



Practicing Public Health

Inside and Out

2019 MPHI ANNUAL REPORT



Advancing
Population Health
Through Public
Health Innovation
And Collaboration





Public Health Demands: *Vigilance, Variety, and Vision to Create Change Inside and Out*

Vigilance: Identifying the causes of health inequities and implementing solutions to meet the ever-changing needs of the people we serve.

Variety: Uniting experts from diverse backgrounds and disciplines to work together, creating long-lasting change.

Vision: Working with you to ensure that health is an opportunity available to everyone, making a world where tomorrow is healthier than today.



We Practice Vigilance,
Variety, and Vision
on the **Outside**





The Year in Numbers



67 Funders



\$95M in Project Funding



386 Projects



Demonstrated by the
Diverse Reach of Our
Project Work, **Creating
Lasting Impacts**





Advocating for Juvenile Justice

The Michigan Youth Reentry Model was initially developed by the Michigan Council on Crime and Delinquency (MCCD), in partnership with the Michigan Department of Health and Human Services. This model provides a multidimensional framework designed to reduce recidivism among state ward delinquency cases by supporting a successful transition from residential placement to their home communities. The three-phase, seven-point reentry model details how juvenile justice stakeholders (including reentry coordinators, juvenile justice specialists, courts, residential facilities, and community-based service providers) can collaborate to deliver effective community reintegration support for the target population.

MPHI serves as the care coordination agency of Michigan's Juvenile Justice Reentry Program. MPHI works with partners and communities to improve successful transitions of youth from juvenile residential treatment facilities or programs into their local community. By planning for a youth's transition and providing clear connections to support services, MPHI and the community strive to put youth in positions in which they can succeed and lead productive, independent lives. Success in this mission enables our youth to achieve a higher quality of life and keep our communities safe for everyone.

For more information, please visit the [Michigan Juvenile Justice Re-Entry website](https://bit.ly/4mkBDvb) (URL: <https://bit.ly/4mkBDvb>).

Preventing Sexual Violence in Michigan

MPHI was one of the first organizations in the nation to conduct a statewide survey focused specifically on gathering data to guide sexual violence prevention work in communities. With over 1,200 individuals responding to the survey and representing households from across the state, 68.8% of initial survey respondents were women, while 31.2% were men.

Participants of this survey found a lack of community connectedness in Michigan, with less than 50% of respondents stating that their neighborhood is considered close-knit. Research has shown that closely connected communities are more likely to hold perpetrators of assault accountable.

Similarly, economic support for women is a critical factor in risk reduction for sexual assault. Less than 40% of women reported access to paid parental leave in Michigan. Strengthening economic support for women in the workplace decreases poverty, strengthens economic security, and improves gender equity.


MPHI has convened partners to review the survey data and explore potential applications, including the development of a social norms campaign toolkit.

To access the full report, please visit [MPHI's Working to Prevent Sexual Violence website](https://bit.ly/3EWPelz) (URL: <https://bit.ly/3EWPelz>).

A firefighter in a red jacket is holding a small, dark-colored figurine of a child. The background is a solid red color.

Fire Safety Education: Keeping Children and Families Safe

Public Health Education for school-aged youths empowers children. MPHI worked to educate 7,483 second and third graders from low-income communities that have a high risk of home fires in 11 states. Students learned about fire safety by participating in organized events with local fire departments, focused on fire safety and smoke alarms. Teachers have reached an estimated 104,824 additional students in non-participating jurisdictions that opted in to receive teaching kits. As a result, there has been a 45.8% increase in student knowledge; distribution of 12,000 photoelectric and ionization smoke alarms; distribution of 80 Life Tone alarms for those with hearing disabilities; and distribution of 1,200 carbon monoxide alarms disseminated to fire departments in these high-risk communities for installation in their jurisdictions.

A large, light gray graphic of a fire hydrant is positioned in the bottom left corner of the page. It features a grid-like pattern on its top and a circular base.



Reducing Child Abuse Injuries and Fatalities

MPHI, in conjunction with the Michigan Department of Health and Human Services (MDHHS), was awarded one of the five nationwide Reducing Fatalities and Recurring Child Injuries and Crimes Caused by Crime Victimization grants from the U.S. Department of Justice Office for Victims of Crime. The three-year grant intends to prevent child abuse, neglect, injuries, and deaths. The project will identify children who are most at risk, act to prevent deaths and injuries, collect and analyze data, and work with community partners to develop prevention plans.

In 2017, Children's Protective Services received 298 complaints alleging death from abuse or neglect, with 84 of those complaints resulting in MDHHS substantiating the abuse or neglect. In 2018, more than 96,000 reports of suspected child abuse or neglect in Michigan were assigned for investigation by Children's Protective Services.



Identifying Adverse Childhood Experiences

Helping Communities Identify Adverse Childhood Experiences

MPHI partnered with the Michigan Association of Health Plans Foundation (MAHPF) to support the essential and emerging body of work surrounding Adverse Childhood Experiences (ACEs), which are potentially traumatic events that occur during childhood (0-17 years). Research shows that when children experience violence or abuse, witness violence in the home or community, have a family member attempt or die by suicide, these events can have dramatic effects on a child's health and well-being. ACEs also includes aspects of the child's environment that can undermine their sense of safety, stability, and bonding. This can include things such as growing up in a household with substance misuse, mental health problems, and instability due to parental separation or household members being incarcerated. ACEs are also linked to chronic health problems, mental illness, and substance misuse when children reach adulthood, and these experiences can also negatively impact education and job opportunities.

The Michigan ACE Initiative is working on expanding efforts geared toward reaching a statewide awareness of ACEs. To support these efforts, a statewide coalition was formed and charged with recommending appropriate interventions and policies. An important aspect of this program involves offering training to individuals who regularly interact with children in their communities, ultimately allowing children to receive the assistance they need from familiar faces within their environment. The goal is to educate the community to identify signs of ACEs in children, as well as help create community-based interventions that will identify and align the resources necessary to help children suffering from ACEs. This work is in a state of rapid growth and is beginning to gain statewide and national recognition.



Supporting the Deaf & Hard of Hearing Internationally

MPHI partnered with the non-profit Michigan Food and Farming Systems (MIFFS) to produce an episode of the Kenyan Signs TV series, “Handshake with Ashura.” Signs TV Kenya is a YouTube channel with over 20,000 views that produces programming for the deaf and hard of hearing, and focuses on issues that impact individuals with these disabilities. To support the deaf and hard of hearing communities, all of Signs TV programs include sign language interpreters to make it accessible to the population it serves.

Ashura Michael, a visiting African Fellow with MIFFS, interviewed local Michigan farmers from underserved populations. The interviews were produced and edited into a full episode for the “Handshake with Ashura” series, closed captioned, and a short promotional trailer was provided to increase video engagement.



We Practice Vigilance,
Variety, and Vision
on the **Inside**





The Year in Numbers *(Continued)*



608 Employees



51 New Projects



Educating Ourselves
and Holding Each Other
Accountable Puts **Our**
Values into Action





ADJUST Workshop: ADvancing JUSTice Together

Working to Secure the Highest Possible Standard of Health for All People

The Center for Health Equity Practice (CHEP) at MPHI works with groups to establish and apply an understanding of health equity. In order to achieve the highest standard of health for all people, we must address the needs of those at greatest risk of poor health, based on social conditions and the systems that create them.

ADJUST is a three-day workshop, led by trained facilitators, that employs facilitated dialogue method for analyzing racism, classism, gender discrimination and exploitation and other

types of oppression as root causes of health inequity, and employs the following catalysts for dialogue:

- Lived experience of participants.
- Language and conceptual frameworks to engage in difficult conversations about oppression and unearned privilege as experienced in the United States.
- Activities designed to understand the importance of social group identity.
- Practical analysis and application of health equity concepts to real-life scenarios.

Learn more about the [ADJUST workshop](https://bit.ly/4mDspdF) (URL: <https://bit.ly/4mDspdF>).



Implicit Bias Training

We Understand That Our Experiences Shape Us

MPHI contracted with a certified facilitator in Cultural Intelligence and Unconscious Bias to hold multiple full-day workshops.

The interactive workshop helped MPH employees identify and understand how implicit bias impacts perceptions and decision-making in the workplace. Participants engaged in a variety of activities aimed at increasing self-awareness and discussed approaches to improve interpersonal relationships across multicultural groups. Participants also discussed practical ways to improve workplace performance when working across cultures, while learning key definitions, examining data showing the implications of implicit bias in public health, and discussing prevention strategies.



Commitment to Health Equity and Social Justice

A Diverse and Inclusive Culture

MPHI is committed to upholding a culture that values diversity and inclusion, always striving to cultivate a professional environment where everyone feels able to bring their authentic selves to work. We believe in reducing our biases and creating a welcoming workplace for all employees.

LGBT+ Training

In 2019, institute-wide diversity initiatives included LGBT+ training with the executive team, directors, and supervisors. The training was conducted by Out Front, an LGBT+ Resource and Advocacy Center located in Kalamazoo. It focused on how MPHI could provide a safer and more affirming environment for everyone.

Staff of Color Affinity Group

MPHI also created its first employee-led staff of color affinity group in 2019 to support diversity and inclusion. The Affinity Group is a platform for employees of color to build relationships, share knowledge, broaden cultural awareness, and support engagement, recruitment, and retention efforts at MPHI.

Accessibility Trainings

MPHI conducted multiple accessibility trainings for staff to ensure that documentation and presentations are accessible for people with disabilities. We know that we must advance our skills and knowledge to support all communities.



More 2019 Accomplishments:

- **Annual 5K**, Nancy Moore Park
- **Lunch and Learn Series**, Staff shares knowledge with other staff
- **Our First All Staff Meeting**, Lansing Historical Center
- **Annual Family Flu Shot Clinic**, MPHI's Okemos Campus
- **Continued Breakfast Club Series**, Interactive Learning and Conference Center

We Share Our Resources: Our Health Professionals Share Their Time, Knowledge, and Expertise with Communities



MPHI leadership attends and speaks at Detroit's 16th Annual Images and Perceptions Diversity Conference

Detroit's 16th Annual Award Winning & Nationally Acclaimed Images and Perceptions Diversity Conference "Empowering Communities by Embracing Diversity" was an event in Detroit on Thursday April 10, 2019, at the Ford Community and Performing Arts Center in Dearborn, MI.

This Day of Diversity engaged the Hispanic American, Arab American, African American, Jewish American, Asian American, LGBTQ, and Disabilities Communities in important discussions focused on addressing racism, stereotypes, media and cultural etiquette. Justice and Civil Liberties, the future of healthcare, educational institutions, legalization of Marijuana, diversity in media, human trafficking, suicide prevention, and the opioid epidemic were all topics explored that were explored.

MPHI leadership was in attendance and CEO, Dr. Renée Canady participated in a panel discussion on health and diversity.

We Share Our Resources: Our Health Professionals Share Their Time, Knowledge, and Expertise with Communities



MPHI's Stephanie Johnson represents DASH and the All In: Data for Community Health Network at Root Cause Coalition

MPHI's Stephanie Johnson represented the Data Across Sectors for Health (DASH) team and the All In: Data for Community Health network at The Root Cause Coalition's fourth annual Summit on the Social Determinants of Health, Oct. 2–22, 2019 in San Diego, California. The Root Cause Coalition is a nonprofit, member-driven organization established to achieve health equity through cross-sector collaboration. The event brought together representatives from healthcare, community and faith-based organizations, researchers, government leaders, educators, and businesses to share best practices, offer community connections and resources, and engage in the crucial discussion of how to best address the social determinants of health.

We Share Our Resources: Our Health Professionals Share Their Time, Knowledge, and Expertise with Communities



Congratulations to MPHI's Leaders in Equitable Evaluation and Diversity (LEEAD) Scholar, Jennifer Torres!

Dr. Torres is now a member of the 2019-2020 cohort of [Leaders in Equitable Evaluation and Diversity \(LEEAD\)](https://bit.ly/43AYXhf) (URL: <https://bit.ly/43AYXhf>), which is composed of diverse scholars from a variety of backgrounds and representing multiple interests, each bringing unique perspectives creating a robust community. LEEADers are dedicated to move the field of evaluation towards social justice through culturally responsive and equitable evaluation (CREE). Dr. Torres is a Research Scientist currently working in the areas of maternal child health and Native health and wellness. Her peer-reviewed publications cover primarily the topics of gender studies, reproductive and sexual health, and medical sociology.

We Share Our Resources: Our Health Professionals Share Their Time, Knowledge, and Expertise with Communities



MPHI's Renee Canady and May Yassine attended the Global Refugee & Migration Congress in Gaziantep, Turkey

Renée Canady, spoke at the Global Refugee & Migration Congress held in Gaziantep, Turkey in October 2019. Dr. Canady's presentation, *Our Communities, Ourselves: The Health Equity Implications of "Othering"*, focused on the international importance of health equity. Dr. Canady was joined by MPHI's Chief Program Officer, Dr. May Yassine, who served as moderator for the panel on health and human rights. MPHI was awarded the Distinguished Public Health Award for supporting human rights and health. The four-day scientific congress is the largest refugee conference of its kind, and brought together hundreds of attendees from government, NGOs, medicine, and academia to collaborate towards finding better outcomes for 5.5 million refugees outside of Syria and the 6 million internally displaced persons in Syria. The conference was organized by Global Health Research – Management & Solutions LLC, Gaziantep University, and the Union of Medical Care and Relief Organizations.

We Share Our Resources: Our Health Professionals Share Their Time, Knowledge, and Expertise with Communities



Abby Collier and Rosemary Fournier, from the Center for National Prevention Initiatives (CNPI) at MPH, present at the CityMatCH Conference

Abby Collier and Rosemary Fournier, from the Center for National Prevention Initiatives (CNPI), recently attended, exhibited, and presented at the CityMatCH Conference, September 23 – 25, in Providence Rhode Island. CityMatCH is a national organization of urban maternal and child health leaders that works toward strengthening public health leaders and organizations to promote equity and improve the health of urban women, children, and communities. There were over 800 attendees at the conference. Abby and Rosemary presented a skills building workshop on Using Fetal, Infant, and Child Fatality Review to strengthen systems of care and resources for women, infants, children and families. Rosemary co-presented with Cindy Calderon, Pediatric Consultant for the Mother Child and Adolescent Health Division or the Puerto Rico Department of Health on Disaster recover: How the Fetal and Infant Mortality Review (FIMR) Process can be an instrument to help in preparedness.

We Share Our Resources: Our Health Professionals Share Their Time, Knowledge, and Expertise with Communities



MPHI's Tracy Thompson, Sr. Human Resources Specialist, participates in panel for the Summer Research Opportunities Program (SROP)

Michigan State University's Summer Research Opportunities Program (SROP) is a gateway to graduate education at Big Ten Academic Alliance universities. The goal of this internship program is to increase the number of underrepresented students who pursue graduate study and research careers. SROP helps prepare undergraduates for graduate study through intensive research experiences with faculty mentors and enrichment activities.

The career panel was held on June 18th and focused on the benefits of receiving an advanced degree. Students had the opportunity to hear from Tracy and other panelists about various employment and career opportunities. Tracy spoke about career opportunities available in the Public Health profession.



MPHI Board of Directors

Elizabeth Hertel, MBA

Bengt Arnetz, MD, PhD, MPH, MScEPI

Holly Jarman, PhD

Renée Branch Canady, PhD, MPA

Angela Beck, PhD, MPH

Tim Becker, CPA

Beverly Allen, CPA

Erin Frisch

Debra Furr-Holden, PhD

James Giordano, MBA

Jennifer Jordan, JD

Joneigh Khaldun, MD

Stephen Lanier, PhD

Sarah Mayberry, MPH

Phyllis Meadows, PhD, MSN, RN

Angulique Outlaw, PhD

Lisa Stefanovsky, MEd



Our Passion:

***MPHI Creates Change
Inside and Out With
Vigilance, Variety,
and Vision.***

**We Work With You to
Promote Health and
Advance Well-Being for All.**