Analysis of Health Equity Social Justice Workshop Evaluation Surveys: DFCH, WIC and CSHCS Divisions

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1. What is your job title? *(Check one answer.)*

Job Title- Management

		Frequency	Percent	Valid Percent	Cumulative Percent
	Non-Management	159	74.6	82.8	82.8
Valid	Management	33	15.5	17.2	100.0
	Total	192	90.1	100.0	
Missing	System	21	9.9		
Total		213	100.0		

The largest proportion of program attendees identified themselves as non-management staff (e.g., Program Consultant, Program Coordinator/Specialists, Administrative Support and Other). Roughly 20% identified themselves as Administration/Management.

What Division do you work in?   *(Check one answer.)*

Division

		Frequency	Percent	Valid Percent	Cumulative Percent
	DFCH	64	30.0	42.1	42.1
	DHWDC	11	5.2	7.2	49.3
Valid	WIC	40	18.8	26.3	75.7
	CSHCS	37	17.4	24.3	100.0
	Total	152	71.4	100.0	
Missing	System	61	28.6		
Total		213	100.0		

Note: Missing did not have pre-tests.

Most of the Health Equity Social Justice MDCH participants were from the Division of Family and Community Health. There were roughly the same number of WIC and CSHCS participants. A smaller group of members from the Division of Health Wellness and Disease Control also attended.

2. Are you a person of Hispanic, Latino, or Spanish origin? *(Check one answer.)*

Are you a person of Hispanic, Latino, or Spanish origin?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	184	86.4	94.8	94.8
	Yes	10	4.7	5.2	100.0
	Total	194	91.1	100.0	
Missing	System	19	8.9		
Total		213	100.0		

Note: Missing did not have pre-tests.

Almost all MDCH participants were non-Hispanic.

3. What is your race? *(Check all that apply)*

Race including those with multiple responses

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	White	133	62.4	69.6	69.6
	Black or African American	41	19.2	21.5	91.1
	Asian	5	2.3	2.6	93.7
	Other	4	1.9	2.1	95.8
	American Indian Alaskan Native and White	1	.5	.5	96.3
	Black and White	1	.5	.5	96.9
	Asian and White	2	.9	1.0	97.9
	Black/AA and AIAN	1	.5	.5	98.4
	White/Asian/Pacific Islander	1	.5	.5	99.0
	Other and White	2	.9	1.0	100.0
	Total	191	89.7	100.0	
Missing	System	22	10.3		

Total	213	100.0		

Note: Missing did not have pre-tests or did not respond.

The majority of MDCH participants were White (70%), with Black/African American (21%) as the next largest group. A select few identified themselves as Asian, multi-racial or other.

Pretest and Posttest Self-Rated Competencies

How much do you agree or disagree with the following statements about your level of confidence in successfully conducting these specific tasks?

		Assessment			
		Pretest		**Posttest**	
I am confident I can… **(1= Strongly Disagree to 5=Strongly Agree)**	**(n=154)**	**Mean**	**SD**	**Mean**	**SD**	**Paired t-test**
4. Articulate an understanding of target identities and non-target identities.		3.25	1.07	4.65	.51	-15.66*
5. Articulate an understanding of the four levels of oppression and change.		2.73	.97	4.52	.65	-20.86*
6. Articulate of the difference between health disparity and health inequity.		3.29	1.05	4.31	.78	-11.72*
7. Articulate an understanding of social determinants of health.		3.60	.94	4.36	.68	-9.58*
8. Articulate an understanding of cultural identity across target and non-target groups.		3.02	.91	4.32	.69	-16.66*
9. Articulate an understanding of public health's historical role in promoting social justice.		3.25	.97	4.19	.70	-11.63*
10. Articulate an understanding of the root causes of health inequity.		3.38	.96	4.30	.71	-11.67*
11. Analyze case studies in a social justice/health equity framework.		3.10	1.0	4.26	.66	-14.67*
12. Identify opportunities for advancing health equity at my workplace.		3.20	.86	4.17	.65	-13.53*

* $p < .001$

Participants showed statistically significant increases in all reported self confidence ratings in understanding social justice and health equity/disparities terminology, and in their ability to identify opportunities for addressing health equity.

Pretest and Posttest Content Knowledge Items

Please circle True or False or Not Sure for the following statements.

Knowledge Question	Correct Answer	n	Testing Period		P-Value
			Pretest	Posttest	
13. Men are the "non-target" group for identifying gender oppression and privilege.	True	150	24.7%	86.7%	<.001
14. The experience of oppression and privilege can change frequently based on our target and non-target group identities.	True	150	62.0%	92.0%	<.001
15. Nearly everyone experiences some form of unearned privilege, regardless of how hard they work to achieve success.	True	152	50.7%	73.0%	<.001
16. One way health departments can address the social determinants of health is by promoting healthier eating habits.	False	151	30.5%	52.3%	<.001
17. The field of public health developed in response to social injustice brought about by the industrial revolution.	True	147	34.7%	74.1%	<.001
18. The social justice framework for public health practice suggests that health problems are primarily caused by lower-income individuals making bad health choices.	False	149	73.2%	83.9%	.014
19. The social justice movement in public health is an attempt to shift focus from health inequities to health disparities.	False	149	34.9%	66.4%	<.001
20. The term "health disparities" refers to the underlying causes of "health inequity."	False	149	24.2%	40.9%	<.001
21. Thoughts, beliefs, and values held by an individual are examples of the *cultural level* of oppression and change.	False	150	17.3%	72.0%	<.001
22. The *institutional level* of oppression involves rules, policies, and practices that advantage one cultural group over another.	True	154	26.6%	95.5%	<.001
23. The *personal* level of oppression involves actions, behaviors, and language.	False	153	5.2%	60.8%	<.001
24. Eliminating *interpersonal level* oppression involves change in community norms and media messages that reinforce stigma and negative stereotypes.	False	153	7.8%	62.7%	<.001

Participants showed statistically significant increases in knowledge for all 12 content knowledge questions. Pre-test scores ranged from 5.2% to 73.2%, with post-test scores ranging 40.9% to 92.0%.

On a five-point scale, how useful was this workshop for your work?
Circle one answer:

1	2	3	4	5
Not at all Useful	A little Useful	Somewhat Useful	Very Useful	Extremely Useful

Mean Rating for the HESJ Workshop: 4.06
Mean Rating for the UR Workshop: 3.96
Standard Deviation: .97 (UR: .93)

Participants of the Health Equity Social Justice Workshop rated the usefulness of the workshop as 4.06 on a 5 point scale, with 1 being 'Not at all useful' and 5 being 'Extremely Useful'. This rating is higher than the average usefulness rating of 72 other professional training events.

Comparison of this Mean Usefulness Rating with Mean Usefulness Ratings of 72 other professional training events:

25. If we offered this workshop again in the future, would you recommend it to a colleague?   *Check one answer:*

Response	❑ No	❑ Recommend with reservations	❑ Recommend with NO reservations
Percent	3.0%	22.8%	74.3%

74.3% of the participants would recommend this workshop without reservations, versus 73.8% of Undoing Racism Workshop Participants.