

POLK COUNTY HEALTH EQUITY PLAN

July 2022 – June 2025

Table of Contents

I. Vision.....	3
II. Purpose of the Health Equity Plan.....	6
III. Definitions.....	7
IV. Participation.....	8
V. Health Equity Assessment, Training, and Promotion.....	15
VI. Prioritizing a Health Disparity.....	20
VII. SDOH Data.....	21
VIII. SDOH Projects.....	41
IX. Health Equity Plan Objectives.....	43
X. Performance Tracking and Reporting.....	48
XI. Revisions.....	49
XII. Appendices.....	50

I. VISION

On April 28, 2022, the FDOH – Polk Health Equity Team held their inaugural team meeting. This Team consisted of 17 representatives from all CHD programs. During this initial meeting, the team embarked on the Visioning process as suggested by the National Association of County and City Health Officials (NACCHO). The Health Equity Team discussed the importance of defining a singular vision and then brainstormed answers to the following questions:

- What does health equity mean to you?
- What are the important characteristics demonstrated in agencies that are focused on equity?
- How do you envision the culture of public health in the next 5-10 years?

The Team’s individual responses were then grouped together by common themes. The Health Equity Team determined, by consensus, that the Vision statement should address the following broad categories:

- Respect
- Justice
- Meeting people where they are at
- Diversity
- Access regardless of identity and socioeconomic status
- Giving people what they need
- Fair healthcare for all
- Valuing everyone

A Vision statement was then crafted by the Health Equity Team.

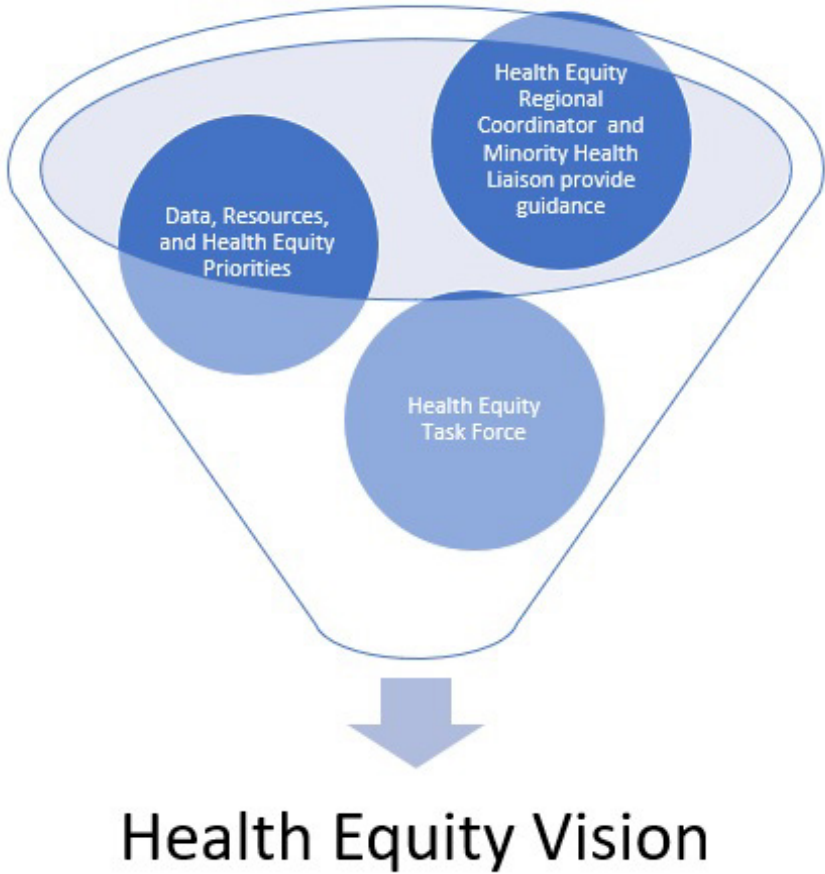
Vision: To guide Polk County in eliminating health disparities and increasing health equity for all.

Once a Vision statement was created, the Health Equity Team defined the Values of the Health Equity Program. The Team discussed the answers to the following questions:

- Taking into consideration our Vision, what are key behaviors that will be required of the public health systems, our agency, our partners, the community, and others in the next 5-10 years to achieve the Vision?
- What type of working environment or climate is necessary to support participants in achieving health equity?

The Team's individual responses were then grouped together by common themes. The Health Equity Team determined, by consensus, that the following **Values** embodied throughout the Health Equity Plan:

- Respect
- Integrity
- Fairness & Justice
- Inclusion
- Accountability



II. PURPOSE OF THE HEALTH EQUITY PLAN

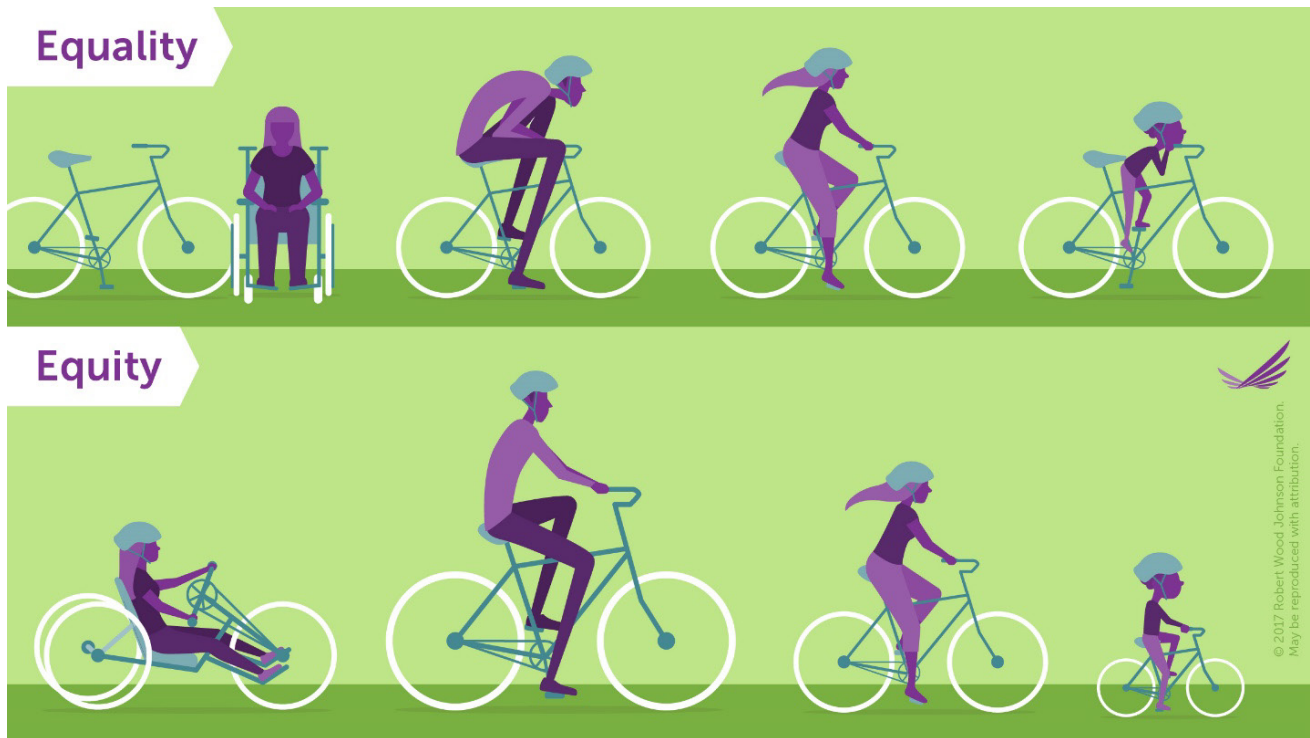
Health Equity is achieved when everyone can attain optimal health.

The Florida Department of Health’s Office of Minority Health and Health Equity (OMHHE) works with government agencies and community organizations to address the barriers inhibiting populations from reaching optimal health. A focus on health equity means recognizing and eliminating the systemic barriers that have produced disparities in achieving wellness. In response to Chapter 2021-1700 of the Florida Statute, effective July 1, 2021, each county health department (CHD) has been provided resources to create a Health Equity Plan to address health disparities in their communities.

The Health Equity Plan should guide counties in their efforts to create and improve systems and opportunities to achieve optimal health for all residents, especially vulnerable populations. County organizations have a critical role in addressing the social determinants of health (SDOHs) by fostering multi-sector and multi-level partnerships, conducting surveillance, and integrating data from multiple sources, and leading approaches to develop upstream policies and solutions. This plan acknowledges that collaborative initiatives to address the SDOHs are the most effective at reducing health disparities.

The purpose of the Health Equity Plan is to increase health equity within Polk County. To develop this plan, the health department followed the Florida Department of Health’s approach of multi-sector engagement to analyze data and resources, coordinate existing efforts, and establish collaborative initiatives. This plan addresses key SDOH indicators affecting health disparities within Polk County. This Health Equity Plan is not a county health department plan; it is a county-wide Health Equity Plan through which the Health Equity Taskforce, including a variety of government, non-profit, and other community organizations, align to address the SDOH impact health and well-being in the county.

III. DEFINITIONS



Health equity is achieved when everyone can attain optimal health

Health inequities are systematic differences in the opportunity's groups have to achieve optimal health, leading to avoidable differences in health outcomes.

Health disparities are the quantifiable differences, when comparing two groups, on a particular measure of health. Health disparities are typically reported as rate, proportion, mean, or some other measure.

Equality each individual or group of people is given the same resources or opportunities.

Social determinants of health are the conditions in which people are born, grow, learn, work, live, worship, and age that influence the health of people and communities.

IV. PARTICIPATION

Cross-sector collaborations and partnerships are essential components of improving health and well-being. Cross-sector collaboration uncovers the impact of education, health care access and quality, economic stability, social and community context, neighborhood and built environment and other factors influencing the well-being of populations. Cross-sector partners provide the range of expertise necessary to develop and implement the Health Equity Plan.



A. Health Equity Liaison

The Minority Health Liaison supports the Office of Minority Health and Health Equity in advancing health equity and improving health outcomes of racial and ethnic minorities and other vulnerable populations through partnership engagement, health equity planning, and implementation of health equity projects to improve social determinants of health. The Health Equity Liaison facilitates health equity discussions, initiatives, and collaborations related to elevating the shared efforts of the county.

Health Equity Liaison: Chantale Jones, Health Equity Liaison

Health Equity Liaison Backup: Taylor Freeman, Public Health Planning Manager

Health Equity Liaison Division Director: Jenna Levine, Director of Public Health Planning

B. Health Equity Team

The Health Equity Team includes individuals that each represent a different program within the CHD. The Health Equity Team explores opportunities to improve health equity efforts within the county health department. Members of the Health Equity Team assess the current understanding of health equity within their program and strategize ways to improve it. The Health Equity Team also relays information and data concerning key health disparities and SDOH in Polk County to the Health Equity Task Force. The Health Equity Liaison guides these discussions and the implementation of initiatives. The Health Equity Team Charter was created and reviewed with the team; this charter is reviewed on an annual basis. See Appendix A for the Health Equity Team Charter. The membership of the Health Equity Team is listed below.

Name	Title	Program
Chantale Jones	Health Equity Liaison	Public Health Planning
Taylor Freeman	Public Health Planning Manager	Public Health Planning
Jenna Levine	Director of Public Health Planning	Public Health Planning

Jessica Napoleon	Public Health Planning Manager	Public Health Planning
Fatema Elqreish	QI Champion	Public Health Planning
Pamela Acosta-Torres	Public Information Officer	Administration
Shannon Goodwin	Dental Program Manager	Clinics - Dental
Jennifer Balderas	Biological Scientist	Environmental Health/Epi
Frances Benton	Human Services Program Specialist	HIV
Tiffany Strickland	School Health Nurse	School Health
Sofia Villanueva	Senior Clerk	WIC
Yadiris Romero	Care Coordinator	Healthy Start
Karen Stoudemire	Operations and Management Consultant	Clinical Services
Lauren Hinton	Financial Administrator	Finance
Royal Depuy	Community Health Nursing Supervisor	Immunizations
Sherri Bagnall	Operations Analyst II	Human Resources
Brenda Register	School Health Nursing Supervisor	School Health

The Health Equity Team met on the below dates during the health equity planning process. Since the Health Equity Plan was completed, the Health Equity Team has met at least quarterly to track progress.

Meeting Date	Topic/Purpose
April 28, 2022	Initial Meeting – Review charter; craft Team Vision and Values; introduce purpose of team
May 12, 2022	Infant Mortality Disparity Data Review; SDOH (Education Access and Quality and Economic Stability) Barrier Identification
June 9, 2022	SDOH (Neighborhood and Built Environment and Healthcare Access and Quality) Barrier Identification; Initial Plan Submission Review
July 14, 2022	Monthly meeting
August 11, 2022	Monthly meeting

September 8, 2022	Monthly meeting
October 13, 2022	Monthly meeting
November 10, 2022	Monthly meeting
December 8, 2022	Monthly meeting

C. Health Equity Task Force

The Health Equity Task Force includes CHD staff and representatives from various organizations that provide services to address various SDOH. Recruitment was facilitated using promotional flyers requesting participation from a broad spectrum of partners. The Health Equity Task Force promotional flyer is included in Appendix B. Members of this Task Force brought their knowledge about community needs and SDOH. Collaboration within this group addresses upstream factors to achieve health equity. The Health Equity Task Force Charter was created and reviewed with the team; this charter is reviewed on an annual basis. See Appendix C for the Health Equity Task Force Charter. The Health Equity Task Force wrote the Polk Health Equity Plan and oversaw the design and implementation of projects. Health Equity Taskforce members are listed below.

Name	Title	Organization	Social Determinant of Health
Chantale Jones	Health Equity Liaison	FDOH-Polk	Health
Taylor Freeman	Public Health Planning Manager	FDOH-Polk	Health
Jenna Levine	Director of Public Health Planning	FDOH-Polk	Health
Paula Mims	LWVPolk Healthcare Action Team Chair	League of Women Voters of Polk County	Social Cohesion
Dr. Lynn Marshall	President	Melanin Families Matter	Social Cohesion
Tonya Akwetey	Community Outreach Manager	Healthy Start Coalition of Polk, Hardee, and Highlands Counties	Maternal Child Health
Ana Rivera	President	Puerto Rican Hispanic Chamber of Commerce	Business

Lauren Springfield	Community Health Program Manager	Lakeland Regional Health	Health
Kathleen Wright	Curriculum Development Specialist	Florida Virtual School	Education
Julia Davis	Senior Transportation Planner	Polk County TPO	Transportation
Gregory Scott	Senior Transportation Planner	Polk County TPO	Transportation
Amy Wiggins	President & CEO	Lakeland Chamber of Commerce	Business
Allison Bates	Team Coordinator	Age Friendly Lakeland	Social Cohesion
Tara Watson	Team Coordinator	Polk Vision	Social Cohesion
Kim Long	Executive Director	Polk Vision	Social Cohesion
Hailee Cornett	Tobacco Policy Manager	CivCom, Tobacco Free Polk	Substance Misuse
Heather Earl	Safety Manager	Disney	Social Cohesion
Eva Villas-Boas	Polk County Program Coordinator	Family Healthcare Foundation	Access to Services
Holly Vida	Director of Marketing and Community Relations	Central Florida Health Care	Health
Kristen Smith	Polk County Community Outreach Coordinator	BayCare Health Systems	Health
Sarah Hawkins	Community Health Program Manager	AdventHealth	Health
Joy Johnson	Health and Human Services Relations Administrator	Polk County BOCC Health and Human Services	Health
Brenda Luna	Healthcare Navigator	Family Healthcare Foundation	Access to Services
Londa Brown	Director of Patient Services	LVIM	Health
Darling St. Jean	Administrator	Total Life Health Center	Health

The Health Equity Taskforce met on the below dates during the health equity planning process. Since the Health Equity Plan was completed, the Health Equity Taskforce has continued to meet at least quarterly to track progress.

Meeting Date	Topic/Purpose
May 31, 2022	Initial Meeting – Create charter; introduce purpose of team, Vision, and Values; review infant mortality data
June 27 th , 2022	Monthly meeting
July 26 th , 2022	Monthly meeting
August 23 rd , 2022	Monthly meeting
September 29 th , 2022	Monthly meeting
October 27 th , 2022	Monthly meeting
November 28 th , 2022	Monthly meeting
December 27 th , 2022	Monthly meeting

D. Coalition

The Coalition discussed strategies to improve the health of the community. The strategies focused on the social determinants of health: education access and quality, health care access and quality, economic stability, social and community context, and neighborhood and built environment. Membership includes community leaders working to address each SDOH, as well as any relevant sub-SDOHs. The Coalition assisted the Health Equity Task Force by reviewing their Health Equity Plan for feasibility. See Appendix D for a list of Coalition members.

E. Regional Health Equity Coordinators

There are eight Regional Health Equity Coordinators. These coordinators provide the Health Equity Liaison, Health Equity Team, and Health Equity Task Force with technical assistance, training, and project coordination.

Name	Region	Expertise
Carrie Rickman	Emerald Coast	
Quincy Wimberly	Capitol	

DOH - Polk

Health Equity Plan

Ida Wright	North Central	
TBA	Northeast	
Rafik Brooks	West	
Lesli Ahonkhai	Central	Faith-Based Engagement
TBA	Southwest	
TBA	Southeast	

V. HEALTH EQUITY ASSESSMENT, TRAINING, AND PROMOTION

A. Health Equity Assessments

This segment of the plan will be completed once the Health Equity Assessment is approved by Central Office.

To improve health outcomes in Florida, it is critical to assess the knowledge, skills, organizational practices, and infrastructure necessary to health inequities. Health equity assessments are needed to achieve the following:

- Establish a baseline measure of capacity, skills, and areas for improvement to support health equity-focused activities
- Meet [Public Health Administration Board \(PHAB\) Standards and Measures 11.1.4A](#) which states, “The health department must provide an assessment of cultural and linguistic competence.”
- Provide ongoing measures to assess progress towards identified goals developed to address health inequities
- Guide CHD strategic, health improvement, and workforce development planning
- Support training to advance health equity as a workforce and organizational practice

Polk County conducted a health equity assessment to examine the capacity and knowledge of FDOH - Polk staff and county partners to address social determinants of health. Below are the dates assessments were distributed and the partners who participated.

Date	Assessment Name	Organizations Assessed
------	-----------------	------------------------

	Findings from assessment shall be defined in this chart once process is begun	
--	---	--

B. County Health Equity Training

This segment of the plan will be completed once the Health Equity Assessment is approved by Central Office and facilitated for Polk by FDOH – Polk’s Health Equity Team.

Assessing the capacity and knowledge of health equity, through the (assessment name), helped the Minority Health Liaison identify knowledge gaps and create training plans for the Health Equity Taskforce, the Coalition, and other county partners.

Below are the dates, SDOH training topics, and organizations who attended training.

Date	Topics	Organization(s) receiving trainings
	Trainings will be defined in this chart after the completion of the Health Equity Assessment	

C. County Health Department Health Equity Training

This segment of the plan will be completed once the Health Equity Assessment is approved by Central Office and facilitated for Polk by FDOH – Polk’s Health Equity Team.

The Florida Department of Health in Polk County (DOH-Polk) recognizes that ongoing training in health equity and cultural competency are critical for creating a sustainable health equity focus. At a minimum, all DOH-Polk staff receive the

Cultural Awareness: Introduction to Cultural Competency and Addressing Health Equity: A Public Health Essential training. In addition, the Health Equity Team provides regular training to staff on health equity and cultural competency. The training is recorded below.

Date	Topics	Number of Staff in Attendance
	Trainings will be defined in this chart after the completion of the Health Equity Assessment and the completion of the Polk Workforce Development Plan	

D. Health Equity Liaison Training

The Office of Minority Health and Health Equity and the Health Equity Regional Coordinator provide training and technical support to the Health Equity Liaison on topics such as: the health equity planning process and goals, facilitation and prioritization techniques, reporting requirements, and taking a systems approach to address health disparities. The Health Equity Liaison training is recorded below.

Date	Topics
1/25/2022	Cultural Competency and Health Equity Training; Facilitator: Venise White <ul style="list-style-type: none"> • Taylor Freeman and Jenna Levine
3/18/2022	Clearpoint Training; Facilitator Robert Messineo <ul style="list-style-type: none"> • Taylor Freeman

E. National Minority Health Month Promotion



On Thursday, April 28th, 2022, Polk Vision hosted their annual State of the County event at Polk State College’s Center for Public Safety. This event is a multi-faceted update on the unprecedented circumstances facing Polk County and our communities. The State of the County 2022 event featured speakers from Polk County Board of County Commissioners, Polk County’s County Manager, Polk County Public Schools School Board, the Superintendent of Polk County Public Schools, and the Director of the Florida Department of Health in Polk County. There were 255 individuals representing a diverse cross-sector of agencies, including government representatives, business partners, representatives from the school system, social service agencies, and representatives of Polk’s hospital and healthcare systems. See Appendix E for a 2022 State of the County participant list. Two electronic billboard promotions were advertised in Lakeland/Highland City and Winter Haven to increase community participation and engagement. Dr. Jackson, Director of DOH – Polk, presented on population growth, social determinants of health, and leading causes of death, all through a health equity lens. Participation and

membership in the Polk County Health Equity Task Force was promoted throughout the event and through email channels following the event. Although the event was held live, Polk Government Television (PGTV) was present and filmed the entire event. The event was livestreamed on PGTV's social media and is also archived on their YouTube channel so that partners can continue to share the recording of the event.

VI. PRIORITIZING A HEALTH DISPARITY

The Health Equity Team identified and reviewed health disparities data in Polk County. Data was pulled from multiple sources including FLHealth CHARTS, Bureau of Vital Statistics, US Bureau of the Census, HealthyPeople 2030, etc.

The following health priorities were identified in Polk County in 2020: Behavioral Health, Access to Care, Exercise, Nutrition and Weight, and Infant Mortality. Analyzing the results of the consensus-based prioritization workshop utilized during the 2020 Community Health Assessment, the Health Equity Team decided to work on infant mortality in the Health Equity Plan. Data concerning infant mortality is below.

VII. SDOH DATA

Social Determinants of Health (SDOHs) are conditions in the places where people live, learn, work, and play that affect a wide range of health and quality-of-life risks and outcomes. The SDOHs can be broken into the following categories: education access and quality, health care access and quality, neighborhood and built environment, social and community context, and economic stability. The Health Equity Team identified multiple SDOHs that impact infant mortality. They are listed below.

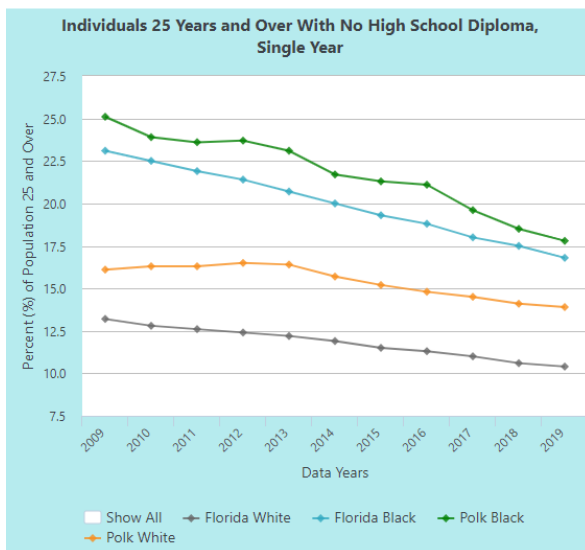


A. Education Access and Quality



- Education Access and Quality data for Polk County**

Individuals 25 Years and over with No High School Diploma by Race

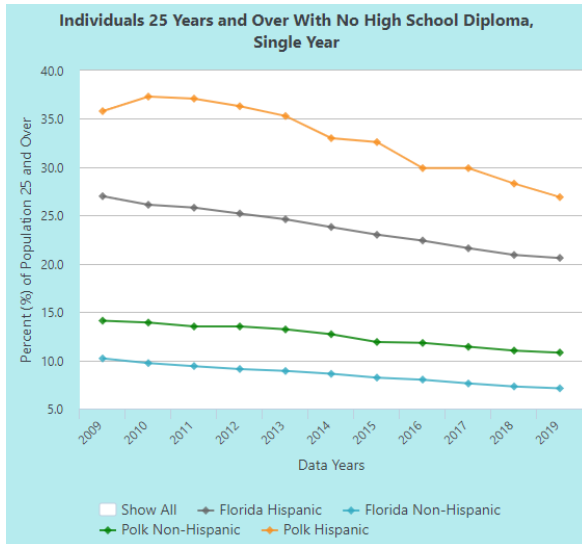


Data Year	Polk		Florida	
	White	Black	White	Black
	Percent (%)	Percent (%)	Percent (%)	Percent (%)
2019	13.9	17.8	10.4	16.8
2018	14.1	18.5	10.6	17.5
2017	14.5	19.6	11.0	18.0
2016	14.8	21.1	11.3	18.8
2015	15.2	21.3	11.5	19.3
2014	15.7	21.7	11.9	20.0
2013	16.4	23.1	12.2	20.7
2012	16.5	23.7	12.4	21.4
2011	16.3	23.6	12.6	21.9
2010	16.3	23.9	12.8	22.5
2009	16.1	25.1	13.2	23.1

Data Source: US Bureau of the Census, American Community Survey, accessed via FLHealth CHARTS

In 2019, the percentage of individuals 25 years and over with no high school diploma in Polk County was 15.0% compared to Florida at 11.8%. The percentage of Black individuals 25 years and over in Polk County with no high school diploma was 17.8% compared to white individuals at 13.9%. The line graph that the percentage of the population without a high school diploma or equivalent is decreasing for all populations despite the disparities present. Lack of a high school diploma impacts infant mortality greatly. According to Healthy People 2030, studies have shown that infants born to mothers without a high school diploma are twice as likely to die before their first birthday when compared to infants born to mothers with a college degree. To improve infant mortality, Polk County is addressing racial disparities related to achieving a high school diploma.

Individuals 25 Years and over with No High School Diploma by Ethnicity



Data Year	Polk		Florida	
	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic
2019	26.9	10.8	20.6	7.1
2018	28.3	11.0	20.9	7.3
2017	29.9	11.4	21.6	7.6
2016	29.9	11.8	22.4	8.0
2015	32.6	11.9	23.0	8.2
2014	33.0	12.7	23.8	8.6
2013	35.3	13.2	24.6	8.9
2012	36.3	13.5	25.2	9.1
2011	37.1	13.5	25.8	9.4
2010	37.3	13.9	26.1	9.7
2009	35.8	14.1	27.0	10.2

Data Source: US Bureau of the Census, American Community Survey, accessed via FLHealth CHARTS

In 2019, the percentage of individuals 25 years and over with no high school diploma in Polk County was 15.0% compared to Florida at 11.8%. The percentage of Hispanic individuals 25 years and over in Polk County with no high school diploma was 26.9% compared to non-Hispanic individuals at 10.8%. The line graph that the percentage of the population without a high school diploma or equivalent is decreasing for all populations despite the disparities present. Lack of a high school diploma impacts infant mortality greatly. According to Healthy People 2030, studies have shown that infants born to mothers without a high school diploma are twice as likely to die before their first birthday when compared to infants born to mothers with a college degree. To improve infant mortality, Polk County is addressing ethnic disparities related to achieving a high school diploma.

- **The impact of education access and quality on infant mortality**

Education Access and Quality		
SDOH	Vulnerable Populations Impacted	How the SDOH Impacts Infant Mortality
Literacy	Populations with lower	Lower educational attainment is associated with lower health literacy. Low health literacy is related to late or no entry into prenatal care.

	educational attainment	
Language	Non-English speakers	Related to late or no entry of women into prenatal care.
Early Childhood Development	Infants Racial and ethnic minorities	Infants born to women with less than a high school diploma have roughly twice the probability of dying in the first year of life when compared to infants born to a woman with a college degree. Women with higher levels of education have decreased risk of preterm birth, low birth weight, and respiratory distress/

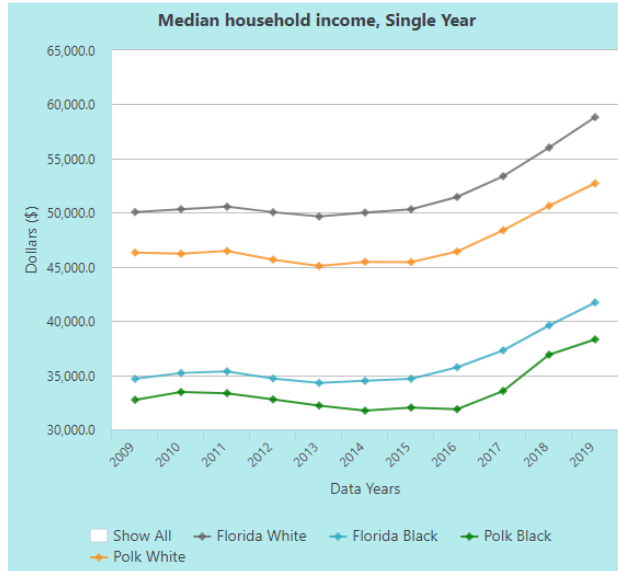
Source: <https://www.healthypeople.gov/2020/topics-objectives/topic/social-determinants-health/interventions-resources>

B. Economic Stability



- Economic stability data for Polk County**

Median Household Income by Race

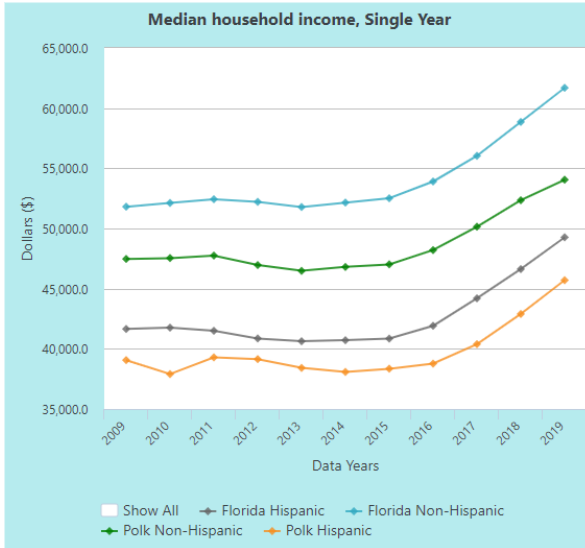


Median household income, Single Year				
Data Year	Polk		Florida	
	White Dollars (\$)	Black Dollars (\$)	White Dollars (\$)	Black Dollars (\$)
2019	\$52,709.00	\$38,295.00	\$58,809.00	\$41,702.00
2018	\$50,628.00	\$36,883.00	\$56,008.00	\$39,586.00
2017	\$48,371.00	\$33,526.00	\$53,357.00	\$37,280.00
2016	\$46,408.00	\$31,855.00	\$51,444.00	\$35,722.00
2015	\$45,438.00	\$31,997.00	\$50,308.00	\$34,664.00
2014	\$45,457.00	\$31,715.00	\$50,002.00	\$34,467.00
2013	\$45,079.00	\$32,183.00	\$49,641.00	\$34,282.00
2012	\$45,665.00	\$32,762.00	\$50,042.00	\$34,690.00
2011	\$46,453.00	\$33,324.00	\$50,554.00	\$35,334.00
2010	\$46,209.00	\$33,431.00	\$50,316.00	\$35,197.00
2009	\$46,320.00	\$32,708.00	\$50,062.00	\$34,650.00

Data Source: US Bureau of the Census, American Community Survey, accessed via FLHealth CHARTS

In 2019, the median household income in Polk County was \$50,584.00 compared to Florida at \$55,660.00. The median household income among the Black population in Polk County was \$38,295.00 compared to the white population at \$52,709.00. The line graph shows change over time. According to Healthy People 2030, studies have shown that families living with less than sufficient household incomes are associated with an increased risk of preterm birth and an increased percentage of women who receive late/no prenatal care. To improve infant mortality, Polk County is addressing racial disparities related to household income.

Median Household Income by Ethnicity

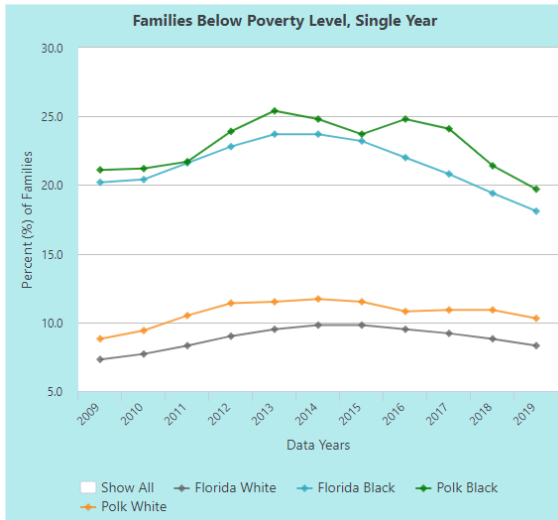


Data Year	Polk		Florida	
	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic
	Dollars (\$)	Dollars (\$)	Dollars (\$)	Dollars (\$)
2019	\$45,703.00	\$54,046.00	\$49,266.00	\$61,682.00
2018	\$42,898.00	\$52,346.00	\$46,627.00	\$58,853.00
2017	\$40,393.00	\$50,143.00	\$44,196.00	\$56,032.00
2016	\$38,770.00	\$48,208.00	\$41,909.00	\$53,904.00
2015	\$38,347.00	\$47,017.00	\$40,851.00	\$52,510.00
2014	\$38,079.00	\$46,808.00	\$40,712.00	\$52,147.00
2013	\$38,417.00	\$46,481.00	\$40,629.00	\$51,783.00
2012	\$39,139.00	\$46,959.00	\$40,860.00	\$52,212.00
2011	\$39,291.00	\$47,750.00	\$41,498.00	\$52,433.00
2010	\$37,903.00	\$47,539.00	\$41,758.00	\$52,121.00
2009	\$39,057.00	\$47,465.00	\$41,646.00	\$51,808.00

Data Source: US Bureau of the Census, American Community Survey, accessed via FLHealth CHARTS

In 2019, the median household income in Polk County was \$50,584.00 compared to Florida at \$55,660.00. The median household income among the Hispanic population in Polk County was \$45,703.00 compared to the non-Hispanic population at \$54,046.00. The line graph shows change over time. According to Healthy People 2030, studies have shown that families living with less than sufficient household incomes are associated with an increased risk of preterm birth and an increased percentage of women who receive late/no prenatal care. To improve infant mortality, Polk County is addressing ethnic disparities related to household income.

Families Below Poverty Level by Race

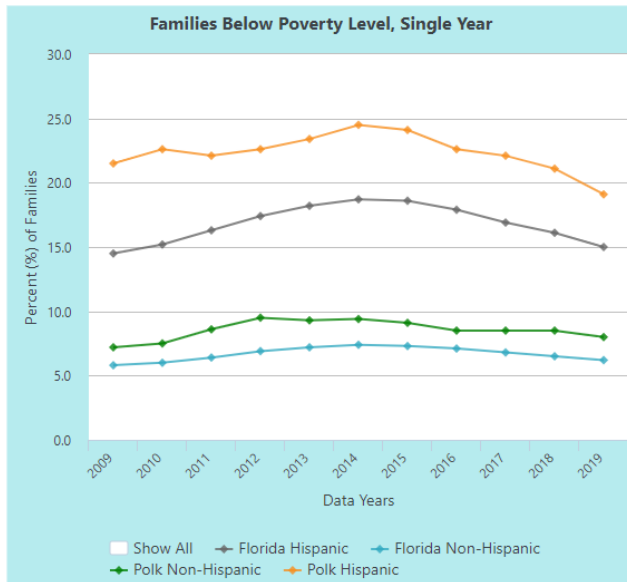


Data Year	Polk		Florida	
	White	Black	White	Black
	Percent (%)	Percent (%)	Percent (%)	Percent (%)
2019	10.3	19.7	8.3	18.1
2018	10.9	21.4	8.8	19.4
2017	10.9	24.1	9.2	20.8
2016	10.8	24.8	9.5	22.0
2015	11.5	23.7	9.8	23.2
2014	11.7	24.8	9.8	23.7
2013	11.5	25.4	9.5	23.7
2012	11.4	23.9	9.0	22.8
2011	10.5	21.7	8.3	21.6
2010	9.4	21.2	7.7	20.4
2009	8.8	21.1	7.3	20.2

Data Source: US Bureau of the Census, American Community Survey, accessed via FLHealth CHARTS

In 2019, the percentage of families below the poverty level in Polk County was 11.7% compared to Florida at 10.0%. The percentage of Black families below the poverty level was 19.7% compared to white families at 10.3%. The line graph shows change over time. According to Healthy People 2030, studies have shown that families living with less than sufficient household incomes are associated with an increased risk of preterm birth and an increased percentage of women who receive late/no prenatal care. To improve infant mortality, Polk County is addressing racial disparities related to household income.

Families Below Poverty Level by Ethnicity



Families Below Poverty Level, Percentage of Families, Single Year				
	Polk		Florida	
	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic
Data Year	Percent (%)	Percent (%)	Percent (%)	Percent (%)
2019	19.1	8.0	15.0	6.2
2018	21.1	8.5	16.1	6.5
2017	22.1	8.5	16.9	6.8
2016	22.6	8.5	17.9	7.1
2015	24.1	9.1	18.6	7.3
2014	24.5	9.4	18.7	7.4
2013	23.4	9.3	18.2	7.2
2012	22.6	9.5	17.4	6.9
2011	22.1	8.6	16.3	6.4
2010	22.6	7.5	15.2	6.0
2009	21.5	7.2	14.5	5.8

Data Source: US Bureau of the Census, American Community Survey, accessed via FLHealth CHARTS

In 2019, the percentage of families below the poverty level in Polk County was 11.7% compared to Florida at 10.0%. The percentage of Hispanic families below the poverty level was 19.1% compared to non-Hispanic families at 8.0%. The line graph shows change over time. According to Healthy People 2030, studies have shown that families living with less than sufficient household incomes are associated with an increased risk of preterm birth and an increased percentage of women who receive late/no prenatal care. To improve infant mortality, Polk County is addressing ethnic disparities related to household income.

- **The impact of economic stability on infant mortality**

Economic Stability		
SDOH	Vulnerable Populations Impacted	How the SDOH Impacts Infant Mortality
Employment	Families living in poverty R/E Minorities	Unemployment is associated with a significantly increased risk of death, in general. Unemployment is also associated with a higher risk of poor birth outcomes, such as preterm birth or babies born at a Low Birth Weight.
Income	Families living in poverty R/E Minorities	Families living with less than sufficient household incomes are associated with poorer overall health and higher household admission rates to the hospital/ER.

DOH - Polk

Health Equity Plan

Expenses	Families living in poverty R/E Minorities	Families living with less than sufficient household incomes are associated with poorer overall health and higher household admission rates to the hospital/ER.
Debt	Families living in poverty R/E Minorities	Families living with less than sufficient household incomes are associated with poorer overall health and higher household admission rates to the hospital/ER.
Medical Bills	Families living in poverty R/E Minorities	Families living with less than sufficient household incomes are associated with poorer overall health and higher household admission rates to the hospital/ER.
Hunger	Families living in poverty R/E Minorities Rural Communities	Households with greater food insecurity have a higher risk of poor health outcomes, infant mortality, and young child mortality.

Source: <https://www.healthypeople.gov/2020/topics-objectives/topic/social-determinants-health/interventions-resources>

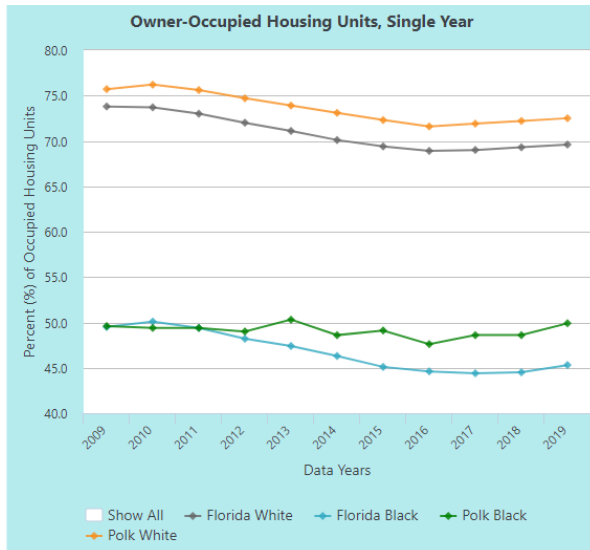
C. Neighborhood and Built Environment



- **Neighborhood and built environment data for Polk County**

The percentage of owner-occupied housing units is the percentage of housing units that are being lived in by their owners. A housing unit is considered “owner-occupied” if the owner or co-owner lives in the unit, even if this housing unit is mortgaged or not fully paid for. A housing unit may be a house, apartment, mobile home, group of rooms, or a single room. Owner-occupied housing is a measure of well-being and neighborhood stability.

Owner-Occupied Housing Units by Race

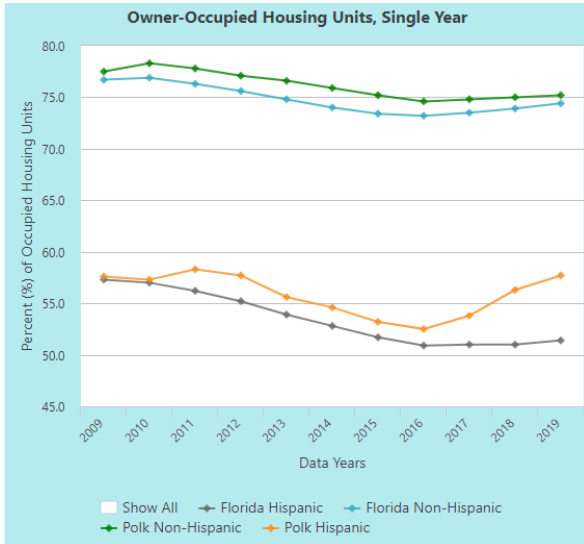


Owner-Occupied Housing Units, Percentage of Occupied Housing Units, Single Year				
Data Year	Polk		Florida	
	White Percent (%)	Black Percent (%)	White Percent (%)	Black Percent (%)
2019	72.5	49.9	69.6	45.3
2018	72.2	48.6	69.3	44.5
2017	71.9	48.6	69.0	44.4
2016	71.6	47.6	68.9	44.6
2015	72.3	49.1	69.4	45.1
2014	73.1	48.6	70.1	46.3
2013	73.9	50.3	71.1	47.4
2012	74.7	49.0	72.0	48.2
2011	75.6	49.4	73.0	49.4
2010	76.2	49.4	73.7	50.1
2009	75.7	49.6	73.8	49.5

Data Source: US Bureau of the Census, American Community Survey, accessed via FLHealth CHARTS

In 2019, the percentage of owner-occupied housing units in Polk County was 68.9% compared to Florida at 65.4%. The percentage of owner-occupied housing units among the Black population in Polk County is 49.9% compared to 72.5% of the White population. The line graph shows change over time. According to Healthy People 2030, studies have shown moving multiple times in one year is associated with a reduced likelihood to seek out primary care and is also associated with negative health outcomes. Furthermore, mothers who struggle with housing instability are more likely to give birth to preterm and low birthweight babies. To improve infant mortality, Polk County is addressing racial disparities related to housing.

Owner-Occupied Housing Units by Ethnicity

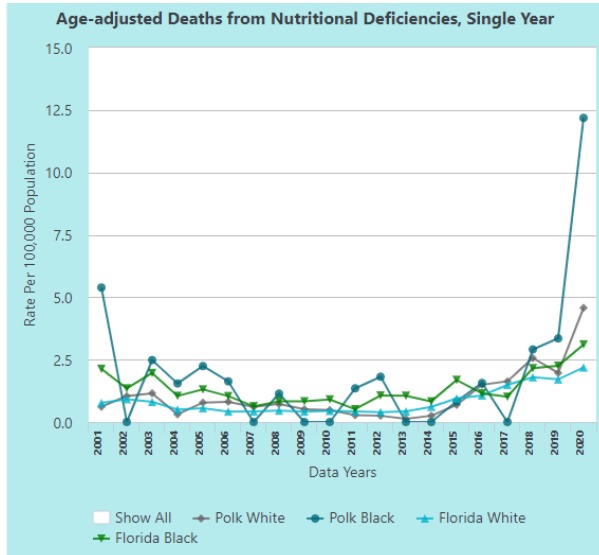


Owner-Occupied Housing Units, Percentage of Occupied Housing Units, Single Year				
	Polk		Florida	
	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic
Data Year	Percent (%)	Percent (%)	Percent (%)	Percent (%)
2019	57.7	75.2	51.4	74.4
2018	56.3	75.0	51.0	73.9
2017	53.8	74.8	51.0	73.5
2016	52.5	74.6	50.9	73.2
2015	53.2	75.2	51.7	73.4
2014	54.6	75.9	52.8	74.0
2013	55.6	76.6	53.9	74.8
2012	57.7	77.1	55.2	75.6
2011	58.3	77.8	56.2	76.3
2010	57.3	78.3	57.0	76.9
2009	57.6	77.5	57.3	76.7

Data Source: US Bureau of the Census, American Community Survey, accessed via FLHealth CHARTS

In 2019, the percentage of owner-occupied housing units in Polk County was 68.9% compared to Florida at 65.4%. The percentage of owner-occupied housing units among the Hispanic population in Polk County is 57.7% compared to 75.2% of the Non-Hispanic population. The line graph shows change over time. According to Healthy People 2030, studies have shown moving multiple times in one year is associated with a reduced likelihood to seek out primary care and is also associated with negative health outcomes. Furthermore, mothers who struggle with housing instability are more likely to give birth to preterm and low birthweight babies. To improve infant mortality, Polk County is addressing ethnic disparities related to housing.

Age-Adjusted Deaths from Nutritional Deficiencies by Race

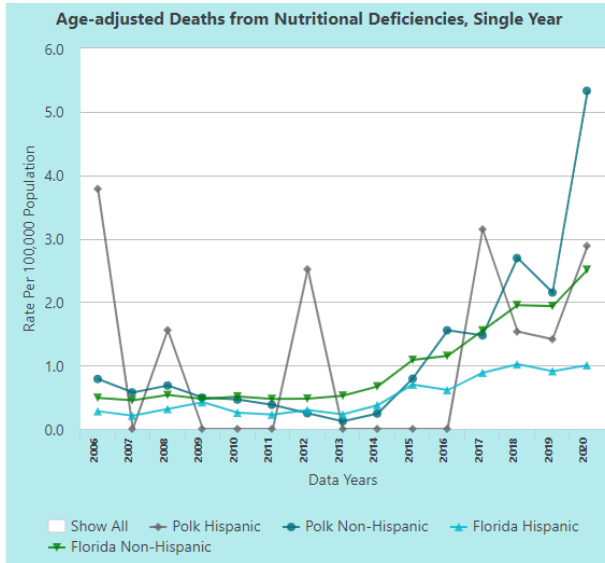


Age-adjusted Deaths from Nutritional Deficiencies, Rate Per 100,000 Population, Single Year								
Data Year	Polk				Florida			
	White		Black		White		Black	
	Count	Rate	Count	Rate	Count	Rate	Count	Rate
2020	42	4.6	11	12.2	681	2.2	91	3.1
2019	18	2.0	3	3.3	520	1.7	65	2.3
2018	23	2.6	3	2.9	533	1.8	60	2.2
2017	14	1.6	0	0.0	432	1.5	28	1.0
2016	12	1.5	1	1.6	298	1.1	29	1.1
2015	6	0.7	1	0.8	265	0.9	41	1.7
2014	2	0.2	0	0.0	161	0.6	20	0.8
2013	1	0.1	0	0.0	106	0.4	23	1.0
2012	2	0.2	1	1.8	94	0.4	24	1.1
2011	2	0.3	1	1.4	100	0.4	11	0.5
2010	3	0.5	0	0.0	105	0.4	17	0.9
2009	3	0.5	0	0.0	104	0.4	18	0.8

Data Source: US Bureau of the Census, American Community Survey, accessed via FLHealth CHARTS

In 2020, the age-adjusted death rate per 100,000 of the population of Deaths from Nutritional Deficiencies was 5.1 compared to Florida at 2.3. The rate of Deaths from Nutritional Deficiencies among the Black population was 12.2 compared to a rate of 4.6 among the White population. The line graph shows change over time. This data indicates that there is a portion of Polk County’s population that is food insecure. According to Healthy People 2030, studies have shown that adults who are food insecure are at a higher risk for a variety of negative health outcomes such as obesity and other chronic illnesses. Furthermore, mothers who struggle with food insecurity are more likely to give birth to preterm and low birthweight babies. Inadequate nutrition can also increase the risk of birth defects. To improve infant mortality, Polk County is addressing racial disparities related to food insecurity.

Age-Adjusted Deaths from Nutritional Deficiencies by Ethnicity



Age-adjusted Deaths from Nutritional Deficiencies, Rate Per 100,000 Population, Single Year								
Data Year	Polk				Florida			
	Hispanic		Non-Hispanic		Hispanic		Non-Hispanic	
	Count	Rate	Count	Rate	Count	Rate	Count	Rate
2020	3	2.9	50	5.3	57	1.0	733	2.5
2019	1	1.4	20	2.1	49	0.9	550	1.9
2018	1	1.5	25	2.7	54	1.0	541	2.0
2017	2	3.1	13	1.5	43	0.9	427	1.6
2016	0	0.0	13	1.6	27	0.6	306	1.2
2015	0	0.0	7	0.8	30	0.7	285	1.1
2014	0	0.0	2	0.2	15	0.4	169	0.7
2013	0	0.0	1	0.1	9	0.2	124	0.5
2012	1	2.5	2	0.2	11	0.3	106	0.5
2011	0	0.0	3	0.4	8	0.2	104	0.5
2010	0	0.0	3	0.5	9	0.3	114	0.5
2009	0	0.0	3	0.5	14	0.4	110	0.5

Data Source: US Bureau of the Census, American Community Survey, accessed via FLHealth CHARTS

In 2020, the age-adjusted death rate per 100,000 of the population of Deaths from Nutritional Deficiencies was 5.1 compared to Florida at 2.3. The rate of Deaths from Nutritional Deficiencies among the Hispanic population was 2.9 compared to a rate of 5.3 among the Non-Hispanic population. The line graph shows change over time. This data indicates that there is a portion of Polk County’s population that is food insecure. According to Healthy People 2030, studies have shown that adults who are food insecure are at a higher risk for a variety of negative health outcomes such as obesity and other chronic illnesses. Furthermore, mothers who struggle with food insecurity are more likely to give birth to preterm and low birthweight babies. Inadequate nutrition can also increase the risk of birth defects. To improve infant mortality, Polk County is addressing ethnic disparities related to food insecurity.

- **The impact of neighborhood and built environment on infant mortality**

Neighborhood and Built Environment		
SDOH	Vulnerable Populations Impacted	How the SDOH Impacts Infant Mortality
Housing	Families living in poverty R/E Minorities Rural Communities	Moving 3 or more times in 1 year is associated with negative health outcomes. Children who move more frequently are more likely to have chronic conditions and poor physical health. Women are less likely to enter into prenatal care if they are housing insecure.
Transportation	Families living in poverty	Lack of access to public transportation options makes it difficult for expectant mothers and families to attend

	R/E Minorities Rural Communities	doctors appointments, pick up medications at the pharmacy, and get preventative care in a timely manner.
Safety	Families living in poverty R/E Minorities Rural Communities	Children and adolescents repeatedly exposed to crime and violence are at greater risk for poor physical and behavioral health outcomes. Women exposed to intimate partner violence have an increased of physical and behavioral health issues.
Access to nutritional food	Families living in poverty R/E Minorities Rural Communities	Lack of affordable housing options often places families in areas that are further away from affordable food options, sometimes even located within a food desert. Access to healthy foods has a great impact on the quality of a woman’s health during pregnancy and the development of a child when in utero.
Childcare Cost	Families living in poverty R/E Minorities	Childcare costs are high and take a significant portion of a family’s income. This income could be used to improve housing, neighborhoods, and support the family in a multitude of ways. Availability of childcare vouchers and assistance is low because the thresholds are difficult to meet for families.

Source: <https://www.healthypeople.gov/2020/topics-objectives/topic/social-determinants-health/interventions-resources>

D. Social and Community Context



- **Social and community context data for Polk County**

Information regarding this indicator will be updated within the plan as data from reliable sources becomes available.

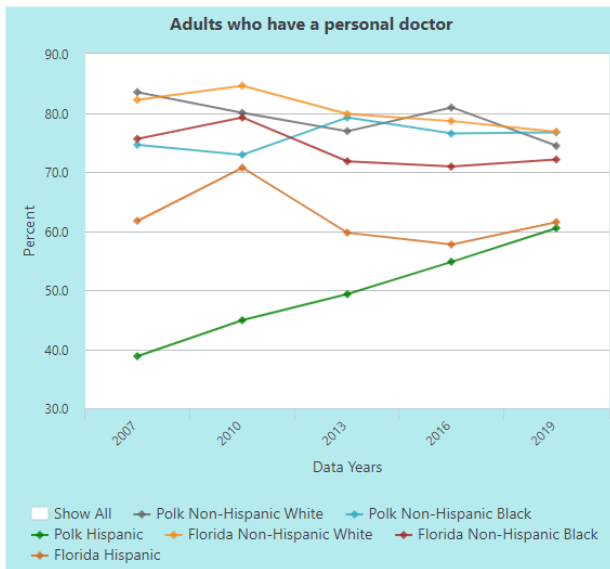
- The impact of social and community context on infant mortality**

Social and Community Context		
SDOH	Vulnerable Populations Impacted	How the SDOH Impacts Infant Mortality
Support Systems	Families living in poverty R/E Minorities Rural Communities	High levels of social support can help to positively influence health outcomes, i.e. sticking to a healthy diet or reducing emotional stress.
Community Engagement	Families living in poverty R/E Minorities Rural Communities	Involvement in one’s community is associated with better emotional health, lower rates of neighborhood violence, and increased access to health-enhancing resources.
Discrimination	R/E Minorities	Dealing with discrimination may lead to chronic stress which can prompt negative health outcomes for a woman and her children. In a Polk County survey facilitated by Melanin Families Matter, it was found that the majority of women surveyed had experienced racism in a healthcare setting which delayed the onset of care.
Stress	Families living in poverty R/E Minorities Rural Communities	Maternal stress has been associated with poor birth outcomes, including preterm birth and low birthweight.

E. Health Care Access and Quality



- Health care access and quality data for Polk County
Adults with a Personal Doctor by Race & Ethnicity

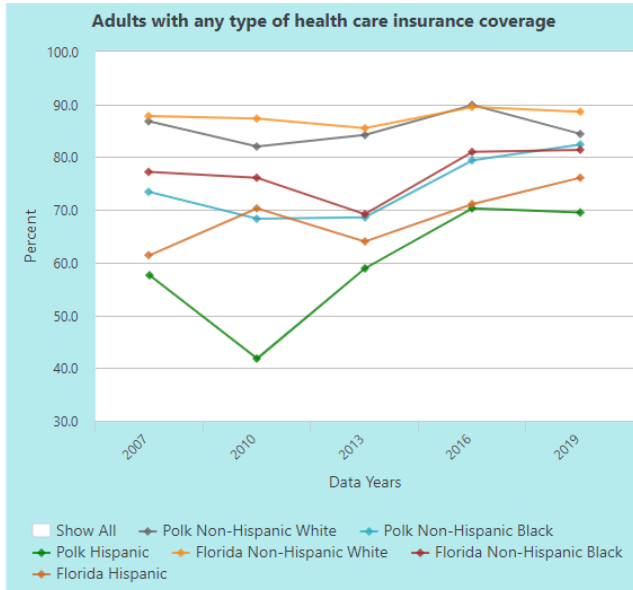


Adults who have a personal doctor						
	Polk			Florida		
Year	Non-Hispanic White	Non-Hispanic Black	Hispanic	Non-Hispanic White	Non-Hispanic Black	Hispanic
2019	74.4% (69.5% - 79.4%)	76.7% (66.4% - 87%)	60.5% (50.7% - 70.3%)	76.8% (75.3% - 78.3%)	72.1% (67.6% - 76.6%)	61.5% (57.4% - 65.5%)
2016	80.9% (76.6% - 85.2%)	76.5% (65% - 88.1%)	54.8% (45% - 64.6%)	78.6% (77.5% - 79.6%)	70.9% (67.7% - 74.1%)	57.7% (55.1% - 60.3%)
2013	76.9% (70.7% - 83.1%)	79.2% (65.1% - 93.3%)	49.3% (31.9% - 66.8%)	79.8% (78.7% - 80.8%)	71.8% (68.2% - 75.4%)	59.7% (56.2% - 63.2%)
2010	80% (73.9% - 86.1%)	72.9% (53.1% - 92.6%)	44.9% (25.4% - 64.4%)	84.6% (83.6% - 85.6%)	79.2% (75.1% - 83.3%)	70.7% (66.4% - 75%)
2007	83.5% (77.8% - 88%)	74.6% (54.3% - 87.9%)	38.8% (24.5% - 55.3%)	82.2% (81.1% - 83.2%)	75.6% (71.4% - 79.4%)	61.7% (58% - 65.2%)

Data Source: US Bureau of the Census, American Community Survey, accessed via FLHealth CHARTS

In 2019, the percentage of adults who have a personal doctor in Polk County was 72.2% compared to Florida at 72%. The percentage of Black adults who have a personal doctor was 76.7%, compared to white adults at 74.4%, and Hispanic adults at 60.5%. The line graph shows change over time. According to Healthy People 2030, studies have shown that adults who have a personal doctor are more likely to receive medical care from their physician and less likely to access the hospital or ER for medical care. Additionally, women who have a personal doctor are more likely to enter into prenatal care earlier in their pregnancy, reducing risk factors related to infant mortality. To improve infant mortality, Polk County is addressing racial and ethnic disparities related to healthcare access and quality.

Adults with Health Insurance by Race & Ethnicity

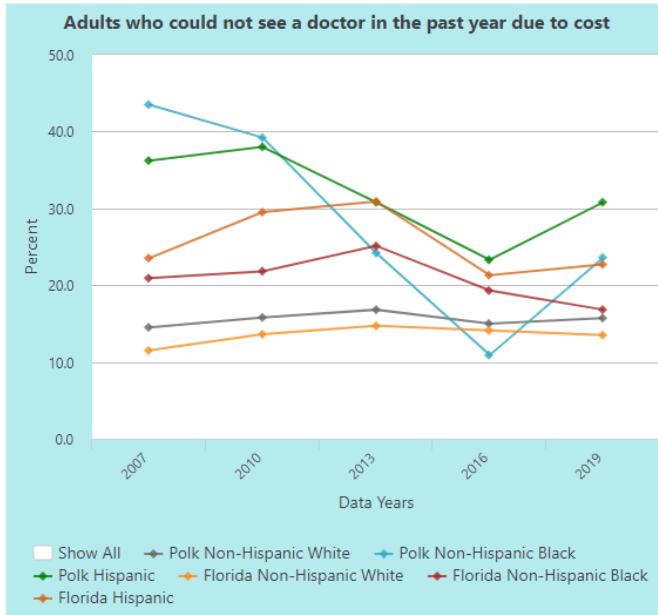


Adults with any type of health care insurance coverage						
	Polk			Florida		
Year	Non-Hispanic White	Non-Hispanic Black	Hispanic	Non-Hispanic White	Non-Hispanic Black	Hispanic
2019	84.4% (80% - 88.8%)	82.4% (73% - 91.8%)	69.5% (60.4% - 78.6%)	88.6% (87.4% - 89.7%)	81.4% (77.3% - 85.4%)	76.1% (72.7% - 79.6%)
2016	89.9% (86.5% - 93.2%)	79.4% (68.4% - 90.4%)	70.3% (61.2% - 79.3%)	89.5% (88.8% - 90.3%)	81% (78.1% - 83.8%)	71.1% (68.7% - 73.5%)
2013	84.2% (79.3% - 89%)	68.6% (49.4% - 87.8%)	58.9% (41% - 76.8%)	85.5% (86.3%)	69.2% (65.4% - 73%)	64% (60.6% - 67.4%)
2010	82% (75.7% - 88.4%)	68.3% (48.3% - 88.3%)	41.8% (22.5% - 61.2%)	87.3% (86.3% - 88.2%)	76.1% (71.7% - 80.4%)	70.3% (66.1% - 74.6%)
2007	86.8% (81.2% - 90.9%)	73.4% (53.9% - 86.6%)	57.6% (40.4% - 73.1%)	87.8% (86.9% - 88.7%)	77.2% (72.9% - 81.1%)	61.4% (57.6% - 65%)

Data Source: US Bureau of the Census, American Community Survey, accessed via FLHealth CHARTS

In 2019, the percentage of adults with health insurance in Polk County was 81.7% compared to Florida at 84.2%. The percentage of Black adults with health insurance was 82.4%, compared to white adults at 84.4%, and Hispanic adults at 69.5%. The line graph shows change over time. According to Healthy People 2030, studies have shown that adults who have a with health insurance are more likely to receive medical care from their physician and less likely to access the hospital or ER for medical care. Additionally, women who have a personal doctor are more likely to enter into prenatal care earlier in their pregnancy, reducing risk factors related to infant mortality. To improve infant mortality, Polk County is addressing racial and ethnic disparities related to healthcare access and quality.

Adults who could not see a doctor in the past year due to cost by Race & Ethnicity



Adults who could not see a doctor in the past year due to cost						
Year	Polk			Florida		
	Non-Hispanic White	Non-Hispanic Black	Hispanic	Non-Hispanic White	Non-Hispanic Black	Hispanic
2019	15.7% (11.8% - 19.6%)	23.6% (9.1% - 38%)	30.8% (20.3% - 41.4%)	13.5% (12.3% - 14.7%)	16.8% (13% - 20.7%)	22.7% (19% - 26.3%)
2016	15% (10.8% - 19.1%)	10.9% (3% - 18.8%)	23.3% (15.1% - 31.5%)	14.1% (13.2% - 14.9%)	19.3% (16.3% - 22.2%)	21.3% (19.1% - 23.4%)
2013	16.8% (11.7% - 21.9%)	24.2% (9.8% - 38.7%)	30.8% (13.8% - 47.8%)	14.7% (13.8% - 15.5%)	25.1% (21.6% - 28.6%)	30.9% (27.6% - 34.2%)
2010	15.8% (10.6% - 21.1%)	39.2% (16% - 62.3%)	38% (18.5% - 57.6%)	13.6% (12.7% - 14.5%)	21.8% (17.8% - 25.8%)	29.5% (25.3% - 33.7%)
2007	14.5% (10.6% - 19.6%)	43.5% (26.8% - 61.8%)	36.2% (21.7% - 53.8%)	11.5% (10.8% - 12.4%)	20.9% (17.8% - 24.4%)	23.5% (20.6% - 26.8%)

Data Source: US Bureau of the Census, American Community Survey, accessed via FLHealth CHARTS

In 2019, the percentage of adults who could not see a doctor in the past year due to cost in Polk County was 19.8% compared to Florida at 16%. The percentage of Black adults who could not see a doctor in the past year due to cost in Polk County was 23.6%, compared to white adults at 15.7%, and Hispanic adults at 30.8%. The line graph shows change over time. According to Healthy People 2030, studies have shown that adults who have a personal doctor are more likely to receive medical care from their physician and less likely to access the hospital or ER for medical care. Additionally, women who have a personal doctor are more likely to enter into prenatal care earlier in their pregnancy, reducing risk factors related to infant mortality. To improve infant mortality, Polk County is addressing racial and ethnic disparities related to healthcare access and quality.

- **The impact of health care access and quality on infant mortality**

Health Care Access and Quality		
SDOH	Vulnerable Populations Impacted	How the SDOH Impacts Infant Mortality
Health Coverage	Uninsured Families living in poverty R/E Minorities	Uninsured adults are less likely to receive preventative services for chronic conditions. Out of pocket medical costs often have individuals forgo

		care. Women who do not have health coverage are less likely to enter into prenatal care.
Provider Linguistic and Cultural Competency	Uninsured Families living in poverty R/E Minorities Families with English as a second language	Families who do not feel like their provider understand their language or culture are less likely to engage in preventative or prenatal services.
Provider Availability	Uninsured Families living in poverty R/E Minorities	Limited provider availability increases long wait times and lack of appointment availability. Polk County is a provider shortage area for primary, dental, and Behavioral Health providers.
Quality of Care	Uninsured Families living in poverty R/E Minorities	Many health care resources are more prevalent in communities where residents have health coverage of some sort. Many doctors do not accept Medicaid patients which limits that provider choices available to women enrolled in Medicaid.

Source: <https://www.healthypeople.gov/2020/topics-objectives/topic/social-determinants-health/interventions-resources>

VIII. SDOH PROJECTS

The Health Equity Liaison recruited and engaged members across the county, including government agencies, nonprofits, private businesses, and community organizations, to join the Health Equity Task Force. The Health Equity Liaison took into consideration the prioritized health disparity and the impactful SDOHs identified by the Health Equity Team during recruitment.

A. Data Review

The Health Equity Task Force reviewed data, including health disparities and SDOHs provided by the Health Equity Team. The Health Equity Task Force also researched evidence-based and promising approaches to improve the identified SDOHs. The Health Equity Task Force considered the policies, systems and environments that lead to inequities.

B. Barrier Identification

Members of the Health Equity Task Force worked collaboratively to identify their organizations' barriers to fully addressing the SDOHs relevant to their organization's mission. Common themes were explored as well as collaborative strategies to overcome barriers.

This activity will be completed with the Health Equity Task Force during the meeting on June 27, 2022.

Partners	SDOH	Partner Barriers	Theme	Collaborative Strategies
		Barriers will be identified during the Health Equity Task Force June 2022 meeting		Collaborative strategies will be identified during the Health Equity Task Force June 2022 meeting

C. Community Projects

The Health Equity Task Force researched evidence-based strategies to overcome the identified barriers and improve the SDOH that impact the prioritized health disparity. The Health Equity Task Force used this information to collaboratively design community projects to address the SDOHs. During project design, the Health Equity Task Force considered the policies, systems and environments that lead to inequities. Projects included short, medium, and long-term goals with measurable objectives. These projects were reviewed, edited, and approved by the Coalition to ensure feasibility.

Health Care Access and Quality Projects

One project the Polk County Health Equity Task Force was able to initiate is called Moms with Monitors. The Project has been coordinated and aligned with the efforts of the League of Women Voters of Polk County (LWVP Polk). This program is designed to provide blood pressure monitors to women who are at risk of pre-term births and maternal mortality. DOH – Polk providers will provide these prenatal patients with monitor cuffs if they are struggling with obesity, chronic hypertension, diabetes, etc., while pregnant and educate patients on how to regularly check their blood pressure. Educational literature and materials will also be provided for the patient to take home with them. The practicing physician will advise the patient to take their blood pressure twice a day and report the readings to the provider each Friday, allowing the physician to collect data and to determine the appropriate action for each patient. Appropriate actions include: bed rest, medical intervention, and no intervention. An objective was crafted to guide the initial implementation of this project: By June 30, 2023, distribute 100 blood pressure monitors to DOH – Polk prenatal patients (baseline: 0 blood pressure monitors distributed). The implementation plan for this project can be found in Appendix F.

IX. HEALTH EQUITY PLAN OBJECTIVES

A. Infant Mortality

- **Infant Mortality:** By December 31, 2025, reduce the three-year rolling average of the Black infant mortality rate from 13.1 (2017-2019) to 10.0 per 1,000 live births (FLHealth CHARTS).
- Promote safe sleep practices.

	Lead Entity and Unit	Lead Point Person	Data Source	Baseline Value	Target Value	Plan Alignment
Long-Term SDOH Goal: Improve access to health services						
Objective: By December 31, 2025, reduce the number of sleep-related infant deaths from 11 (2019) to less than 10 sleep-related deaths.	Polk County Safe Sleep Task Force	Tonya Akwetey	FIMR death certificate review	11	9	2021 – 2025 Polk County CHIP – Objective 2.1.1; 2019 – 2022 Polk Strategic Plan – Objective 1.1.1
Medium-Term SDOH Goal: Improve access to health services						
Objective: By September 30, 2022, reduce the	Polk County	Tonya Akwetey	FIMR death	11	9	2021 – 2025

number of sleep-related infant deaths from 11 (2019) to less than 10 sleep-related deaths.	Safe Sleep Task Force		certificate review			Polk County CHIP – Objective 2.1.1; 2019 – 2022 Polk Strategic Plan – Objective 1.1.1
--	-----------------------	--	--------------------	--	--	---

- Promote breastfeeding initiation**

	Lead Entity and Unit	Lead Point Person	Data Source	Baseline Value	Target Value	Plan Alignment
Long-Term SDOH Goal: Improve access to health services						
Objective: Objective: By December 31, 2025, increase the percentage of mothers who initiate breastfeeding from 83.3% (2019) to 85.0%.	WIC	Christine Smith	FLHealth CHARTS	83.3%	85.0%	2021 – 2025 Polk County CHIP – Objective 2.1.2; 2019 – 2022 Polk Strategic Plan –

						Objective 1.1.1
Medium-Term SDOH Goal: Improve access to health services						
Objective: By September 30, 2022, increase the percentage of mothers who initiate breastfeeding from 83.3% (2019) to 85.0%.	WIC	Christine Smith	FLHealth CHARTS	83.3%	85.0%	2021 – 2025 Polk County CHIP – Objective 2.1.2; 2019 – 2022 Polk Strategic Plan – Objective 1.1.1

- Promote community advocacy and cohesion**

	Lead Entity and Unit	Lead Point Person	Data Source	Baseline Value	Target Value	Plan Alignment
Long-Term SDOH Goal: Improve social and community context						
Objective: Objective: By December 31, 2025, attend and participate in 80% of community	Melanin Families Matter	Lynn Marshall , EdD	Meeting minutes and sign in sheets	100%	80%	2021 – 2025 Polk County CHIP –

advocacy meetings (2021 baseline: 100% of meetings attended).						Objective 2.1.3; 2019 – 2022 Polk Strategic Plan – Objective 1.1.1
Medium-Term SDOH Goal: Improve social and community context						
Objective: By September 30, 2022, attend and participate in 80% of community advocacy meetings (2021 baseline: 100% of meetings attended).	Melanin Families Matter	Lynn Marshall , EdD	Meeting minutes and sign in sheets	100%	80%	2021 – 2025 Polk County CHIP – Objective 2.1.3; 2019 – 2022 Polk Strategic Plan – Objective 1.1.1

• Promote access to health services

	Lead Entity and Unit	Lead Point Person	Data Source	Baseline Value	Target Value	Plan Alignment
Long-Term SDOH Goal: Promote maternal health						

DOH - Polk

Health Equity Plan

<p>Objective: By December 31, 2025, reduce maternal mortality in Polk from 25.0 per 100,000 (2018-2020) to 20.0 per 100,000 through implementation of moms with monitors.</p>	<p>DOH-Polk</p>	<p>Dr. Bazley</p>	<p>FL Health CHARTS</p>	<p>25.0 per 100,000</p>	<p>20.0 per 100,000</p>	<p>2021 – 2025 Polk County CHIP; 2019 – 2022 Polk Strategic Plan – Objective 1.1.1</p>
<p>Medium-Term SDOH Goal: Improve social and community context</p>						
<p>Objective: By December 31, 2023, reduce maternal mortality in Polk from 25.0 per 100,000 (2018-2020) to 23.0 per 100,000 through implementation of moms with monitors.</p>	<p>DOH-Polk</p>	<p>Dr. Bazley</p>	<p>FL Health CHARTS</p>	<p>25.0 per 100,000</p>	<p>23.0 per 100,000</p>	<p>2021 – 2025 Polk County CHIP; 2019 – 2022 Polk Strategic Plan – Objective 1.1.1</p>

X. PERFORMANCE TRACKING AND REPORTING

Ongoing communication is critical to the achievement of health equity goals and the institutionalization of a health equity focus. The successes of Health Equity Plan projects are shared with OMHHE, partners, other CHDs, CHD staff, and the Central Office through systematic information-sharing, networking, collecting, and reporting on knowledge gained, so that lessons learned can be replicated in other counties and programs. Regional Health Equity Coordinators facilitate systematic communication within their region.

The Health Equity Liaison serves as the point of contact in their county for sharing progress updates, implementation barriers, and practices associated with the Health Equity Plan. The Health Equity Liaison is responsible for gathering data and monitoring and reporting progress achieved on the goals and objectives of the Health Equity Plan, who will then submit any new activities or objectives onto ClearPoint once access is given by the State. At least quarterly, the Health Equity Liaison meets with the Health Equity Task Force to discuss progress and barriers. The Health Equity Liaison tracks and submits indicator values to the OMHHE within 15 days of the quarter end.

Annually, the Health Equity Liaison submits a Health Equity Plan Annual Report assessing progress toward reaching goals, objectives, achievements, obstacles, and revisions to the Regional Health Equity Coordinator and Coalition. The Regional Health Equity Coordinator and Coalition leaders provide feedback to the Health Equity Liaison and the Health Equity Task Force from these annual reports. The Health Equity Liaison then submits the completed report to OMHHE by June 15th annually.

XI. REVISIONS

Annually, the Health Equity Taskforce reviews the Health Equity Plan to identify strengths, opportunities for improvement, and lessons learned. This information is then used to revise the plan as needed.

Revision	Revised By	Revision Date	Rationale for Revision

XII. APPENDICES

Appendices.....pg 48 – 75

Appendix A: DOH – Polk Health Equity Team Charter

Appendix B: Health Equity Task Force Promotional Flyer

Appendix C: Health Equity Task Force Charter

Appendix D: Health Equity Coalition Partnership List

Appendix E: 2022 State of the County Participant List

Appendix F: Moms With Monitors Project Implementation Plan

APPENDIX A:

DOH – Polk Health Equity Team Charter

Adopted: 5/6/22

Health Equity Team Charter

Overview

In response to Chapter 2021-1700 of the Florida Statute, all counties have been provided resources to create a Health Equity Plan to address health inequities in their communities.

The Health Equity Plan is intended to guide counties in their efforts to create and improve systems, thus ensuring everyone has a fair and just opportunity to attain optimal health. This plan acknowledges that collaborative initiatives to address the social determinants of health (SDOH) are the most effective at reducing health disparities. SDOH include economic stability, neighborhood and physical environment, education, food, health care systems and community and social context.

Contributing Groups

Different groups will contribute to the creation of the Health Equity Plan. The **Minority Health Liaison** in DOH-Polk will facilitate group discussions and activities, as well as ensure that all grant requirements are met. The contributing groups are as follows:

- The **Health Equity Team** members are CHD staff who are committed to improving the capacity of the CHD to address health inequity through training and health disparity data analysis. The Health Equity Team will prioritize a health disparity to be addressed in the Health Equity Plan and compile data identifying the SDOH that impact the prioritized health disparity.
- A **Health Equity Plan Taskforce** is a group of individuals representing community organizations, clinicians, subject matter experts, and government agencies tasked with creating a Health Equity Plan to address the SDOH that impact the prioritized health disparity.
- The **Health Equity Coalition** consists of community leaders who represent organizations that work to improve the SDOH. The Coalition provides guidance and feedback regarding Health Equity Plan projects.

Community partners can choose to be involved in the Health Equity Coalition and Health Equity Taskforce if they wish to help guide health equity community projects.

Vision and Values

Vision: Guide our agency in eliminating health disparities and increasing health equity for all

Core Values: Respect. Integrity. Fairness & Justice. Inclusion. Accountability.

Goals of the Health Equity Taskforce

Adopted: 5/6/22

The Health Equity Taskforce has the following goals:

- Move toward eliminating health disparities through policy reform and strengthening and broadening collaboration for addressing health disparities.
- Increase awareness of the significant health inequities, their impact on Polk County and the actions necessary to improve health outcomes for marginalized populations.
- Build the capacity to implement solutions that reduce health disparities and improve health equity.

Responsibilities of the Health Equity Team

The Health Equity Team members will have the following responsibilities:

- Conduct and analyze a health equity assessment of DOH-Polk to assess the knowledge, skills, organizational practices, and infrastructure necessary to address health equity.
- From the findings of the health equity assessment, develop training plans for the DOH-Polk staff to increase the capacity to address health equity.
- Review data to identify top health disparities in Polk County. Data from the Community Health Assessment, Strategic Plan Environmental Scan, FLHealth Charts, CDC, new emerging data, and other relevant data sources should be considered.
- Prioritize a health disparity for the county to work on in the Health Equity Plan.
- Research data to identify how the prioritized health disparity is impacted by SDOH.
- Recommend organizations, gatekeepers, institutions, subject matter experts, researchers, etc., that address the key SDOH to be members of the Health Equity Taskforce.
- At least one member of the Health Equity Team should be on the Health Equity Taskforce. CHD staff should not make up more than 25% of the voting members of the Health Equity Taskforce. Additional CHD staff may participate on the Health Equity Taskforce in roles that are uncommon in partner agencies, such as epidemiologists, evaluators, data analysis, etc.

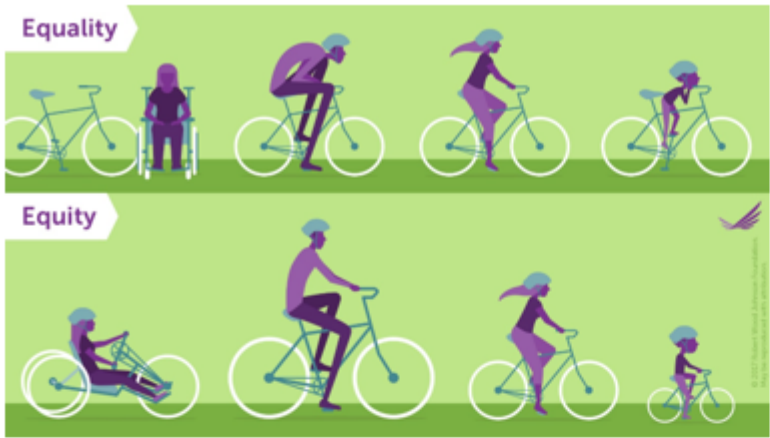
Health Equity Team Meeting Schedule

- May 12th, 2022 from 1:00 – 2:30 pm
- June 9th, 2022 from 1:00 – 2:30 pm
- July 14th, 2022 from 1:00 – 2:30 pm
- August 11th, 2022 from 1:00 – 2:30 pm
- September 8th, 2022 from 1:00 – 2:30 pm
- October 13th, 2022 from 1:00 – 2:30 pm
- November 10th, 2022 from 1:00 – 2:30 pm
- December 8th, 2022 from 1:00 – 2:30 pm

APPENDIX B:

Health Equity Task Force Promotional Flyer

English and Spanish versions



Polk County Health Equity Taskforce

The Florida Department of Health in Polk County is looking to form a Polk County Health Equity Taskforce. The Taskforce will be made up of individuals representing community organizations, clinicians, subject matter experts, and government agencies tasked with addressing the Social Determinants of Health that impact disparate populations within Polk. Members of the Health Equity Team will assess the current equity initiatives taking place within the county, raise awareness of significant health disparities, provide input for the creation of the Polk County Health Equity Plan, assist in implementing solutions to reduce health disparities, and help guide health equity community projects.

If you would like to participate in the Polk County Health Equity Taskforce or would like to recommend someone for membership, please reach out to Chantale Jones at Chantale.Jones@flhealth.gov



Health Equity Plan Strategies

- ❖ Use a *Health in All Policies* approach to advance Health Equity.
- ❖ Use evidence-based models and best practices related to collaboration building community engagement and partnership.
- ❖ Use data driven analysis to identify geographic areas to prioritize interventions and policy implementation.
- ❖ Include a communication plan to support impact of the Polk County Health Equity Plan.

Please Contact Chantale Jones

1290 Golfview Avenue
Bartow, FL 33830

Telephone
Office: 863-578-2184
Cell: 863-270-5423

Email:
Chantale.Jones@flhealth.gov

Igualdad



Equidad



Equipo de Equidad en Salud de Polk

El Departamento de Salud de Florida en Polk está formando un Equipo de Equidad en Salud. Este grupo incluirá individuos que representan a organizaciones comunitarias, médicos, expertos en la materia y agencias del gobierno encargadas de abordar los determinantes sociales de salud que afectan a poblaciones con disparidades. Los miembros del Equipo de Equidad en Salud evaluarán las iniciativas actuales de equidad en el condado, informaran sobre las disparidades de salud significativas, aportaran para la creación de el Plan de Equidad en Salud, ayudarán a implementar soluciones para reducir las disparidades de salud y ayudarán a guiar los proyectos comunitarios de equidad en salud.

Si desea participar en el Equipo de Equidad en Salud de Polk o desea recomendar a alguien para membresía, comuníquese con Chantale Jones en Chantale.Jones@flhealth.gov



Estrategias para el Plan de Equidad en Salud

- ❖ Utilizar un enfoque de *Salud en Todas Pólizas* para avanzar Equidad en Salud.
- ❖ Utilizar modelos basados en evidencia y mejores prácticas relacionadas con colaboración para influir compromiso y alianzas en la comunidad.
- ❖ Enfocarse en datos para identificar áreas geográficas donde podemos priorizar la intervención y la implementación de pólizas.
- ❖ Incluir un plan de comunicación para apoyar el impacto del Plan de Equidad en Salud de Polk.

Por favor Contacte Chantale Jones

1290 Golfview Avenue
Bartow, FL 33830

Teléfono
Oficina: 863-578-2184
Celular: 863-270-5423

Email:
Chantale.Jones@flhealth.gov

APPENDIX C:

Health Equity Task Force Charter

Adopted: 6/10/2022

Health Equity Task Force Charter

Overview

In response to Chapter 2021-1700 of the Florida Statute, all counties have been provided resources to create a Health Equity Plan to address health inequities in their communities.

The Health Equity Plan is intended to guide counties in their efforts to create and improve systems, thus ensuring everyone has a fair and just opportunity to attain optimal health. This plan acknowledges that collaborative initiatives to address the social determinants of health (SDOH) are the most effective at reducing health disparities. SDOH include economic stability, neighborhood and physical environment, education, food, health care systems and community and social context.

Contributing Groups

Different groups will contribute to the creation of the Health Equity Plan. The **Minority Health Liaison** in DOH-Polk will facilitate group discussions and activities, as well as ensure that all grant requirements are met. The contributing groups are as follows:

- The **Health Equity Team** members are CHD staff who are committed to improving the capacity of the CHD to address health inequity through training and health disparity data analysis. The Health Equity Team will prioritize a health disparity to be addressed in the Health Equity Plan and compile data identifying the SDOH that impact the prioritized health disparity.
- A **Health Equity Plan Task Force** is a group of individuals representing community organizations, clinicians, subject matter experts, and government agencies tasked with creating a Health Equity Plan to address the SDOH that impact the prioritized health disparity.
- The **Health Equity Coalition** consists of community leaders who represent organizations that work to improve the SDOH. The Coalition provides guidance and feedback regarding Health Equity Plan projects.

Community partners can choose to be involved in the Health Equity Task Force and Health Equity Coalition if they wish to help guide health equity community projects.

Mission and Vision

Vision: Guide our agency in eliminating health disparities and increasing health equity for all

Core Values: Respect. Integrity. Fairness & Justice. Inclusion. Accountability.

Adopted: 6/10/2022

Goals of the Health Equity Task Force

The Health Equity Task Force has the following goals:

- Move toward eliminating health disparities through policy reform and strengthening and broadening collaboration for addressing health disparities.
- Increase awareness of the significant health inequities, their impact on Polk County and the actions necessary to improve health outcomes for marginalized populations.
- Build the capacity to implement solutions that reduce health disparities and improve health equity.

Responsibilities of the Health Equity Task Force

To create a data-driven and effective Health Equity Plan, the Health Equity Task Force members will have the following responsibilities:

- Serve on a voluntary basis and receive no monetary compensation for their services.
- Build relationships with organizations and community partners that can influence policy making, leverage resources, provide expertise or participate in projects.
- Collaborate with the Minority Health Liaison in preserving order, decorum and productivity during Task Force meetings.
- Review data about health disparities and SDOH provided by the Health Equity Team.
- Solicit and review additional data, as needed, from the Health Equity Coalition and their own organizations.
- Identify top priorities, community concerns, opportunities for action, and resources.
- Research evidence-based and promising approaches to improve the SDOHs that impact the prioritized health disparity.
- Meet expectations of participation, partner recruitment, displaying respect towards members, etc.
- Provide expertise in your field to assist in the creation of the Health Equity Plan.
- Design, implement, and track collaborative health equity projects that address the key SDOH identified.

Health Equity Task Force Meeting Schedule

- June 27th, 2022 from 2:00 – 3:30pm
- July 26th, 2022 from 2:00 - 3:30pm
- August 23rd, 2022 from 2:00 - 3:30pm
- September 29th, 2022 from 2:00 - 3:30pm
- October 27th, 2022 from 2:00 - 3:30pm
- November 28th, 2022 from 2:00 - 3:30pm
- December 27th, 2022 from 2:00 - 3:30pm

APPENDIX D:

Health Equity Coalition Partnership List

Polk County Health Equity Coalition Partners

Name	Agency
Ben Abbott	Multiply Christian Church
David Acevedo	Children’s Home Society/Children’s Advocacy Center
Pamela Acosta-Torres	Florida Department of Health in Polk County
Tonya Akwetey	Health Start Coalition of Hardee, Highlands, and Polk Counties, Inc.
Aisha Alayande	Heartland Core Wellness and Aisha Alayande, Inc.
Lieutenant Anthony Allaire	Polk County Sheriff’s Office
Chief Mike Allen	Polk County Sheriff’s Office
Bennie Allred	Peace River Center
Marcia Andresen	Polk County BOCC – Health & Human Services
Christy Apisa	United Way of Central Florida
Donnie Arbeau	Heartland Regional TPO
Stephanie Arguello	AdventHealth
Chuck Barmby	City of Lakeland
Marisa Barmby	Central Florida Regional Planning Council
Denise Barnes	CARD-USF
Bernice Bass	Florida Department of Health in Polk County – Director of WIC
Allison Bates	Age Friendly Lakeland
Bill Beasley	Polk County Board of County Commissioners
Lisa Bell	BayCare Health Systems
Steve Bissonnette	Volunteers in Service to the Elderly (VISTE)
Naomi Boyer	NOME, Inc.
Gwinnell Brant	Polk County Sheriff’s Office
Celena Brown	Lakeland Midwifery Care
Millie Brown	Florida Department of Transportation
Charlie Burdette	Senior Connection Center
Stacy Butterfield	Polk County Clerk of Courts
Chirsty Caley	Lake Wales Care Center
Breanna Champion	Polk County Fire Rescue
Deborah Cantero, DNP	Florida Southern College
Jillian Capper	Polk State College
Carly Carden	Peace River Center
Kylia Carswell	Polk County Public Schools
Sarah Case	Office of Greenways and Trails
Yazmin Castellano	CARD-USF
Ermelinda Centeno	Central Florida Health Care
Ashley Cerjan	Polk Vision
Sairah Chachad, MD	Lakeside Pediatrics
Deborah Chesna	Florida Department of Transportation
Natalya Clemens	Heartland for Children
Betsy Cleveland	Polk County Public Schools
Andrea Clontz	Polk County BOCC – Health & Human Services
LaTasha Cohen	Central Florida Behavioral Health Network, Inc.
Reba Coil	Polk County Public Schools
Linda Comer, PhD	Florida Southern College
Melissa Conrad-Marrow	Celebrate Birth

DOH - Polk

Health Equity Plan

Hailee Cornett	CivCom , Tobacco Free Polk
Christina Criser Jackson	United Way of Central Florida
Jeannette Crowley	Polk County Public Schools
Rod Crowley	United Way of Central Florida
Brad Dantzler	City of Winter Haven
Julia Davis	Polk County Transportation Planning Organization
Leslyn Diaz	Polk County BOCC Health and Human Services
Donna Dinkins	Helping Hands Nursing Services
Kathy Dobson	Planned Parenthood of Southwest and Central Florida
Danille Drummond	Lakeland Regional Health
Tammy Durden	Florida Department of Health in Polk County – Director of Community Health
Heather Earl	Disney
Charlene Edwards	Healthy Start Coalition of Hardee, Highlands, and Polk Counties, Inc.
Angie Ellison	InnerAct Alliance
Angela Falconetti, PhD	Polk State College
Julie Fife	City of Auburndale
Brenda Francis	Life Midwifery Services
Taylor Freeman	Florida Department of Health in Polk County
Tiffani Fritzsche	Peace River Center
Gene Fultz	Parkview Christian Life Center
Georgiana Goodson	Senior Helpers
Alison Grooms	AdventHealth
Daniel Haight, MD	Lakeland Regional Health
Eddie Hall	Polk County Council PTA
Hannah Hardin	Parker Street Ministries
Minnie Hassele	Neighborhood Association for Inwood Community
Luke Hauser	City of Bartow
Sarah Hawkins	AdventHealth
Bettie Harrel-Jones	Inwood Community Member
Frederick Heid	Polk County Public Schools
Sandra Hernandez	Healthy Families
Lakeisha Hood	US Department of Agriculture
Rebekah Hurd	AdventHealth
Jane Ierardi, MD	Nemours Children’s Health System
Joy Jackson, MD	Florida Department of Health in Polk County – Health Officer
Jeanne Jenkins, PhD	Florida Southern College
Joy Johnson	Polk County BOCC Health and Human Services
Chantale Jones	Florida Department of Health in Polk County
Audrey Kelley-Fritz	Polk County Public Schools
Teresa Kelly	Health Council of West Central Florida
Alison Kennedy	Florida Presbyterian Homes
Ileana Kniss	Peace River Center
Ryan Kordek	Polk County Transportation Planning Organization
Alice Koehler	LVIM
Jennifer Kovac	Polk County Library Cooperative
Rosa LaLonde	Polk County Fire Rescue
Nick Le	City of Lakeland Parks and Recreation

DOH - Polk

Health Equity Plan

Susan LeFrancois	Florida Polytechnic University
Jenna Levine	Florida Department of Health in Polk County – Director of Public Health Planning
Greg Littleton	Citizens Bank & Trust
Monica Livingstone	<u>CivCom</u> , Tobacco Free Polk
Laura Lockwood-Herrscher	Patel, Greene, and Associates, LLC
Kim Long	Polk Vision
Sean Malott	Central Florida Development Council
Erin Martinez	Talbot House Ministries
Lori Martini	<u>GiveWell</u> Community Foundation
Brenda Luna	Family Healthcare Foundation
Nelson Marquez, EdD	Webber International University
Renisa Martinez	Florida Suncoast Safe Kids led by Johns Hopkins All Children’s Hospital
Teresa Martinez	Institute of Spanish Communication
Lynn Marshall, EdD	Melanin Families Matter
Sam McCain	<u>StandUP</u> Polk and <u>UthMoact</u>
Melanie Michael, DNP	Florida Southern College
Jodi Miller	United Way of Central Florida
Paula Mims	League of Women Voters of Polk County
Tim Mitchell	Parker Street Ministries
Doris Moore Bailey	The Bailey Group
Karen Moore	Peace River Center
Jessica Napoleon	Florida Department of Health in Polk County
Alex <u>Nikdel</u>	CNP
Andrea Nikolai	UF/IFAS Extension Polk County
<u>Orathai</u> Northern	Polk State College
Alice Nuttall	Lakeland Regional Health
Nancy Nuzzo	Florida Southern College
<u>Desjaé</u> Ofori	Community Volunteer
Christy Olson	Polk County Public Schools
Andy Palmer	City of Winter Haven
Kadian Parchment	Heartland for Children
Sean Parker	Boswell & Dunlap LLP
Craig Pickos	Polk for Recovery
Nick <u>Plott</u>	TECO Energy
Antionette Pollard	Pieces to Peace Counseling
Rob Quam	Lake Wales Care Center
Bob <u>Rihn</u>	Tri County Human Services
Luis Rivas	Central Florida Behavioral Health Network, Inc.
Ana Rivera	Puerto Rican & Hispanic Chamber of Commerce
Katie <u>Roders</u> -Turner	Family Healthcare Foundation
Amy Royal	<u>kidsPACK</u>
Ben Ruch	Polk County Public Schools – HEARTH
Tasha Saca	Florida Presbyterian Homes
Christine Samuel	City of Winter Haven
Martha Santiago, EdD	Polk County Board of County Commissioners
Teri Saunders	Heartland for Children
Stephen <u>Savarimuthu</u>	Lake Wales Care Center

DOH - Polk

Health Equity Plan

Gregory Scott	Polk County Transportation Planning Organization
<u>Clairedine Senat</u>	Senior Connection Center
Cindy Sharp	Lakeland Police Department
<u>Shawn Sherrouse</u>	City of Lakeland
Carina Shrestha	Senior Connection Center
Courtney Simmons	Lakeland Regional Health
<u>Christie Sitek</u>	Frostproof Care Center
Bill Skelton	Polk County Roads & Drainage Division
Christine Smith	Florida Department of Health in Polk County - WIC
Dorothy Smith	Polk County Fire Rescue
Kristen Smith	BayCare Health Systems
Lauren Springfield	Lakeland Regional Health
Darling St. Jean	Total Life Health Center
Timothy Starnes	Florida Department of Children and Families
<u>Chad Tagtow</u>	Citizens Bank & Trust
Elaine Thompson, PhD	YMCA West Central Florida
Todd Vargo	City of Lakeland
Holly Vida	Central Florida Health Care
Eva Villas-Boas	Family Healthcare Foundation
Nicole Walker	UF/IFAS Extension Polk County
Jon Michael Wampler	Polk Vision
Jeff Ware	BayCare
Steve Warner, EdD	Polk County Public Schools
Tara Watson	Polk Vision
Nat West	Winter Haven PEP
Amy Wiggins	Lakeland Chamber of Commerce
Bobby Williams	The Freedom Tour
Kimberly Williams	<u>AdventHealth</u>
Larry Williams	Peace River Center
Amanda Wilson	Florida Department of Children and Families
Kathleen Wright	Florida Virtual School
Sara Beth Wyatt	Polk County School Board
Marc Zimmerman	Polk County Tourism & Sports Marketing

APPENDIX E:

2022 State of the County Participant List

State of the County 2022

Thursday, April 28, 2022 from 8:00 AM to 10:30 AM (EDT)
 Polk State College - Center for Public Safety - 1251 Jim Keene Boulevard - Winter Haven, FL 33880

	Last Name	First Name	Qty	Ticket Type	Payment Status
<input type="checkbox"/>	Acosta-Torres	Pamela	1	General Admission	Free Order Order 244612942897-3298232329
<input type="checkbox"/>	Addison	Tommy	1	General Admission	Free Order Order 244612942897-2985712029
<input type="checkbox"/>	Agrawal	Parag	1	General Admission	Free Order Order 244612942897-2954008619
<input type="checkbox"/>	Akwetey	Tonya	1	Live Stream	Free Order Order 244612942897-3324808599
<input type="checkbox"/>	Alexander	Julie	1	General Admission	Free Order Order 244612942897-2954884479
<input type="checkbox"/>	Allen	Cassandra	1	Live Stream	Free Order Order 244612942897-2965450049
<input type="checkbox"/>	Allen	Shaneal	1	General Admission	Free Order Order 244612942897-3442127939
<input type="checkbox"/>	Allen	William	1	General Admission	Free Order Order 244612942897-3443872389
<input type="checkbox"/>	Allenfort	Angie	1	Live Stream	Free Order Order 244612942897-3361927689
<input type="checkbox"/>	Andresen	Marcia	1	General Admission	Free Order Order 244612942897-2953692399
<input type="checkbox"/>	Andresen	Marcia	1	General Admission	Free Order Order 244612942897-3298540479
<input type="checkbox"/>	Antaya	Liz	1	General Admission	Free Order Order 244612942897-3275401839
<input type="checkbox"/>	Bagnall	Jan	2	General Admission	Free Order Order 244612942897-2960480759
<input type="checkbox"/>	Bailey	Anee	1	General Admission	Free Order Order 244612942897-2954735399
<input type="checkbox"/>	Bailey	Anee	1	Live Stream	Free Order Order 244612942897-2954735399
<input type="checkbox"/>	Baldwin	Jeff	1	Live Stream	Free Order Order 244612942897-2960558789
<input type="checkbox"/>	Barber	Karissa	1	Live Stream	Free Order Order 244612942897-3237977209
<input type="checkbox"/>	Barnby	Marisa	1	Live Stream	Free Order Order 244612942897-3309092229
<input type="checkbox"/>	Bass	Bernice	1	Live Stream	Free Order Order 244612942897-3398181769
<input type="checkbox"/>	Beascochea	Amy	1	General Admission	Free Order Order 244612942897-3306142239
<input type="checkbox"/>	Beatty	Brad	1	Live Stream	Free Order Order 244612942897-3009257999
<input type="checkbox"/>	Beatty	Brad	1	General Admission	Free Order Order 244612942897-3276240649
<input type="checkbox"/>	Beatty	Brad	1	Live Stream	Free Order Order 244612942897-3276240649
<input type="checkbox"/>	Beeman	Allison	1	Live Stream	Free Order Order 244612942897-3275763649
<input type="checkbox"/>	Bennett	Chanda	1	Live Stream	Free Order Order 244612942897-3325459009
<input type="checkbox"/>	Bernard	Rick	1	General Admission	Free Order Order 244612942897-2952707889

State of the County 2022

	Last Name	First Name	Qty	Ticket Type	Payment Status
<input type="checkbox"/>	Bicknell	Gregory	1	General Admission	Free Order Order 244612942897-3023606779
<input type="checkbox"/>	Bishop	Lois	2	General Admission	Free Order Order 244612942897-3184086869
<input type="checkbox"/>	Bobb	Jacquelyn	1	General Admission	Free Order Order 244612942897-2952540029
<input type="checkbox"/>	Bohde	John	1	General Admission	Free Order Order 244612942897-3417433789
<input type="checkbox"/>	Bohde	Denise	1	General Admission	Free Order Order 244612942897-3435791889
<input type="checkbox"/>	Bond	Todd	1	General Admission	Free Order Order 244612942897-3398508089
<input type="checkbox"/>	Bowman	Diane	1	General Admission	Free Order Order 244612942897-2987777949
<input type="checkbox"/>	Boyett	Jen	1	Live Stream	Free Order Order 244612942897-3275763509
<input type="checkbox"/>	Brant	Gwinnell	1	General Admission	Free Order Order 244612942897-2963195369
<input type="checkbox"/>	Brant	Gwinnell	1	General Admission	Free Order Order 244612942897-3275553209
<input type="checkbox"/>	Braswell	Bill	1	General Admission	Free Order Order 244612942897-3238546859
<input type="checkbox"/>	Brown	Melanie	1	General Admission	Free Order Order 244612942897-2985164849
<input type="checkbox"/>	Brown	Sheryl	1	General Admission	Free Order Order 244612942897-3276346229
<input type="checkbox"/>	Brown	Fannessa	1	Live Stream	Free Order Order 244612942897-3419405919
<input type="checkbox"/>	Broxterman	Evelyn	1	Live Stream	Free Order Order 244612942897-3276391069
<input type="checkbox"/>	Burdett	Debbie	3	General Admission	Free Order Order 244612942897-2953424479
<input type="checkbox"/>	Butterfield	Stacy	1	General Admission	Free Order Order 244612942897-3047317589
<input type="checkbox"/>	Butterfield	Stacy	1	General Admission	Free Order Order 244612942897-3353280649
<input type="checkbox"/>	Cage	Barb	1	Live Stream	Free Order Order 244612942897-3275250599
<input type="checkbox"/>	Campbell Borges Diaz	Leslyn	1	Live Stream	Free Order Order 244612942897-2953595209
<input type="checkbox"/>	Carson	Taylor	1	Live Stream	Free Order Order 244612942897-3275559199
<input type="checkbox"/>	Carswell	Kyllia	1	General Admission	Free Order Order 244612942897-3297597699
<input type="checkbox"/>	Centeno	Ermelinda	1	Live Stream	Free Order Order 244612942897-2952540719
<input type="checkbox"/>	Childress	Dennis	1	General Admission	Free Order Order 244612942897-2953018659
<input type="checkbox"/>	Clark	Mary	1	General Admission	Free Order Order 244612942897-2959051619
<input type="checkbox"/>	Claussen	Ann	4	General Admission	Free Order Order 244612942897-3278383379
<input type="checkbox"/>	Cleveland	Betsy	1	General Admission	Free Order Order 244612942897-3325612639
<input type="checkbox"/>	Clontz	Andrea	1	Live Stream	Free Order Order 244612942897-3275358769
<input type="checkbox"/>	Cochran	Steven	1	General Admission	Free Order Order 244612942897-3299992569

State of the County 2022

	Last Name	First Name	Qty	Ticket Type	Payment Status
<input type="checkbox"/>	Codo-Salisbury	Jennifer	1	General Admission	Free Order Order 244612942897-3045433459
<input type="checkbox"/>	Coil	Reba	1	General Admission	Free Order Order 244612942897-3172978549
<input type="checkbox"/>	Collins	Craig	1	General Admission	Free Order Order 244612942897-2984530009
<input type="checkbox"/>	Copeland	Susan	1	Live Stream	Free Order Order 244612942897-3328466359
<input type="checkbox"/>	Cox	Cedric	1	General Admission	Free Order Order 244612942897-3278130139
<input type="checkbox"/>	Crews-Downs	Annette	1	General Admission	Free Order Order 244612942897-3327766669
<input type="checkbox"/>	Crews-Downs	Annette	1	Live Stream	Free Order Order 244612942897-3327766669
<input type="checkbox"/>	Crowley	Rod	1	General Admission	Free Order Order 244612942897-2964092729
<input type="checkbox"/>	Crowley	Jeanette	1	General Admission	Free Order Order 244612942897-3275280929
<input type="checkbox"/>	Daley	Nancy	1	General Admission	Free Order Order 244612942897-3367461539
<input type="checkbox"/>	Daniels	Kim	1	General Admission	Free Order Order 244612942897-2953143089
<input type="checkbox"/>	Davis	Renee	1	General Admission	Free Order Order 244612942897-2960247199
<input type="checkbox"/>	Davis	Julia	1	General Admission	Free Order Order 244612942897-3309633419
<input type="checkbox"/>	Dinkins	Donna Kay	1	General Admission	Free Order Order 244612942897-2952803199
<input type="checkbox"/>	Dinkins	Donna Kay	1	Live Stream	Free Order Order 244612942897-2952803199
<input type="checkbox"/>	Dobson	Kathy	1	General Admission	Free Order Order 244612942897-3275513859
<input type="checkbox"/>	Dobson	Kathy	1	Live Stream	Free Order Order 244612942897-3275513859
<input type="checkbox"/>	Druding	Jason	1	General Admission	Free Order Order 244612942897-3276321369
<input type="checkbox"/>	Drumgo	Alis	2	General Admission	Free Order Order 244612942897-3296837879
<input type="checkbox"/>	Dumville	Elizabeth	2	General Admission	Free Order Order 244612942897-2956689039
<input type="checkbox"/>	Durden	Tammy	1	Live Stream	Free Order Order 244612942897-3443112779
<input type="checkbox"/>	Earls	Lee	1	General Admission	Free Order Order 244612942897-2953329529
<input type="checkbox"/>	Edwards	Lori	1	General Admission	Free Order Order 244612942897-2953019499
<input type="checkbox"/>	Elsberry	Shanna	2	General Admission	Free Order Order 244612942897-3276306729
<input type="checkbox"/>	Elsberry	Shanna	2	Live Stream	Free Order Order 244612942897-3276306729
<input type="checkbox"/>	Engleman	Bridget	1	General Admission	Free Order Order 244612942897-2961059019
<input type="checkbox"/>	Engleman	Bridget	1	General Admission	Free Order Order 244612942897-3310002899
<input type="checkbox"/>	English	Bob	1	General Admission	Free Order Order 244612942897-3326112429
<input type="checkbox"/>	Enueme	Ashley	1	General Admission	Free Order Order 244612942897-3049837589

State of the County 2022

	Last Name	First Name	Qty	Ticket Type	Payment Status
<input type="checkbox"/>	Even	Teresa	1	General Admission	Free Order Order 244612942897-2952528159
<input type="checkbox"/>	FARTHING	Joanne	1	Live Stream	Free Order Order 244612942897-2952849669
<input type="checkbox"/>	Faux	Marsha	1	General Admission	Free Order Order 244612942897-2982675349
<input type="checkbox"/>	Fortney	Sarah	1	General Admission	Free Order Order 244612942897-2952696789
<input type="checkbox"/>	Fortney	Sarah	1	General Admission	Free Order Order 244612942897-3087346849
<input type="checkbox"/>	Franklin	Kenneth	1	General Admission	Free Order Order 244612942897-2952629729
<input type="checkbox"/>	Frazier	Beneshea	1	Live Stream	Free Order Order 244612942897-3421240549
<input type="checkbox"/>	Frazier	Beneshea	1	General Admission	Free Order Order 244612942897-3428658059
<input type="checkbox"/>	Freeman	Taylor	1	General Admission	Free Order Order 244612942897-3276121929
<input type="checkbox"/>	Giarratano	Elena	1	Live Stream	Free Order Order 244612942897-3278907069
<input type="checkbox"/>	Glenn	Steve	1	General Admission	Free Order Order 244612942897-3281887749
<input type="checkbox"/>	Gonzalez	Amarilys	1	Live Stream	Free Order Order 244612942897-3419484309
<input type="checkbox"/>	Greenhow	Eric	1	General Admission	Free Order Order 244612942897-3443764329
<input type="checkbox"/>	Gullon	Jeannette	1	General Admission	Free Order Order 244612942897-3173015139
<input type="checkbox"/>	Gullon	Jeannette	1	Live Stream	Free Order Order 244612942897-3173015139
<input type="checkbox"/>	Hall	Jennifer	2	General Admission	Free Order Order 244612942897-2952841769
<input type="checkbox"/>	Hall	Chandra	1	General Admission	Free Order Order 244612942897-3028000829
<input type="checkbox"/>	Hall	Chandra	1	Live Stream	Free Order Order 244612942897-3028000829
<input type="checkbox"/>	Hallett	Sara	1	Live Stream	Free Order Order 244612942897-3417379869
<input type="checkbox"/>	Harrell Jones	Bettie	1	Live Stream	Free Order Order 244612942897-3333633529
<input type="checkbox"/>	Harris	Rachel	1	General Admission	Free Order Order 244612942897-2953037329
<input type="checkbox"/>	Hein	Kirsten	1	Live Stream	Free Order Order 244612942897-2983597699
<input type="checkbox"/>	Henderson	Josh	2	General Admission	Free Order Order 244612942897-2988044079
<input type="checkbox"/>	Hernandez Nieves	Angel	1	General Admission	Free Order Order 244612942897-3294936649
<input type="checkbox"/>	Higgins	Kris	1	General Admission	Free Order Order 244612942897-3308932859
<input type="checkbox"/>	Hilligoss	Jack	1	General Admission	Free Order Order 244612942897-3275840109
<input type="checkbox"/>	Hoskins	Stacey	1	Live Stream	Free Order Order 244612942897-3049439209
<input type="checkbox"/>	Hurd	Rebekah	1	General Admission	Free Order Order 244612942897-3301104709
<input type="checkbox"/>	Irby	Nicole	1	General Admission	Free Order Order 244612942897-2963022999

State of the County 2022

	Last Name	First Name	Qty	Ticket Type	Payment Status
<input type="checkbox"/>	Irvine	Sara	1	General Admission	Free Order Order 244612942897-3087755079
<input type="checkbox"/>	Irvine	Sara	1	General Admission	Free Order Order 244612942897-3420511219
<input type="checkbox"/>	Jackson	Nelda	1	General Admission	Free Order Order 244612942897-3275248179
<input type="checkbox"/>	Jaffer	Kelsey	1	General Admission	Free Order Order 244612942897-3354432859
<input type="checkbox"/>	Johnson	Joy	1	General Admission	Free Order Order 244612942897-3325729419
<input type="checkbox"/>	Jones	Chantale	1	General Admission	Free Order Order 244612942897-3432512669
<input type="checkbox"/>	Kelly	Cheryl	1	General Admission	Free Order Order 244612942897-2955889189
<input type="checkbox"/>	Kelly	Teresa	1	Live Stream	Free Order Order 244612942897-3432059239
<input type="checkbox"/>	Killebrew	Representative	2	General Admission	Free Order Order 244612942897-3297255989
<input type="checkbox"/>	Koch	Stephen	1	General Admission	Free Order Order 244612942897-2954157589
<input type="checkbox"/>	Kochanowski	Sharon	1	General Admission	Free Order Order 244612942897-3042496609
<input type="checkbox"/>	Koos	Kelly	1	General Admission	Free Order Order 244612942897-3275532049
<input type="checkbox"/>	Kushmer	Danny	1	General Admission	Free Order Order 244612942897-2952579559
<input type="checkbox"/>	Kushmer	Danny	1	General Admission	Free Order Order 244612942897-3270683039
<input type="checkbox"/>	Lake	Eddie	4	Live Stream	Free Order Order 244612942897-2962150799
<input type="checkbox"/>	Lampp	Beverly	2	Live Stream	Free Order Order 244612942897-3293268049
<input type="checkbox"/>	Leavengood	Ryan	1	General Admission	Free Order Order 244612942897-3442941799
<input type="checkbox"/>	Lehoczkzy	Maria	1	General Admission	Free Order Order 244612942897-3325480429
<input type="checkbox"/>	Levine	Jenna	1	General Admission	Free Order Order 244612942897-3276117209
<input type="checkbox"/>	Lindsey	George	1	General Admission	Free Order Order 244612942897-2953178449
<input type="checkbox"/>	Littleton	Greg	1	General Admission	Free Order Order 244612942897-3047527299
<input type="checkbox"/>	Lora	Maya	1	General Admission	Free Order Order 244612942897-3354104729
<input type="checkbox"/>	Luce	Pam	1	General Admission	Free Order Order 244612942897-3446069549
<input type="checkbox"/>	Martin	Michael	1	Live Stream	Free Order Order 244612942897-3439135899
<input type="checkbox"/>	Martin	Michael	1	Live Stream	Free Order Order 244612942897-3449589009
<input type="checkbox"/>	Martinez	Johnna	1	Live Stream	Free Order Order 244612942897-2953127999
<input type="checkbox"/>	Martinez	Teresa	1	General Admission	Free Order Order 244612942897-3028501289
<input type="checkbox"/>	Mayid	Patricia	1	General Admission	Free Order Order 244612942897-3439510019
<input type="checkbox"/>	Mayid	Patricia	1	Live Stream	Free Order Order 244612942897-3439510019

State of the County 2022

	Last Name	First Name	Qty	Ticket Type	Payment Status
<input type="checkbox"/>	Mayid	Patricia	1	Live Stream	Free Order Order 244612942897-3450003159
<input type="checkbox"/>	McCarty	Sarah	1	Live Stream	Free Order Order 244612942897-2952808709
<input type="checkbox"/>	McCarty	Sarah	1	General Admission	Free Order Order 244612942897-2952842499
<input type="checkbox"/>	McDowell	Nicole	1	Live Stream	Free Order Order 244612942897-2952673429
<input type="checkbox"/>	McMillon	Mildred S	2	General Admission	Free Order Order 244612942897-2953859909
<input type="checkbox"/>	McMillon	Mildred S	2	Live Stream	Free Order Order 244612942897-2953859909
<input type="checkbox"/>	McMillon	Mildred S	2	General Admission	Free Order Order 244612942897-3275305559
<input type="checkbox"/>	McMillon	Mildred S	2	Live Stream	Free Order Order 244612942897-3275305559
<input type="checkbox"/>	Miller	Lisa	1	General Admission	Free Order Order 244612942897-3084728009
<input type="checkbox"/>	Miller	Jodi	1	General Admission	Free Order Order 244612942897-3276643599
<input type="checkbox"/>	Miller	Maggie	1	General Admission	Free Order Order 244612942897-3307845179
<input type="checkbox"/>	Mink	Randy	1	General Admission	Free Order Order 244612942897-3326453149
<input type="checkbox"/>	Moore	LaTrice	1	General Admission	Free Order Order 244612942897-3422243619
<input type="checkbox"/>	Mooman	Gloria	2	General Admission	Free Order Order 244612942897-3296725059
<input type="checkbox"/>	Mouton	Rusty	1	General Admission	Free Order Order 244612942897-2953406169
<input type="checkbox"/>	Mulvaney	Thomas	1	Live Stream	Free Order Order 244612942897-3439365969
<input type="checkbox"/>	Mulvaney	Thomas	1	Live Stream	Free Order Order 244612942897-3449177569
<input type="checkbox"/>	Mutz	Bill	1	General Admission	Free Order Order 244612942897-3431592099
<input type="checkbox"/>	Napoleon	Jessica	1	General Admission	Free Order Order 244612942897-3276125009
<input type="checkbox"/>	Nelson	Julie	1	Live Stream	Free Order Order 244612942897-3047701599
<input type="checkbox"/>	Nichols	Morica	1	General Admission	Free Order Order 244612942897-3279720679
<input type="checkbox"/>	Nicholson	Amanda-Jo	6	General Admission	Free Order Order 244612942897-3376454619
<input type="checkbox"/>	Northern	Orathai	1	General Admission	Free Order Order 244612942897-2955365609
<input type="checkbox"/>	Odum	Morgan	1	General Admission	Free Order Order 244612942897-3315082479
<input type="checkbox"/>	Odum	Morgan	1	Live Stream	Free Order Order 244612942897-3445720539
<input type="checkbox"/>	Olson	Christy	2	General Admission	Free Order Order 244612942897-2954014689
<input type="checkbox"/>	Ortiz	Emilisse	7	General Admission	Free Order Order 244612942897-3298616009
<input type="checkbox"/>	Palmer	David	1	General Admission	Free Order Order 244612942897-3276366709
<input type="checkbox"/>	Palmer	David	1	Live Stream	Free Order Order 244612942897-3276366709

State of the County 2022

	Last Name	First Name	Qty	Ticket Type	Payment Status
<input type="checkbox"/>	Pattison	Angie	2	General Admission	Free Order Order 244612942897-2953002309
<input type="checkbox"/>	Pfeiffer	Trish	1	General Admission	Free Order Order 244612942897-2953402419
<input type="checkbox"/>	Phillips	Tom	1	General Admission	Free Order Order 244612942897-2952650969
<input type="checkbox"/>	Presson	Scott	1	General Admission	Free Order Order 244612942897-3173372469
<input type="checkbox"/>	Presson	Scott	1	Live Stream	Free Order Order 244612942897-3173372469
<input type="checkbox"/>	Price	Catherine	1	Live Stream	Free Order Order 244612942897-2954108779
<input type="checkbox"/>	Quam	Rob	1	General Admission	Free Order Order 244612942897-3001188409
<input type="checkbox"/>	Quary	Dell	1	General Admission	Free Order Order 244612942897-3359460149
<input type="checkbox"/>	Quary	Dell	1	Live Stream	Free Order Order 244612942897-3359460149
<input type="checkbox"/>	Rapp	Allison	1	Live Stream	Free Order Order 244612942897-2964525829
<input type="checkbox"/>	Raub	Kaley	2	General Admission	Free Order Order 244612942897-2952794489
<input type="checkbox"/>	Ray	Susie	1	Live Stream	Free Order Order 244612942897-3382571829
<input type="checkbox"/>	Reed	Jean	2	General Admission	Free Order Order 244612942897-2954624179
<input type="checkbox"/>	Rewis	Brian	1	General Admission	Free Order Order 244612942897-2952643589
<input type="checkbox"/>	Rice	Claire	1	General Admission	Free Order Order 244612942897-3028618149
<input type="checkbox"/>	Riddell	Dana	1	General Admission	Free Order Order 244612942897-3306551079
<input type="checkbox"/>	Riddell	Dana	1	Live Stream	Free Order Order 244612942897-3430509219
<input type="checkbox"/>	Rihn	Robert	2	General Admission	Free Order Order 244612942897-2952621889
<input type="checkbox"/>	Ring	James	1	General Admission	Free Order Order 244612942897-3324789189
<input type="checkbox"/>	Roberson	Marcia	1	General Admission	Free Order Order 244612942897-3325463949
<input type="checkbox"/>	Roberts-McCarley	Sara	1	General Admission	Free Order Order 244612942897-3431616499
<input type="checkbox"/>	Robinson	April M.	1	General Admission	Free Order Order 244612942897-3283580229
<input type="checkbox"/>	Robinson	April M.	1	Live Stream	Free Order Order 244612942897-3283580229
<input type="checkbox"/>	Robison	Jay	1	General Admission	Free Order Order 244612942897-3297129009
<input type="checkbox"/>	Rodriguez	Cindy	1	General Admission	Free Order Order 244612942897-2952870609
<input type="checkbox"/>	Roll	William	1	General Admission	Free Order Order 244612942897-3277584089
<input type="checkbox"/>	Rowan	Jamie	1	General Admission	Free Order Order 244612942897-3275247109
<input type="checkbox"/>	Rowan	Jamie	1	Live Stream	Free Order Order 244612942897-3275247109
<input type="checkbox"/>	Rowan	Jamie	1	Live Stream	Free Order Order 244612942897-3448909459

State of the County 2022

	Last Name	First Name	Qty	Ticket Type	Payment Status
<input type="checkbox"/>	Royal	Amy	2	General Admission	Free Order Order 244612942897-3275259059
<input type="checkbox"/>	Ruz	Ivon	1	General Admission	Free Order Order 244612942897-3027625739
<input type="checkbox"/>	Saenz	Kimberly	1	General Admission	Free Order Order 244612942897-3017966059
<input type="checkbox"/>	Sakagawa	Tamara	1	General Admission	Free Order Order 244612942897-2954443519
<input type="checkbox"/>	Sands	Julia	1	General Admission	Free Order Order 244612942897-3297090559
<input type="checkbox"/>	Santiago	Martha	1	General Admission	Free Order Order 244612942897-3300248359
<input type="checkbox"/>	Schmucker	Jeff	1	General Admission	Free Order Order 244612942897-3378979509
<input type="checkbox"/>	Scott	Sherry	1	General Admission	Free Order Order 244612942897-3156108249
<input type="checkbox"/>	Senn	Stephen	1	General Admission	Free Order Order 244612942897-3092181619
<input type="checkbox"/>	Sessions	Captain Robert	1	General Admission	Free Order Order 244612942897-3419673329
<input type="checkbox"/>	Sharp	Cindy	1	General Admission	Free Order Order 244612942897-3326028169
<input type="checkbox"/>	Sharp	Cindy	1	Live Stream	Free Order Order 244612942897-3326028169
<input type="checkbox"/>	Sharpe	Gaye	1	Live Stream	Free Order Order 244612942897-2954386649
<input type="checkbox"/>	Sheehan	Donna	1	General Admission	Free Order Order 244612942897-2954193319
<input type="checkbox"/>	Sheehan	Donna	1	Live Stream	Free Order Order 244612942897-2954193319
<input type="checkbox"/>	Shiver	Michelle	1	General Admission	Free Order Order 244612942897-2952531629
<input type="checkbox"/>	Shoemaker	Ed	1	General Admission	Free Order Order 244612942897-3275700849
<input type="checkbox"/>	Simon	David	1	General Admission	Free Order Order 244612942897-3160937199
<input type="checkbox"/>	Sjoblom	Scott	1	General Admission	Free Order Order 244612942897-2953028459
<input type="checkbox"/>	Skaggs	Deldre	1	General Admission	Free Order Order 244612942897-2952785639
<input type="checkbox"/>	Smith	Breanna	1	General Admission	Free Order Order 244612942897-3174171509
<input type="checkbox"/>	Smith	Breanna	1	Live Stream	Free Order Order 244612942897-3174171509
<input type="checkbox"/>	Smith	Kristen	1	General Admission	Free Order Order 244612942897-3275545359
<input type="checkbox"/>	Spake	Michael	1	General Admission	Free Order Order 244612942897-3275383419
<input type="checkbox"/>	Spencer	Lisa	1	Live Stream	Free Order Order 244612942897-3186886749
<input type="checkbox"/>	Springfield	Lauren	1	General Admission	Free Order Order 244612942897-2983741959
<input type="checkbox"/>	Springfield	Lauren	1	General Admission	Free Order Order 244612942897-3306561439
<input type="checkbox"/>	Stack	Bob	1	Live Stream	Free Order Order 244612942897-2952885099
<input type="checkbox"/>	Stripling	Lana	1	General Admission	Free Order Order 244612942897-2961318519

State of the County 2022

	Last Name	First Name	Qty	Ticket Type	Payment Status
<input type="checkbox"/>	Sweeten	Tina	1	General Admission	Free Order Order 244612942897-2952581639
<input type="checkbox"/>	Taguri	Abdu	1	Live Stream	Free Order Order 244612942897-2953089659
<input type="checkbox"/>	Taylor	Ryan	1	General Admission	Free Order Order 244612942897-2960924729
<input type="checkbox"/>	Taylor	Auburn	1	General Admission	Free Order Order 244612942897-3443394389
<input type="checkbox"/>	TILLMAN	JEFFREY	2	General Admission	Free Order Order 244612942897-3060369569
<input type="checkbox"/>	Twyford	Eddy	1	General Admission	Free Order Order 244612942897-2952857619
<input type="checkbox"/>	Vida	Holly	1	General Admission	Free Order Order 244612942897-2952531059
<input type="checkbox"/>	Vida	Holly	1	Live Stream	Free Order Order 244612942897-3448834499
<input type="checkbox"/>	Wallace	Cynthia	1	Live Stream	Free Order Order 244612942897-3324494729
<input type="checkbox"/>	Walter	Dorene	1	Live Stream	Free Order Order 244612942897-3005082179
<input type="checkbox"/>	Ward	Daryl	2	General Admission	Free Order Order 244612942897-3324726129
<input type="checkbox"/>	Ware	Jeff	1	General Admission	Free Order Order 244612942897-3027585299
<input type="checkbox"/>	Ware	Deena	1	General Admission	Free Order Order 244612942897-3246454439
<input type="checkbox"/>	Ware	Jeff	1	General Admission	Free Order Order 244612942897-3275357199
<input type="checkbox"/>	Warner	Steve	1	General Admission	Free Order Order 244612942897-2952679999
<input type="checkbox"/>	Williams	Linda	1	General Admission	Free Order Order 244612942897-3299247539
<input type="checkbox"/>	Williams	Linda	1	Live Stream	Free Order Order 244612942897-3299247539
<input type="checkbox"/>	Williams	Bobby	2	General Admission	Free Order Order 244612942897-3368722219
<input type="checkbox"/>	Wood	Ana	1	General Admission	Free Order Order 244612942897-3431970639
<input type="checkbox"/>	Worthington Decker	Katie	1	General Admission	Free Order Order 244612942897-2952632099
<input type="checkbox"/>	Yates	Brian	1	General Admission	Free Order Order 244612942897-3248828589
<input type="checkbox"/>	Young	Myrtice	1	General Admission	Free Order Order 244612942897-3334581339
<input type="checkbox"/>	zenkner	kyle	1	General Admission	Free Order Order 244612942897-2952570569
<input type="checkbox"/>	zenkner	kyle	1	Live Stream	Free Order Order 244612942897-2952570569
<input type="checkbox"/>	Zimmerman	Debbie	1	Live Stream	Free Order Order 244612942897-2952938539
<input type="checkbox"/>	zimmerman	marc	1	General Admission	Free Order Order 244612942897-3275259339

APPENDIX F:

Moms With Monitors Project Implementation Plan

Moms with Monitors			
Activity	Person Responsible	Date	Comments
Meet with League of Women Voters of Polk County (LWVP) to discuss Moms with Monitors Proposal	Jenna/Taylor/Paula	October 2021	Complete
Speak with Dr. Bazley and Shelly Benson regarding monitors/proposal	Jenna, Taylor, Chantale	January 2022	Complete
Speak with DOH Finance Dept and LWVP to purchase cuffs	Jenna, Chantale, Taylor, Dr. Jackson, Paula, Lauren	After July 1 st	Must wait until new fiscal year to complete task
Purchasing process and cuff approval	Theresa, Jenna	TBA	
Distribute cuffs to Dr. Bazley's office	Jenna, Chantale, Taylor	TBA	
Track Dr. Bazley's distribution of cuffs and report to LWVP	Chantale, Taylor, Jenna	TBA	