

Texas Public Health Fellowship Host Site Application Contents

The Texas Public Health Fellowship is a paid training program that DSHS is offering as part of the COVID-19 Health Disparities Funding. The Fellowship will give graduates entry-level, mentored public health experience at a local health department.

Texas Health Fellowships will align with the theme of the grant: to strengthen the Texas public health workforce infrastructure to address health disparities among underserved and higher risk populations, including racial and ethnic minority populations and rural communities.

To apply to be a host site, a local health department must complete an application which details the ability to supervise and support the Fellow as well as develop the job assignments, activities, and deliverables for the Fellow.

The application will include:

Host Site Contact Information

- Local Health Department Name
- Address
- Primary Contact Name
- Primary Contact Title
- Primary Contact Email
- Primary Contact Phone Number
- Secondary Contact Name
- Secondary Contact Email
- Secondary Contact Phone Number

Supervisor Contact Information

- Supervisor's name
- Email
- Phone number
- Job title
- Degree
- Years of public health experience
- Current number of total staff supervised

- List any other staff that will be providing ongoing guidance and assistance to the fellow's activities

Public Health Fellowship Job Description

We will require host sites to submit a Fellowship Job Description based on the unique workforce needs of your local health department.

In the description, include an overview of the job, activities/job responsibilities, essential job functions, deliverables, required skills, and minimum qualifications.

1. What is the name of the department or organizational unit where the Fellow will be placed?
2. Briefly describe how this position will impact your organization's ability to improve health disparities.
3. Fellowship activities must include at least one of the following Six Impacts Statements of the COVID-19 Health Disparities Grant.
 - a. **Infrastructure:** Invest directly in health disparities capacity building by creating an independent program or initiative focused on health disparities. Examples: Contact Tracing, Health literacy and communication
 - b. **Community Engagement:** Engage with underserved communities to better understand needs that affect their health and well-being. Examples: Qualitative data collection and analysis, Community Health Assessments
 - c. **COVID Vaccinations:** Assist in testing and vaccination awareness, education, and coordination among underserved populations (for COVID-19 or another infectious disease). Examples: Immunization Clinics, health communication and literacy
 - d. **Partnership Directory:** Invest directly in pre-existing or new partnerships, programs, and initiatives to strengthen and increase health Disparities programming capacity. Examples: Community outreach coordinator,
 - e. **Health Disparities Improvement Initiative:** Design an intervention aimed to address one of the factors (e.g., diabetes, obesity, food insecurity, housing, etc.) that makes communities more vulnerable. The goal of the initiative will be to improve the health of the community in such a way that the community will be more resilient to face the next pandemic (or other natural

disaster). Examples: Healthy Mother initiatives, lactation services, community gardens

- f. **Information Sharing and Learning:** This plan must describe efforts to share and learn information on addressing COVID-19 health disparities among populations at high-risk and underserved, including racial and ethnic minority populations and rural communities. Examples: Culturally competent communication specialist, CHW, data analyst

4. We would like Fellows to achieve **Public Health Competencies** while completing their assignment. Competencies have been adapted from the *Core Competencies for Public Health Professionals* and modified to emphasize a health disparities approach. Please check which Public Health Competencies will be achieved from the Fellowship:

Activities and deliverables listed in the job description must include work that allow Fellows to develop 2 or more of the following public health competencies.

a. Analytical/Assessment skills

- i. Identifies and describes factors affecting the health disparities of a community
- ii. Identifies gaps in data
- iii. Contributes to assessments of community health status and factors influencing health in a community
- iv. Explains how community health assessments use information about health status, factors influencing health, and assets and resources

b. Policy development/Program planning skills

- i. Contributes to state, Tribal, community health disparities improvement planning
- ii. Contributes to development of health disparities program goals and objectives
- iii. Contributes to development of health disparities strategic plan
- iv. Describes implications of policies, programs, and services on health disparities

- v. Implements health disparities policies, programs, and services
- vi. Gathers information for evaluating policies, programs, and services from a health disparities viewpoint

c. Communication Skills

- i. Solicits input from individuals and organizations for improving healthy disparities in a community
- ii. Suggests approaches for disseminating public health data and information to communities in a culturally competent way
- iii. Communicates information to influence behavior and improve health to a marginalized community
- iv. Facilitates communication among individuals, groups, and organizations

d. Cultural Competency skills

- i. Describes the concept of diversity as it applies to individuals and populations
- ii. Describes the way diversity may influence policies, programs, services, and the health of the community
- iii. Supports diverse perspectives in developing, implementing, and evaluating policies, programs, and services that affect the health of a community
- iv. Addresses the diversity of individuals and populations when implementing policies, programs, and services that affect the health of a community
- v. Assesses the effects of policies, programs, and services on different populations in a community

e. Community Dimensions of Practice skills

- i. Suggest and support relationships that may be needed to improve health disparities
- ii. Collaborates with community partners to improve health disparities in a community

- iii. Engages community members to improve health in their community
- iv. Identifies policies, programs, and resources that improve health in a diverse community
- v. Identifies and establishes relationships with marginalized community members and organizations to improve health
- vi. Informs the public about policies, programs, and resources that improve health disparities in a community
- vii. Serves as a public health and health disparities ambassador for a marginalized community

f. Leadership and Systems Thinking Skills

- i. Describes public health and health disparities as part of a larger inter-related system of organizations that influence the health of populations at local, national, and global levels
- ii. Describes the ways public health, health care, and other organizations can work together or individually to impact the health and health disparities of a community
- iii. Contributes to development of a vision for a healthy community
- iv. Identifies internal and external facilitators and barriers that may affect the delivery of the 10 Essential Public Health Services

Budget Description

Please describe how you plan to allocate the funds awarded by DSHS. Please include a justification for each item. You are eligible to be rewarded up to \$75,000 per fellow, per year.

- Fellow's Salary
- Fringe
- Travel
- Equipment/supplies
- Indirect cost

Training and Professional Development

Please provide a description of the training and professional development that the Fellow will have the opportunity to complete during the fellowship. Please explain how you will ensure these are prioritized during the Fellow's tenure.

Leadership Approval

Verification that the Director of the Health Department has approved this position by submitting a signature or letter of support.