

## History

The Utah Center for Multicultural Health (UCMH) was established in 2004 by legislative mandate.

## Health Priorities

The Utah Department of Health (UDOH) identified the following health priorities for the people of Utah and specific priorities for racial/ethnic minority populations residing in the state.

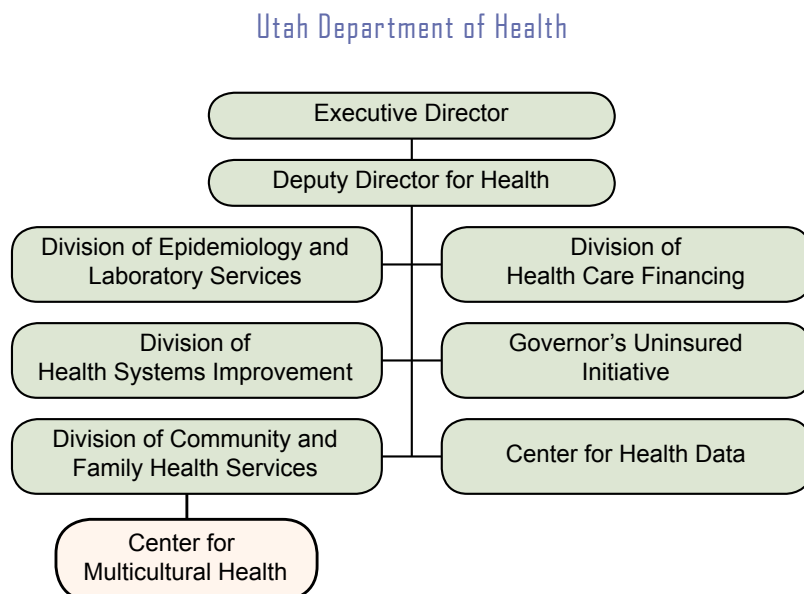
Health Priorities for the General Population	Health Priorities Specifically for Racial/Ethnic Minority Populations
Reduce the number of uninsured in Utah	Improve cultural competence at the UDOH
Promote use of electronic health information	Improve health data on racial/ethnic minorities
Increase emergency preparedness	Increase diversity of the UDOH workforce
Increase childhood immunization rates	Increase funding to CBOs for education and prevention activities that reduce chronic diseases
Reduce childhood obesity rates	

## Overview

	Funding for MH/HD Activities	Personnel Dedicated to MH/HD	MH/HD Unit	MH/HD Advisory Body	State MH/HD Legislation or Mandate	MH/HD Strategic Plan	Evaluation of MH/HD Activities
Utah	✓	✓	✓	✓	✓	✓	✓
Total Affirmative Responses out of 46	30	38	36	36	27	36	39

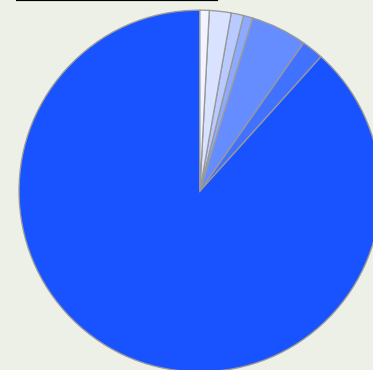
## Organization, Infrastructure and Resources

The following is a simplified organizational chart that demonstrates the location of the state's racial/ethnic minority health focal point in relation to the State/Territorial Health Official and other key public health offices:



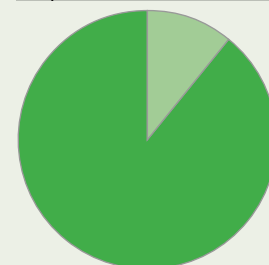
Total State Population:  
2,550,063

Racial Distribution



- American Indian/Alaskan Native (1%)
- Asian (2%)
- Black/African American (1%)
- Native Hawaiian/Pacific Islander (1%)
- Other Race (5%)
- Two or More Races (2%)
- White (89%)

Hispanic/Latino Ethnic Distribution



- Hispanic/Latino Ethnicity (11%)
- Non-Hispanic/Latino Ethnicity (89%)

*Note: People can self-identify as members of any racial group in the Census, as well as report having Hispanic/Latino ethnicity.*

Source: 2006 American Community Survey, US Census Bureau

## Strategic Planning

The Utah Department of Health (UDOH) has selected 28 different focus areas from the Healthy People 2010 Initiative (HP 2010) to use as guidance for planning and evaluating the progress of state health programs. It also embraces the overarching Healthy People objective to eliminate health disparities. The UDOH Center for Multicultural Health (UCMH) and Health Disparities Work Group have developed an action plan that supports this HP 2010 and UDOH objective and serves to direct UDOH efforts to eliminate racial/ethnic health disparities:

### Partnerships

- The UDOH consults with the internal Ethnic Health and Cultural Competency Advisory Committee and the external Multicultural Health Network. Both advise leadership on racial/ethnic minority health and health disparities (MH/HD) issues in the state.
- MH/HD activities are conducted and coordinated across multiple UDOH program offices including: Behavioral/Mental health/ Substance Abuse, Chronic Disease, Infectious Disease, Maternal and Child Health, and Oral Health.
- UDOH maintains partnerships with an array of external entities active in MH/HD including: local health departments, tribal government, health departments in other states, federal government, MH/HD advisory bodies, community- and faith- based and non-profit organizations, schools, universities, clinical networks and the media.

**Goal:** Increase UCMH collaboration and coordination with Utah's 12 local health departments

**Tracking Methods:** Number of projects in which local health departments collaborate with UCMH to improve health services for minorities; number of evaluations at local health departments supported by UCMH

**Goal:** Increase effective UCMH coordination and collaboration with UDOH staff

**Tracking Methods:** Number of presentations of UCMH Action Plan for UDOH leadership, Utah legislators and Multicultural Health Network; number of cultural competency trainings provided for UDOH staff; population-specific assessment of UDOH progress on HP 2010 goals; number of UDOH staff involved in recruiting racial/ethnic minorities in the health professions and UDOH advisory bodies; data from Utah's 2008 Qualitative Project about Health by Race and Ethnicity

**Goal:** Build on current efforts of the state-wide Multicultural Health Network (UMHN) to increase effective collaboration

**Tracking Methods:** Execution of annual state health disparities summit; quarterly meetings with UMHN on CLAS standards, data/research and policy/coverage/access issues

**Goal:** Increase collaboration with community-based organizations (CBOs) and support for community programs

**Tracking Methods:** Number of UCMH-supported CBOs that conduct outreach and health promotion activities in priority health disparity areas; number of copies of UCMH newsletters distributed or accessed; number of UCMH town meetings held with minority communities; number of trainings for CBOs on accessing health information, grant resources and writing; number of minority-serving CBOs participating in UDOH surveillance and research

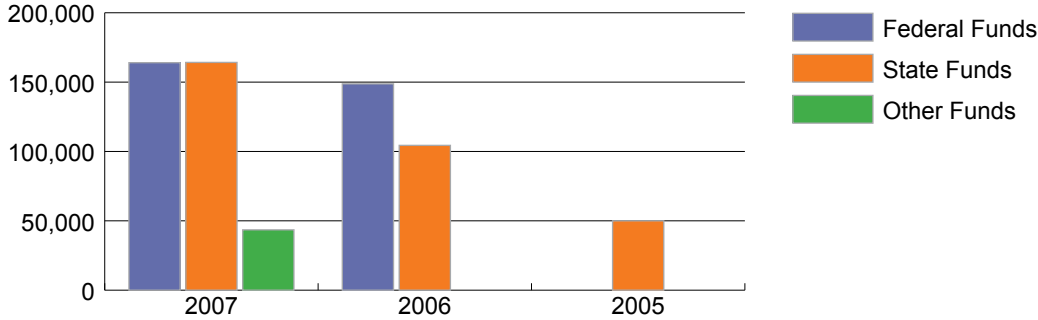
## Human Capital Investments

The following staff dedicates all or part of their work hours to MH/HD activities at the UDOH:

Job Category	Total Number Dedicated to MH/HD	% of Work Hours Each Spends on MH/HD Activities
Administrator/Director	1	100%
Program Specialist	3	50 - 100%

## Financial Investments

UDOH reported the following annual budget for racial/ethnic minority health and health disparities (MH/HD) activities for fiscal years 2005, 2006 and 2007. This may be an underestimate of the Department's total budget for MH/HD activities as funding for specific activities, such as those described in the section below, may not be included in these totals.



## Activities

### Protocols and Standards for Language Translation and Interpretation

In 2006, the UDOH began developing standards and protocols for the translation of health department information into major foreign languages spoken in Utah so as to assist individuals with limited English proficiency (LEP) in accessing health services. The protocols are intended to guide and facilitate language translation of written health materials and improve state health department programs' access to translation and interpretation services.

#### Partners

UDOH Ethnic Health Advisory Committee, Cultural Competence Steering Committee and management team

#### Activity Outcomes

Increased number of health materials available in languages other than English, improved quality and consistency of translated materials across state programs

#### Evaluation Methods

Standards and protocols will be reviewed by the UDOH executive management team, other Departmental leadership, the Utah State Legislature and local health departments before they are approved and implemented.

### 2008 UDOH Qualitative Project about Health by Race and Ethnicity

The UDOH conducts the Report on Health Status every ten years to track progress toward eliminating health disparities in seven key areas (asthma, access to health care, cardiovascular disease, HIV/AIDS, immunization, reproductive health, tobacco prevention and control) among major racial and ethnic minority population groups in Utah. Data are used to guide UDOH health disparities priorities and activities, inform the public regarding health disparities in Utah, and support UDOH grant reporting.

#### Partners (and Funding)

Office of Minority Health/US Department of Health and Human Services State Partnership Grant (\$48,300), UDOH program offices, the University of Utah

#### Activity Outcomes

Increased public awareness regarding health disparities in Utah, targeted UDOH health disparities planning and activities

#### Evaluation Methods

UDOH gathers feedback from UDOH leadership, health stakeholders and minority communities regarding the report.

## Activities continued...

### UDOH Health Disparities Work Group

This internal UDOH committee was formed in 2006 to produce and implement a UDOH Health Disparities Action Plan. The Work Group is comprised of representatives from 11 UDOH program areas where health disparities are evident (tobacco prevention and control, cardiovascular disease, cancer, asthma, children with special needs, immunization, oral health, diabetes, HIV/AIDS, reproductive health and health care access).

#### Partners and Funding

UCMH and 11 other UDOH public health programs, Utah Department of Human Resource Management, the University of Utah - UDOH funding is allocated for each activity in the plan.

#### Activity Outcomes

Adoption of health disparities plan policies and activities across UDOH and its partner organizations

#### Evaluation Methods

Process and outcome indicators developed and evaluation performed by the University of Utah.

### Cultural Competence Pilot Project

The UCMH is collaborating with the UDOH Cardiovascular Health and Asthma Programs and two county health departments to assess and plan for culturally competent health services and increase funding opportunities and develop targeted activities to reduce health disparities in minority communities.

#### Partners (and Funding)

UCMH, OMH/USDHHS State Partnership Grant (\$16,000), UDOH Cardiovascular Health and Asthma Programs, Summit and Utah County Health Departments

#### Activity Outcomes

State/local partnerships and grant plans, identified need for cultural competency training across state and local health departments

#### Evaluation Methods

A contracted evaluator will follow the progress of plan implementation and results.

### Cultural Competence Training for New UDOH Employees

The Cultural Competence Training is an online course that describes racial and ethnic health disparities that exist among African Americans/Black, American Indian/Alaska Native, Asian, Hispanic/Latino, Native Hawaiian and Pacific Islander populations in Utah and the U.S. The course is intended to increase employee knowledge and awareness of racial/ethnic health disparities. It is also intended to provide staff with tools to assess and improve their own cultural competence and to facilitate intercultural communication.

#### Partners (and Funding)

UDOH/UCMH and the Health Training Program (with \$8,000 in UDOH funds)

#### Activity Outcomes

Increased employee awareness regarding health disparities and improved abilities to address them

#### Evaluation Methods

Contracted evaluator will follow progress of the plan implementation and results.

Utah's primary contact for racial/ethnic minority health and health disparities is:

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