

# Eliminating Health Disparities Initiative Work Plan

July 1, 2023 – June 30, 2025 (*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

**Project Name:** Diabetes Prevention Initiative

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

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

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

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

### OBJECTIVE 1A: By June 30, 2025, 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 ClinicsCHW NonprofitMetropolitan Area Agency for AgingMinnesota CHW Alliance | August 2023-September 2023 | 1 Spanish-speaking CHW or Promotora de Salud hired1 Somali-speaking CHW hired1 senior lifestyle coach hiredAll Diabetes Educators trained on Living Well with Diabetes and DSME/T programs |
| Activity 2: Organize and host Living Well with Diabetes workshops in accessible community locations | Project CoordinatorDiabetes Educators | XYZ ClinicsSerenity Senior CenterHope High RiseOxford Community CenterMiddleton Fitness Center | October 2023-May 2024July 2024-May 2025 | 25 participants enrolled in Living Well with Diabetes3 Living Well with Diabetes program cycles per year6 Living Well with Diabetes sessions per cycle80% of participants complete the Living Well with Diabetes program per cycle |
| Activity 3: Deliver diabetes support services in non-classroom formats | Project CoordinatorDiabetes EducatorsDiabetes Lifestyle CoachesFitness Instructor | XYZ ClinicsSerenity Senior CenterHope High RiseOxford Community CenterMiddleton Fitness CenterBroadway Food Store | September 2023-June 2024July 2023-June 2024 | Fitness instructor hired on contract1 grocery field trip per cycle1 meal planning class per cycle2 cooking classes per cycle6 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 CoordinatorDiabetes EducatorsResearch Manager | La Prensa newspaperLatino American Today newspaperSomali American newspaperTusmo Times (electronic) | October 2023-June 2024July 2024-May 2025 | 1 article published in each: La Prensa, Latino American Today, Somali American and Tusmo Times (website) |
| Activity 2: Deliver culturally tailored messages using broadcast media | Project CoordinatorDiabetes Educators | La Voz del PuebloSomali Public RadioSomali TVTelemundo Minnesota | October 2023-June 2024July 2024-May 2025 | 1 radio guest appearance in La Voz del Pueblo and Somali Public Radio1 television guest appearance in Somali TV and Telemundo Minnesota1 Public Service Announcement (PSA) aired in La Voz del Pueblo and Somali Public Radio |

### OBJECTIVE 1B: By June 30, 2025, 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 CoordinatorDiabetes Educators | University of Minnesota Extension (Family Development-Health & Nutrition) | September 2023-June 2024August 2024-May 2025 | 10 Somali and 10 Latino participants recruited per cycle80 percent of participants complete ICANPD16 initial sessions conducted6 follow-up sessions conductedPre-post tests administered to all participants and results compiled |
| Activity 2: Establish a Diabetes Prevention Hotline to provide quick screening and sign-ups for diabetes prevention classes in caller’s language and location | Project CoordinatorDiabetes Educators (will staff Hotline) | University of Minnesota Extension MDH Health Promotion & Chronic Disease Division (Diabetes Unit)Local organizations | August 2023-June 2024July 2024-June 2025 | Hotline establishedHotline reference manual createdFlyers posted at local organizations10 calls received per month |

## Level of Change 2: Organizational/Institutional Change

### OBJECTIVE 2A: By June 2027, 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 CoordinatorHealth care consultant | Volt Systems CorporationSierra Family ClinicNortheast Community ClinicMinnesota Family Practice | August 2023-June 2024 | Electronic quick referral system developed and piloted within 1 year at 3 partner clinicsProtocol for quick referrals developed and piloted within 1 year at 3 partner clinicsElectronic quick referral system in place at 3 partner clinicsProtocol for quick referrals in place at 3 partner clinics |
| Activity 2: Provide ongoing technical support around the referral systems and protocols | Project CoordinatorHealth care consultant | Volt Systems CorporationSierra Family ClinicNortheast Community ClinicMinnesota Family Practice | January 2024-June 2025 | Minimum of 20 hours of technical support provided to each partner clinic per year |

#### 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 CoordinatorDiabetes Educators | Acme Publishing CompanyVivid DesignsWholesome Foods | August 2023-June 2024July 2024-June 2025 | All Diabetes Educators trained in Prevent T2 programSigned Memorandums of Understanding (MOUs) with 3 employer-partnersPrevent T2 included in each employer-partner’s new employee orientation agendaDiabetes prevention program offering (e.g., Prevent T2) included in each employer-partner’s Employee Handbook10 employees per company participate16 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 enrollment in diabetes prevention programs | Project CoordinatorDiabetes Educators | MDH Health Promotion & Chronic Disease Division (Diabetes Unit)American Diabetes AssociationDiabetes Alliance of Minnesota | September 2023-May 2025 | Diabetes Prevention Coverage Toolkit createdAt least 1 meeting with 5 employersToolkit distributed to 5 employersAt least 1 employer used Toolkit |

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

### OBJECTIVE 3A: By June 2027, 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 CoordinatorDiabetes EducatorsCommunity Outreach Coordinator | Local city 2040 CommitteeLocal Health DepartmentOur Streets Bicycle Alliance of MinnesotaMinnesota Complete Streets Coalition | August 2023-June 2025 | Attended all city’s 2040 planning meetingsParticipated in at least one review of the city’s 2040 Comprehensive Plan DraftProvided 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 CoordinatorDiabetes EducatorsCommunity Outreach Coordinator | Local Department of Health and Family SupportAARP MinnesotaMinnesota Board on AgingMetropolitan Area Agency on AgingSafe Streets for Seniors | August 2023-January 2025 | Attended all local coalition meetingsReport that compiles successful active aging initiatives around the U.S. is preparedBrochures featuring the benefits of specific active aging strategies are created, including:* Building sidewalks/curb ramps in the vicinity of assisted living facilities and senior centers
* Creating senior Pedestrian Zones in senior-dense neighborhoods with visible signage
* Increasing crossing times at intersections in senior-dense neighborhoods
* Building rest rooms along walking paths in senior-dense neighborhoods
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#### 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 CoordinatorDiabetes EducatorsCommunity Outreach Coordinator | Appetite for ChangeMinnesota Hunger InitiativeMinnesota Farmers Market AssociationLocal culturally-based farmers associations | September 2023-June 2025 | 2 new farmers markets10 new stores participate in the city’s Healthy Corner Store Program2 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 CoordinatorDiabetes EducatorsCommunity Outreach Coordinator | Local Department of Health and Family SupportUniversity of Minnesota ExtensionLocal culturally-based non-profits | September 2023-June 2025 | 5 meetings with local city council White paper submitted to local city council outlining benefits of:* Increasing number of acres available for urban agriculture
* Extending lease terms for city-owned lots from 1 year to 5 years
* Giving community growers priority over commercial growers in leasing or purchasing city-owned lots
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