Leadership for the Public’s Health

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Training Programs
About the Presenter

Dr. Adewale Troutman is President of the American Public Health Association and Professor and Director of Public Health Practice and Leadership at the College of Public Health, University of South Florida. Dr. Troutman identifies himself through his commitment to social justice, human rights, community activism, health equity, and national and global health. He has over 40 years of dedication through action to the principles of universal freedoms and the elimination of racism, injustice, and oppression. Dr. Troutman has an MD from New Jersey Medical School, a Masters in Public Health from Columbia University, Masters in Black Studies from the State University of New York in Albany, and board certification from the National Board of Public Health Examiners. His experience includes special consultancies with the World Health Organization.
About the Presenter

Dr. Troutman has multiple publications including “What if We Were Equal,” co-authored with former Surgeon General and Assistant Secretary of Health, Dr David Satcher and numerous awards and recognitions. He is featured in the nationally televised PBS series; “Unnatural Causes; Is Inequality Making Us Sick?”

A nationally known speaker, Dr. Troutman is an accomplished African Percussionist, a SCUBA diver, published poet and writer. He is married with four children.
Leadership for the Public's Health

• Successful leadership in Public Health practice

• How to improve public health

• How to integrate Behavioral Health and Public Health
Successful Leadership in Public Health Practice
Ethics in Public Health Practice

• Humans have a right to the resources necessary for health

• Humans are inherently social and interdependent

• The effectiveness of institutions depends heavily on the public’s trust

• People and their physical environment are interdependent
  – Built environment
  – Urban blight
Attributes of Leadership

• Having a vision of the future

• Effectively expressing your ideas to various audiences using a variety of methods

• Garnering support and commanding resources to support your ideas

• Developing and shepherding your ideas into successful policies, programs, and services
Attributes of Leadership

• Knowledge of the big picture of public health and how various disciplines, entities, etc interrelate
  – Universal principles
  – The right to health
  – Health equity
  – The reintegration of the human being and the communities in which he/she exists

• Strategic thinking, planning, and quality improvement skills

• Personal and professional leadership at the team, organization, community and societal levels
Attributes of Leadership

• Ability to foster partnerships that maximize achievement of public health goals

• Effective negotiation, mediation and conflict resolution skills

• Strong interpersonal and communication skills
Leadership and Having a Vision

- Vision: something seen otherwise than by ordinary sight (as in a dream); a vivid picture created by the imagination; unusual wisdom in foreseeing what is going to happen; something seen, esp a lovely sight

- Visionary: DREAMER (impractical)

- Where we wish to be no matter where we are now
Effective Expression of Ideas

• A vision cannot begin to be realized if you cannot express your vision to others

• The audiences may be as diverse as your professional colleagues, elected officials, corporate and community leaders, your target population, or the public at large

• You must be able to express yourself to each and all of these diverse audiences and gain their acceptance and support of your ideas
Developing and Shepherding Ideas

• The vision will not be realized if there is not a plan behind it

• You must be able to translate the vision into logical, manageable steps that can be understood and approached methodically

• You must be able to maintain the energy to nurture this plan along, step by step as tedious as it may be
  – Sustainable progress
Attributes of Leaders

• High energy, excitement
• Personable, caring
• Adaptable, flexible
• Trusting, trustworthy
• Advocate, courageous
• Mentor, role model
• Respectful, responsible

• Inspirational, empowering
Attributes of Leaders

• Sharing, partner
• Curious, innovative
• Articulate, tolerant
• Moral, ethical, integrity
• Awareness of strengths and weaknesses
• Sense of purpose, accountable
• Risk taker
  – EMOTIONALLY INTELLIGENT AND CULTURALLY CONSCIOUS
Improving the Public's Health
Health

• “The presence of physical, psychological, social, economic and spiritual well being not merely the absence of disease or infirmity”

• “The maintenance of a harmonious balance of mind, body and spirit”
  – Community and individual
Universal Declaration of Human Rights
December 10, 1948

• Article 1: “All human beings are born free and equal in dignity and rights.”

• Article 24: “Everyone has the right to a standard of living adequate for the health and well being of him self and is family including food, clothing, housing and medical care.”
The Right to Health

- **Preamble to the constitution of the WHO states** “The enjoyment of the highest standard of health is one of the fundamental rights of every human being without distinction of race, religion, political belief, economic or social condition, sexual orientation or disability status.
The right to health or the right to health care is recognized in at least 115 constitutions.
Wellness

The development and maintenance of a state of positive health that is social, economic, psychological and spiritual as well as physical
The Wellness Belief System

• Inherent goodness and the power of love
• Connectedness
• Holistic principles
• Spirituality and universal truth
• Karmic justice
WELLNESS

- Focus On Staying Healthy
- Focus On The Unity Of The Mind/Body and Spirit
- Focus On The Promotion of Health and the Prevention Of Disease
- Awareness That Others Have Answers That We Get To Listen To
- We Get To Take Charge Of Our Health
Holistic

• A multidimensional view of existence that recognizes the inextricable relationship between the mind, body and spirit of the individual and its inescapable relationship with the universal community of life.
Ethics in P.H. Practice

- Each person in a community should have an opportunity to contribute to public discourse

- Identifying and promoting the fundamental requirements for health in a community are of primary concern to public health

- Knowledge is IMPORTANT and POWERFUL

- Action on the basis of what is known
  - Information must be shared
Ethics in PH Practice

• Action is not based on information alone
  – Fundamental dignity and value of each human being
  – VALUES INFORM THE APPLICATION OF INFORMATION
Public Health System Strengths

• Community-wide education

• Surveillance/Epidemiology

• Screening

• Assuring and linking individuals

• Identifying underlying causes of disease

• Promoting prevention

• Expanding electronic data system

• Addressing social determinants of health such as poverty and violence

• Disaster response
APHA President’s Overarching Goals
2012-2013

• Creating Health Equity

• Assuring the right to health and healthcare

• Rebuilding the public health capacity and workforce (Pipelining)
Health Equity

Health equity is the realization by all people of the highest attainable level of health.

Achieving health equity requires valuing all individuals and populations equally, and entails focused and ongoing societal efforts to address avoidable inequalities by assuring the conditions for optimal health for all groups, particularly for those who have experienced historical or contemporary injustices or socioeconomic disadvantage.
Health Inequities

Health Inequities are systemic, avoidable, unfair and unjust differences in health status and mortality rates and in the distribution of disease and illness across population groups. They are sustained over time and generations and beyond the control of individuals.
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A New Direction
An Exciting Direction
A Bold Direction

Social Determinants
Looking upstream, finding the causes of he causes.

“The web of causation”
Nancy Kreiger

Finding the balance

The Troutman Group
Social Determinants (Strong behavioral health focus)

Yield greater and more sustainable returns

• Socioeconomic Status
  – Occupation
  – Education
  – Income

• Racism & Discrimination

• Housing

• Political Power

• The Social Gradient

• Stress

• Early Life

• Social Exclusion

• Work

• Environment

• Unemployment

• Social Support

• Addiction

• Food

• Transport

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CHAMPION HEALTH IN ALL POLICIES

• Reach out to Transportation

• School Administrators

• Land use decision makers

• Parks and Recreation

• Business

• Housing Authorities
PICK A PARTNER

• One of the great strengths of Public Health

• Importance of empowerment and capacity

• Identifying Non traditional Partners

• True Partnership (COMMUNITY OWNERSHIP)

  (Farmers, The YMCA)
Collaborations
The active and planned participation of diverse organizations, groups and individuals in a collective effort to define and address issues in the community

Partnerships
Partnerships and collaboration suggest relatively structured and formal relationships that are focused on achieving specific, collective goals
Integrating Public Health and Behavioral Health
Integration

• The wellness philosophy identifies us as partners (Mind/Body/Spirit)

• Integration of public health strengths into behavioral health policies and practices

• Creating a seamless system of prevention, education, service availability, in diagnosis, management and referrals

• Expanding the availability of behavioral health services within the public health context

• Expansion of and commitment to integrating behavioral health, public health in the ACA.

• Behavioral health and health inequities
  – Depression, Schizophrenia, Child development, violence, addiction
Integration of Behavioral Health Focus

• Inequities in access
• Inequities in misdiagnosis
• Inequities in health status of those in the behavioral health system
• Chemical Dependency; One of the “Original six”
• Dramatic need for culturally competent care
Integration

• Curriculum revisions to concentrate the reintegration of the human being and community
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