

## OFFICE OF HEALTH EQUITY (CAG)

The Office of Health Equity (OHE) is located in the CDC Immediate Office of the Director and serves as principal advisor to the CDC Director on all health equity matters domestic and global. In carrying out its mission, OHE: (1) implements an agency-wide equity strategy that includes multi-year initiatives that advance comprehensive, well-defined, and measurable health equity outcomes; (2) coordinates health equity science including advancing the surveillance of health equity indicators and the science of achieving health equity by consistently applying data collection and analysis standards in collaboration with the Office of Public Health Data, Surveillance, and Technology, as well as the Office of Science; (3) coordinates programs, practices, policies, and budget decisions across the agency with a health equity lens that includes a comprehensive view of disparities (including race, ethnicity, gender, sexual orientation, rurality, disability); (4) coordinates agency-wide equity initiatives and priorities to build on work accomplished to date and ensure alignment of internal and external efforts to advance health equity; (5) works in collaboration with CDC's Office of Communications to develop and lead agency-wide communication efforts aimed at increasing awareness, increasing transparency, and fostering a unified understanding of the purpose, importance, and synergy amongst CDC health equity initiatives and to disseminate scientific and programmatic findings to the public; (6) shares best practices, coordinates and collaborates, and collectively advances health equity standards and principles in science, programs, and in communications with the public and our partners; and (7) leads and supports a health equity approach for emergency responses across the agency that includes working with partners to reach communities with large disparities and health needs; and (8) provides and coordinates leadership for the implementation of CDC's diversity, equity, inclusion, and accessibility strategic plan ensuring CDC's workforce, workplace, culture and infrastructure reflect diversity policies, procedures and practices that support all employees in reaching their full potential so that they may better accomplish CDC's mission and be effective guardians of public health. (Approved 1/24/2023; Effective 2/8/2023)

### Office of the Director (CAG1)

(1) In coordination with the proposed new Governance Board, drives accountability and responsive decision-making relevant to health equity at all levels; (2) ensures agency-wide health equity approaches through the development of key deliverables and indicators (e.g., standardized documents, processes, policies, and practices related to the workforce, the workplace, and funding); (3) incorporates health equity into existing and future agency policies and programs building on current efforts that ensure unified approaches to achieving equity; (4) leads the advancement of health equity in science, practices, and principles across the agency including via surveillance of health equity indicators and the science of achieving health equity; (5) leads efforts to build agency-wide competency in health equity and social determinants of health (SDOH) that effectively support cross-cutting equity considerations for both ongoing activities and during emergency response-related efforts; (6) leads and contributes technical expertise to the development of training materials which will support a cadre of professionals who will assist in emergency response work and who have expertise related to disproportionately affected communities (e.g., racial and ethnic minority populations, people with disabilities, and non-U.S. born persons), prioritizing individuals who can assist in an appropriate cultural and linguistic manner and who would easily be able to engage with community leaders in the response; (7) serves as the primary point of contact for efforts across the CDC's ecosystem to develop and share best practices, coordinate, collaborate, and collectively advance health equity standards and principles in science, programs, and in communications with the public; and (8) proactively fosters community engagement with existing partners, STLT health departments, engagement with people with lived experience from disproportionately affected communities and strengthen relationships with community-based organizations (CBOs). (Approved 1/24/2023; Effective 2/8/2023)

## Office of Equitable Population Health (CAGB)

(1) Collaborates with the Office of Minority Health and the Office of Women’s Health to develop a whole of public health approach to the populations served while contributing to and supporting the work of OHE/OD; (2) applies an intersectionality lens, partners with centers, institute, and offices (CIOs) to implement and refine how health equity approaches related to equitable population health are operationalized and institutionalized; (3) contributes technical expertise to the development of quantitative and qualitative indicators and metrics relevant to assessing equitable population health; (4) partners with CIOs to use standardized tools and metrics relevant to equitable population health to monitor progress, measure effectiveness, and make changes to improve health outcomes; (5) collaborates with Human Resources Office (HRO) and Office of Equal Employment Opportunity and Workforce Equity (OEEOWE) to develop and implement professional performance standards for diversity, equity, belonging, inclusion, and accessibility (DEBIA), as relevant to the equitable population health technical domain; (6) contributes technical expertise in equitable population health to agency-wide health equity-related efforts, including but not limited to CDC’s CORE Health Equity Science and Intervention Strategy, SDOH, and efforts to ensure anti-racism and anti-discrimination in CDC’s programs, science, policies and practices. Additional coordination and collaboration will be established through oversight of CDC’s Health Equity Leadership Network (HELN), Diversity and Inclusion Executive Steering Committee (DIESC), and the engagement of other selected CDC workgroups; (7) contributes technical expertise to the development of equitable population health- and equity-related technical communication products (e.g., white papers, technical briefs, and success stories); (8) applies an intersectionality lens, contributes technical expertise in equitable population health to agency-wide communication efforts aimed to increase awareness of CDC’s equity approaches and infuse those approaches into the work, workforce, and workplace at CDC; (9) applies an intersectionality lens, contributes technical expertise in equitable population health to training and technical assistance efforts implemented with CIOs, programs, partner organizations, and communities; (10) adopts Professional Performance Standards – applying an intersectionality lens, contribute technical expertise in equitable population health to efforts designed to enhance performance standards, ensuring anti-racism, anti-discrimination, SDOH and the health equity component of DEBIA-related efforts are adequately and appropriately addressed and elevated; and (11) assists the Office of the Director, as needed, with STLT partnerships and community engagement efforts, including for emergency response events.  
(Approved 1/24/2023; Effective 2/8/2023)

## Office of Minority Health (CAGC)

(1) Promotes public health research, evidence-based programs, policies, and strategies to improve the health and well-being of ethnic and racial minoritized populations; (2) focuses on the collective goal of the success, sustainability and dissemination of health equity promoting policies, programs, and practices; (3) provides subject matter expertise to the Office of Health Equity in areas that are related to ethnic and racial minority health; (4) works in a coordinated manner with OEPH and OWH to ensure an intersectionality lens is applied to the work to improve the health and well-being of ethnic and racial minorities; (5) applies an intersectionality lens, contributes subject matter expertise to the development of guidance documents and standards related to improving minority health; (6) applies an intersectionality lens, partners with CIOs to implement and refine how health equity approaches related to minority health are operationalized and institutionalized; (7) contributes technical expertise to the development of quantitative and qualitative indicators and metrics needed to assess minority health; (8) partners with CIOs to use standardized tools and metrics relevant to minority health to monitor progress, measure effectiveness, and make changes to improve health equity outcomes; (9) collaborates with HRO and

OEEWE to develop and implement professional performance standards for DEBIA, as relevant to the minority health technical domain; (10) contributes technical expertise to the development of minority health and equity-related technical communication products (e.g., white papers, technical briefs, success stories); (11) provides thought leadership and technical consultation in the science and practice of minority health, health equity, and the elimination of health disparities; (12) applies an intersectionality lens, contributes technical expertise in minority health to agency-wide communication efforts aimed to increase awareness of CDC's equity approaches and infuse those approaches into CDC's public health work, workforce, and workplace; (13) stands up and supports the Chief Health Equity Officer (CHEO) unit during emergency responses; and (14) assists the Office of the Director, as needed, to identify and develop partnerships with STLTS health departments, minority health-focused national and community-based organizations (CBOs). (Approved 1/24/2023; Effective 2/8/2023)

#### Office of Women's Health (CAGD)

(1) Promotes public health research, evidence-based programs, policies, and strategies to improve the health and well-being of women and girls; (2) serves as a central point for women's health and raises visibility of risk factors and other conditions that impact women's and girls' health; (3) provides subject matter expertise to support gender and women's health and collaborates with OMH and OEPH to develop a whole of public health approach while contributing to and supporting the work of OHE/OD; (4) applies an intersectionality lens, contributes subject matter expertise to the development of guidance documents and standards related to women's health; (5) applies an intersectionality lens when partnering with CIOs to implement and refine how health equity approaches related to women's health are operationalized and institutionalized; (6) contributes technical expertise to the development of quantitative and qualitative indicators and metrics needed to assess women's health; (7) partners with CIOs to use standardized tools and metrics relevant to women's health to monitor progress, measure effectiveness, and make changes to improve health equity outcomes; (8) collaborates with HRO and OEEOWE to develop and implement professional performance standards for DEBIA, as relevant to the women's health technical domain; (9) contributes technical expertise to the development of women's health and equity-related technical communication products (e.g., white papers, technical briefs, success stories); (10) contributes technical expertise in women's health to agency-wide activities that include a) developing and disseminating key guidance documents, where needed, that address social and structural determinants of health; b) advancing the surveillance of health equity indicators and the science of achieving gender health equity; and c) consistently applying data collection and analysis standards in collaboration with the Office of Public Health Data, Surveillance, and Technology and the Office of Science; (11) applies an intersectionality lens, contributes technical expertise in women's health to agency-wide communication efforts aimed to increase awareness of CDC's equity approaches and infuse those approaches into the work, workforce, and workplace at CDC; (12) applies an intersectionality lens to technical expertise in the design of training programs and technical assistance efforts implemented with CIOs, programs, partner organizations, and communities; and (13) assists the Office of the Director, as needed, on partnership development and community engagement efforts, including for emergency response events. (Approved 1/24/2023; Effective 2/8/2023)