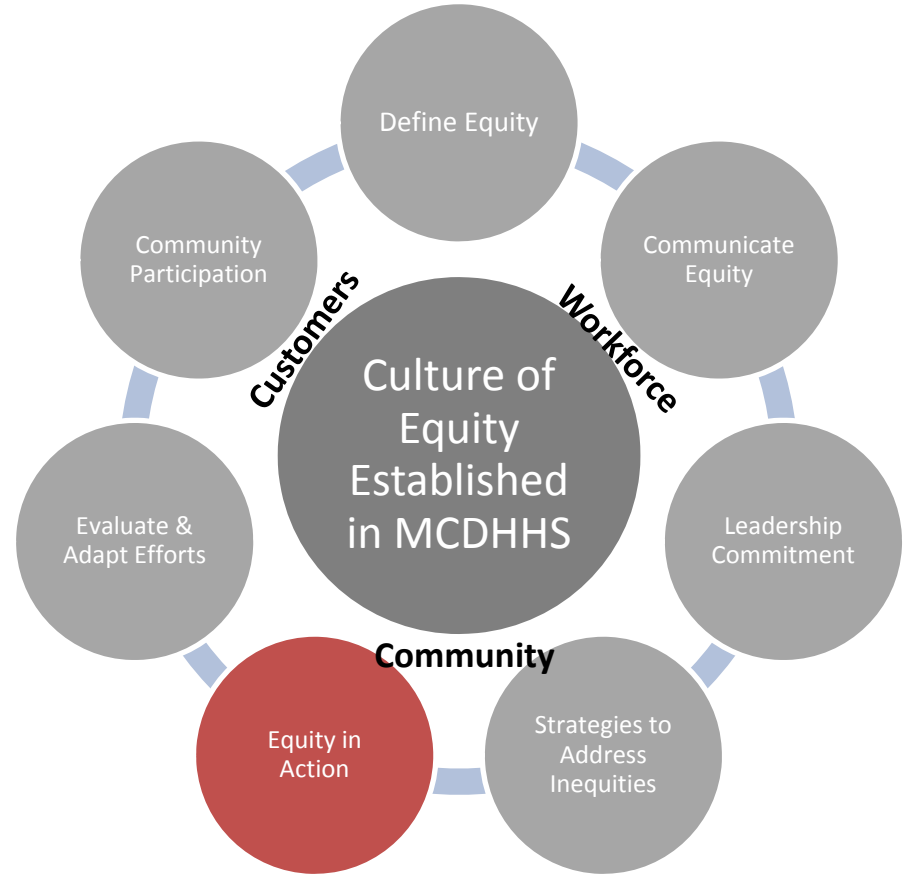
# Our HHS Equity Journey

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



# Our HHS Equity Journey

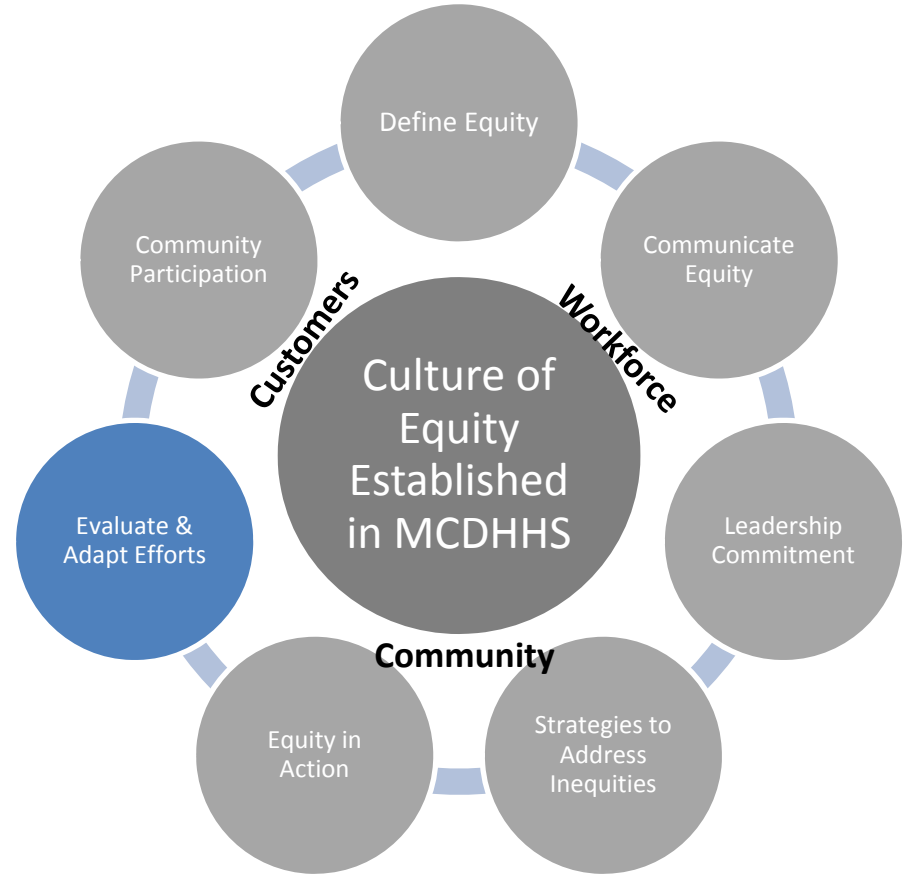
- Trainings
- Capacity-building
- Equity policies, procedures, budget/strategic planning tools
- Performance appraisal
- Competencies to make equitable decisions
- Workforce diversity



# Our HHS Equity Journey



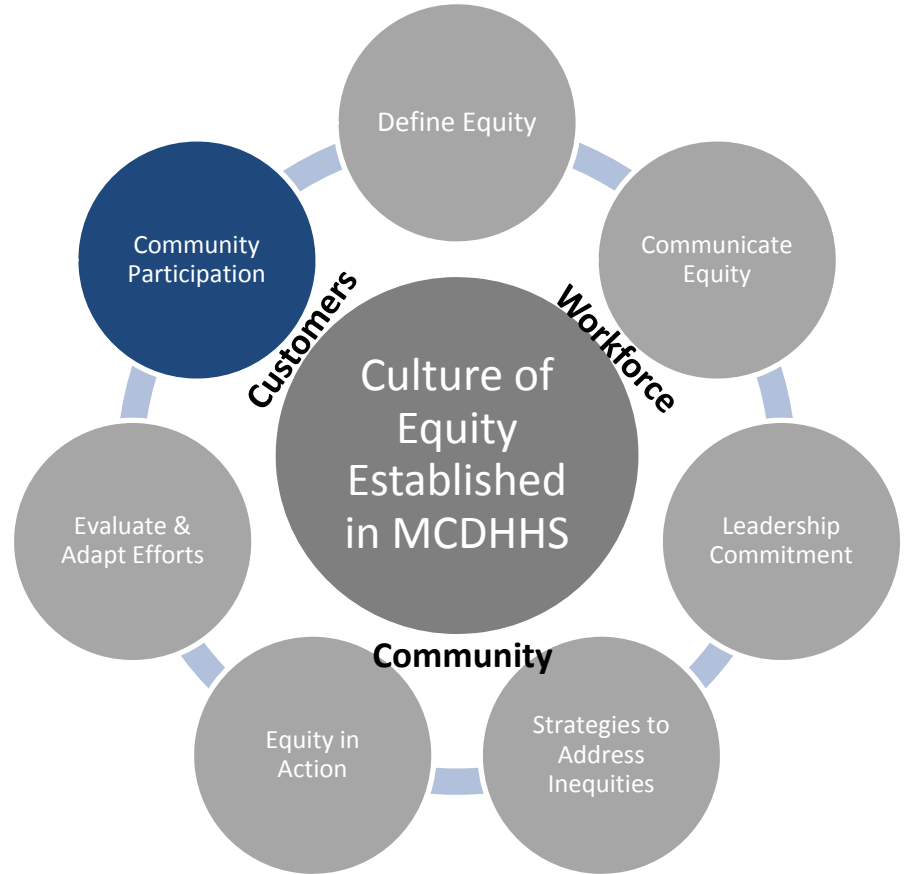
- Develop performance & evaluation metrics for equity
- Track progress; propose corrections
- Accountability





# Our HHS Equity Journey

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



# Our HHS Equity Journey

- Residents who need services can equitably access and receive what they need, when they need it and where they need it
- Services and programs are delivered in a manner compatible with consumer's cultural beliefs and practices and preferred language
- MCDHHS workforce has the capacity, support and resources to achieve Equity.
- MCDHHS and the health and human service continuum have a shared understanding and commitment to Equity.

