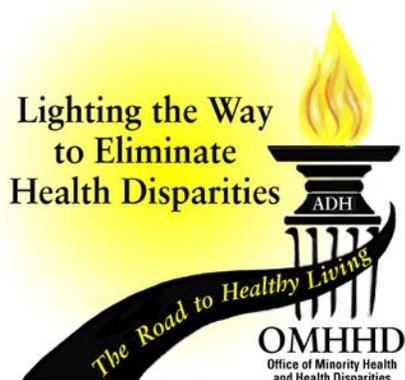


SUMMARY REPORT 2011



Vision

The Arkansas Department of Health (ADH) and Office of Minority Health & Health Disparities (OMHHD) envisions a state in which health disparities are eliminated, thereby better ensuring optimal health for all Arkansans.

Mission

To provide leadership in improving health outcomes by advocating for health equity for at-risk populations as defined by race or ethnicity, age, education, disability, gender, geographical location, income, and sexual orientation.

Specifically, the Office of Minority Health & Health Disparities:

- Provides technical assistance, referrals and resources pertaining to the needs of minority populations to all Arkansas Department of Health (ADH) Centers;
- Promotes awareness of health issues related to unequal treatment and social determinants of health in Arkansas with internal and external partners;
- Collaborates with the ADH, Arkansas Minority Health Commission, Arkansas Center for Health Improvement, and the University of Arkansas for Medical Sciences to improve state health data collection, use, and dissemination strategies;
- Serves as a link to the federal OMH and state data resource regarding minority health and health disparities in Arkansas;
- Educates the public about health disparities to increase awareness and capacity for health promotion and disease prevention in Arkansas;
- Ensures representation of diverse populations in state health planning, program development and awareness initiatives, and leadership positions within the ADH;
- Promotes cultural competency, understanding and trust among internal and external partners in Arkansas; and
- Supports the development and dissemination of information, strategies, and policies which contribute to the improved health outcomes of minority populations in Arkansas.

PURPOSE

Exposure to cultures different from our own is vital to understanding how these values, beliefs and attitudes influence health. The Arkansas Department of Health believes these differences enrich our organization and give us all a deeper insight into the communities we serve, therefore, as part of Diversity Week, the Office of Minority Health & Health Disparities held daily activities on April 4th – 8th designed to celebrate the cultures that make us unique. Activities culminated at the end of the week with a Taste of the World extravaganza where employees brought food unique to their heritage for a celebration of the many diverse cultures represented at ADH.

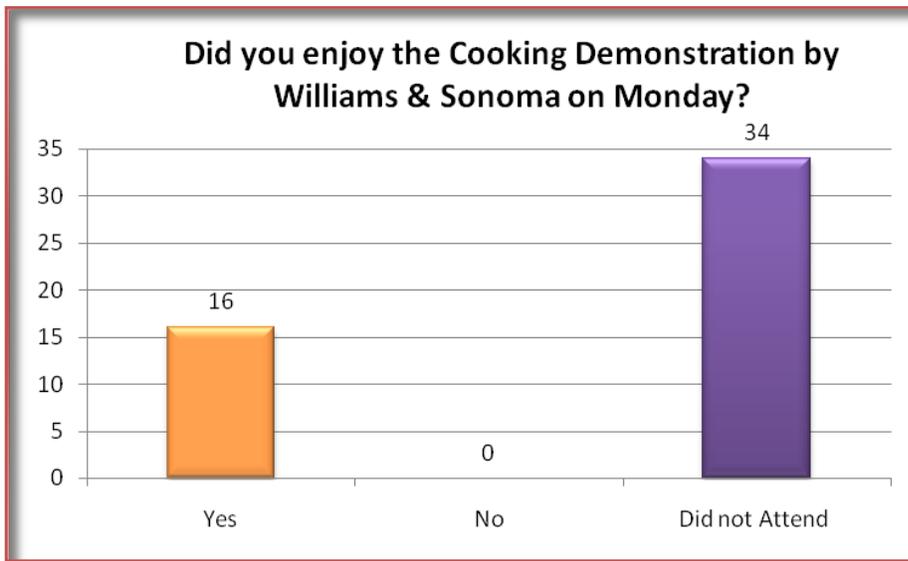
SUMMARY OVERVIEW

In 2011, there were a total of 235 employees and external partners that participated. The breakdown in attendance was: Monday – 49; Tuesday – 17; Wednesday – 8; Thursday – 122; and Friday – 149. The report below details the results of the satisfaction survey that was sent to all participants after Diversity Week.

SUMMARY OF ACTIVITIES

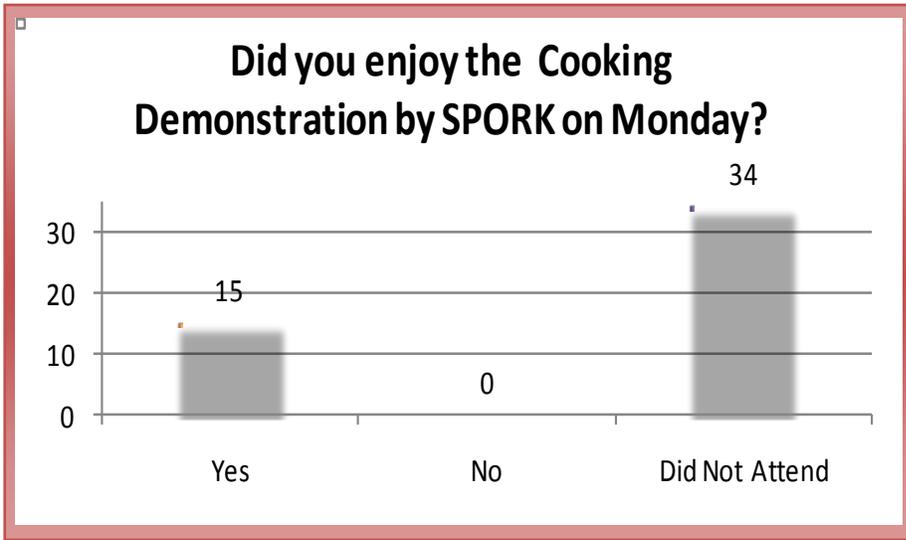
April 4 (Monday) – Cooking On the Go – Cooking Demonstrations

This year's "*Cooking on the Go*" cooking demonstration featured two different vendors. Hosted by OMHHD the event was held in the ADH Lab Training Room #2508. The first demonstration from 11:00 a.m. – 11:45 a.m. was conducted by Megan Scanlon from Williams-Sonoma, which is a retailer of home furnishings and gourmet cookware. Ms. Scanlon prepared a garlic and ginger stir-fry chicken dish using one of their featured cookware pieces (Beville Electric Wok) and one of their signature garlic ginger marinade sauces. Participants were able to pose questions as to the nutritional content of the dish being prepared, cooking mechanics and the uses of the Wok as well as menu choices for snacks, dinners and entertainment events using the various cookware items and marinade sauces available at Williams & Sonoma. All were able to sample the stir-fried chicken dish created upon completion. A representative from the American Heart Association was also present to give a brief introduction to the Association's cookbook as well as talk about heart disease, the warning signs of a heart attack, signs of a stroke and heart health. A total of 24 employees were in attendance.



- ◆ 24 people attended.
- ◆ 16 people responded.
- ◆ 100% stated that they enjoyed the activity.
- ◆ 67% response rate of those that took survey and attended.

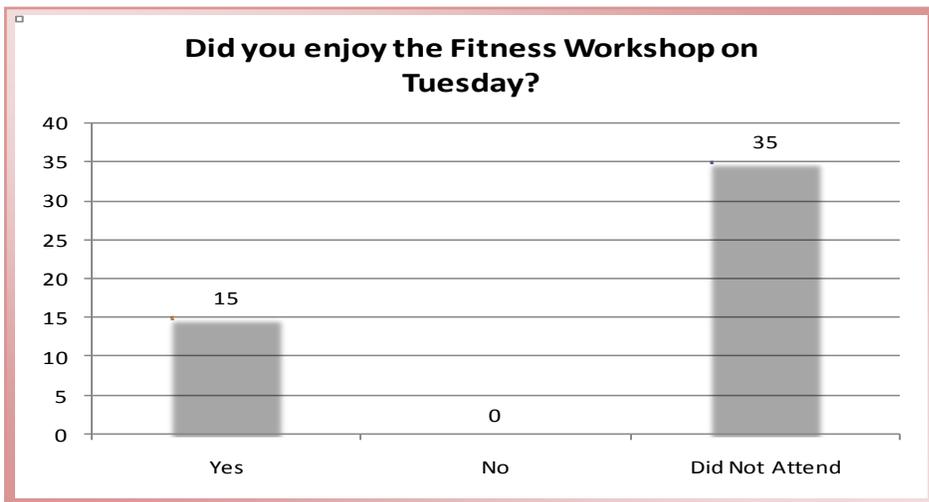
The second "*Cooking on the Go*" cooking demonstration was from 12 Noon to 12:45 p.m. This demonstration was conducted by Faith Anaya with SPORK (Students and Parents Optimizing Recipes for Kids). SPORK is an after-school cooking workshop developed to educate both students and parents about the importance of eating healthy meals and snacks. Mrs. Anaya engaged the class with nutritional facts, figures, a powerpoint presentation on SPORK, an interactive demonstration on reading food and nutritional labels, that involved volunteers from the audience, as well as a review of fat, salt and sugar content in various foods all while the SPORK students cut, chopped and prepared a savory chicken quesadilla, fruit and vegetable dip. The American Heart Association representative also gave a brief presentation again regarding heart disease, signs and symptoms of heart attacks and strokes and heart health. A total of 25 employees attended this demonstration. Combined 49 employees attended the "*Cooking on the Go*" cooking demonstration activities.



- ◆ 25 people attended.
- ◆ 15 people responded.
- ◆ 100% stated that they enjoyed the activity.
- ◆ 60% response rate of those that took survey and attended.

April 5 (Tuesday) – Moving, Moving, Moving - Fitness Workshop

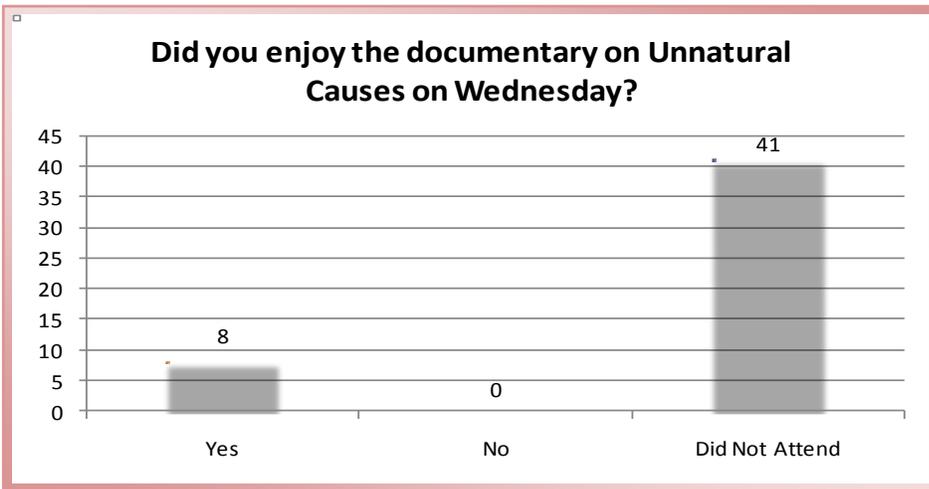
The two fitness workshops were conducted by ADH employee Chantel Tucker in the ADH Lab Training Room #2508 from 11:00 a.m. - 11:30 a.m. and 12 Noon to 12:30 p.m. Ms. Tucker has a diploma in Personal Health Fitness from Heritage College in Colorado and is a Personal Trainer. Demonstrating a series of low impact aerobic cardio-total body workout movements, she helped participants strengthen their heart muscles, decrease fatigue by increasing oxygen intake, and strengthen all major organs. Ms. Tucker provided golden oldies tunes with rhythmic beats that helped participants focus on getting their heart rates up and body temperatures elevated. She monitored each person to ensure correct posture and movements, talked to us about injury prevention techniques and provided exercise modifications for those who needed them. Each session lasted 45 minutes and could be used as a part of the Blue and You Fitness Challenge. The Blue and You Fitness Challenge is a fun program for helping employees increase their physical activity. Challenge participants exercise along a virtual route through 30 checkpoints, advancing by satisfying one daily exercise requirement. The Challenge lasts for a three-month period (March-May) and exercising 30 minutes a day allows participants to advance to the next checkpoint. **A total of 17 employees attended the Moving, Moving, Moving fitness workshops.**



- ◆ 17 people attended.
- ◆ 15 people responded.
- ◆ 100% stated that they enjoyed the activity.
- ◆ 88% response rate of those that took survey and attended.

April 6 (Wednesday) – Unnatural Causes Documentary

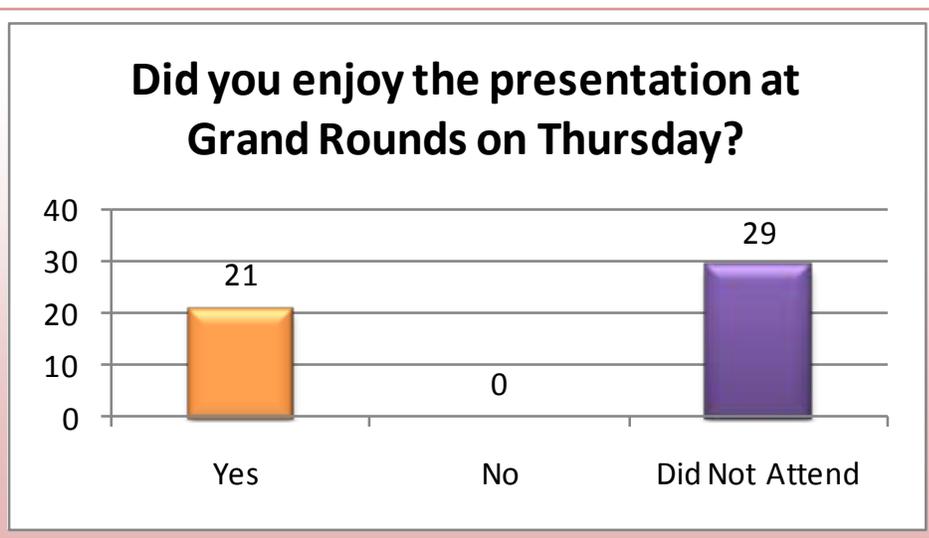
This showing of the documentary Unnatural Causes developed by California Newsreel in collaboration with PBS was held from 9:00 a.m. – 2:00 p.m. in the ADH Lab Training Room #2508. It began with participants taking a Health Equity Quiz, review of the answers and a brief discussion on some of the “Amazing Facts about Health” from California Newsreel. There were nine segments to the documentary and each segment was viewed by those present. **A total of 8 employees intermittently attended this all day event.**



- ◆ 8 people attended.
- ◆ 8 people responded.
- ◆ 100% stated that they enjoyed the activity.
- ◆ 100% response rate of those that took survey and attended.

April 7 (Thursday) – Grand Rounds

This weekly event was held in the ADH Auditorium. Dr. Joseph Bates presented the top 10 Public Health Achievements in the First Decade of the 21st Century. The top ten are: The Tobacco Master Settlement Agreement; Reduction of Adult and Youth Tobacco Use; Passage of the Clean Indoor Air Act; Hometown Health Improvement; 2009 Influenza Immunization Program; Expansion of the Newborn Screening Program; Act 1220 of 2003 to Combat Childhood Obesity; Arkansas Public Health Laboratory; Public Health Preparedness and the Statewide Trauma System. **There were a total of 122 participants at this event.**



- ◆ 122 people attended.
- ◆ 21 people responded.
- ◆ 100% stated that they enjoyed the activity.
- ◆ 17% response rate of those that took survey and attended.

April 8 (Friday) – Taste of the World

This 5th annual event was held in the ADH Auditorium. ADH employees and external partners were encouraged to come and taste cultural food dishes. Food dishes and treats were prepared by various participants and were from all over the world. The auditorium was bustling with cultural music, exotic foods, friendly networking and an informational power point displaying previous OMHHD events, trainings and food history. This year featured a food contest. Participants were asked to taste and choose the top three dishes available. The winner of this year’s event was Baklava, followed closely by Collard Greens and a Cajun Meatloaf. **There were a total of 149 participants attending this event.**



- ◆ 149 people attended.
- ◆ 40 people responded.
- ◆ 100% stated that they enjoyed the activity.
- ◆ 27% response rate of those that took survey and attended.

FEEDBACK

While we appreciated each comment, a few were excellent suggestions and we would like to address those below.

Provide more information on health disparities.

OMHHD will develop more innovative ways to highlight disparities during Diversity Week and through-out the year which will include an electronic newsletter. We also provide did you know facts every Wednesday that are posted on the ADH facebook page. You can access past facts here:

<http://www.healthy.arkansas.gov/programsServices/minorityhealth/Pages/DidYouKnow.aspx>

It would be good if there was a way to keep some items warm.

We did have a microwave in the auditorium, but few people saw it. We will do a better job next year making it more accessible.

It would be really nice if Diversity Week did not have to compete with Public Health Week. So please consider having it on a different week next year.

We can change the date for our diversity week so it does not conflict with Public Health week.

There was not enough promotion of daily activities. Flyers were posted well in advance, but need reminders on THE DAY of each event.

In the past, OMHHD began advertising two months prior and we received feedback asking us not to advertise or put the flyers up too early because they are often ignored. This year we began advertising (with flyers and emails) one month prior along with internet daily reminders on the healthy colleagues site as well as two of Dr. Halverson’s Friday’s Letter. Based on this feedback, however, we will begin providing daily reminders during Diversity Week next year.

I don't consider this an improvement, just a suggestion. Maybe playing some ethnic music during the Taste of the World event.

We did have a CD playing ethnic music but we did not want to turn the volume too high. We will consider increasing the volume next year to ensure it is enjoyed by everyone.

Give the recipe to at least the winner's dish.

Baklava (Winner)

1 (16 ounce) package phyllo dough	1 cup water
1 pound chopped nuts	1 cup white sugar
1 cup butter	1 teaspoon vanilla extract
1/2 teaspoon ground cinnamon	1/2 cup honey

Directions

1. Preheat oven to 350 degrees F(175 degrees C). Butter the bottoms and sides of a 9x13 inch pan. Chop nuts and toss with cinnamon. Set aside. Unroll phyllo dough. Cut whole stack in half to fit pan. Cover phyllo with a dampened cloth to keep from drying out as you work. Place two sheets of dough in pan, butter thoroughly. Repeat until you have 8 sheets layered. Sprinkle 2 - 3 tablespoons of nut mixture on top. Top with two sheets of dough, butter, nuts, layering as you go. The top layer should be about 6 - 8 sheets deep.
2. Using a sharp knife cut into diamond or square shapes all the way to the bottom of the pan. You may cut into 4 long rows to make diagonal cuts. Bake for about 50 minutes until baklava is golden & crisp.
3. Make sauce while baklava is baking. Boil sugar and water until sugar is melted. Add vanilla and honey. Simmer for about 20 minutes.
4. Remove baklava from oven and immediately spoon sauce over it. Let cool before serving.

Collard Greens (2nd Place)

Get bunches of greens

½ package of salt pork (or whatever type of meat you prefer)

1-2 jalapeño peppers

1-2 songs (I sing Oh Happy Day & If You're Happy and You Know It)

Thoroughly wash the bunches of greens. Very important step!!

Bring the water to a boil, then use ½ package of salt pork and let simmer for about 25 minutes before adding the greens. Let greens cook for about 2 hours on medium heat. About 30 minutes before completing, cut the jalapeños and toss in pot. Then sing and serve...

Have a Walk for Diversity

This is an excellent idea and we will consider including a walk next year.

Since music is also a big part of culture, I would like for some of our employees to show off some of their cultural musical talent with instruments, vocal, dance, or maybe just some history and background on different musical origins and customs.

This will be incorporated in the future. Thanks for the suggestion.

Authentic Appropriate Costume Day.

We will begin this next year, however we will likely not call the attire a costume.

Repeat Unnatural Cause...would love to have attended!

Anyone can view this documentary by contacting Joy Carrington at 661-2958.

Demonstrate how to use your sugar wisely. Give us substitute for sweets, that actually still satisfy your sweet tooth.

While sugar, salt and fat usage was discussed in the cooking demonstration on Monday by SPORKS, we will look into how we can incorporate ideas for sugar substitutes into future activities.

For fitness, stress ways to exercise at your desk or in your work area since the majority of us spend lots of time at work.

During the Walk@Lunch event sponsored by the Center for Health Advancement the OMHHD demonstrated exercise techniques that could be done at one's desk. This demonstration was added to the walk as a result of reading this comment.

Please provide any other feedback regarding these activities that you would like us to know.
Taste of the World is always great - Powerpoints were a little long and contained too much information-- not especially appealing style wise. Next year we will feature less slides on the powerpoint.
Scoring/rating the food was a good touch and kept it interesting. We will continue this.
The survey is a great idea. We will continue this.
If it is possible to have it before Ash Wednesday or after Easter I could try the dishes. I do not eat meat on Fridays during Lent. Or you could just have Taste of the World Monday- Thurs during Lent. When changing the date of Diversity Week for next year, we will keep this suggestion in mind and make every effort to accommodate this request. After all, that is what valuing diversity is all about!

TOTAL SURVEY COMMENTS

Please tell us how we can improve next year's Diversity Week
1. Williams and Sonoma's representative was well informed but the food portions were too scant. Need to revamp some. Spork was great!
2. Provide more information on health disparities.
3. More info prior to the diversity to increase participation.
4. It was an extremely difficult week and I am sorry that I did not get to participate in all the events. The food was good; however, all dishes were extremely cold. It would be good if there was a way to keep some items warm. That may not be possible with the number of dishes you had. It was a good event and the staff were wonderful.
5. Although my schedule did not allow for me to attend all of the Diversity Week events, they are always interesting and appreciated.
6. It was great.
7. More descriptive information about the events in small, digestible sound bytes spread out over time.
8. The Taste of the World should be a monthly event, perhaps a different theme each month.
9. It would be really nice if Diversity Week did not have to compete with Public Health Week. So please consider having it on a different week next year.
10. Need to publicize it better. Some people forgot and missed Taste of the World.
11. Easier access to the Taste of the World event

Please tell us how we can improve next year's Diversity Week (continued)

- 12. There was not enough promotion of daily activity. Flyers were posted well in advance but need reminders on THE DAY of each event. Suggestion: Send an All Employee Email each day -- i.e. "April 4-10 is Diversity Week. Today's activity will be a healthy cooking demonstration hosted by Williams and Sonoma. Please join us in room ___ at ___.
- 13. Mainly my fault. I forgot about them. Next year I will put reminders on my calendar. couldn't attend the fitness one because of physical problems. Usually attend Taste of the World but was off that day.
- 14. Give the recipe to at least the winners dish.
- 15. Have regional rotation of events.
- 16. It was great! Well planned.
- 17. Separate entree from desert when voting. Provide more drink varieties. Provide some music (rotate international music - maybe)
- 18. To provide additional information before the event. This will help provide a better description of the event and what it entails.
- 19. I don't consider this an improvement, just a suggestion. Maybe playing some ethnic music during the Taste of the World event.
- 20. Start advertising the event more two to three weeks in advance. 2) Start activities that local health units can conduct. 3) Have different levels of fitness (beginner, moderate, vigorous, advanced) 4) Let non-minorities know the importance of celebrating diversity week. It is truly an event for all. 5) Make available the Documentary for check-out. 6) OMHHD should present at Grand Rounds to show successes. 7) New Director should become more visible and involved in activities which will get more executive staff involved 8.) Make recipes available 9.) Make more fitness resources available 10.) Needed more space for fitness activity. 11) Involve special groups: the disabled, low income, Lesbian/Gay/Transgender populations. 12) Put together a communication strategy for what diversity week is all about. 13) Involve local Hometown Health Improvement coalitions. 14) Involve Marshallese and Hmong population in events. Otherwise, well done.
- 21. If there is any way to make documentaries more accessible at varying times throughout the week, that would probably enable more staff to be able to view them.
- 22. "April 4-10 is Diversity Week. Today's activity will be a healthy cooking demonstration hosted by Williams and Sonoma. Please join us in room ___ at ___.
- 23. Mainly my fault....I forgot about them. next year I will put reminders on my calendar. couldn't attend the fitness one because of physical problems. Usually attend Taste of the World but was off that day.
- 24. Give the recipe to at least the winner's dish.
- 25. Have regional rotation of events

Please provide any suggestions for other activities during Diversity Week in the future.

1. Have a Walk for Diversity - Have sponsorships and raise funds. Show more documentaries-have a film fest day.
2. Since music is also a big part of culture, I would like for some of our employees to show off some of their cultural musical talent with instruments, vocal, dance, or maybe just some history and background on different musical origins and customs.
3. Cultural Differences other than food.
4. I think the cooking demonstrations are a good idea and truly regret that my schedule did not allow me to attend this time.
5. Authentic Appropriate Costume Day
6. Zumba here on a regular basis, we won't have to leave work and go somewhere else to work-out. We rather have it here.
7. Repeat Unnatural Cause...would love to have attended!
8. Demonstrate how to use your sugar wisely. Give us substitute for sweets that actually still satisfy your sweet tooth.
9. In NW AR we have a large Marshallese population and Spanish residents.
10. Showcase of international attires and/or dances.
11. Enjoyed the fitness workout, it was great! The only thing additional, I would suggest is to provide physical fitness information for each age group and the benefits of Cardio workouts.
12. 1) Hands on exercises/role play for ADH executive staff to understand what it is like to live in poverty and/or be a minority in America. 2) For fitness, stress ways to exercise at your desk or in your work area since the majority of us spend lots of time at work 3) Identify a simple government worker diet and fitness plan since most of us have sedimentary jobs. 4.) Get executive staff to buy which will allow their employees time to participate in week's activities. This would create more participation within each branch.

Please provide any other feedback regarding these activities that you would like us to know.

1. Taste of the World is always great - Powerpoints were a little long and contained too much information--not especially appealing style wise.
2. I wish I could have attended more of these. I am a big supporter of breaking these diversity barriers, and wish my schedule hadn't been so full.
3. Probably would have enjoyed some of the activities, but due to workload was unable to attend
4. The comments I did hear were all very positive.
5. Scoring/rating the food was a good touch and kept it interesting.
6. This should continue to grow and build each year. Keep doing the good work and building on your accomplishments!
7. I just want to thank you for bringing and sharing the event and all of the extra very hard earned work for those who put it together.
8. Thank you for allowing events for diversity and cultural competency at ADH.
9. OVERALL GOOD FELLOWSHIP
10. Do a downlink for other regions and allow work release to attend something.
11. If it is possible to have it before Ash Wednesday or after Easter I could try the dishes. I do not eat meat on Fridays during Lent. Or you could just have Taste of the World Monday -Thurs during Lent. Thank you.
12. The survey is a great idea.
13. The sweet potato pies were excellent.
14. Good work!!