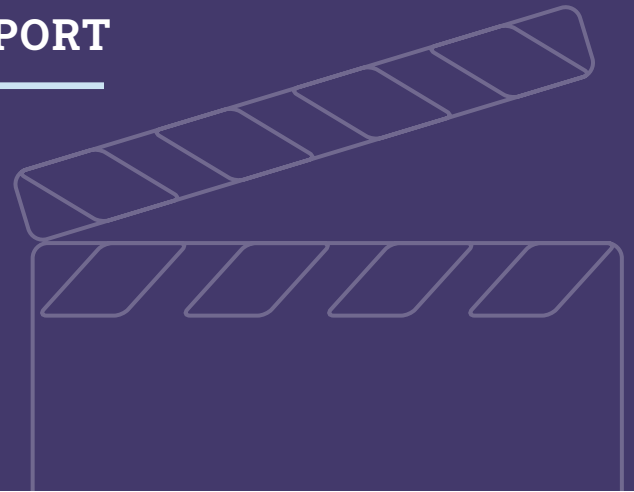


SUMMIT 1 ACCELERATING ACTION REPORT

Achieving a Diverse and Effective Public Health Workforce



The theme of the summits—Lights, Camera, Action—provides a framework through which public health and its partners at all levels can evolve to meet the present and future needs of the nation's people.

A new national summit series launched in December 2021 to explore the future of public health with the theme of Lights, Camera, Action: The Future of Public Health.

This series presents a comprehensive and critical view of the current landscape of public health in the United States and convenes public health workers and key stakeholders across disciplines and across the nation to collaboratively construct a harmonized, strategic and action-oriented approach to move the field forward following decades of underinvestment and two years of a devastating pandemic. The series focuses on four areas to build public health capacity for the future—**workforce, data modernization, finance/public health law and partnerships**.

The series is a collaboration of the CDC Foundation, the National Association of County and City Health Officials, Association of State and Territorial Health Officials and Big Cities Health Coalition. Summit support is generously provided by United Health Foundation, the Robert Wood Johnson Foundation and The Pew Charitable Trusts.

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Summit 1 Overview

The public health workforce summit held on December 6, 2021, brought together more than 1,200 participants including representatives from the national, state and local public health agencies, policy makers, healthcare sector, philanthropy, nonprofit organizations and the private sector. The summit built on previous reports on the needs of public health workforce, including two recent reports ([Public Health Forward: Modernizing the U.S. Public Health System](#) and [The Future of Public Health: A Synthesis Report for the Field](#)).

Throughout the discussions in the plenary session, breakout groups and chat, there was considerable enthusiasm as well as ideas generated on how to build a more diverse and effective public health workforce. This document frames the discussion as well as an initial list of actions.

To build a diverse and inclusive public health workforce, it is critical to set explicit goals and targets for diversity, monitor and share progress and evaluate and readjust as needed to ensure accountability.



LIGHTS:

Repositioning public health's image is key to regain public trust, advocate for sustained investment, and recruit a diverse workforce representing the communities being served.



CAMERA:

Ensuring a diverse and effective public health workforce requires investing in:

- recruiting a more diverse workforce;
- providing sustainable funding;
- strengthening the public health infrastructure, which includes hiring practices, salaries and contracting mechanisms to ensure an effective and efficient system of recruiting;
- creating and building pipelines to bring more new people into the public health field;
- ensuring there are intermediaries and partnerships that can support governmental public health workforce needs;
- assuring a culture within public health that values diversity, equity and inclusion (DEI) and creates a safe environment for all persons;
- building social and political capital through development of state public health commissions to develop approaches to rebuild the public health system; and
- planning for sustainability of the existing workforce, providing opportunities for growth and development, and laying out a clear career path.



ACTION:

The breakout sessions focused on discussions of initial actions to move every level of the public health system forward to build a more diverse workforce.

Themes for Action

To build a diverse and inclusive public health workforce, it is critical to set explicit goals and targets for diversity, monitor and share progress and evaluate and readjust as needed to ensure accountability. The following key themes emerged from the first summit as areas of action to advance the public health field:

1 Plan and innovate through partnerships and state public health task forces and commissions.

2 Develop and use intermediaries.

3 Build workforce infrastructure through hiring policies and practices.

4 Establish trust by increasing knowledge and understanding of the work of public health.

5 Plan for the future workforce and pipeline development.

6 Facilitate mechanisms to promote an equitable, diverse and inclusive workforce.

The Way Forward: Initial Actions Informed from the National Summit on Workforce

The suggested actions below were informed by participants at the workforce summit and are meant to complement areas of focus from the Bipartisan Policy Center's [Public Health Forward: Modernizing the U.S. Public Health System](#).

Sharing Ideas and Learning More

Summit participants and others are encouraged to share ideas and examples of innovative public health workforce actions. To share examples and ideas and for more information on the workforce summit, go to the [Lights, Camera, Action: Future of Public Health website](#) to view a recording of the first summit, read the full report and listen to the podcast.



Federal Agencies

- Provide multiyear, sustainable funding that supports the public health workforce, including pipelines for staff and careers.
- Work closely with partners to develop a shared plan to communicate strategies highlighting the value of public health.
- Fund a numeration and salary study for public health roles at state and local levels.
- Recommend that grant reporting include diversity of staff working on federally funded projects with expectation of transparency in reporting to communities.
- Support planning, implementation and reporting by public health agencies in steps being taken to create a dynamic, diverse workforce where health equity is a core principle.



National Organizations

- Develop a brief on the key components of success for commissions on public health.
- Host webinars to highlight public health commissions and taskforces.
- Develop technical assistance supporting governmental public health's optimal use of intermediaries.
- Identify and disseminate key components of successful workforce planning strategies.



Academia

- Develop guidance on career ladders for public health.
- Provide scholarships and paid internships with diversity, equity and inclusion as priorities.



States and Local Governmental Public Health

- State governments provide increased, multiyear, sustainable funding that supports the public health workforce, including pipelines for staff and careers.
- Identify opportunities for creation of commissions or task forces.
- Create strategic workforce development plans that include hiring practice and salary incentive needs and enhancements.
- Identify the supports needed for optimal mental health of public health staff.
- Share successes in workforce development from planning, partnerships and pipelines.
- Report to their communities about efforts to diversify the workforce and what diversity, equity and inclusion looks like to the health department.



Business Partners

- Provide support for shared staffing between business and governmental public health.
- Offer support for paid internships.
- Develop partnerships with public health for mentoring and internships, especially those focused on diversity and inclusion.



Communities

- Identify examples of successful engagement of community partners to find and support persons for jobs in public health.
- Identify methods to inform members of diverse communities of the opportunities to work in public health and how their unique contributions can support their communities.
- Identify barriers and solutions to support persons interested in pursuing work in public health. Some potential examples include paid internships and possible educational credits for work in public health.