

Diversity Inclusion Work Group

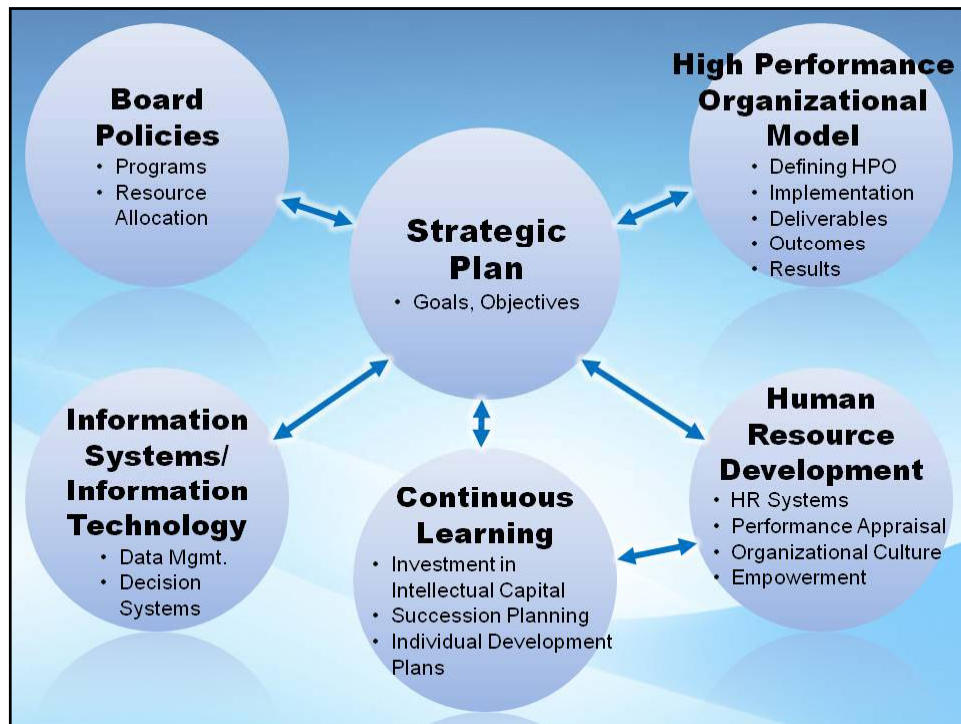
Board of County Commissioners Presentation
October 8, 2013



- Original Group Formed in 2003
 - More diverse communications/promotional material
 - Diversity included on Employee Performance Evaluations
 - Exempt & management diversity
- June 2012
 - Article in "The Pen" extending an open invitation for new members

DIVERSITY
In Our Workplace

Our History



Diversity Inclusion Work Group		
Our Purpose	Pinellas County Promotes Public Service Through Diversity	
Mission	We are committed to creating a diverse workforce and environment, which eliminates barriers to the hiring and advancement of qualified individuals	
WE STRIVE TO:		
<ul style="list-style-type: none">• Promote Education and Honest Communication• Knock Down Silos and Remove Roadblocks to Advancement• Seek Out Opportunities To Find Commonality Under Surface Differences		<ul style="list-style-type: none">• Be A Resource For Teams That Want To Diversify• Monitor Road Blocks
BY DELIVERING:		
Organizational Diversity	Diversity Using Technology	Community Outreach Through Diversity
<p>A. Director Level Training</p> <p>B. Outreach to County Staff with Emphasis on Inclusion of Field Team Members</p> <p>C. Diversity Capacity Planning</p> <p>D. Maintain Diversity as a Competency</p> <p>E. Train-The-Trainers</p> <p>F. Creation of Departmental Ambassadors</p> <p>G. Hiring, Interviewing & Evaluation Process (Expand Ideas and delivery of training)</p>	<p>A. Web Page</p> <p>B. Social Media</p> <p>C. Reach Out to Field Staff</p> <p>D. Surveys</p> <p>E. YouTube / Webinars / Vignettes</p> <p>F. Smartphone Apps</p> <p>G. PCC-TV – Pinellas County Connection TV</p> <p>H. Column in The PEN</p>	<p>A. Neighborhood Liaisons / Advocates</p> <p>B. Use Volunteers for Outreach</p> <p>C. Research Best Practices</p> <p>D. Utilize In-Service Day</p> <p>E. Lunch & Learn</p> <p>F. Mandatory Refresher</p> <p>G. Enhance Network For Direct Customer Service Departments</p> <p>H. Celebration of Diversity Day</p>
Strategic Alignment		
<ul style="list-style-type: none">• Human Resource Development• Continuous Learning• HPO Model• Board Policies	<ul style="list-style-type: none">• Info Systems• Continuous Learning• HPO Model	<ul style="list-style-type: none">• Human Resource Development• Continuous Learning• HPO Model

- Karen Bann
- Bertha Battle
- Laura Berkowitz
- Deborah Berry
- Carl Brody
- Monica Davis-Griffin
- Lisa Freeman
- Malinda Fusco
- Blanca Gonzalez
- Linda Guccini
- Rita Hargrove
- Carl Harness
- Darlina Herring
- Pennie Hill
- Cynthia Johnson
- Anthony Jones
- Michelle Maccini
- Sandra "Fay" McKellar
- Mercedes Pearson
- Peggy Rowe
- Keith Royster
- David Scott
- Dennis Simpson
- Jadonn Sowell
- Clifford Still
- Paul Valenti
- Michelle Wallace
- Becky Wardell
- Marie Wilson

Our Members



Pinellas County Board of County Commissioners



Expanding Access to Care for Residents in Pinellas and Pasco County

October 8, 2013

Programs and materials funded in part by



History

- 1 of 11 local health councils created by Florida Statute
 - Incorporated as 501©(3) corporation in 1983
- Responsible for *regional health care planning*, including:
 - Data collection; needs assessments; program design and implementation; and support for the systematic licensure of health care facilities
- Through planning we:
 - Describe instances where health care resources are insufficient to meet service demands
 - Provide input to allocate limited health care resources to address priority issues defined at the community level
 - Implement programs and services to meet emerging needs not addressed by other parties



Board Members

- Appointed by BOCC in Pinellas and Pasco County
 - Pinellas County: 8 appointees
 - Pasco County: 4 appointees
- Appointed to specific categories
 - Health Care Provider: *individual licensed to provide health services; e.g., MD/DO, RN, LPN, CNA, LMT, etc.*
 - Health Care Purchaser: *individual that purchases health services for individuals or groups; e.g., insurance company*
 - Health Care Consumer: *individual that neither practices health care NOR purchases health services for individuals or groups*
- Majority of board must be comprised of Consumers OR Purchasers



Current Planning & Service Delivery Programs

HIV/AIDS Services and Resources Planning

- Plan and allocate funding for HIV/AIDS services (9 counties)
- Plan for ACA marketplace enrollment by PLWA

General Community Health Planning and Education

- Annual County Health Profiles
- Hospital & Nursing Home Utilization Data

Medication Planning & Service Delivery

- MedNet® Program (Multiple Florida counties)
 - 1/1/13 - 6/30/13
 - >\$9 million in free medications
 - >\$2.4 million in free medications for Pinellas Health Plan participants

Insurance Planning & Service Delivery

- 7/1/12 - 6/30/13
 - Paid >\$1.5 million in health insurance premiums and co-payment fees for People Living with HIV/AIDS



ACA and Marketplace Education

Goal: Maximize the number of uninsured enrolled in health coverage by:

- Getting Educated about Marketplace Options
 - Navigator webinars to educate consumers
 - SHOP webinars to educate small businesses
- Partnering with Local, State & National Agencies
 - Florida Health Care Alliance
 - Enroll America
 - Doctors for America
 - Florida Association of Health Planning Agencies
- Circulating Critical Information (FAQ; Myth & Fact Sheets; Infographics)
 - www.healthcouncils.org
 - Facebook page - TheHealthCouncils
 - Twitter - @HealthCouncils



New Program

Wellness Warriors™ - \$15,000 cash prize in 2013 Business Plan Competition

- Launches 1st Quarter 2014
- Smartphone app to promote healthy behaviors in Tampa Bay adults 25 to 44 (highest penetration of smartphone users)
- Pairs Health Council's core mission - *planning, education and service delivery* - with smartphone technology to improve population health at the local level
- Engaging, dynamic, and locally-focused smartphone app
 - Food and activity tracking
 - Wellness education
 - Gaming strategies to increase user engagement
 - Local content - fresh markets, walking/jogging paths, fitness events, and other local health and fitness resources
 - In-app purchasing of health and fitness services from local wellness experts



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