



THE EQUITYSCOOP



November 2025

A newsletter for Local Health Jurisdictions (LHJs) brought to you by the Equity Technical Assistance (TA) Team, Office of Health Equity, CDPH, every first Friday of the month.

[Subscribe to The Equity Scoop!](#)

Want to offer us a recommendation or be an LHJ spotlight? Please submit an inquiry via the [Equity Portal](#).

Best viewed in your browser or the latest version of Outlook.

Transgender Awareness Month: Honoring Lives, Advancing Equity



November is **Transgender Awareness Month**! It is more critical than ever to uplift the voices, experiences, and resilience of transgender, gender-diverse, and intersex (TGI) communities. It is also a time to reflect on and actively address the systemic barriers that continue to impact the health and well-being of trans people across the country.

According to the [2024 report on the Epidemic of Violence Against the Transgender & Gender-Expansive Community in the U.S.](#), transgender people, particularly (black and brown) trans women of color, often experience disproportionate levels of violence, discrimination, and barriers to health care. These inequities are rooted in systemic racism, transmisogyny, and social stigma—factors that directly impact health outcomes and social determinants of health. As public health professionals, we are uniquely positioned to support inclusive, affirming, and community-centered approaches that improve health outcomes for all. This includes ensuring access to culturally competent care, supporting TGI-serving organizations, and fostering environments where TGI communities can thrive.

Transgender Awareness Week observed November 13–19, leads into **Transgender Day of Remembrance (TDOR)** on November 20. TDOR honors the lives of the transgender women, girls, and individuals who have been murdered due to anti-transgender violence and serves as a call to action to address the ongoing and persistent acts of violence, harassment, and discrimination committed against TGI communities, many of which go unreported due to misgendering. Despite growing advocacy, access to gender-affirming care and support for trans-led organizations is under significant strain. Shifts in policy, funding, and legal frameworks have created uncertainty and new barriers for both individuals seeking care and the providers who serve them. These changes can disrupt the continuity of care, limit access to essential services, and increase stress for transgender youth and adults navigating complex systems. Yet, in the face of these challenges, transgender communities and their allies continue to lead meaningful efforts to promote health, safety, and dignity. Across California and beyond, organizations are working to defend access to affirming care, strengthen community support, and advance inclusive practices. These efforts are vital for building a more equitable and responsive public health system for all.

The Transgender, Gender-Diverse, and Intersex (TGI) Unit within the Office of Health Equity in the California Department of Public Health is the first-in-the-nation Unit at a state-level department of public

health created solely to elevate health equity issues experienced by TGI people caused by systemic discrimination in healthcare settings, housing, employment, and public accommodations. The TGI Unit leads the administration of the Transgender, Gender Nonconforming and Intersex Wellness and Equity Fund (TGI Fund), as established in [California's Health and Safety Code §150900](#). This first-in-the-nation fund provides grant support to TGI-serving organizations and their partners to provide supportive housing services, therapeutic arts programs, increase access to gender affirming care, and improve the ability of health care professionals to provide TGI Californians with culturally responsive care.

To learn more about efforts to support transgender health in California, visit the California Department of Public Health's [TGI Unit webpage](#) and the [Transgender Community Health webpage](#).

November is National Native American Heritage Month



November is **National Native American Heritage Month**, a time to celebrate the rich history, culture, and contributions of Indigenous peoples. This month is especially significant for addressing the health disparities that Native American communities face due to [historical trauma and discrimination](#). These disparities include [higher rates of chronic illnesses](#), mental health issues, substance use, and maternal and infant health challenges.

Despite these challenges, Native American communities show incredible resilience. To support them, it's crucial to promote community-driven health programs and partnerships that utilize Native knowledge and strengths.

This National Native American Heritage Month, let's take action:

- Learn about the history and [traditional healing practices](#) of Native communities.
- Engage in [cultural competency](#) training to better connect with and serve Native populations.
- Support community-driven health initiatives and partnerships.

To learn more about National Native American Heritage Month, please visit [NativeAmericanHeritageMonth.gov](#).

Latest News & Program Reminders



Help Shape Inclusive Language at CDPH

Take the Latino/x/e Terms Survey



The California Department of Public Health (CDPH) is asking for your input on how Latino communities in California prefer to be identified. If you're a community-based organization, local agency, or community health worker – we want to hear from you. By sharing your thoughts in this short survey, you'll help us use language that reflects the preferences of the community we serve.

The survey takes about 10 minutes and is available in English and Spanish. Please share with colleagues and partners who work closely with Latino communities.

[Take the Survey Now](#)

Equity Learning Collaborative

Cracking the CMAA Code: Funding Innovation for High-Need Communities



EQUITY LEARNING
COLLABORATIVE

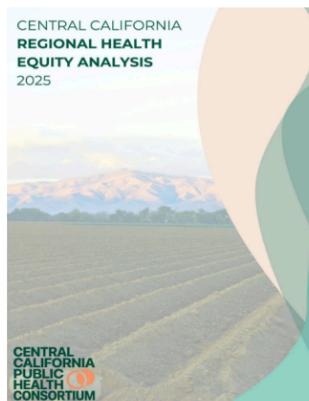
The Equity Technical Assistance (TA) team is excited to bring you the final Equity Learning Collaborative session of 2025 on **Tuesday, November 18th from 1:00-2:00pm**. The audience for the Equity Learning Collaborative is California Local Health Jurisdiction staff.

Learn how a small county is streamlining costs, supporting local research, and creating funding innovations by leveraging existing **County-Based Medi-Cal Administrative Activities (CMAA)** funding with a recipe that is applicable to counties of any size. Calaveras County has participated in the CMAA program since 2003, but it wasn't until 2025 that a formal system for allocating these crucial funds was developed. To align funding with local health priorities, the county created the CMAA Revenue and Request Policy, optimizing resources, fostering collaboration, and addressing key community needs. Attendees will learn about the practical tools and strategies needed to replicate or adapt the framework while strengthening health infrastructure in their communities.

Registration: [November's Equity Learning Collaborative](#)

Central California Regional Health Equity Analysis 2025

By the Central California Public Health Consortium

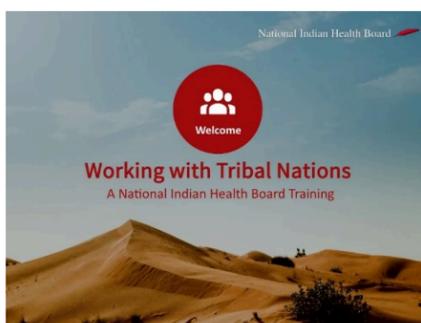


The [Central California Public Health Consortium \(CCPHC\)](#) 2025 Regional Health Equity Analysis (RHEA) offers an in-depth examination of health outcomes and their underlying determinants throughout Central California. This report aims to assess how Central California counties compare with the rest of California regarding health outcomes and their social, economic, and environmental factors. By providing leaders with actionable, county-level data, the report seeks to promote data-driven regional strategies that enhance health equity and improve community health.

Read the full report here: [2025 Regional Health Equity Analysis](#)

Training of the Month

Working with Tribal Nations



Courtesy of the [National Indian Health Board \(NIHB\)](#)

The Working with Tribes Training project and its resulting e-course are intended to educate state and federal government officials on effective engagement with American Indian and Alaska Native Tribes. The training also provides background information on the colonial experience since contact with Europeans, how that experience has impacted the health and well-being of Tribal populations, and best practices for successful engagement with Tribal communities.

This course is part of NIHB's aim to increase familiarity with Tribes throughout all levels of government; elevate Tribal health care and public health needs; and improve non-Tribal government employees'

familiarity and comfort with working with Tribes.

Learning Objectives

- Describe how and why Tribal health changed after European contact.
- Explain foundational components of federal Indian law and policy.
- Define Tribal sovereignty and the government-to-government relationship.
- List key social or historical determinants of Tribal health.
- Discuss key historical impacts on Tribal health and wellness.
- Identify best practices for working with Tribes.

Course Enrollment: [Working with Tribes](#)

Equity Essentials



Health in All Policies Evaluation Tool for State and Local Health Departments



State and local health departments are investing in **Health in All Policies (HiAP)** as a strategy to incorporate health equity into local decision-making processes. HiAP encourages engaging partners from diverse backgrounds—such as transportation, housing, education, and environment, and other sectors—to address the root causes of health disparities that are deeply intertwined with social, economic, and environmental factors.

Many health departments are seeking to evaluate the benefits of investing in integrating HiAP into their public health practice. To support the development of robust evaluations, ASTHO—in partnership with the National Association of County and City Health Officials (NACCHO) and with funding provided by CDC's National Center for Environmental Health—developed this HiAP Evaluation Tool for local and state health department to provide structure and guidance for evaluating HiAP initiatives.

Access the Evaluation Tool: [Health in All Policies Evaluation Tool for State and Local Health Departments](#)

Best Practices Guidance for Sexual Orientation and Gender Identity Data Collection



This resource developed by CDPH provides guidelines on how to effectively and respectfully collect data related to sexual orientation and gender identity. It emphasizes the importance of using inclusive language and ensuring confidentiality to create a safe environment for respondents. Additionally, it offers practical recommendations for organizations to implement these best practices in their data collection processes.

Access the Resource: [Best Practices Guidance for Sexual Orientation and Gender Identity Data Collection](#)

Podcast: Why Should I Trust You?



The podcast "[Why Should I Trust You?](#)" dives into why people often don't trust public health institutions and explores if that trust can be rebuilt. The hosts bring in different viewpoints and approach each discussion with empathy. In a recent episode titled "[On Medical freedom, DEI, RFK Jr. & Free Speech: A Conversation with Author Coleman Hughes](#)," Hughes, author of "The End of Race Politics: The Argument for a Colorblind America," talks about how we often follow our group's opinions instead of listening to strong opposing views. This problem can be seen in public health institutions just as much as in political supporters. Coleman discusses what he has learned from being a unique voice that challenges his own side, and how he thinks we can bridge gaps and rebuild trust.

Check out the podcast episodes here: [Why Should I Trust You?](#)

Technical Assistance (TA) Services Available:

For general inquiries or to schedule a 1:1 consultation, submit an inquiry to your Equity TA Specialist (below) via the [Equity Technical Assistance Portal](#):

Rural North | Haley Ni
Greater Sierra-Sacramento | Claudia Medina
Central California | TBD
Bay Area | Salina Ramachhita
Southern California/ Los Angeles | Jessica Medina

Copyright ©Microsoft Dynamics, All right reserved.

To share an event, resource, job opportunity, or highlight a success story from your LHJ, please contact us through the [Equity Portal](#) by the 20th of the month.