

PEOPLE & CULTURE

Review of Programs
Board of Health
November 14, 2024



MetroPublic Health Dept
Nashville/Davidson County
Protecting, Improving, and Sustaining Health

BUREAU OVERVIEW

The Bureau of People and Culture includes the following teams:

- Cultural & Linguistic Services
- Health Equity
- Human Resources
- Learning & Development
- Public Health Infrastructure Grant



Wyntriss G. Patterson, J.D. serves as the director for the Bureau of People and Culture (see pictured).

PEOPLE & CULTURE LEADERSHIP



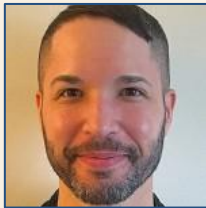
Nicholas Tompkins

PHIG Grant Director



Todd Baker

Safety Specialist



José Cruz

Cultural & Linguistic Services Manager



Dr. Kyla Lurry

Health Equity Coordinator



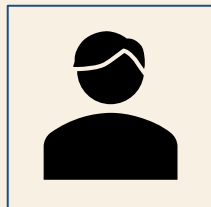
Jamie Means

Workforce Development Director



Aaron Shelton

Human Resources Director



Vacant

Learning and Development Manager

CULTURAL & LINGUISTIC SERVICES

Cultural & Linguistic Services, also known as Interpreter Services, works to create, expand, and support an organizational structure that ensures that all individuals with LEP can effectively access information and services at MPHD. This division focuses on interpreting, translating, and language access support.



CULTURAL & LINGUISTIC SERVICES

- **INTERPRETING** - Rendering a spoken or signed message into another spoken or signed language, preserving the register and meaning of the source language content
- **TRANSLATING** - Converting the written word from one language into another language in a way that is culturally and linguistically appropriate so it can be understood by its intended audience.
- **LANGUAGE ACCESS SUPPORT** - Title VI, Section 1557 of ACA, MPHD Qualified Interpreters Policy, Language Access Solutions, Language Assessments, Grievances, and Language Access Data



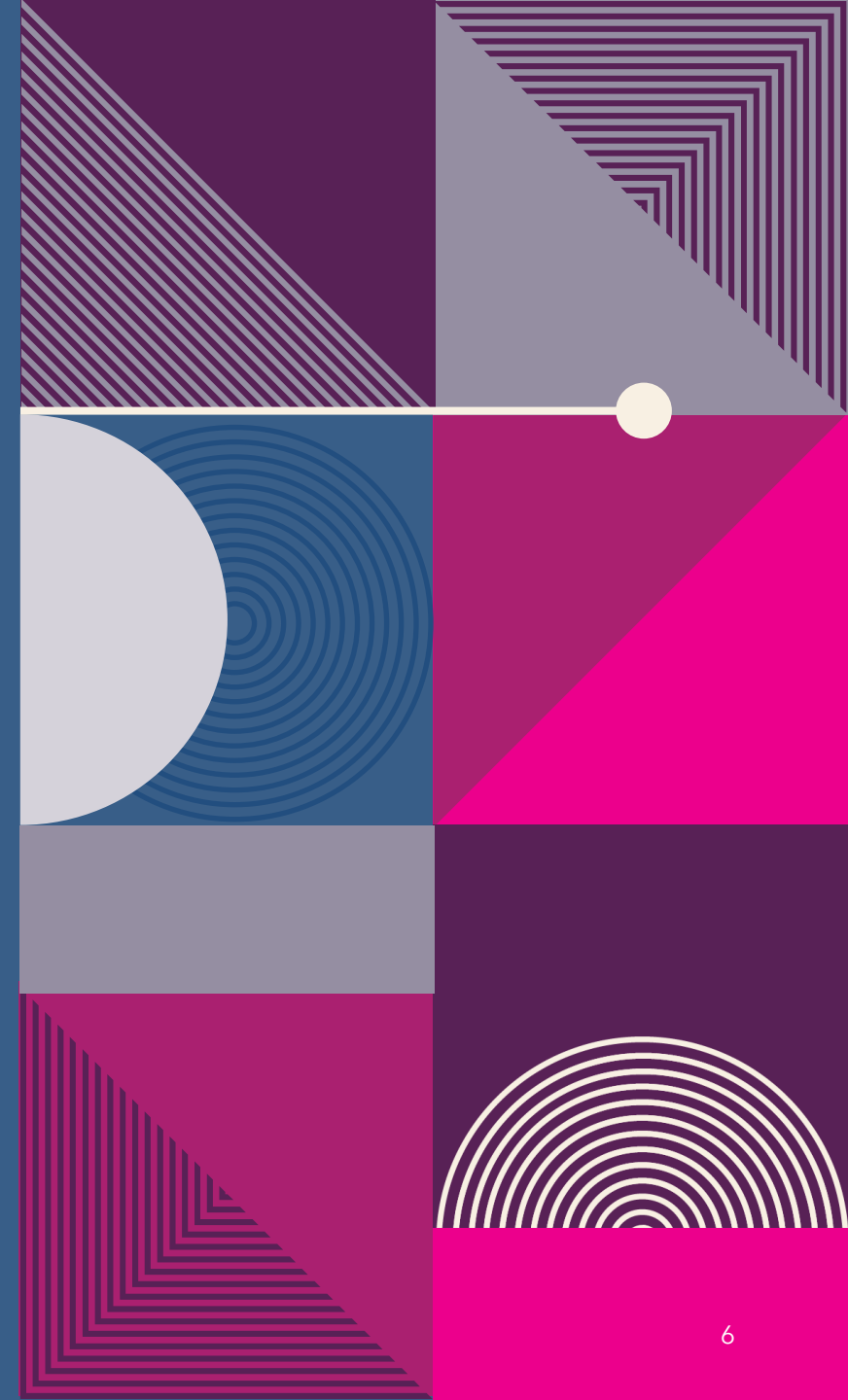
Successes:

- Ambassador Initiative: over 700 individuals served since August 26, 2024
- Internal interpreting sessions peaked in August 2024 at 2500+ sessions
- We covered several dates with Mobile Services during back-to-school season and continue to cover more programs and events.



HEALTH EQUITY

The Bureau aims to promote equitable systems, practices and policies within the department and across Nashville and Davidson county and to ensure health equity.



HEALTH EQUITY

“Health equity means that everyone has a fair and just opportunity to be as healthy as possible. This requires **removing** obstacles to health such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care.”

(Robert Wood Johnson Foundation)

*Removing obstacles is a **process**. The **outcome** is that everyone has a fair and just opportunity to be healthy.

HEALTH EQUITY SERVICES

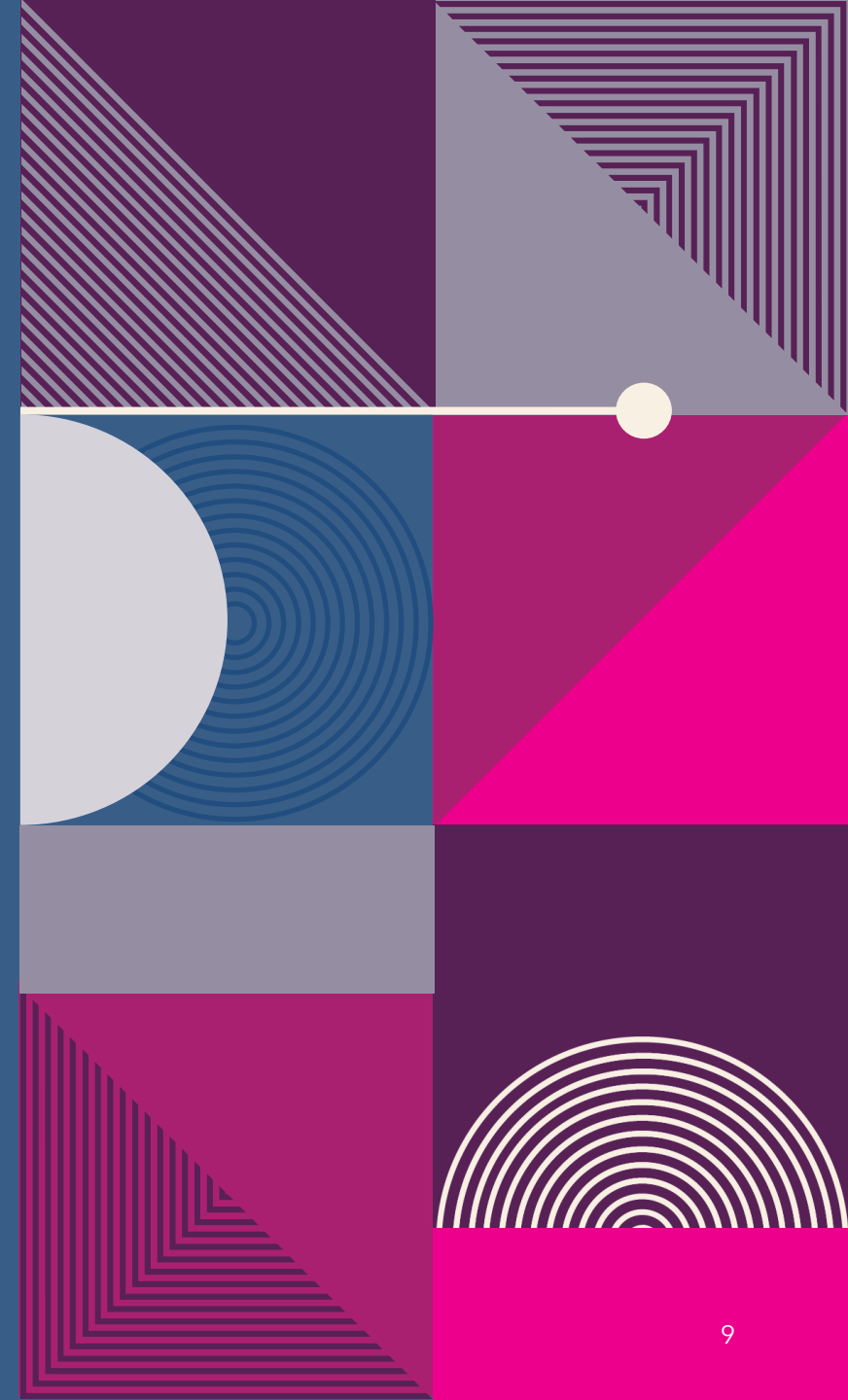
The five recommendations prioritize building and rebuilding trust among individuals and within communities.

Evidence has shown that building trustworthy connections can establish productive and reliable relationships between communities and health-based organizations.

1. Cultivate MPHD's authentic commitment to advance health equity internally and with our external facing programs
2. Promote the health in all policies (Hiap) approach across sectors and institutions
3. Implement targeted strategic initiatives to reduce specific inequalities in the community using Health lens tools
4. Develop platforms for community-driven action at MPHD while leveraging and establishing equity-centered public health infrastructure for systems change
5. Build and deepen shared knowledge and understanding of health equity through engagement with HEC, NHWLC, & Board of Health

HUMAN RESOURCES

The Human Resources Team is the driving force behind the stages of our employee life cycle. We are dedicated to attracting talent, providing training, and advising employees and stakeholders on MPHD Rules and Policies. Additionally, we manage compliance to rules, policies and procedures that foster a positive work environment and serve as a resource to our valued employees.



HUMAN RESOURCES SERVICES

- **Talent Acquisition** – Sourcing, screening, assessing, hiring, and onboarding of talent of fulltime and part time status and of local and grant funded positions.
- **Personnel Transactions** – Processing the movement of our employees from hire to promotion, demotion, suspension, transfers and termination, including service pension, etc.
- **Leave Management** – Tracking and alignment of leave and impact on paid or unpaid status, required employee correspondence, liaising with Metro Benefits, Metro Payroll and employee to ensure proper usage and tracking
- MPHD and Civil Service Rule and Policy application, interpretation, alignment, assessment and revision proposal.
- Consultation to leadership, management, supervision, and staff on best practices regarding communication strategies, employee relations issues, engagement, peer relationship conflicts, and corrective and disciplinary actions.
- The Human Resource Team assist in sourcing and providing opportunities for employee development, training and manages compliance in the areas of mandatory training, etc.

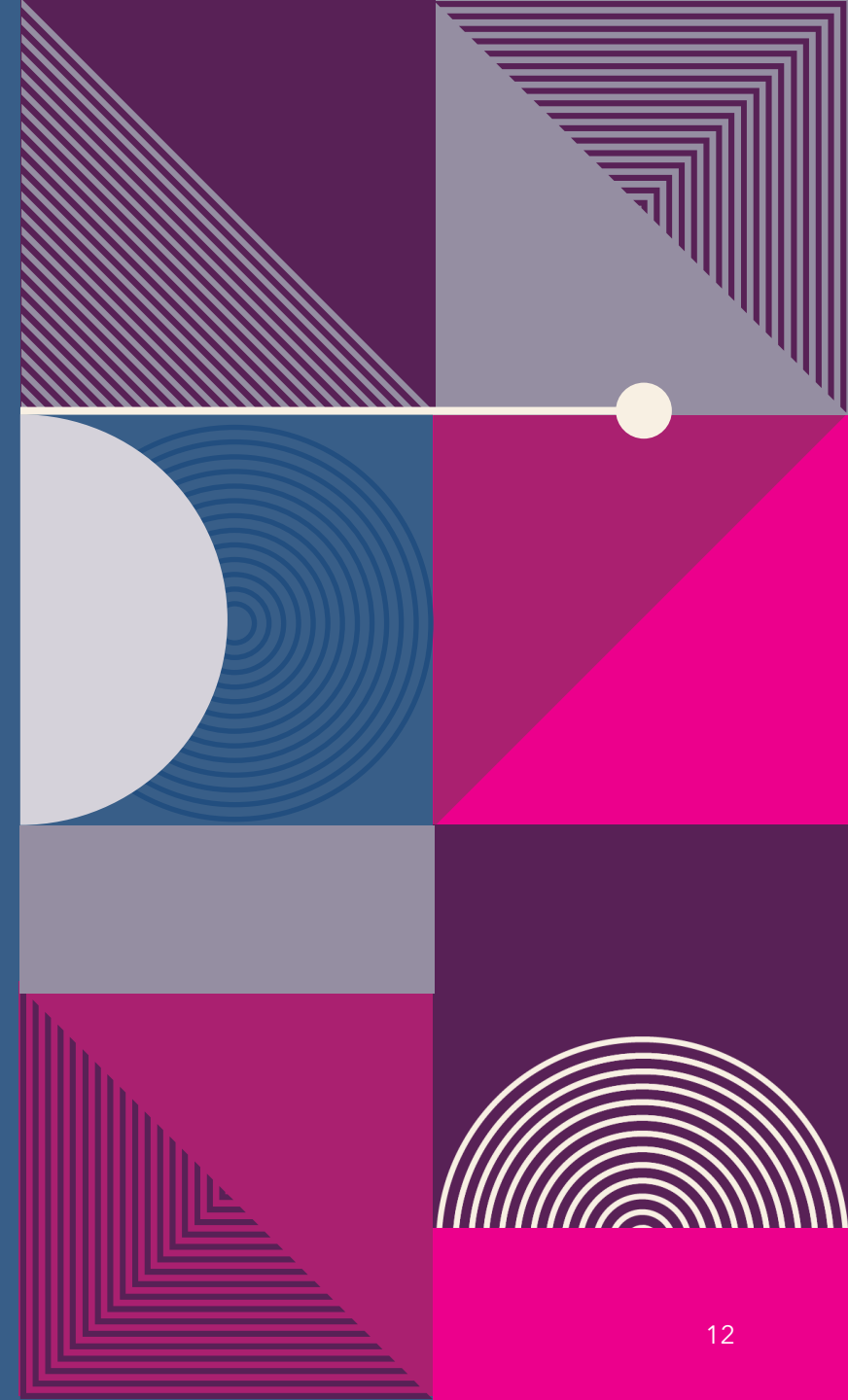
HUMAN RESOURCES UPDATES



- New offering - Interactive Learning Sessions (EJF, Performance Evaluations)
- Pending Enhancement: New Hire Orientation Experience
- Electronic Application Process for All
- Development, Corrective Action and Disciplinary Advisement
- Rule and Policy Interpretation & Compliance
- Employee Relations Consultation for Employees and Supervisors

L & D AND SAFETY

The Learning & Development and Safety team focuses on providing trainings and workshops for staff to upskill and learn in a collaborative environment.



L & D AND SAFETY TRAININGS



- Workplace Safety Training
- Narcan instruction
- Language Access
- Behavioral Health Trainings
- Environmental Health Showcase
- Essential Job Functions



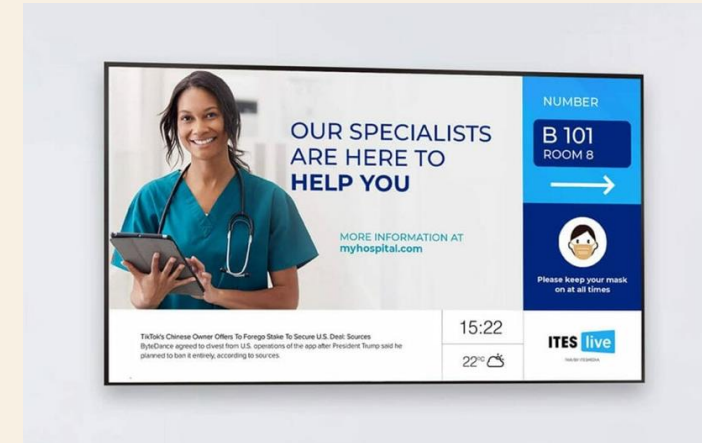
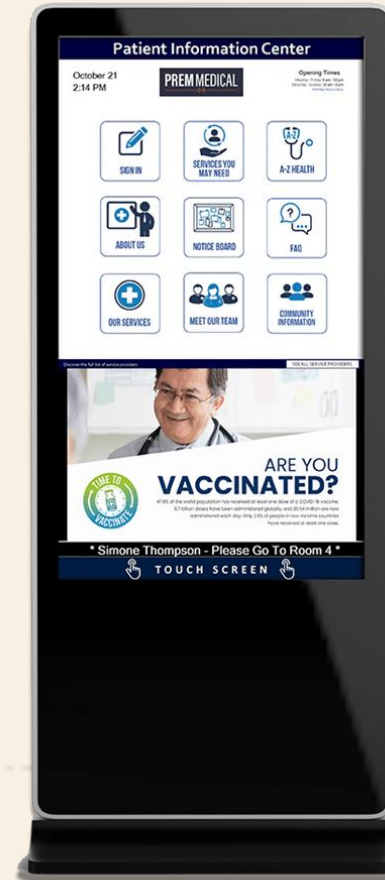
PUBLIC HEALTH INFRASTRUCTURE GRANT

The Public Health Infrastructure Grant is a groundbreaking investment aimed at supporting the infrastructure needs of health departments across the nation. Funding from the grant is being utilized to address MPHD's workforce needs to improve how we promote and protect health in Nashville and Davidson County.

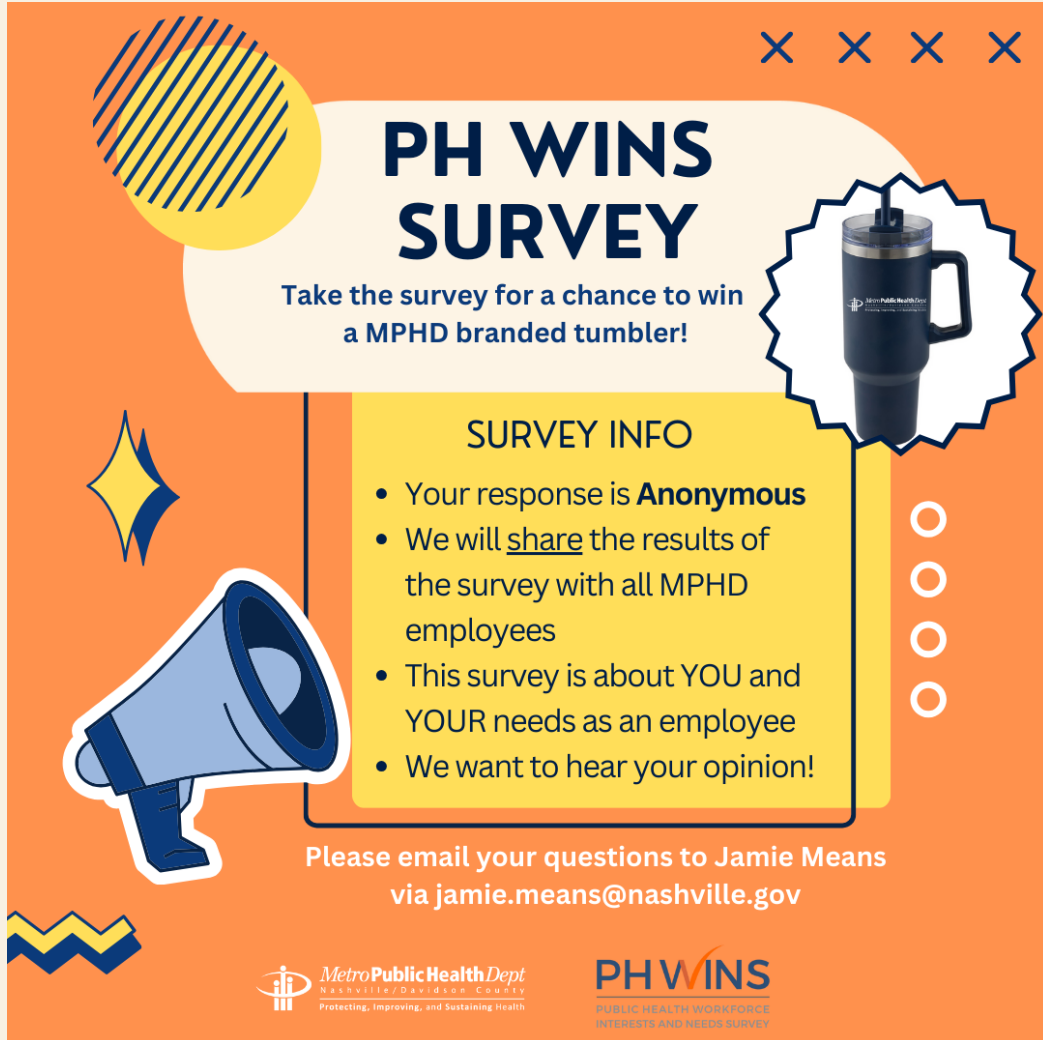


PUBLIC HEALTH INFRASTRUCTURE GRANT

- 1. WORKFORCE** – Strategies to recruit, retain, engage, professionally develop and provide work relevant training to our public health workforce
- 2. FOUNDATIONAL CAPABILITIES** - utilize PHIG funding to modernize, improve, replace and innovate our systems, processes and infrastructure at MPHD



PUBLIC HEALTH INFRASTRUCTURE GRANT



The graphic features a yellow circle with blue diagonal stripes in the top left, a blue and yellow starburst, and a blue megaphone. The text is arranged in a clean, modern layout with a white background for the main title and a yellow background for the survey info. A black tumbler is shown in a white scalloped circle. The bottom left has a yellow and blue zigzag pattern. The Metro Public Health Dept logo is at the bottom left, and the PH WINS logo is at the bottom center.

PH WINS SURVEY

Take the survey for a chance to win a MPHD branded tumbler!

SURVEY INFO

- Your response is **Anonymous**
- We will share the results of the survey with all MPHD employees
- This survey is about **YOU** and **YOUR** needs as an employee
- We want to hear your opinion!

Please email your questions to Jamie Means via jamie.means@nashville.gov

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PH WINS
PUBLIC HEALTH WORKFORCE
INTERESTS AND NEEDS SURVEY

- Career Development
- PH WINS Survey
- Workforce Development Committee
- Academic Partnerships
- Technology Infrastructure

An abstract geometric composition on the left side of the slide. It features a dark blue background with various shapes and patterns: a white circle at the top left, a grey semi-circle, a pink and blue striped triangle, a pink square with a white line pattern, a grey triangle, and a pink triangle. A white diagonal line runs from the top left towards the bottom right.

QUESTIONS?