



Judson Center



MACOMB HEALTH EQUITY COUNCIL

2022-2023 IMPACT REPORT



ABOUT JUDSON CENTER

Judson Center is a 99 year-old private, nonprofit organization that has evolved into a comprehensive, community-based human service center—one that has been nationally recognized for fostering independence through innovative programs, and for empowering children and their families to live the best lives possible.

The mission of the agency is to provide expert, comprehensive services that strengthen children, adults and families impacted by abuse and neglect, autism, and developmental, behavioral and physical health challenges so they can achieve whole health, well-being and maximum potential.

In July of 2022, Judson Center was one of 11 Michigan organizations awarded a grant from Michigan Public Health Institute and Michigan Department of Health & Human Services Office of Equity and Minority Health to create a health equity council to combat the health disparities among minority and immigrant communities in Macomb County, which had been magnified by the pandemic. Thus, the Macomb Health Equity Council was created.



“Judson Center is honored to serve as the backbone agency for the Macomb Health Equity Council. After deeply engaging in COVID-19 education and vaccinations through Detroit Equity Coalition on COVID-19, it was clear our work needed to shift toward addressing the underlying conditions that perpetuate health disparities. The Macomb Health Equity Council is doing just that—creating an actionable plan to achieve health equity for all Macomb County residents.”

~ Lenora Hardy-Foster, President and CEO, Judson Center

ABOUT DETROIT EQUITY COALITION ON COVID-19

In 2021, Judson Center was one of five organizations across the country awarded a \$500,000 “COVID-19 Equity Alliance Vaccine Partnership” grant from the CDC Foundation to build a coalition to increase vaccination rates and improve vaccine-related knowledge for people with low income and communities of color.

Partnering with subgrantees Development Centers and Practice Transformation Institute, Judson Center launched the Detroit Equity Coalition on COVID-19 (DECC). Over the last 24 months, the agency worked with more than 150 community partners to reach some of the most underserved populations, including Black, Hispanic/Latinx, Arab and Asian communities and a number of other ethnic communities. DECC distributed 14 mini-grants, participated in 189 vaccine pop-ups or educational events across 49 zip codes in Southeast Michigan, with a focus on Wayne and Macomb counties.

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EXECUTIVE SUMMARY

MACOMB HEALTH EQUITY COUNCIL CREATED TO ADDRESS HEALTH DISPARITIES

The COVID-19 pandemic has resulted in a devastating public health crisis which has touched every corner of our lives and the consequences have been felt deeply in Latinx, Asian, Arabic, Black, Indigenous and People of Color (BIPOC) communities, which have been disproportionately affected by the virus.

Evidence suggests that health disparities are largely connected to systemic racism, which influences social determinants of health—the nonmedical factors that influence health outcomes, such as education, housing, transportation, food deserts, occupational risk and access to healthcare. As is the case in much of Michigan, Macomb County’s low-income communities and communities of color have carried a heavier burden. Residents have called for the need to address racism systemically and promote equity more intentionally.



THE MACOMB HEALTH EQUITY COUNCIL was created to promote health equity throughout Macomb County, particularly for communities of color for whom health disparities have been magnified by the COVID-19 pandemic. Council members recognize that while social determinants of health drive underlying health disparities, there are things that can be improved.

The work outlined in this report looks at how the council:

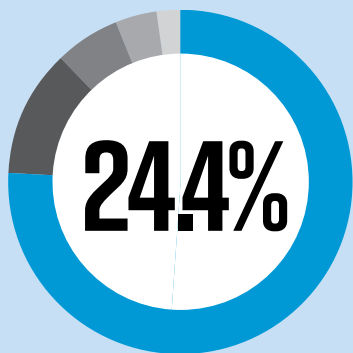
- » **BUILT A KNOWLEDGE BASE** by developing and implementing a community health survey targeting communities of color; 450 surveys completed (through April 30); more than 70% completed by BIPOC populations; representative of multiple cities across Macomb County
- » **FORGED SUSTAINABILITY** through training 16 people as Community Health Workers. They participated in 166 hours of training over a five-month span; graduates will drive health equity over time in their Macomb County communities
- » **REACHED COMMUNITIES OF COLOR** through mini-grants to support BIPOC-targeted health education events that reached more than 2,000 people
- » **CONNECTED COMMUNITIES** by strengthening partnerships to promote health equity
- » **CREATED A SUSTAINABILITY PLAN** to make sure the work of MHEC continues to improve health equity over the long term

MACOMB COUNTY HEALTH LANDSCAPE POST-COVID-19

877,385

RESIDENTS

in Macomb County as of 2023



RESIDENTS
OF COLOR

- White
- Black or African American
- Asian
- Hispanic or Latino
- Other (American Indian, Alaska Native, Native Hawaiian and Other Pacific Islander)

SURVIVAL FIRST AND FOREMOST

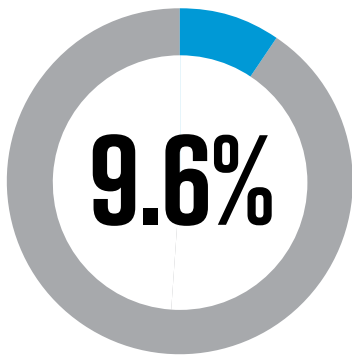
According to the Macomb County Health Department, people earning less than \$35,000 and people of color were particularly more likely to:

- » Have lost a job, been laid off, or had to close a business;
- » Found it difficult to buy enough food for their family;
- » Found it difficult to pay bills, such as rent or utilities;
- » Found it difficult to see a dentist/doctor when needed; and
- » Found it difficult to obtain necessary prescription medications.

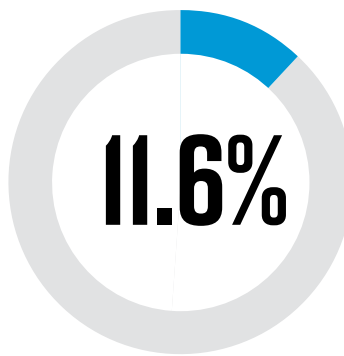
These residents expressed that the most important factors to improve quality of life are access to affordable and healthy food, housing, and better paying jobs.

OVER 102,000

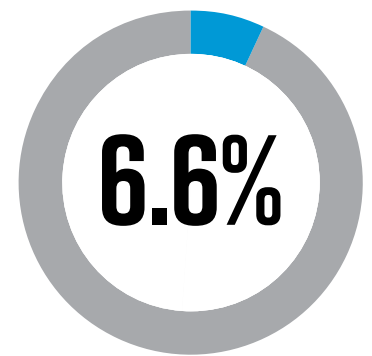
RESIDENTS
in Macomb County
Earn Less Than \$35,000



RESIDENTS UNDER
65 LIVING WITH
A DISABILITY



RESIDENTS WITH
INCOME BELOW
THE POVERTY LEVEL



RESIDENTS WITH
NO HEALTH
INSURANCE

COVID-19 IMPACT IN MACOMB COUNTY

254,543
TOTAL CASES

3,871
TOTAL DEATHS

ATTEMPTING TO UNDERSTAND THE IMPACT OF COVID-19 BASED ON RACE IS CHALLENGING BECAUSE **41% OF ALL COVID-19 CASES WERE CATEGORIZED AS “RACE UNKNOWN.”**

COVID-19 BY RACE

2020-2022

| | |
|-------------------------------|---------------|
| AMERICAN INDIAN/ALASKA NATIVE | 471 |
| ASIAN | 5,334 |
| BLACK | 13,247 |
| MULTIPLE RACES | 920 |
| OTHER | 12,934 |
| WHITE | 24,111 |
| UNKNOWN | 17,093 |

*HISPANIC/LATINX DATA NOT SPECIFIED.

DEATHS BY RACE

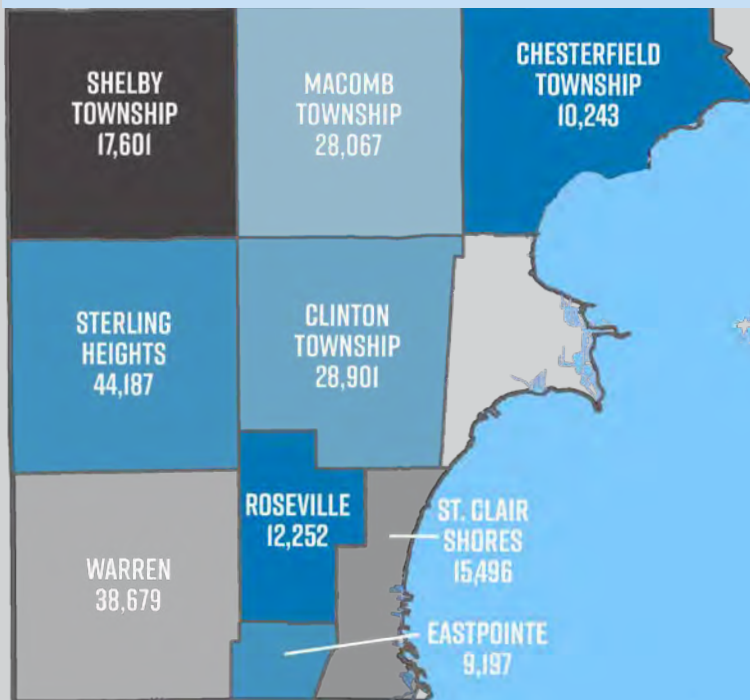
2020-2022

| | |
|-------------------------------|--------------|
| AMERICAN INDIAN/ALASKA NATIVE | 6 |
| ASIAN | 82 |
| BLACK | 425 |
| MULTIPLE RACES | 22 |
| OTHER | 106 |
| WHITE | 2,926 |
| UNKNOWN | 304 |

*HISPANIC/LATINX DATA NOT SPECIFIED.

WARREN (745) STERLING HEIGHTS (667) AND CLINTON TOWNSHIP (542) HAD THE HIGHEST NUMBER OF COVID-19 DEATHS.

COVID-19 INCIDENCE BY CITY



VACCINE COVERAGE RATES

THE MAJORITY OF MACOMB COUNTY RESIDENTS ARE NOT UP-TO-DATE ON THEIR COVID-19 VACCINATIONS.

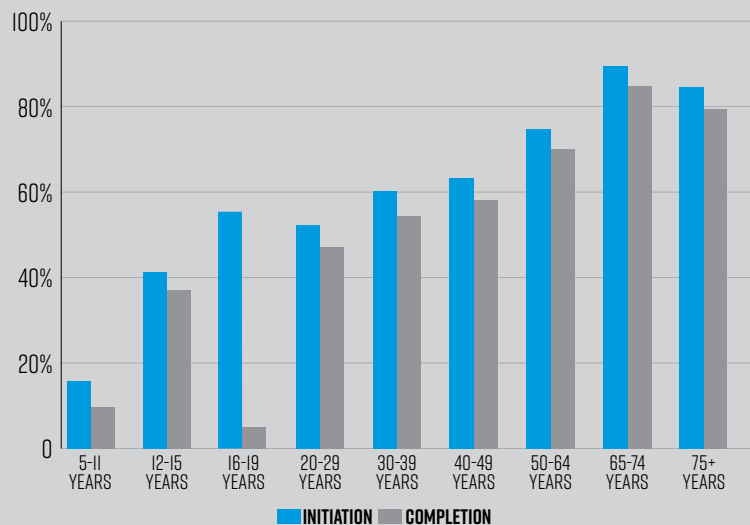
63.1%
INITIATION

59.2%
COMPLETION

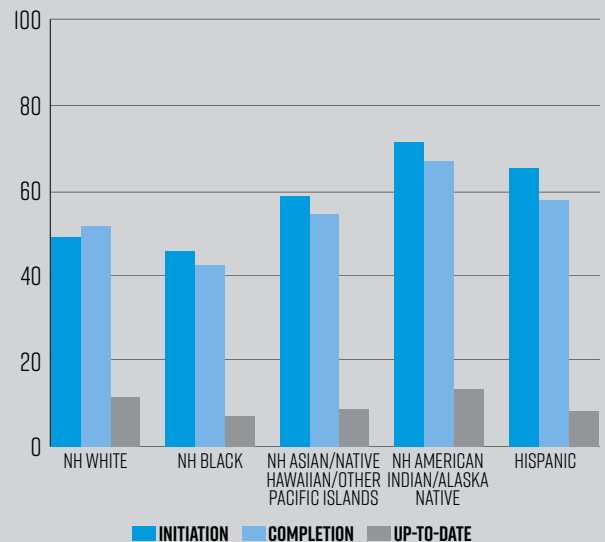
35.1%
BOOSTER

12.1%
UP-TO-DATE

VACCINE COVERAGE BY AGE



VACCINE COVERAGE BY RACE



ABOUT THE MACOMB HEALTH EQUITY COUNCIL

The Macomb Health Equity Council (MHEC) was established in July 2022 as part of a statewide initiative funded by the Michigan Department of Health and Human Services Office of Equity and Minority Health in partnership with the Michigan Public Health Institute. The initiative was designed to help combat health disparities in underserved and rural areas across Michigan, including Macomb County.

In Judson Center's role as the backbone organization, it supports MHEC's implementation of its community-driven goals. The agency carefully and intentionally recruited members for the council, which now includes ten representatives from community agencies and six community members.

PURPOSE & FOCUS

As one of the 11 regional health advisory councils, the MHEC coordinates activities that promote health equity throughout Macomb County, particularly for racial and ethnic minority communities for whom health disparities have been magnified by the COVID-19 pandemic.

THE WORK OF THE COUNCIL STRIVES TO:

Improve regional
social determinants of
health needs



Remove barriers to
access to quality
health care

GOALS

The goals of the Macomb Health Equity Council are:

- » A reduction in COVID-19 disparities in impacted communities specifically among Michigan's five racial ethnic minority populations:
 - » African Americans
 - » American Indians/Alaska Natives
 - » Arab and Chaldean Americans
 - » Asian Americans and Pacific Islanders
 - » Hispanics/Latinx
- » Planned reduction of community identified priority risk factors.
- » Development and implementation of practices and policies to promote equity and reduce health disparities.
- » Equitable distribution and efficient use of resources to support affected communities including organizations and community leaders—both existing and emerging.
- » Community-driven decision making and priority setting.

MACOMB HEALTH EQUITY COUNCIL MEMBERSHIP

The Macomb Health Equity Council is a dynamic group of 16 members dedicated to improving health inequities in Macomb County. MHEC membership consists of ten organizational members and six community members.

When assembling the Macomb Health Equity Council, it was important to include the voices of individuals who live directly in the communities most impacted by health disparities. As such, six individual members are represented on the council, with a variety of lived experience and health-related expertise—including school board members, health professionals, evaluation experts, parents, and community leaders—to guide decision-making.



COUNCIL FAST FACTS

- | | |
|---------------------------------|------------------------|
| 8 Black/African American | 1 Arab American |
| 5 White | 13 Women |
| 1 Latinx | 3 Men |
| 1 Asian/Pacific Islander | |

“The work of the council has made a positive impact by helping inform communities about access to healthcare and other resources. I’ve benefited from the vast knowledge shared.”

~ Mary Hall-Rayford, Council Member

“It directly addresses the health disparities for members of BIPOC communities.”

~ Carol Allen Sullivan, Interfaith Center for Racial Justice, Council Member



MACOMB HEALTH EQUITY COUNCIL 2022 ACTIVITIES

#1 BUILDING OUR KNOWLEDGE BASE: DATA COLLECTION

The primary way that the health needs of residents are assessed in Macomb County is through a Community Health Needs Assessment (CHA), which is conducted every three to five years by the Macomb County Health Department in partnership with more than 20 community organizations and agencies.

One of the top areas of concern identified by respondents during the 2022–2023 assessment was about side effects from COVID-19 and/or the vaccine. Barriers to accessing healthcare, including mental health care, were a prominent concern, and lack of trust in the healthcare system was noted by people of color.

While the 2022–2023 Community Needs Assessment gathered input from over 6,200 residents, the majority of respondents were white, college-educated, English-speaking, and earned greater than \$75,000 per year.

The health department specifically noted that additional assessments should be conducted in underrepresented populations, such as residents for whom English is a second language, people of color, and select municipalities to better understand challenges and inequities in those populations.

MACOMB HEALTH EQUITY COUNCIL HEALTH SURVEY

In order to gain a broader understanding of the diverse health needs of communities of color, the Macomb Health Equity Council developed its own survey. The intention is to target these often-underserved groups and thus begin to create a more accurate picture of the health needs of the communities—communities that were underreported through the county health department’s needs assessment and those disproportionately impacted by COVID-19.

ACCESSIBILITY AND DISTRIBUTION

The survey was distributed online and as a hard copy in person at a number of MHEC-sponsored events targeting communities of color and immigrant communities. Judson Center created a QR code to promote the survey, as well as Facebook marketing templates so MHEC members can share among their communities.

“ We thought we knew all about our community and their priorities but we came to realize that we had a lot more to learn about them and their needs. ”

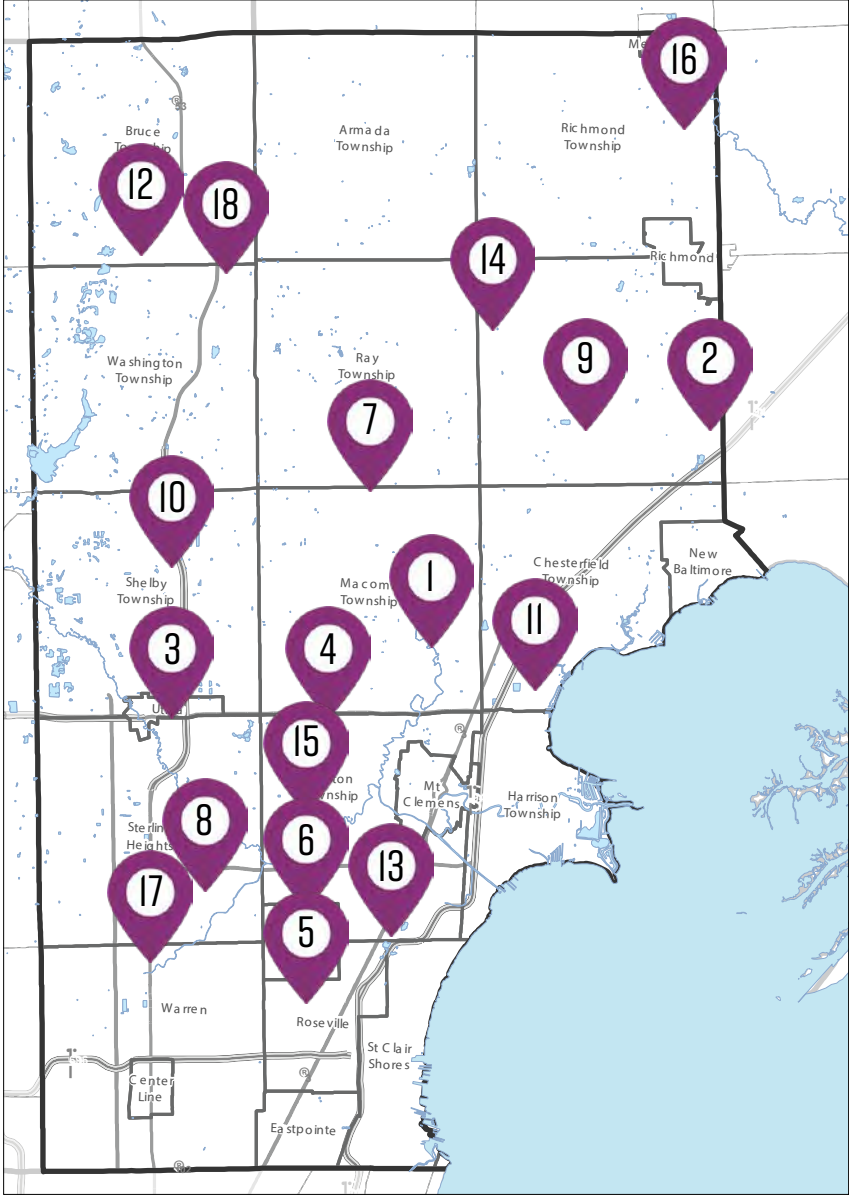
~ Emily Diaz-Torres, Macomb Immigrant Service Center, Council Member

MHEC SURVEY DISTRIBUTED COUNTYWIDE

The survey is available in four languages—English, Spanish, Arabic and Thai—to maximize responses from the nearly 15% of families in Macomb County who do not speak English at home.

GEOGRAPHIC LOCATION

- 1. Mount Clemens
- 2. New Baltimore
- 3. Sterling Heights
- 4. Clinton Township
- 5. Eastpointe
- 6. Roseville
- 7. Macomb
- 8. Warren
- 9. Chesterfield Township
- 10. Utica
- 11. Harrison Township
- 12. Washington
- 13. Saint Clair Shores
- 14. New Haven
- 15. Fraser
- 16. Richmond
- 17. Center Line
- 18. Romeo



“It gave the community a sense that their opinion was valued and that they were as important as everyone else.”

~ Emily Diaz-Torres, Macomb Immigrant Service Center, Council Member

MACOMB HEALTH EQUITY SURVEY RESULTS

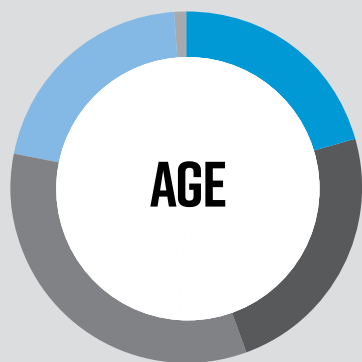
THE SURVEY INTENTIONALLY ASKED TWO OPEN-ENDED QUESTIONS TO TRULY LISTEN TO THE CONCERNS AFFECTING COMMUNITY MEMBERS:

“What do you see as the greatest health concerns affecting you or your family over the next 6 months?”

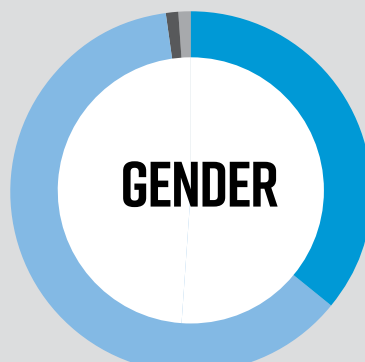


“What barriers or challenges do you have, if any, to addressing those health concerns?”

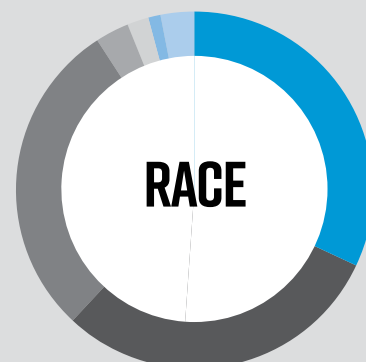
OF 450 SURVEYS COMPLETED,
70% OF RESPONDENTS IDENTIFIED AS
PEOPLE OF COLOR.



- 18-35 years old: 21%
- 36-50 years old: 24%
- 50-65 years old: 34%
- 65 years or older: 21%
- Not provided: less than 1%



- Male: 36%
- Female: 62%
- Non-binary/Other: 1%
- Not Provided: less than 1%



- Hispanic/Latinx: 32%
- White/Caucasian: 30%
- Black/African American: 29%
- Asian/Asian American: 3%
- Arab/Arab American: 2%
- Indigenous/American or Alaska Native: Less than 1%
- Multi-Racial 3%

HEALTH NEEDS

76% of respondents reported health concerns.

Among those, 1 in 3 respondents identified some form of metabolic disease* as their greatest concern.



- Diabetes
- Mental health
- High blood pressure
- COVID-19
- Weight/Obesity
- Chronic pain
- Heart disease
- All other health needs

*Metabolic disease includes diabetes, high blood pressure, heart disease and obesity.

BARRIERS

56% of respondents reported barriers to accessing healthcare services.

Among those, over 40% of respondents cited healthcare affordability/availability as the greatest concern.



- Health insurance/Healthcare affordability
- Transportation
- Availability of healthcare
- Diet, exercise, weight loss
- Non-health cost pressures, Finances/Economic
- Language/Immigration status

#2 FORGING SUSTAINABILITY: COMMUNITY HEALTH WORKER TRAINING

The Macomb Health Equity Council members determined early on that part of the council's work should be sustainable in nature and have a lasting impact on public health in communities across the county. As such, the council chose to target mini-grants to develop a network of trained Community Health Workers (CHW) embedded in communities of color. MHEC supported a diverse group of trainees that represented multiple geographic locations.

Through a partnership with the Practice Transformation Institute, the first cohort of trainees included 16 participants and was conducted from December 15, 2022 through May 11, 2023.

The in-depth CHW training involved in-person and live webinars totaling 102 hours of lecture per cohort. Learners completed 40 hours of hands-on experience and completed approximately 25 hours of homework. The all-day sessions took place once a week for a total of 17 education sessions, each seven hours in length.

“I am seeing how important cultural humility can be in this role. I will begin by seeking out more opportunities to learn about the multiple cultures in my community.”

~ CHW Trainee

WHAT IS A COMMUNITY HEALTH WORKER?

A Community Health Worker is a trained community member who coordinates care for individuals well beyond the medical care provided by doctors and nurses. Community health workers connect individuals in the community to medical, mental health, government, and social service systems, and can be key to changing the public health landscape as they address social determinants of health, such as economic stability, neighborhood environment, or education.

Community health workers are considered natural helpers, with shared roots and values in the community; they are able, willing and equipped to help address social and medical conditions for those with limited resources.



COMMUNITY HEALTH WORKER CURRICULUM

Seventeen weeks of study (once/week) are required to complete the CHW training. Weekly topics for the seven-hour sessions are:

- CHW Roles and Responsibilities
- Communication Styles and Cultural Responsiveness
- Health Coaching and Motivational Interviewing
- Teaching and Capacity Building
- Assessment, Coordination, Documentation, and Reporting Skills
- Navigating Community Resources
- Healthy Lifestyles and Chronic Conditions
- Behavioral Health and Substance Use Disorders
- Legal and Ethical Responsibilities
- Navigating Health Insurance



#3 REACHING COMMUNITIES OF COLOR: MINI-GRANT DISTRIBUTION

The Macomb Health Equity Council approved 25 grants supporting projects across the county, including:

- » 12 mini-grants for CHW training participants;
- » 10 mini-grants for health education events, particularly focused on Black, brown and immigrant communities;
- » 2 mini-grants for food distribution; and
- » 1 mini-grant for community conversations to better understand the impact of COVID-19.

OVER 2,000 PEOPLE WERE REACHED THROUGH GRANT-SPONSORED ACTIVITIES.

COMMUNITY DIALOGUE

CO.OLGY: The Social Engagement Project

Educated and connected with 100 Black residents in Eastpointe to address health and wellness challenges related to the COVID-19 pandemic.

FOOD DISTRIBUTION

Alpha Kappa Alpha Omega Xi Omega: Childhood Hunger Initiative: Power Packs (CHIPP)/Healthy Me

Distributed over 7,000 healthy snacks to 700 elementary school students in Mt. Clemens, and hosted a workshop and distributed materials to educate families on the importance of nutrition and health.

Chaldean American Ladies of Charity: Food Pantry Friday

Served 309 Macomb County households (more than 1,000 individuals) with 65 pounds of food each. Multilingual fliers and recipe cards were included to aid households in creating healthy meals.

“Being awarded a mini-grant, through the generous support of the council, was the highlight of our year!”

– Mini-grant recipient

“Empowering marginalized communities to have a more equitable opportunity at overall health is pivotal to improving and progressing our community as a whole. MHEC’s support enabled us to feed hundreds of families in need, providing fresh produce and cultural staples for the immigrant and refugee community.”

~ Courtney Morrow, Chaldean American Ladies of Charity, Mini-Grant Recipient



COMMUNITY HEALTH EVENTS

Citadel of Perpetual Learning: Parenting and Child Expo: Learning Life Strategies for a Healthy Mind and Body after COVID-19

Hosted two health events at Lincoln High School in Warren for 35 parents to connect with medical and mental health professionals to discuss COVID-19 health impacts.

Covenant Missions: Mental Health Summit

Presented to 50 people, in person and virtually, and shared information on how mental health has been impacted by COVID-19.

Eastpointe/Roseville Residents, hosted by Covenant Missions: Community Health Fairs

Hosted two health fairs in Eastpointe and Roseville where healthcare providers and community partners offered services, referrals and information to 90 attendees.

Interfaith Center for Racial Justice: Health Events

Targeted seniors, Black women, and high school students through eight separate health events, reaching a total of 111 adults and 60 students in Mt. Clemens with information on health and physical and mental wellness.

Macomb Immigrant Service Center: Arriba Forum on COVID-19 and Health

Held two forums in Sterling Heights and Macomb for 82 Spanish-speaking community members on the impacts of COVID-19 and the importance of maintaining a healthy diet.

“ My community [Hispanic/Latinx] was impressed that anyone cared about their health. ”

Emily Diaz-Torres, Macomb Immigrant Service Center

Northern Macomb Prevention Coalition: Macomb County Mental Health Awareness Fair

Gathered health-related organizations at Richmond High School in Richmond to educate 100 community members about mental health services, substance misuse, and COVID-19 prevention.

Winner's Circle Church: REFRESH and the Man Cave

Educated 75 women about preventive healthcare through the REFRESH program; engaged 70 men in exploring mental and emotional well-being through the Man Cave program.

Midwest Buddhist Meditation Center across Macomb County

Educated 138 members, mostly from the Asian community, in Warren about how to prevent the transmission of COVID-19; how to physically, mentally, and emotionally cope and recover from exposure; and on how to practice mindfulness through meditation to prevent isolation and depression.

Salvation Army: Client Government Meetings

Provided 85 clients in Clinton Township with information regarding COVID-19, testing, and how to connect with primary care professionals through Salvation Army's partners.

Turning Point, Inc.: Various Health Events

Presented information to 170 women and survivors on common health concerns, social emotional health and the impacts of domestic violence through seven events.

“ The events connected community members with essential health information for life-span health promotion and also challenged advocates to deep dive into new health issues. ”

– Felicia Johnson, Council Member



#4 CONNECTING COMMUNITY

Every month from August 2022 through April 2023, 16 members of the Macomb Health Equity Council, along with Judson Center staff, gathered in person for a two-hour meeting that offered an inclusive setting where input from all members was welcomed.

Council members learned about:

- » Numerous health and social service agencies providing support to Macomb County residents;
- » Information about the different types of vaccines; including COVID-19;
- » Analysis of the impact of COVID-19 presented by the Macomb County Health Department;
- » Analysis of the social determinants of health data presented by the Michigan Department of Health and Human Services.

Through these gatherings—as well as activities outside of the monthly meetings, such as events, tours, trainings, and

subcommittees—relationships and trust were cultivated between members who crossed a number of Macomb County communities, both geographically and demographically.

Additionally, partnerships were created with other organizations outside of the council that have allowed us to deepen the impact of the MHEC. On a large scale, the council has developed a relationship with the Macomb County Health Department. The health department is not only interested in reviewing the results of MHEC's health survey (targeting communities of color), but has expressed interest in MHEC helping it to better engage underserved communities to inform health equity strategies countywide.

On a more grass-roots level, we forged new relationships with faith-based organizations, schools, and emergency food providers. These partnerships helped us reach seniors, women, parents, students, BIPOC communities, and others as they worked to address and educate around mental health, physical health, spiritual health, basic needs and other health and wellness topics.

“This work is how we build more cohesive and culturally connected communities!”

– Felisha Hatcher, CO.OLGY, Council Member



OUTREACH AND COMMUNITY RESOURCES

The Macomb Health Equity Council created a website and social media graphics to direct people to the multi-lingual survey. The website provided links to COVID-19 educational materials in English, Spanish and Arabic and multiple community health resources. Additionally, the council created and distributed a resource magnet and event bags filled with MHEC notepads, pens and other branded collateral items to be shared at health events.

www.MacombHealthEquityCouncil.org

SUSTAINABILITY PLAN

Looking ahead, the Macomb Health Equity Council seeks to make a long-term impact that will improve access to healthcare services and increase trust in the healthcare system among communities of color.

“Whenever there is a presence in a community that actively advocates, empowers, and recognizes the needs of the members within that community, its members can feel as though they are a part of change.”

– Carol Allen Sullivan, Interfaith Center for Racial Justice, Council Member

SUSTAINABILITY STRATEGIES

The following plan was developed by the council, with input from key partners, as a roadmap for the next year of activities, and to create a foundation for long-term sustainability.

- 1.** Collect and analyze data from racial and ethnic minority communities across Macomb County to better understand health needs and barriers to services.
- 2.** Develop and strengthen partnerships to promote health equity.
- 3.** Identify gaps in service that create barriers to accessing healthcare.
- 4.** Build trust and relationships between Community Health Workers (CHWs) and communities of color.
- 5.** Connect individuals within communities of color to needed health services.
- 6.** Establish a sustainable infrastructure to support CHWs as a vital part of increasing healthcare access across Macomb County.
- 7.** Educate community groups and social service organizations about the role of CHWs and encourage opportunities for collaboration.
- 8.** Encourage the development of policies, procedures and sustainable funding solutions that promote health equity.

ACKNOWLEDGEMENTS

WE ARE GRATEFUL FOR THE GENEROUS SUPPORT, GUIDANCE AND COLLABORATION THAT WERE INSTRUMENTAL TO THE SUCCESS OF THIS PROJECT.

Michigan Department of Health and Human
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Michigan Public Health Institute

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MACOMB HEALTH EQUITY COUNCIL
www.MacombHealthEquityCouncil.org

The Macomb Health Equity Council coordinates activities that promote health equity throughout Macomb County, particularly for racial and ethnic minority communities for whom health disparities have been magnified by the COVID-19 pandemic.

MHEC_info@JudsonCenter.org

Residents of Macomb County are invited to take the Macomb Health Equity Survey using the QR codes below.



English



Spanish



Arabic



Thai