



**Thriving in a Hybrid
Work Environment**

2023 MPHI ANNUAL REPORT



Advancing
Population Health
Through Public
Health Innovation
And Collaboration

ECS End-of-Year Team Meeting





A Message From Our CEO



Our work environment has evolved since the pandemic began, and we had always planned to return to the office. However, with staff feedback, evaluation of our work progress, and listening to relevant research, we've transitioned toward a permanent hybrid model – this is “now normal” for us.

We are an institute rooted in public health's commitment to equity and social justice; we do not believe in a one-size-fits-all approach.



This new model prompts us to focus on all aspects of health, including physical, financial, and mental wellness. At the same time, we are finding new ways to engage and connect with our partners and each other in the MPHI community.

We have found a new path that models equity as a core practice, meeting our own staff where they are, recognizing their unique needs, and prioritizing our well-being so we can provide the greatest impact to the communities we serve.

Renée Branch Canady, PhD, MPA
Chief Executive Officer, MPHI



Embracing the
NOW Normal
Hybrid Work
Environment





We moved to a hybrid work setup as a temporary solution during the onset of the global pandemic. Seeing staff's tremendous performance, we've fully embraced a hybrid work environment, which we call our "now normal." Over the last year, we've adapted and flourished, proving that our work location does not reduce the impact of our actions. No matter our location, we're dedicated to dismantling unjust systems, sharing public health knowledge, and ensuring everyone has the opportunity to reach their health potential.



**Our People Are
Our Strength**





We Strive to Improve Employee Wellness

Ensuring the well-being of our employees is not just an organizational responsibility but is essential to delivering exceptional work for the people and communities we serve. In 2023, we took many steps to enhance employees' lives and work balance, ensuring they are supported and equipped with the resources they need to do their best work.



Financial Equity

We continually analyze salaries across MPHI and compare them to the current market to recruit and retain staff.

Listening to Staff

Our employee survey gathered insights on staff needs, challenges, and successes, allowing us to guide future initiatives.

Skill Building

Staff are required to engage in at least one professional development activity annually to continue building the knowledge and capacity of our workforce.



200+ Presentations Delivered

Presentations at conferences, meetings, and other events across the country.



1,000+ Professional Development Activities

Trainings, workshops, conferences, and other learning opportunities attended by employees.



150+ Publications

Books, articles, blogs, and editorials written by experts on our staff.



“As a new employee of MPHI, I appreciate the inclusive culture and generosity of this organization. Thank you, I plan to never leave!”

Crystal Depillers, LMSW, MI Choice Quality Assurance Reviewer

Business Solutions Group (BSG)



Our Employees
Our Champions





Pioneering Conversations in **Public Health**

Our staff work across the nation. Even though our work locations are separate, our commitment to share our public health work and knowledge with professional peers unites us. At MPHI, we take every opportunity, including conferences, podcasts, and media engagements, to highlight our work and elevate equity as a core practice in public health initiatives.



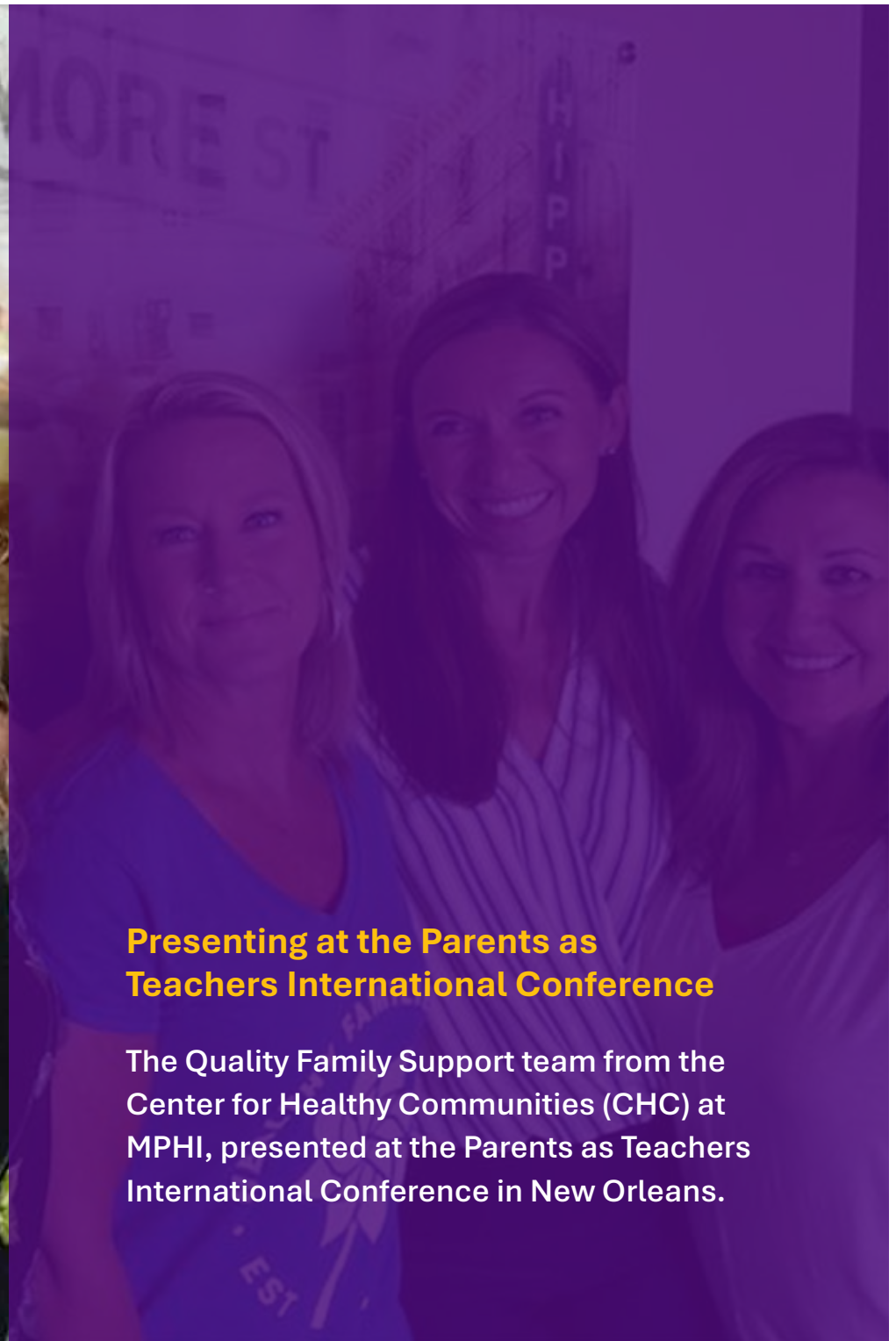
Discussing the Preventing Adverse Childhood Experiences (ACEs) Award

Dr. Mathew Edick, Director, Center for Strategic Health Partnerships (CSHP), at WILX's Mid-Michigan Matters to discuss \$2.4 million award for Preventing Adverse Childhood Experiences (ACEs).



Presenting at the Parents as Teachers International Conference

The Quality Family Support team from the Center for Healthy Communities (CHC) at MPHI, presented at the Parents as Teachers International Conference in New Orleans.





Today's Goals

- 1 Explore the importance of putting equity into action.
- 2 Share why and how MPH rooted equity into our culture and work.
- 3 Discuss the value of offering workshops to a much broader audience.

Presenting at the National Network of Public Health Institutes (NNPHI) Annual Conference

Hope Rollins, Director of Education and Training, at MPH, presented on the Equity in Action (EIA) Workshops at the National Network of Public Health Institutes (NNPHI) Annual Conference.



Facilitating at the Michigan ACE Initiative Conference

Angela Precht, Associate Director and Amanda Martens, Program Associate at Center for Healthy Communities (CHC) facilitate an action planning session for over 200 people at the Michigan ACE Initiative Conference.



Attending the Michigan State University Alliance for African Partnership Consortium

Dr. Shondra Marshall, Dr. Renée Branch Canady, and Linda Gordon attended the Michigan State University Alliance for African Partnership Consortium Meeting at the University of Pretoria in South Africa.



Attending and Presenting at the CityMatCH Conference

Center for National Prevention Initiatives Staff at MPHI attended and presented at the CityMatCH Conference, in New Orleans.



“The stories parents and families share with the Fetal and Infant Mortality Review program help humanize and heal, deepen understanding and motivate action, and catalyze greater impact for systems change.”

**Rosemary Fournier, FIMR Director,
National Center for Fatality Review
and Prevention**

Center for National Prevention
Initiatives (CNPI)



Creating a Culture of **Anti-Oppression**



Creating a Culture of **Anti-Oppression (AO)**

We're continually nurturing a culture rooted in anti-oppression principles and improving our capacity to identify and address inequity in our systems and decision making. In order to be the best public health partner we can be, MPHI embraces the ongoing journey and ever-evolving internal practice of anti-oppression. Our commitment is to ensure that our core value of Health Equity and Social Justice is aligned with our policies and practices and foster a work culture where everyone is valued, heard and feels a sense of belonging at MPHI.

Below you will find 2023 internal anti-oppression activities and highlights:

Fellowships

In 2023, the Anti-Oppression Leadership Team (AOLT) at MPHI added three Public Health Fellows for 2024. This represents a strategic initiative to enhance capacity and support the institute's Anti-Oppression (AO) efforts. The Fellows' roles are crucial for advancing institute-wide corporate strategic goals of centering anti-oppression and equity in interactions and operations, contributing to a culturally responsive commitment to compliance and quality assurance, and strengthening a culture prioritizing staff wellbeing. By assisting in administrative tasks, supporting educational and awareness initiatives, and facilitating the operationalization of AO goals, the Fellows are instrumental in creating a more inclusive and equitable work environment.

This effort supports the development of a diverse professional workforce. Through these roles, the Fellows will evolve from students to experienced MPHI employees, proficient in working with diverse communities and applying AO frameworks effectively.

Join Us in Welcoming the Following Fellows for 2024:

- **Briaunna Hughes**, Public Health Fellow, Michigan State University (anticipated graduation date Dec. 2024)
- **Tazia Miah**, Public Health Fellow, Wayne State University (anticipated graduation date Dec. 2024)
- **Lizbeth Blas-Rangel**, Public Health Fellow, Kalamazoo College (anticipated graduation date Dec. 2024)

AO Groups

A workplace affinity group gathers employees connected through a common purpose or interest. MPHI has two identity-based affinity groups—our Staff of Color Affinity Group (SOCAG) and an LGBTQ+ Workgroup. These groups focus on fostering psychological safety and belonging, ensuring inclusion of staff of marginalized identities in MPHI decisions that impact them and providing space for peer support in healing and addressing the privileged and marginalized aspects of our identities. The following outlines the purpose and accomplishments of our current AO groups working in this area:

Staff of Color Affinity Group (SOCAG)

The MPHI-Staff of Color Affinity Group (SOCAG), formed in 2019, is a voluntary employee group whose mission is to actively attract, support, develop, and retain staff of color. SOCAG is inclusive to persons who are linked by a common purpose, ideology, interest, or identity to assist in providing a collective voice. Additionally, we aim to facilitate human connectedness to foster relationship building, increase the sense of belonging, healing and psychological safe space, and personal and professional growth and development opportunities.

2023 SOCAG Highlights:

- Finalized SOCAG charter with Executive Sponsor, Dr. Renée Branch Canady, and Advisor, Dr. Paul Elam
- Conducted SOCAG Member Climate Assessment (38% response rate)
- Grew membership from **58 to 78 members**
- Conducted quarterly SOCAG member meetings
- Conducted six SOCAG Action Team meetings
- SOCAG Action Team's Food Stories effort celebrates cultures, traditions, and meaningful relationships around food which supports a community of belonging
- Launched SOCAG members page on internal intranet site to share cultural awareness months, national/community activities, and areas of interest
- Collaborated with the Anti-Oppression Leadership Team (AOLT) to secure approval for Public Health Fellowship Positions



LGBTQ+ Workgroup

In 2023, the workgroup focused on building relationships among members and solidifying the purpose/goal of the workgroup. Additionally, towards the end of 2023 the workgroup identified the need to develop a separate affinity space for 2024 that will be focused less on institutional action and more on a space for LGBTQ+ staff to be in community with each other.

2023 LGBTQ+ Workgroup Highlights:

- Piloted a process for involving LGBTQ+ staff in shaping our Pride communication strategies, setting a precedent for more inclusive practices during all our Heritage Month celebrations
- Formed a separate LGBTQ+ Affinity Group
- Conducted quarterly meetings of the Workgroup
- Partnered with Information Technology (IT), Human Resources (HR), Corporate Communications and other MPHI staff to provide technical assistance (TA) and feedback on LGBTQ+ related initiatives
- Built and established trust, relationship, structure and planning for this emerging group

Accessibility

Ableism is the discrimination of and social prejudice against people with disabilities based on the belief that typical abilities are superior. Ableism is a health equity and social justice issue and must be acknowledged as an aspect of MPHI's commitment to anti-oppression. One common way ableism manifests is a lack of equitable accessibility.

Accessibility means a person with a disability is afforded the opportunity to acquire the same information, engage in the same interactions, and enjoy the same services as a person without a disability in an equally effective and equally integrated manner, with substantially equivalent ease of use.

In the past year, MPHI has prioritized several accessibility initiatives. Especially in light of our growing remote workforce, many were focused on being responsive to the information and digital accessibility needs and gaps.

Highlights From 2023:

- The internal training team reviewed all trainings and made updates to meet current accessibility standards
- The eLearning team completed accessibility reviews of client courses to ensure they were both accurate and up to date

- Graphic design staff attended an accessibility conference focused on design and publication best practices
- MPHI uses Microsoft Teams for meetings, which supports live captions and transcriptions for real-time text representation of the spoken content
- All websites and applications developed by the Center for Technology Solutions (CTS) are developed and reviewed to meet web-accessibility needs for users

In addition, our Okemos campus meets physical accessibility standards, including our Interactive Learning and Conference Center (ILC) for visiting stakeholders and MPHI staff.

Reference Links:

- [Ableism 101](http://bit.ly/493xxDA) (URL: <http://bit.ly/493xxDA>) – What is Ableism? What Does it Look Like?
- Learn More About The Americans with Disabilities Act (ADA) and Accessibility Standards by Visiting the [U.S. Department of Justice Civil Rights Division Webpage](http://bit.ly/3W584SE) (URL: <http://bit.ly/3W584SE>)

Pronouns

A pronoun is a word used to refer to either the people who are talking or a person being talked about in the third person. It is essential to intentionally strive to use an individual's correct pronouns to affirm their identity and avoid misgendering people, which can be uncomfortable and hurtful. The Anti-Oppression Leadership Team (AOLT) executive committee and the LGBTQ+ Workgroup collaborated with the IT department to develop a process for staff to display their pronouns with their names in Microsoft Team meetings, chats, and other platforms. This small step can tremendously impact normalizing the sharing of pronouns and recognizing an individual's authentic identity.

Reference Link:

- [Learn More About Why Pronouns Matter](http://bit.ly/4732vco)
(URL: <http://bit.ly/4732vco>)



Equity in Action (EIA) Workshop Series

In this third year of the EIA workshop series, we expanded learning opportunities to further support people in exploring how to put equity concepts into practice. The series continually develops and delivers a variety of topics ranging from an introduction to equity in action to culturally responsive engagement. EIA offers both virtual and in-person learning engagements.

We are excited to continue this work in 2024!



150 Participants

Participants in 2023 workshops.



9 Workshops

Workshops offered in 2023.



122 Posts

Social posts for outreach in 2023.

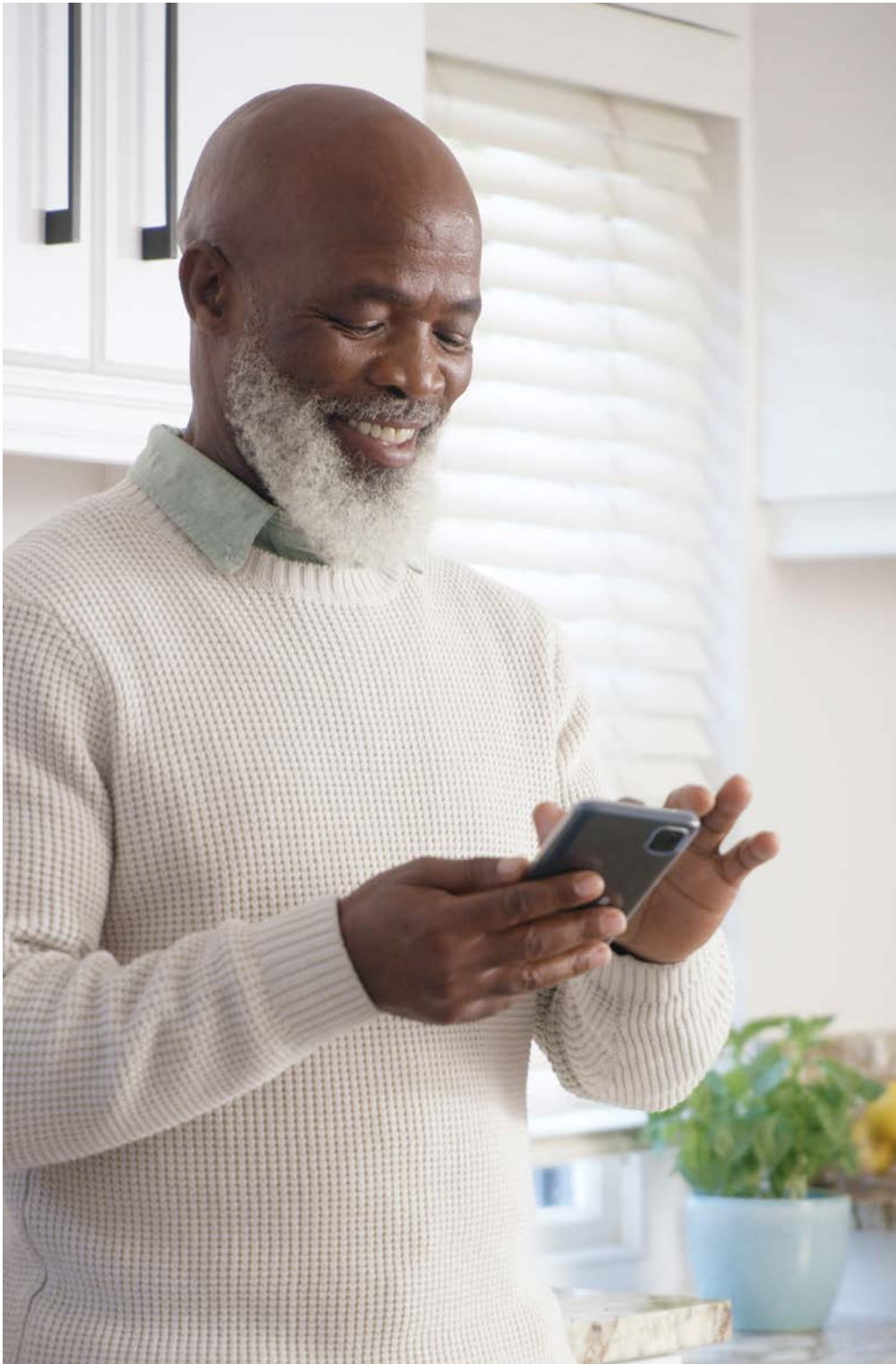


Expanding Our
Social Media



Growing Social Media Outreach

MPHI's social media presence has experienced notable growth across all platforms, with LinkedIn and Instagram standing out significantly. LinkedIn continues to grow as MPHI's largest audience, reinforcing MPHI as a public health thought leader. In late fall 2022, we added Instagram to our social platforms to engage with a younger demographic, including up-and-coming public health professionals.



+12.54%

LinkedIn growth.



695

Tweets published.



682

LinkedIn posts.



710

Facebook posts.



Instagram Growth

Our outstanding growth on Instagram reflects the younger generation's interest in quality public health information and suggests the potential for MPHI to explore other platforms that resonate with this audience.

MPHIHEALTH
Posts



View insights

Boost post



+114.12%

Instagram growth.



171

Instagram posts.



Celebrating
Cyber Security





Upgrading Systems, Servers, and **Security**

We've upgraded computer systems and servers to enhance security standards. This effort includes using advanced encryption and working towards key certifications like SOC/NIST. We've prioritized better management of our software and licenses, which is a crucial step for our SOC2 Type 2 Certification. Our internal audit team was instrumental in this process, gathering data and providing detailed reports to auditors. Our IT team put these upgrades into action and their hard work paid off.



Information Security

Protecting health information and ensuring information security is crucial in public health to maintain trust and confidentiality. Handling sensitive data with utmost care is critical for safeguarding people's privacy, preventing identity theft, and preserving public trust in health systems. Our commitment to secure and responsible data use is fundamental to improving health outcomes and reinforcing the integrity of our Institute.



Project Work
Highlights





Relationships Are Primary Everything Else is Derivative

Building strong relationships is essential, as it deepens our connection with the communities we serve, ensuring our actions are informed and relevant to those most impacted by health inequities. Even in a hybrid work environment, we foster robust and authentic relationships with our partners, resulting in continued expansion of external project work.





\$150M Project Funding



95 Funding Partners



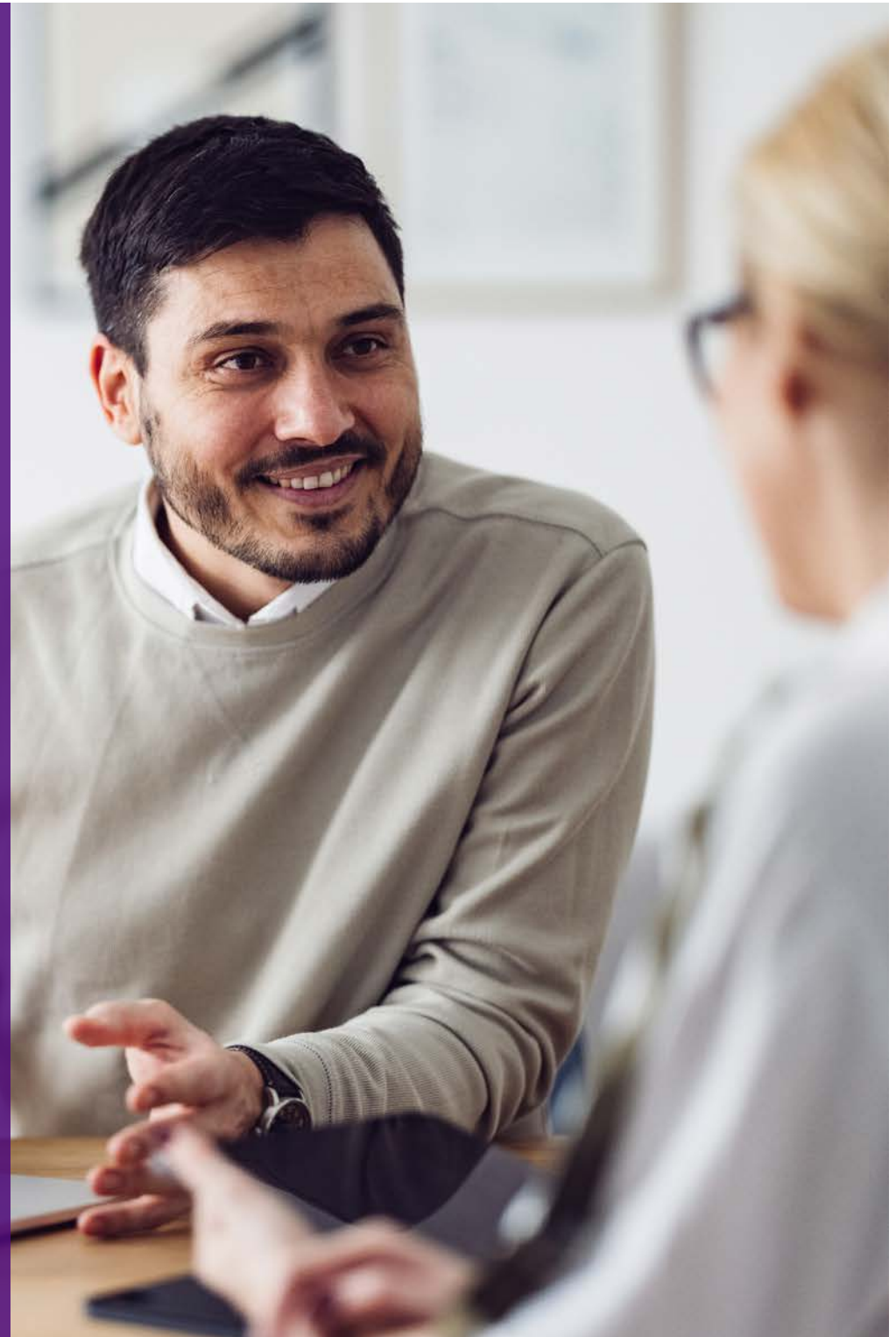
“In just eight months at MPHI, I’ve dived into unique collaborations, working across centers on significant projects. My exposure to a broad spectrum of staff, from the CEO to program directors to project staff, has been exceptionally enriching, making interactions and work trips enjoyable and engaging. The hybrid work model enhances this experience, blending flexibility with meaningful connections and fueling my enthusiasm for our collective future. This journey highlights the vibrant diversity and community spirit at MPHI.”

Cassie Harter, Project Coordinator

Center for Data Management &
Translational Research (CDMTR)



**Our Work
Continues to Grow**
(Selected Project
Highlights)



Public Health Infrastructure Grant (PHIG)



MPHI plays a significant role in implementing the Centers for Disease Control and Prevention (CDC) Public Health Infrastructure (PHIG) initiative. This initiative supports every state and most large metro public health departments with flexible funding for sustainable workforce development, infrastructure improvements, and data system modernization (DMI). Under the National Network of Public Health Initiative's (NNPHI) Hub Model for technical assistance to the public health jurisdictions nationwide, MPHI serves as the Region 5 Technical Assistance Coordinating Hub, serving 12 state and local health departments.



As the “PHIG Region 5 Hub”, the Center for Data Management and Translational Research (CDMTR) at MPHI has initiated and coordinated nine responsive technical assistance (TA) requests, two of which CDMTR staff lead and provide subject matter expertise and support. Strategic planning sessions have created proactive TA plans, leading multiple MPHI centers to develop opportunities to lead or participate in national efforts. CDMTR staff have initiated and engaged in introductions and discussions with all regional grantees as an additional foundational step toward working together to center equity and build authentic relationships. CDMTR, in collaboration with other MPHI teams, engage and coordinate proactive and reactive TA requests coming through national partners. NNPHI is also responding to the DMI TA needs of all 107 PHIG recipients by contracting with MPHI and the Illinois Public Health Institute to support responses and the development of resources and tools for Data Modernization by Data Across Sectors for Health (DASH).

This project has built strong and authentic relationships with our regional state health departments, local health departments, national TA providers, and the CDC. Establishing our role as trusted conveners and subject matter experts between health departments and our institute helps solidify the collaborative foundation amongst public health jurisdictions and the communities they serve.

Expanded MI Overdoses Fatality Program



In 2020, the Center for Child and Family Health (CCFH) at MPHI started building out Michigan's Overdose Fatality Review (MiOFR) program. Eleven county-level teams have been launched, with six additional teams currently being assembled. Throughout the year, we closely monitored the progress of Michigan Senate Bill 133. This bill was enacted into law in late December, leading to the creation of the Overdose Fatality Review Act. This Act empowers counties to form review teams specifically for overdose fatalities. The primary objective of these local teams is to scrutinize overdose-related deaths to reduce or prevent future drug overdoses and associated fatalities. An additional provision of the Act is the allowance of county-level fatality review teams to share records of the deceased. Currently, CCFH is in the process of planning an expansion of this program.



The Office of Fatality Reviews (OFR) involves a series of confidential individual death reviews by multidisciplinary teams to effectively identify system gaps, innovative community-specific overdose prevention, and intervention strategies to avert future fatalities. The process allows teams to collaborate and recognize patterns over time that result in members effectively introducing community-level prevention strategies. In 2023, the teams collectively crafted over 100 recommendations on stigma reduction, care coordination, harm reduction techniques, treatment, and education. The success of this program has been recognized by several state and national partners, ultimately leading to CCFH presenting at the National Forum on Overdose Fatality Review, the CDC's Overdose Data to Action Grantee Meeting, and the Michigan Association of Counties Conference. These presentations led to CCFH consulting community leaders from other states to establish and support OFR programs in their communities.

MiOFR recommendations have led to the creation of Quick Response Teams, expanding Narcan and fentanyl testing strip dissemination, changing hospital policies for Narcan distribution, creating and enhancing existing stigma-reduction campaigns, and strengthening the collaboration of community partners. Increased access to Narcan by changing policies in hospitals and within EMS allows for its distribution, the establishment of Narcan vending machines in high-traffic areas, and equipping community businesses and churches with Narcan to distribute to families. This effort has also improved the coordination and collaboration of service providers in communities across Michigan.

Tribal Vaccine Equity Project



The Center for Native Health and Wellness (CNHW) at MPHI supported the Inter-Tribal Council of Michigan (ITCM)'s Tribal Vaccine Equity Project aims to provide American Indian/Alaska Native communities with culturally tailored training, resources, education, and technical assistance to build vaccine confidence, increase vaccine access, and mitigate the disproportionate burden of adverse outcomes among American Indians and Alaska Natives across the Nation. MPHI supports the Tribal Vaccine Equity project with planning, facilitation, data collection, evaluation, and dissemination. In the 2022-2023 program year, ITCM and MPHI collaborated with sub-awardees to create culturally tailored materials such as success stories, provider vaccine toolkits, and multiple conference presentations to showcase ITCM's efforts to serve as the backbone agency to establish an equitable collective impact in partnership with tribes, tribal organizations, and tribal health clinics.

ITCM's Tribal Vaccine Equity Project produced several resources to support Tribes' efforts to increase vaccinations, including a resource toolkit, a social media toolkit, vaccine resource packets for providers, and two success stories. ITCM and MPHI co-presented accomplishments and lessons learned from the project at the Tribal Public Health Conference (Durant, OK), Grantmaking for Effective Organizations (GEO) Learning Conference 2023 (Washington, DC), and NNPHI Open Forum 2023 (Indianapolis, IN). Through multiple presentations and publications, ITCM has been recognized for its excellent work in increasing vaccine rates working with tribes nationwide.

Partnered to Build the STRETCH 2.0 Initiative



Led by the Center for Health Equity Practice (CHEP), in partnership with CHC and CDMTR, the Strategies to Repair Equity and Transform Community Health (STRETCH) initiative works to strengthen the foundational relationships imperative to ensure all community members can thrive and improve the structures and processes needed to advance equity. This initiative offers capacity-building activities to strengthen trust and accountability among state public health agencies and community organizations, develop power sharing approaches, identify community priorities, and build a shared set of actions to achieve common goals of advancing opportunities for all community members to live their healthiest lives. Building upon the experiences in the first round of the STRETCH initiative, STRETCH 2.0 aims to promote necessary skills, core competencies, power sharing, and authentic relationships among state team members and community partners to advance and sustain health equity through systems change. The STRETCH initiative champions a systems-change approach analyzing the underlying policies, practices, resource allocations, power dynamics, relationships, and mental models that have created barriers to people having an opportunity to live their healthiest lives. The Centers for Disease Control and Prevention (CDC) Foundation, Association of State and Territorial Health Officials (ASTHO), and MPHI will provide specialized technical assistance to state public health agencies and their communities to address these underlying root causes of health inequities.

Advancing Equity in Hospital and Health Systems



The Center for Social Change (CSC) at MPHI partnered with the Michigan Health & Hospital Association Keystone Center and the Michigan State University Institute for Health Policy. MPHI engaged selected health and hospital systems to provide technical assistance to help overcome barriers and challenges that prohibit successful planning and implementation of efforts to advance health equity in Michigan. MPHI developed learning opportunities for hospital staff on the importance of collecting complete, accurate data on sexual orientation and gender identity, and developed a staff training module on how to collect these data in a way that honors and respects people.

Select staff at two major hospitals completed a series of trainings, attended webinars, and redefined systems and processes to better collect and report on race, ethnicity, sexual orientation, and gender identity (SOGI). They received training on the importance of complete and accurate demographic data and how to collect it with respect and humility.

Improving School Meal Quality and Exploring Food Systems in Michigan



The Center for Healthy Communities (CHC) at MPHI worked with the Michigan Department of Education, who received a Team Nutrition grant in FY20 from the U.S. Department of Agriculture (USDA). This four-year grant assists in providing job-skills training and tailored technical assistance to school nutrition managers to improve their abilities related to meal services and increase their capacity to train frontline staff on key school nutrition topics. This grant aimed to improve school meal quality and students' perception of meal quality by developing action plans with targeted strategies and activities. MPHI served as the evaluator for this grant, which was complemented by a project funded through the Michigan Health Endowment Fund (MHEF) to help understand the challenges and opportunities school nutrition managers face in incorporating fresh and local foods in their meal services. Variability was identified in access, availability, and affordability of fresh and local foods, which impacted the ability of school nutrition managers to improve school meal quality. This additional exploration highlights the importance of understanding key challenges and barriers upstream of the school food system that could impact student health and well-being.



Despite challenges in procuring fresh and local foods, many participants were able to increase menu variety, enhance the visual appeal of meals, and enhance culinary preparation techniques. They were also able to make changes in their school environment and improve nutrition education and marketing efforts to promote healthy meal programs. This grant also assisted in training frontline school staff in improving customer communication and experience, among other skills. This project will further our understanding of the challenges faced in procuring, processing, and serving healthy meals in the context of the recent FY24 law, which supports the Michigan Meals program.



MIACEs Initiative & CSHP: A Statewide Partnership to Prevent ACEs



After adopting a Collective Impact Model, the Michigan Adverse Childhood Experiences (MIACEs) initiative chose the Center for Strategic Health Partnerships (CSHP) at MPHI as the backbone administrator. CSHP leads and guides prevention strategies consistent with the State Action Plan. The initiative will use the Collective Impact Model to enhance collaboration among its partners who can use their distinctive strengths, exchange knowledge and resources, and align their actions to increase their impact. CSHP is creating a shared responsibility and accountability culture among our partners and will monitor progress, measure outcomes, and support change.

CSHP will partner with a wide range of cross sector partners to prevent and mitigate the impact of ACEs across Michigan. Four statewide workgroups were established to support Data and Surveillance, Prevention Programs, Policy and Advocacy, and Training and Education. MPHI was named MIACE fiduciary and implemented a contribution process to support the initiative's activities and business functions. This resulted in statewide support for initiative partners to drive the Michigan ACEs State Action Plan implementation. CSHP will provide content expertise and servant leadership to achieve the State Action Plan goals.

Managed the Recovery Friendly Workplace (RFW) Initiative



The Center for Health Equity Practice (CHEP) at MPHI is developing a statewide RFW initiative to educate employers on how to create a supportive workplace for those impacted by a substance use disorder (SUD). Through funding received from MDHHS, the Substance Abuse and Mental Health Services Administration (SAMHSA) State Opioid Response (SOR) 3 grant, the program has developed an RFW Advisory Committee and RFW Taskforce comprised of members dedicated to offering their expertise to outline the needs of the SUD community and employers. In partnership with this network and aligned with the New Hampshire RFW model, the Michigan RFW initiative is developing a robust offering of resources, trainings, and networking to allow those in recovery, seeking recovery, or impacted by SUD to find workplace support. The RFW website and tools assist the engagement of the opportunity throughout the state, connecting employers with resources and reducing the stigma associated with SUD, allowing health-seeking behaviors.



This initiative supports the existing recovery journey of individuals with a SUD in the employment setting through acknowledgment and understanding of their needs and education on creating an environment to sustain their recovery. By learning how to offer support, employers open doors for those who are suffering from a SUD in silence so they may seek help without stigma, while supporting those who are assisting family members in their SUD journey. The RFW program will also highlight employers who want to provide this stable and understanding environment and connect them with individuals seeking employment.



Developed Training on Human-Centered Customer Service



Education and Communication Services (ECS) at MPHI partnered with the Michigan Occupational Safety and Health Administration (MIOSHA) to develop facilitated training about human-centered customer service to enhance customer service skills and build strong client relationships. The content for the training, including the curriculum, presentation, resource book, bookmark, and supporting documentation, was created by ECS facilitators. All aspects of the workshop were tailored to MIOSHA staff by conducting research and interviewing key staff members to learn more about their work and inform the development process.

Over three months, ECS led four workshops, a large group of over 100 staff, and three small group sessions to address the unique needs of the organization. This effort resulted in training over 200 staff.



Confronting Community
Gun Violence





Advance Peace: Addressing Community Gun Violence

The Advance Peace project uses evidence-based practices such as street outreach, mentoring, intensive case management, life skills training, cognitive behavioral therapy, and subsidized employment to engage those at the center of gun violence. Since the implementation of this initiative, beginning in October 2022, the goal of Advance Peace has been to reduce cyclical, retaliatory gun-related violence by 40% in Lansing in three years (by September 2025). We are proud to share that we have reached and exceeded this critical milestone.



A key component of the initiative is the Peacemaker Fellowship, which currently has fifteen active fellows. The Fellowship aims to break the cycle of gun hostilities and alter the trajectory of the lives of young men and women through in-depth, daily interactions.

In its first year of operation, the initiative made significant strides and exceeded goals. Gun violence has seen a continual decrease since the start of Advance Peace in the Lansing area.

Gun Violence Statistics for Lansing, MI

	Fatal Shootings	Non-Fatal Shootings	Total Shootings
Oct. 2020 – Feb. 2022	31	115	146
Oct. 2022 – Feb. 2024*	11	87	98

* Indicates time of Advance Peace implementation in Lansing, MI

As demonstrated in the above table, gun violence has seen a continual decrease compared with the same time period of implementation for Advance Peace in the Lansing area.

City-wide gun fatalities in Lansing dropped by 65% in 2023, and incidents with evidence of shots being fired were down by 3.5%.

The project plans to expand outreach to southeast Lansing and to neighboring East Lansing in 2024, and to northern Lansing neighborhoods by 2025. The fellowship will also increase from 15 to 60 fellows during calendar 2024.

Dr. Paul Elam Speaks about Advance Peace Initiative on the Everyday Injustice Podcast

In a recent episode of the Everyday Injustice podcast, Dr. Paul Elam, MPH's Chief Strategy Officer, discussed the Advance Peace initiative. Host David Greenwald spoke with Dr. Elam about the initiative and its positive impact on the Lansing community.

Dr. Elam highlighted that gun violence is increasingly being recognized as a public health issue. He emphasized that issues such as gun violence cannot simply be addressed in the criminal legal system and that arresting is not a solution to the problem. He also discussed the problem of cyclical gun violence and how alternative approaches, like the Advance Peace initiative, can start to address this public health problem.

Advance Peace is an MPH-led initiative that addresses cyclical and retaliatory gun violence. The approach uses evidence-based practices such as street outreach, mentoring, intensive case management, life skills training, cognitive behavioral therapy, and subsidized employment to engage those at the center of gun violence.

The Advance Peace Lansing Peacemaker Fellowship is committed to ending gun violence and promoting neighborhood safety and social cohesion. It does this by investing in the healthy development and well-being of individuals at the center of gun violence. The goal is to reduce gun-related violence by 40% in Lansing, Michigan, over the next three years.

Learn more about [MPH's Advance Peace initiative](http://bit.ly/4h9FBoe) (URL: <http://bit.ly/4h9FBoe>).

Listen to [this episode of the Everyday Injustice podcast](http://bit.ly/494fddp) (URL: <http://bit.ly/494fddp>).

Advance Peace Lansing Marks One Year Milestone with 2024 Expansion Plans



MPHI's Advance Peace Project has been in the news, as Dr. Paul Elam, Chief Strategy Officer, joined a panel discussion of Lansing Leaders at the Alfreda Schmidt Community Center to announce a significant expansion for 2024. Advance Peace Lansing is a partnership led by MPHI that focuses on reducing cyclical and retaliatory gun violence.

The panel discussion included Dr. Nike Shoyinka, Ingham County's Medical Health Officer, Lansing Mayor Andy Schor, and DeLisa Fountain, Director of Lansing's Department of Neighborhoods, Arts, & Citizen Engagement (DNACE).

Dr. Paul Elam and Mayor Andy Schor shared that in 2023, Lansing's city-wide gun fatalities dropped by 65%, though shootings continued to rise. In addition, incidents with evidence of shots being fired were down by 3.5% and calls to 911 or police about shots fired were down 4%.

Advance Peace Lansing's Street team spent thousands of hours in Lansing's neighborhoods. During the first year of operation, the focus has been on southwest Lansing. Advance Peace's presence from October 2022 to now is significant for those participating in the Peacemaker Fellowship, Advance Peace's cornerstone community violence intervention strategy.



Currently, there are fifteen active Peacemaker Fellows. The Peacemaker Fellowship breaks the cycle of gun hostilities and alters the trajectory of the lives of young men through in-depth, daily interactions such as providing internship opportunities and helping Fellows navigate social services, including assistance with transportation, housing, legal matters, cash assistance benefits, and more.

- In the past year, Fellows participated in 113 Cognitive Behavioral Therapy sessions, 202 Life Coaching sessions, 88 Job Readiness sessions, 17 Internships, and more.
- Fellows meet with an elders circle consisting of community members who share life experiences, offering guidance on avoiding gun violence and achieving success in family, business, and other endeavors.

Officials with the program said they're hiring staff to expand the initiative's footprint to other Lansing neighborhoods over the next two years.

Outreach will expand to southeast Lansing and to neighboring East Lansing next year. Advance Peace Lansing plans to add northern Lansing neighborhoods through 2025.

You can read media coverage of the One Year Anniversary Advance Peace Lansing Press Event here:

- [Advance Peace Lansing Plans Expansion to Stop Gun Violence](http://bit.ly/3INcJWt) (URL: <http://bit.ly/3INcJWt>)
- [Advance Peace Program Hopes to Save Lives with Expanded Gun Violence Prevention in Lansing](http://bit.ly/4h9QkPE) (URL: <http://bit.ly/4h9QkPE>)
- [Lansing's Advance Peace Initiative Looks to Expand](http://bit.ly/48yIIFs) (URL: <http://bit.ly/48yIIFs>)
- [Viewpoint: Cost of Gun Violence in Lansing Is Too High to Ignore](http://bit.ly/491Nj1O) (URL: <http://bit.ly/491Nj1O>)

2023-2024 Advance Peace Initiative Expansion Plan



Advance Peace Lansing has plans for expansion in the Southeast and East Lansing areas. The organization aims to achieve a 40% reduction in cyclical and retaliatory gun violence by 2025 through its Peacemaker Fellowship program.

Learn more at the [Advance Peace Lansing website](http://bit.ly/47p7jJj) (URL: <http://bit.ly/47p7jJj>).



“Advance Peace’s signature Peacemaker Fellowship is an intentionally designed developmental and healing-centered personal leadership and liberation strategy for those committed to solving conflict with a firearm. Controversially, it also addresses income inequality—it is unquestionably unique in the community violence intervention space.”

DeVone Boggan

Founder of Advance Peace



Established the **Center for Racial and Social Justice (CRSJ)**

Gun violence is undeniably a public health issue. Alongside this, we're committed to tackling the overrepresentation of children of color in prisons and foster care. To address these ongoing and growing issues, MPHJ established the Center for Racial and Social Injustice (CRSJ) to meet the growing needs stemming from systemic injustices.



The CRSJ examines how public health is affected by government structures and systems, particularly with the child welfare, juvenile justice, and criminal justice systems. By studying the historical background of these systems and their impact on marginalized and communities of color, the Center evaluates how policies perpetuate racial and social injustices. The team focuses on projects integrating public health and social justice, aiming to develop preventive strategies, reduce justice involvement, and support reentry and well-being in these systems.

[Learn more about CRSJ](http://bit.ly/3WFodhl) (URL: <http://bit.ly/3WFodhl>).





Leading with an
Equity Lens





Dr. Renée Branch Canady, MPH CEO Publishes **Room at the Table: A Leader's Guide to Advancing Health Equity and Inclusion**

Dr. Canady's book, "**Room at the Table**", was released in September of 2023 and aligns with MPH's values of anti-oppression, health equity, and social justice. The book's innovative approach to these issues has garnered significant earned media attention for MPH, highlighting our impactful work. This has increased MPH's visibility and helps convey MPH's expertise as a thought leader in anti-oppression, furthering MPH's mission and amplifying the call to action for health equity leadership.

This book explores diversity, equity, and inclusion in public health and healthcare, blending her expertise and personal experiences.



It encourages recognizing diverse backgrounds and self-reflection on privilege, guiding readers towards active engagement in health equity.

This Book Is a Call to Action

This work is a guide for public health leaders to adopt an equity framework in their organizations. Readers are charged with recognizing that grounding their leadership in equity forges a healthier path for their staff and better outcomes for their work.

“Health equity leadership is a new leadership in this space that’s predicated by what’s happening at this moment. It hasn’t happened before. Focusing on others, a willingness to be courageous, and a willingness to do something that hasn’t been done before is a grey space in health equity leadership.”

During the pre-sale period from July – Sept. 2023, 2,395 copies of the book were sold across eight states. (MI, GA, TX, IL, IN, TN, OH, and NC).

Learn more about the book (URL: <http://bit.ly/4neo9R9>).



**Location Does Not
Affect Our Impact.**

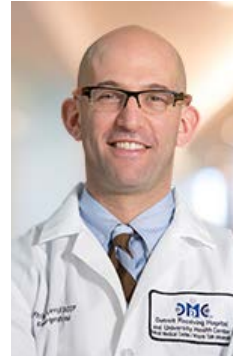
**We are United in Our
Mission to Center Equity,
Promote Health, and
Advance Well-Being.**





Meet **Our Board**

MPHI's Board of Directors consists of no fewer than 12 and no more than 17 board members. The Michigan Department of Health and Human Services (MDHHS), University of Michigan, Michigan State University and Wayne State University each appoint board representatives. In addition to these partners, at-large members represent business, media, and community-based organizations. The diverse backgrounds of Board members bring many different talents to the organization.



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