

# Eliminating Health Disparities Initiative Work Plan

JULY 1, 2019 – JUNE 30, 2021 (FIRST TWO YEARS ONLY)

*Instructions: Add and/or delete headings, rows and tables as needed to align with your project. For example, if your project focuses on Level of Change 2, delete the objectives, strategies and tables for Level of Change 1 and Level of Change 3.*

**Grantee Organization:** Example Organization

**Level(s) of Change:** Levels of Change 1, 2 and 3

**Project Name:** Diabetes Prevention Initiative

**Population(s) Served:** Latino and Somali adults in the Metro area

**Priority Health Area(s):** Diabetes

## Level of Change 1: Health Promotion/Direct Service

**OBJECTIVE 1A: By June 30, 2021, 80% of program participants with diabetes will improve their health status.**

STRATEGY 1A.1: Deliver culturally responsive diabetes education programs and services.

| ACTIVITY   | LEAD PERSON & SUPPORT STAFF | PARTNERS INVOLVED  | TIMELINE                   | ACTIVITY OUTPUT  |
|--|-----------------------------|--|----------------------------|--|
| Activity 1: Recruit and train workshop leaders and lifestyle coaches who represent the Latino and Somali communities | Project Coordinator         | XYZ Clinics<br>CHW Nonprofit<br>Metropolitan Area Agency for Aging<br>Minnesota CHW Alliance | August 2019-September 2019 | 1 Spanish-speaking CHW or Promotora de Salud hired<br>1 Somali-speaking CHW hired<br>1 senior lifestyle coach hired<br>All Diabetes Educators trained on Living Well with Diabetes and DSME/T programs |

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| ACTIVITY  | LEAD PERSON & SUPPORT STAFF   | PARTNERS INVOLVED   | TIMELINE  | ACTIVITY OUTPUT  |
|---|---|---|---|--|
| Activity 2: Organize and host Living Well with Diabetes workshops in accessible community locations | Project Coordinator<br>Diabetes Educators   | XYZ Clinics<br>Serenity Senior Center<br>Hope High Rise<br>Oxford Community Center<br>Middleton Fitness Center                        | October 2019-May 2020<br>July 2020-May 2021     | 25 participants enrolled in Living Well with Diabetes<br>3 Living Well with Diabetes program cycles per year<br>6 Living Well with Diabetes sessions per cycle<br>80% of participants complete the Living Well with Diabetes program per cycle |
| Activity 3: Deliver diabetes support services in non-classroom formats                              | Project Coordinator<br>Diabetes Educators<br>Diabetes Lifestyle Coaches<br>Fitness Instructor | XYZ Clinics<br>Serenity Senior Center<br>Hope High Rise<br>Oxford Community Center<br>Middleton Fitness Center<br>Broadway Food Store | September 2019-June 2020<br>July 2020-June 2021 | Fitness instructor hired on contract<br>1 grocery field trip per cycle<br>1 meal planning class per cycle<br>2 cooking classes per cycle<br>6 combined fitness/dance classes per cycle   |

STRATEGY 1A.2: Provide diabetes self-management education using culturally specific media.

| ACTIVITY   | LEAD PERSON & SUPPORT STAFF               | PARTNERS INVOLVED   | TIMELINE                                     | ACTIVITY OUTPUT  |
|--|---|---|--|--|
| Activity 1: Publish articles with culturally tailored messages | Project Coordinator<br>Diabetes Educators | La Prensa newspaper<br>Latino American Today newspaper<br>Somali American newspaper | October 2019-June 2020<br>July 2020-May 2021 | 1 article published in each: La Prensa, Latino American Today, Somali American and Tusmo Times (website) |

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| ACTIVITY   | LEAD PERSON & SUPPORT STAFF               | PARTNERS INVOLVED  | TIMELINE                                     | ACTIVITY OUTPUT   |
|--|---|--|--|---|
|  | Research Manager                          | Tusmo Times (electronic)   |  |   |
| Activity 2: Deliver culturally tailored messages using broadcast media | Project Coordinator<br>Diabetes Educators | La Voz del Pueblo<br>Somali Public Radio<br>Somali TV<br>Telemundo Minnesota | October 2019-June 2020<br>July 2020-May 2021 | 1 radio guest appearance in La Voz del Pueblo and Somali Public Radio<br>1 television guest appearance in Somali TV and Telemundo Minnesota<br>1 Public Service Announcement (PSA) aired in La Voz del Pueblo and Somali Public Radio |

**OBJECTIVE 1B: By June 30, 2021, 75 percent of program participants will see reductions in the level of risk factors that can lead to diabetes and its complications.**

STRATEGY 1B.1: Educate people with prediabetes or at risk for diabetes on how to prevent diabetes.

| ACTIVITY  | LEAD PERSON & SUPPORT STAFF               | PARTNERS INVOLVED   | TIMELINE   | ACTIVITY OUTPUT   |
|---|---|---|--|---|
| Activity 1: Implement the I CAN Prevent Diabetes Program (ICANPD) tailored to the Somali and Latino communities | Project Coordinator<br>Diabetes Educators | University of Minnesota Extension (Family Development-Health & Nutrition) | September 2019-June 2020<br>August 2020-May 2021 | 10 Somali and 10 Latino participants recruited per cycle<br>80 percent of participants complete ICANPD<br>16 initial sessions conducted<br>6 follow-up sessions conducted<br>Pre-post tests administered to all participants and results compiled |
| Activity 2: Establish a Diabetes Prevention Hotline to provide quick  | Project Coordinator                       | University of Minnesota Extension   | August 2019-June 2020                            | Hotline established<br>Hotline reference manual created   |

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| ACTIVITY   | LEAD PERSON & SUPPORT STAFF             | PARTNERS INVOLVED  | TIMELINE            | ACTIVITY OUTPUT   |
|--|---|--|---------------------|---|
| screening and sign-ups for diabetes prevention classes in caller's language and location | Diabetes Educators (will staff Hotline) | MDH Health Promotion & Chronic Disease Division (Diabetes Unit)<br>Local organizations | July 2020-June 2021 | Flyers posted at local organizations<br>10 calls received per month |

**Level of Change 2: Organizational/Institutional Change**

**OBJECTIVE 2A: By June 2023, 100% of partner clinics and employers will increase their capacity to prevent diabetes among patients and staff.**

STRATEGY 2A.1: Improve health care referral systems and protocols for diabetes prevention in clinics.

| ACTIVITY  | LEAD PERSON & SUPPORT STAFF                   | PARTNERS INVOLVED   | TIMELINE               | ACTIVITY OUTPUT  |
|---|---|---|------------------------|--|
| Activity 1: Create referral systems and protocols for health care providers to identify at-risk patients and immediately refer them to appropriate diabetes prevention programs | Project Coordinator<br>Health care consultant | Volt Systems Corporation<br>Sierra Family Clinic<br>Northeast Community Clinic<br>Minnesota Family Practice | August 2019-June 2020  | Electronic quick referral system developed and piloted within 1 year at 3 partner clinics<br>Protocol for quick referrals developed and piloted within 1 year at 3 partner clinics<br>Electronic quick referral system in place at 3 partner clinics<br>Protocol for quick referrals in place at 3 partner clinics |
| Activity 2: Provide ongoing technical support around the  | Project Coordinator<br>Health care consultant | Volt Systems Corporation<br>Sierra Family Clinic  | January 2020-June 2021 | Minimum of 20 hours of technical support provided to each partner clinic per year  |

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| ACTIVITY                       | LEAD PERSON & SUPPORT STAFF | PARTNERS INVOLVED                                       | TIMELINE | ACTIVITY OUTPUT |
|--------------------------------|-----------------------------|---|----------|-----------------|
| referral systems and protocols |                             | Northeast Community Clinic<br>Minnesota Family Practice |          |                 |

STRATEGY 2A.2: Incorporate diabetes prevention as part of worksite wellness programs.

| ACTIVITY  | LEAD PERSON & SUPPORT STAFF               | PARTNERS INVOLVED  | TIMELINE                                     | ACTIVITY OUTPUT   |
|---|---|--|--|---|
| Activity 1: Work with employers to incorporate Prevent T2 Lifestyle Change Program into their worksite wellness program                             | Project Coordinator<br>Diabetes Educators | Acme Publishing Company<br>Vivid Designs<br>Wholesome Foods                                      | August 2019-June 2020<br>July 2020-June 2021 | All Diabetes Educators trained in Prevent T2 program<br>Signed Memorandums of Understanding (MOUs) with 3 employer-partners<br>Prevent T2 included in each employer-partner's new employee orientation agenda<br>Diabetes prevention program offering (e.g., Prevent T2) included in each employer-partner's Employee Handbook<br>10 employees per company participate<br>16 modules of Prevent T2 completed per site |
| Activity 2: Create Diabetes Prevention Coverage Toolkit that employers can use to negotiate with company health insurance providers for coverage of | Project Coordinator<br>Diabetes Educators | MDH Health Promotion & Chronic Disease Division (Diabetes Unit)<br>American Diabetes Association | September 2019-May 2021                      | Diabetes Prevention Coverage Toolkit created<br>At least 1 meeting with 5 employers<br>Toolkit distributed to 5 employers<br>At least 1 employer used Toolkit   |

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| ACTIVITY                                   | LEAD PERSON & SUPPORT STAFF | PARTNERS INVOLVED              | TIMELINE | ACTIVITY OUTPUT |
|--|-----------------------------|--------------------------------|----------|-----------------|
| enrollment in diabetes prevention programs |                             | Diabetes Alliance of Minnesota |          |                 |

**Level of Change 3: Root Causes/Conditions for Health**

**OBJECTIVE 3A: By June 2023, Somali and Latino residents of \_\_\_\_\_ city will have improved opportunities to lead healthy lifestyles.**

STRATEGY 3A.1: Create walkable and bikeable neighborhoods for Somali and Latino communities.

| ACTIVITY   | LEAD PERSON & SUPPORT STAFF   | PARTNERS INVOLVED  | TIMELINE                  | ACTIVITY OUTPUT   |
|--|---|--|---------------------------|---|
| Activity 1: Participate in local planning efforts to develop the city’s 2040 Comprehensive Plan and bring Somali and Latino voices to the table                          | Project Coordinator<br>Diabetes Educators<br>Community Outreach Coordinator | Local city 2040 Committee<br>Local Health Department<br>Our Streets<br>Bicycle Alliance of Minnesota<br>Minnesota Complete Streets Coalition | August 2019- June 2021    | Attended all city’s 2040 planning meetings<br>Participated in at least one review of the city’s 2040 Comprehensive Plan Draft<br>Provided written comments on the city’s 2040 Comprehensive Plan Draft, specifically on the inclusion of master walk/bike plans and “complete streets” design |
| Activity 2: Join coalitions advocating for policies and initiatives that ensure active aging among older Minnesotans of color (especially Somali and Latino Minnesotans) | Project Coordinator<br>Diabetes Educators<br>Community Outreach Coordinator | Local Department of Health and Family Support<br>AARP Minnesota<br>Minnesota Board on Aging<br>Metropolitan Area Agency on Aging             | August 2019- January 2020 | Attended all local coalition meetings<br>Report that compiles successful active aging initiatives around the U.S. is prepared<br>Brochures featuring the benefits of specific active aging strategies are created, including:   |

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|----------|-----------------------------|--------------------------|----------|--|
|          |                             | Safe Streets for Seniors |          | <ul style="list-style-type: none"> <li>• Building sidewalks/curb ramps in the vicinity of assisted living facilities and senior centers</li> <li>• Creating senior Pedestrian Zones in senior-dense neighborhoods with visible signage</li> <li>• Increasing crossing times at intersections in senior-dense neighborhoods</li> <li>• Building rest rooms along walking paths in senior-dense neighborhoods</li> </ul> |

STRATEGY 3A.2: Increase vulnerable populations' access to healthy food.

| ACTIVITY   | LEAD PERSON & SUPPORT STAFF   | PARTNERS INVOLVED   | TIMELINE                 | ACTIVITY OUTPUT   |
|--|---|---|--------------------------|---|
| Activity 1: Join local public health or other coalition efforts to increase access to fresh fruits and vegetables in food deserts in Somali and Latino communities | Project Coordinator<br>Diabetes Educators<br>Community Outreach Coordinator | Appetite for Change<br>Minnesota Hunger Initiative<br>Minnesota Farmers Market Association<br>Local culturally-based farmers associations | September 2019-June 2021 | 2 new farmers markets<br>10 new stores participate in the city's Healthy Corner Store Program<br>2 new city inspectors hired to enforce Staple Foods Ordinance  |
| Activity 2: Join advocacy efforts to expand urban agriculture that is accessible to Somali and Latino communities  | Project Coordinator<br>Diabetes Educators                                   | Local Department of Health and Family Support<br>University of Minnesota Extension  | September 2019-June 2021 | 5 meetings with local city council<br>White paper submitted to local city council outlining benefits of: <ul style="list-style-type: none"> <li>• Increasing number of acres available for urban agriculture</li> </ul> |

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|----------|--------------------------------|------------------------------------|----------|--|
|          | Community Outreach Coordinator | Local culturally-based non-profits |          | <ul style="list-style-type: none"> <li>• Extending lease terms for city-owned lots from 1 year to 5 years</li> <li>• Giving community growers priority over commercial growers in leasing or purchasing city-owned lots</li> </ul> |