

the Link between teaching, research and the practice of public health

From the Director

Partnership and collaboration are the cornerstones of the work that we do with the community. In this edition of *the Link*, you will learn about our expanding collaboration with the City of Berkeley to eliminate health inequities, the initiatives and activities of our Center for Multicultural Health, and an upcoming conference that we are hosting that is designed to help practitioners build more inclusive, multicultural organizations.

One of the major ways that the School of Public Health is able to partner and collaborate with the community is through the internship program managed by CPHP. To that end, we are busy matching over 100 MPH students to internships throughout California, the United States, and around the globe. I would encourage you to review the internship timelines on page 3 of this newsletter and to contact our Practice Coordinator if you have any questions about the internship program. We look forward to working with our partners to ensure the best possible internship experiences for our students.

We appreciate all the contributions our partners make to support our students, CPHP and the School of Public Health.



Jeff Oxendine, MPH, MBA
Associate Dean, Public Health Practice

CPHP awarded "Health Hero of Today"

The **Auxiliary to the Sinkler Miller Medical Association (ASMMA)** held the *Health Heroes of Yesterday, Today, and Tomorrow* awards dinner last November 18, 2007. The Sinkler Miller Medical Association aims to improve the health care of African American and other people of color in the Bay Area, as well as retain African American physicians within the area. ASMMA member Joyce Melton presented Associate Dean Jeff Oxendine the award on behalf of CPHP for its ongoing work, in collaboration with and in support of ASMMA's efforts to promote health careers to under-represented and disadvantaged high school and community college students.

Graduation Is Just Around The Corner!

On May 17, the School of Public Health will graduate another class of bright, eager, and talented students. Approximately 150 will receive their Master of Public Health (MPH), 35 PhD, 10 DrPH, 10 MA/MS, and 120 undergraduates will graduate with a Bachelor of Arts in Public Health. If you would like to have one of these newly minted professionals join your work team, then be sure to post your job listings on the SPH Jobsite (www.cphp-berkeley.org) during this crucial recruitment period between now and June. Feel free to contact the Career Services Manager, Ruthann Haffke, haffke@berkeley.edu or 510-642-0431, if you would like assistance recruiting UC Berkeley SPH students & alumni.

The City of Berkeley Reports on Health Inequities in Berkeley

DID YOU KNOW that in Berkeley:

- African American children under the age of five have five times more the rate of asthma hospitalization as White children?
- Incidence rates of reported STIs are highest in the areas just west of the campus?
- About 34% of surveyed adults are overweight or obese?
- Nearly 1/3 of uninsured adults are Latinos?
- Over 90% of the new AIDS cases reported since 2003 are in African Americans?
- If racial/ethnic and poverty related inequities could be eliminated, the annual number of deaths in Berkeley would be reduced by at least 1/3?

There were well over 75 students, faculty, staff and community members on January 24, 2008, when the City of Berkeley Public Health Division's **Vicky Breckwich Vasquez**, DrPH Chief, Community Health Action & Assessment Section and **Neil Maizlish**, PhD Division Epidemiologist, presented on Health Inequities that exist in Berkeley. CPHP organized this informative presentation with the support and sponsorship of the Center for Multicultural Health, SPH Alumni Association and the School of Public Health Office of the Dean.

(continued on page 2)



Chief, Community Health Action & Assessment of the City of Berkeley Public Health Division **Vicky Breckwich Vasquez** (second from left), with CPHP staff: **Obiel Leyva**, **Guenet Sebsibe** & **Ruthann Haffke**.

Health Inequities, continued from page 1

The presentation was based on the latest figures from the *City of Berkeley - 2007 Health Status Report*, and the presenters made the data come alive by describing how it related to the UC Berkeley (UCB) community and what actions were needed to improve health and well-being in Berkeley.

The session started with an introduction by Dean Shortell, UCB School of Public Health and Jeff Oxendine, Associate Dean, Public Health Practice and Director of CPHP, both of whom emphasized increased partnerships between the University and the City. This was followed by the general presentation that highlighted the priority public health concerns and the urgent need to have an action plan involving collaboration with UCB School of Public Health. A variety of topics and projects existing and planned programs were discussed. Finally, after an engaging Q&A session, 15 students signed up to participate in one or more of the numerous projects, some of which are listed below:

- Qualitative data collection (e.g., Interviews with Crystal meth users, providers, sex workers)
- Focus groups (Parents of asthmatics, preparedness for vulnerable populations)
- Action planning (interviewing, literature search, drafting action plan)
- Process evaluation for HIV program
- Volunteers for community health assessment planning, development & implementation
- Formative evaluation of community engagement initiative
- Asthma Epidemiology and Intervention
- Emergency Preparedness
- Health Impact Assessments (HIAs)
- Geographic Information Systems
- Berkeley Outbreak Management System (BOMS)
- Berkeley Community Indicators Development

CPHP has been aware of the importance of partnering with the City of Berkeley Public Health Department and has maintained close working relationships with various City staff. For example, CPHP has supported summer internships for MPH students with the City of Berkeley for a number of years. As well, School of Public Health faculty, such as Barbara Abrams, PhD (Professor, Epidemiology, Maternal and Child Health, and Public Health Nutrition) and Meredith Minkler, PhD (Professor, Health and Social Behavior), has worked with the City on various research and class projects.

Finally, it is important to note that there is a wealth of opportunities in the City of Berkeley for students to volunteer, gather data for their thesis projects and gain work experiences in the field of Public Health. For further information on the projects above and more, please contact CPHP or Vicky Breckwich-Vasquez directly at: VBreckwich-Vasquez@ci.berkeley.ca.us.

Center for Multicultural Health



The Center for Multicultural Health and the Director of Diversity are presenting a **Latino Health Speaker Series**. These are efforts to improve the health status of diverse populations, reduce health disparities, and increase the multicultural competency of our public health students, staff, faculty, and community partners. With this program, we hope to increase the knowledge and understanding of critical health issues facing the Latino community in California and provide an opportunity to showcase best practices in the field.

The first session was held November 2007 with *The History of Barrios Unidos: Healing Community Violence, Cultura Es Cura* - a culturally appropriate program that aims to prevent youth violence. This April, the speaker series will continue with the following presentations:

Latino Demographics and Health Inequities
Tuesday April 8, 2008 • 1:30pm to 3:30 pm
150 University Hall

Invited speakers include **Daniela Reynoso-Miranda** from the Latino Coalition for a Healthy California and **Sarah Mercer** of Latino Issues Forum. Speakers will talk about the changing demographics in the Latino community and the health inequities that exist across their lifespan.

Migration and Health
Tuesday April 15, 2008 • 1:30pm to 3:30pm
150 University Hall

The Summer Institute on Migration and Health, a collaborative program between UC Berkeley and México will be the focus of this session. Speakers TBD

Latinos and Health Access
Tuesday April 29, 2008 • 1:30pm to 3:30pm
150 University Hall

Invited speakers include **Anthony Wright** from Health Access California, **Veronica Montoya** from the Latino Coalition for a Healthy California, and **Kelly Hardy** from Children Now. Speakers will discuss the particular issues facing Latinos (adults and children) in accessing health insurance and health care services.

For more information on this series or the Center for Multicultural Health, please contact Obiel Leyva at 510.643.7541 or obielle@berkeley.edu.

UPDATE: 2008 Summer Internships

CPHP posted over 160 internships on its website for the 2008 Summer Internships. We welcome back previous employers who have supported our students for several years, as well as new organizations posting internships with CPHP for the first time.

In addition to internships posted on the CPHP website, the following are internal internships, fellowships, funding resources **not** on the website. Please contact the programs directly for current resources.

- Tinker Field Research Grants (Center for Latin American Studies):
<http://www.clas.berkeley.edu:7001/Research/graduate/index.html>
- The Blum Center For Developing Economies:
<http://blumcenter.berkeley.edu/>

NEXT STEPS

March 1- 28: Interviews take place

- March 5: Deadline for employers to contact students for Interviews
- March 15: Confirm International Internships with Field Supervisors
- March 31: Deadline for both employers and students to rank their choices
- April 15:** CPHP confirms internships via email to employers and students (excluding internships outside the CPHP process) ***For internships outside the CPHP process, students should confirm their internships with their Field Supervisors.*
- April 16 – 28: Students meet with Field Supervisors to review learning objectives in preparation for the Internship Agreement

Mid-May- June 2: Begin internships

- June 16:** Deadline for students to submit signed Internship Agreements to their Field Supervisors

Internship Feedback:

The MPH internship has given me a different perspective on health, and how medicine and public health complement each other and differ from one another. My time at SDSU Center for Behavioral & Community Health Studies (BACH) was an excellent research experience, and helped clarify which populations and fields of medicine I'm interested in. Regardless of specialty, I think the MPH perspective will be useful in my approach to medicine, in appreciating how many factors outside biology affect health.

- Chris Vercammen-Grandjean,
Epidemiology/Biostatistics MPH '08

CAREER SERVICES



10 Tips for Successful Interviews

- Get directions to the interview site, confirm the day and time of the interview, and ask with whom you will be meeting (name and title).
- Allow plenty of time to get to the interview site and plan to arrive at least 10 minutes early, bring copies of your resume and list of references (alert references that they may be contacted), turn off your cell phone and unless otherwise directed, dress conservatively. Minimize jewelry, wear closed toe shoes, and avoid trendy outfits or loud colors.
- Learn about the employer before your interview: Browse their website and conduct a newspaper/journal article search. Look for information about the employer's mission, services, products, and future prospects.
- Analyze the position for which you are interviewing. Review a copy of the job description and highlight the qualifications and main responsibilities. Show the employer that you are a good fit with detailed examples of times when you successfully used the skills they are seeking.
- Highlight your accomplishments. Think of five things you would like the employer to know about you and practice telling short stories that demonstrate your strengths.
- Write out answers to questions you think the employer will ask and keep a list of your strengths, weaknesses, and key accomplishments.
- Be prepared to answer the same question several times. You might meet with several people during your interview: your potential supervisor, coworkers and a human resources representative. They may ask you the same questions. Be enthusiastic, honest, and consistent in your answers.
- Remember that interviewing is a two-way street. You are not the only person being evaluated during the interview. Think about what impression the interviewer makes on you and view him or her as a resource to learn more about the company and the position. This will help give you a sense if this employer is one that you would like to work for and whether or not this position fits in with your goals.
- Be respectful to everyone you meet during the process. Job offers have been denied on how applicants treat administrative staff.
- Ask for the business cards of people you meet with and send a thank you letter or email within 48 hours of your interview.

A REMINDER on the Upcoming

2nd “-isms” CONFERENCE

**Building Inclusive and Multi-Culturally Competent Health Organizations:
A Healing Approach to Addressing the Isms**

Clark Kerr Conference Center, UC Berkeley • April 24 and 25, 2008

(Although registration is closed, you can email isms@berkeley.edu with your contact information to be put the waiting list.)

Following a 2004 UC Berkeley conference on strategies for reducing health disparities, CPHP responded to a request from the attendees (local health organizations) to “go deeper,” and help them address the “-isms” within their work environments. We learned that people working on health disparity and cultural competence initiatives in Bay Area health organizations found that powerful and underlying “-isms” limit their ability to move initiatives forward. These “-isms” include racism, class-ism, sexism, ageism, heterosexism, able-body-ism, etc. We decided to use the term “-isms” to indicate that: 1) we value inclusivity - addressing all areas where people experience discrimination, bias, prejudice and oppression, and 2) we value talking openly about these issues in a deep and authentic manner.

In 2005, we convened a group of community health professionals interested in developing training programs on addressing the “isms” and since that time, the group has produced conferences and training programs on a range of topics related to building inclusive and multi-culturally competent organizations. The events are designed for people who want to develop their skills in facilitating dialog, influencing leaders, and building the capacity of their institutions to address the “-isms” internally.

This year’s conference is geared towards individuals and organizations who are in a variety of places related to addressing the “-isms” – from experienced to interested in learning more.



We are excited to bring **Dr. Ken Hardy** to our conference this year, as he will help us take a deep look at how we can work to understand and heal the wounds of bias and oppression within our organizations – a profound and challenging topic – and one he addresses with much wisdom, experience, and compassion.

In addition to Dr. Hardy, we have many excellent workshops and presentations with dynamic leaders in the field. Dr. Hardy’s complete bio is available on the conference website at <http://socrates.berkeley.edu/~cphpweb/isms/conference.html> (click on Speakers).



Some conference highlights:

- **Interactive Theater Program:** Healing the Wounds of Bias and Oppression: Communicating Our Experiences Across Differences - *Armand Volkas and the Living Arts Playback Theater*
- **Addressing the Isms at Work - Roundtable Sessions:** Promising Practices and Lessons Learned

- **Moving Your Organization Toward Multi-Cultural Competence** - Addressing Reluctance, Discomfort, and Disinterest - *Ken Hardy, PhD*
- **Working for Social Justice: Building a Culturally Competent Health Organization / Addressing Health Inequities in Our Communities** - *Tony Iton, MD, JD, MPH, Director & Health Officer, Alameda County Health Department*

Workshop Sessions

1. Managing the Multi-Cultural Workforce - *Elena Featherston*
2. Managing Hot Moments and Interrupting the “Isms” at Work - *Ken Hardy, PhD*
3. Like an Earthquake: Understanding and Mitigating the Effects of Unconscious Bias on Mental Health - *Larry Lee, LCSW, Kaiser Permanente Department of Psychiatry, Helen Tinsley-Jones, PhD, Kaiser Permanente Department of Psychiatry*
4. Alameda County Public Health’s Training Model on Addressing Institutional Racism - *Mia Luluquisen, DrPH, and Kathi Schaff, both Alameda County Department of Public Health*
5. Being White: How We Can Help Each Other Unlock “Business as Usual” - Race at Work - *Nancy Feinstein, PhD, Organizational Consultant, Kitsy Schoen, LCSW, NCAL Kaiser Psychology Cultural Diversity Workgroup*
6. Honoring Biracial and Multiracial Experiences: Interrupting the Social Contract Around Racial Identity - *Laurin Mayeno, MPH, Multicultural Consultant*
7. Building Our Cultural Awareness on Isms with High Stigma: Disability, Size and Gender Identity - *Shayn Anderson, Consultant, Diversity Inclusion, Rainbow Jane Markell, MS, Diversity Facilitator, Erin Wilson, DrPH, Center for AIDS Prevent Studies, UCSF*

Career Café 2008



Left: Career Services Manager **Ruthann Haffke** welcomes students.



Right: Students at roundtable discussions with representatives of public health organizations.

The **Public Health Alumni Association** and **Center for Public Health Practice** held **Career Café**, our annual Spring semester networking event, on Thursday, February 7th. Students, alumni and public health professionals in attendance all declared the event a great success. The evening provided students an opportunity to meet with public health alumni and potential preceptors in order to discuss career and internship opportunities, establish connections, and develop their networking skills. The event was opened by Dean Stephen Shortell, who encouraged over 70 students and professionals alike to build on the Berkeley connection. Students and alumni of UCB School of Public Health are making a difference as both employees and interns to improve the health of the greater Bay Area community. Career Café was a great opportunity to witness young professionals get inspired and seasoned professionals share their passion for their work.

We sincerely thank all who participated, and we hope that you will consider joining us for future events. If you would like to be on the invite list, please send a message to Ruthann Haffke, Career Services Manager, at haffke@berkeley.edu.

The Career Café was a great networking opportunity. Students were able to speak with professionals representing various fields of public health, such as health promotion, epidemiology, and hospital administration. The guests were eager to answer our questions and share their experiences in public health, and it was a great chance for students to learn about potential career paths.



- Katie Gesicki
Health Policy and Management, MPH
2009



Above: CPHP Associate Director & Field Supervisor **Kevin Williams** as Master of Ceremonies.



Left: Students and representatives from various organizations at roundtable discussions.



Right: Associate Dean, CPHP Director **Jeff Oxendine** with Assistant Dean, Business & Operations **Kelvin Quan** and Assistant Dean, External Relations & Development **Pat Hosel**.

EVENTS & ACTIVITIES

MARCH

- 1 – 28 2008 Summer Internship Interviews
- 24 - 28 *Spring Break*
- 28 Office Closed for Academic & Administrative Holiday
- 31 Deadline for Organizations and Students to rank their choices for the 2008 Summer Internships

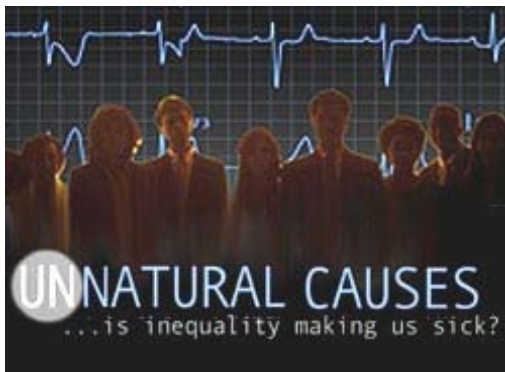
APRIL

- 8 Latino Health Speaker Series: *Latino Demographics and Health Inequities* • 1:30pm - 3:30 pm, 150 University Hall
- 12 Cal Day Tour/Open House • 9am - 4pm, various locations on campus
- 15 Latino Health Speaker Series: *Migration, Health and Work: Facts behind the Myth* • 1:30pm to 3:30pm, 150 University Hall
- 29 Latino Health Speaker Series: *Latinos and Health Access* • 1:30pm to 3:30pm 150 University Hall
- 24 – 25 “ISMS” CONFERENCE • all day, Clark Kerr Conference Center

MAY

- 12 Last Day of Instruction
- 17 School of Public Health Commencement • 8am, Zellerbach Hall
- 22 Spring Semester Ends
- 26 Office Closed for Academic and Administrative Holiday

FILM SERIES: UNNATURAL CAUSES



March 20: Bad Sugar / Place Matters

April 3: Not Just a Paycheck

Join fellow UC Berkeley students, faculty, and staff watch and discuss UNNATURAL CAUSES, the four-hour documentary series which explores America's racial and socio-economic inequities in health care.

How can socio-economic status and racism get under the skin? Why do some populations get sicker more often? Through what channels might inequality—the cumulative disparities in housing, wealth, jobs, and education—combined with a lack of power and control over one's life, translate into bad health? What is it about our poor neighborhoods, especially poor neighborhoods of color, that is so deadly? The series sifts through the evidence to discover there is much more to our health than bad habits, health care, or unlucky genes. The social conditions in which we are born, live, and work profoundly affect our health and longevity. The goal of the series is to help introduce the importance of equity and social justice into discussions of health, and to inject health consequences into debates over social and economic policies.

Viewing and discussion from 12:00 to 1:30 PM. Lunch will be provided, but seating is limited. **RSVP to arincon@berkeley.edu**

The UNNATURAL CAUSES film series is sponsored by the Center for Health Research; the Berkeley Diversity Research Initiative; and the UC Berkeley School of Public Health's Center for the Public Health Practice (Director of Diversity, Abby Rincón) and Denise Herd, Dean of Students.

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ABOUT US

The Center for Public Health Practice's mission is to support students, faculty, alumni and practitioners to achieve excellence in practice as they promote individual and community health. The Center collaborates with academic, practice and community partners to make the link between teaching, research and the practice of public health and provides services appropriate to the needs of its key constituents. We live and promote a commitment to diversity, human rights and social justice in all we do.

We fulfill our mission through the following services:

- Internships
- Career Services
- Professional Development Opportunities
- Center for Multicultural Health
- Community Research and Evaluation
- Leadership Development