

## Health in All Policies Success Story: Louisville Metro Department of Public Health and Wellness



### Background

The Louisville Metro Department of Public Health and Wellness (LMPHW) oversees the public health services of Louisville, KY's approximately 620,000 residents. The predominantly urban district is located entirely in Jefferson County.



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In June 2006, LMPHW established the Center for Health Equity (CHE), which was the first of its kind within a municipal government. CHE was created to advocate for a Louisville Metro where everyone has a fair and just opportunity to be healthy and reach their full human potential. Although a person's identities should not predict how long or how well they will live, the history and evolution of structural racism and other systems of power significantly shape the way residents experience hope, happiness, and wellness. CHE prioritizes policies, partnerships, and performance to advance health equity.

Over the past two years, CHE has expanded and restructured programming to focus on root causes of public health outcomes. Primary focus areas and teams were organized around root causes to include the environment, housing and economic development, criminal justice, early childhood health, social and cultural capital, as well as food and the built environment. To operationalize health and equity in all policies, LMPHW enacted a health impact assessment (HIA) program, assessing policies that could have a direct impact on public health outcomes.

### Goal

The goal is to inform local and state policies that affect root causes of health outcomes using HIA agency wide.

### Objectives

- Strengthen LMPHW's capacity to collaborate across departments on HIA.
- Increase dialogue with political leaders, grassroots leaders, and advocacy organizations as a measure to proactively identify policies that do not have a voice for health equity.
- Reduce health disparities through the identification of policies or programs that affect health equity.

### Achievements

- The release of the Pregnant Workers HIA was used to inform the Kentucky Pregnant Workers Act. The policy was signed into law during Kentucky's 2019 legislative session and went into effect June 27, 2019. According to this policy, for issues related to pregnancy, childbirth, or related conditions, employers must provide reasonable accommodations at work, job restructuring, time off work or work protection, and private space for the

**Pregnant Workers  
Health Impact  
Assessment**

**2019**

The Kentucky Pregnant Workers' Rights Act (KYPWRA) (SB18) works to clarify that Kentucky law protects women who need reasonable modifications in the workplace due to their pregnancy. SB18 ensures all pregnant workers have equal access to safe and healthy working conditions. The Pregnant Workers Health Impact Assessment works to inform decision making around the policy as a measure to improve the health outcomes of Kentucky's pregnant workers and their developing children.

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## [FACT SHEET]

October 2019



expressing of milk (other than a bathroom).

- The HIA process has increased dialogue and collaboration with the Louisville Chamber of Commerce, the Louisville Metro Council, and local health advocacy groups. These partnerships are often critical for successful implementation of public health programming.

### Current Efforts

The Childhood Lead Poisoning Prevention Program is working to operationalize the [seven strategies for implementing Health in All Policies](#) (HiAP) into the functions of the program. A successful outcome of this recent HiAP work is the development of a cross-sector coalition focused on lead poisoning prevention. Working with about 20 partners from various government, non-profit, and private agencies, the coalition is working to develop actionable goals focused on local housing policies, communications and uniform messaging, collaborative data sharing, and exposure prevention in schools and daycares.

Further related initiatives include the following:

- Developing new programming that expands community outreach;
- Enhancing data management to improve internal data quality and facilitate cross-sector data sharing; and
- Creating capacity to increase blood lead level testing capabilities in the local health department laboratory.

#### FOR MORE INFORMATION, PLEASE CONTACT:

**Deborah Payne**

Health Impact Assessment Analyst, LMPHW

[Deborah.Payne@louisvilleky.gov](mailto:Deborah.Payne@louisvilleky.gov)

[www.louisvilleky.gov/government/health-wellness](http://www.louisvilleky.gov/government/health-wellness)

**Gabriell Gassaway**

Program Coordinator, LMPHW

[Gabriell.Gassaway@louisvilleky.gov](mailto:Gabriell.Gassaway@louisvilleky.gov)

[www.louisvilleky.gov/government/health-wellness](http://www.louisvilleky.gov/government/health-wellness)

**Bridget Kerner, MS**

Senior Program Analyst, Environmental Health, NACCHO

[bkerner@naccho.org](mailto:bkerner@naccho.org)

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1201 Eye Street, NW, Fourth Floor • Washington, DC 20005

Phone: 202-783-5550 • Fax: 202-783-1583

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