

November 2022 Mentor Connection

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Council of State and Territorial Epidemiologists

November 2022 Mentor Connection

Happy November! We hope you've been connecting with your mentor or mentee and are enjoying getting to know each other with the help of the assigned activities and our monthly networking events.

CSTE Announcements

- The next [CSTE Annual Conference](#) will be held in Salt Lake City, Utah on June 25-29, 2023. The call for abstracts is currently open and closes on January 5, 2023.
- *Save the Date:* The CSTE Early Career Professionals Subcommittee is hosting a Data Analytics Showcase Series featuring webinars on different software packages utilized by epidemiologists. The first webinar is scheduled for December 5, 2022 at 1:00 pm EST entitled "Visualizing your Community with ESRI". [Registration is required.](#)
- *Save the Date:* Our November networking event will occur on Wednesday, November 30 at 4:00 pm EST. This is a great opportunity to meet your cohort members in an informal environment. This networking event is open for both mentors and mentees. [Registration is required.](#)
- Upcoming conferences:
 - Abstracts are now open for the [National Network of Public Health Institutes Conference \(NNPHI\)](#) which will take place in Washington, D.C. on May 9 – 11, 2023.

Basecamp

If you have not yet joined the Basecamp group, you can do so [here](#). If your agency has blocked access to Basecamp, please consider using the mobile app or using a personal email address. Please reach out to Sarah Auer (sauer@cste.org) if you are unable to join or have any questions.

Basecamp regularly sends email notifications for activity on the page. If you would like to adjust your notifications, go to your initials in the upper right-hand corner and select "Change your notification settings." From here, you can decide when you would like to receive notifications.

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- [How do you manage the work/life balance?](#)

Upcoming Tasks

Please complete each task individually and set up a time to discuss together. The activities have been posted on Basecamp.

- [Self-assessment](#) (Due at the end of November)
- [Goal setting exercise](#) (Due at the end of December)

Optional Activities

[Implementing Performance Management in your Health Agency](#) ASTHO Learning Center, 8-minute video

Performance management is a systematic process that helps an organization achieve its mission and goals. Getting started can be the most daunting part of building performance management into your agency's culture. In this video, health agency leaders – Dr. Mark Levine (SHO-VT), Dr. LaQuandra Nesbitt (SHO-DC), Tracy Dolan (SRD-VT), and several performance improvement staff members describe their experiences with performance management and share practical strategies to adopt performance management practices within your health agency. If you experience difficulty viewing the video in your browser, consider downloading it to your computer for faster replay.

[Health Equity and Racial Justice in Public Health Training](#), Region V Public Health Training Center, 6-hour self-paced program

This 6-part program covers basic health equity and racial justice principles for public health professionals. The program consists of six separate components including a podcast, one self-paced training with free CE, and four On Demand-No CE trainings, each covering different aspects of either health equity or racial justice in public health. This program is helpful for public health professionals looking to increase their understanding of health equity and racial justice and gain tools to engage in antiracist practices.

[One Health Webinar for States](#), ASTHO, 2-hour series

ASTHO, in collaboration with EPA's Office of Research and Development, the Environmental Council of the States, and the Association of Fish and Wildlife Agencies, hosted informational webinars for states on the One Health framework, which is a collaborative, multisectoral, and transdisciplinary approach to achieve optimal health and well-being outcomes, recognizing the connection between people, animals, and the environment. Part two of the informational webinar for states on the One Health framework, which is a collaborative, multisectoral, and transdisciplinary approach to achieve optimal health and well-being outcomes, recognizing the connection between people, animals, and the environment.

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In this month's Log-in2Learn, Dr. Wafaa M. El-Sadr, Executive Vice President at Columbia Global, University Professor of Epidemiology and Medicine at Columbia University, and Director of ICAP at Columbia University, presents an update on the current Monkeypox outbreak. She begins by explaining the Monkeypox virus and the epidemiology of the current 2022 outbreak. She then explains its clinical characteristics, along with current vaccinations and treatment. Finally, Dr. El-Sadr discusses stigma and disparities surrounding Monkeypox, as well as lessons from HIV and COVID-19 that can inform the Monkeypox response.

Suggested Discussion Topics

Mentors and mentees should be communicating at least once a month throughout the program. These meetings can happen via video or phone call, email, instant messaging, or whichever method works!

We will be providing some general discussion topics in each monthly Mentor Connection to help guide your conversations. Some ideas for this month include:

- Managing the work/life balance over the holiday season
- Networking while working remotely
- Balancing hard skills (technical skills, database management, writing, facilitating/presenting) vs. soft skills (problem-solving, working in teams)
- Tips for resume/CV development

Tips for Personal Growth

In this section, we will share tips and tricks for enhancing your professional growth and leadership skills.

- [Make the Most of Your One-on-One Meetings](#) by Steven R. Rogelberg

The best managers recognize that one-on-one meetings aren't an add-on to their role—they're foundational to it. So, how can you make the most out of your face time with your direct reports?

- **Set the tone.** The mood and attention you bring to a meeting is contagious, so start out with energy, optimism, and focus. Turn off notifications and be present. Remind yourself as the meeting begins that it's fundamentally about your employee's needs, performance, and engagement.
- **Actively listen more than you talk.** Display genuine interest and acknowledge whatever your employee is bringing to the table. Ask questions to clarify and constructively challenge them. Stay vigilant about your body language and reactions to ensure that you're creating a welcoming, safe, judgment-free space.
- **Add your perspective.** Once you've listened, give honest and specific feedback. Engage in collaborative problem solving by truly understanding the issue at hand, gathering information, identifying root causes, and creating a solution that you both feel good about.

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up.

Citation: Rogelberg, Steven. (2022, November). Bring Intention to your One-on-One Meetings. Harvard Business Review. Retrieved November 10, 2022, from <https://hbr.org/2022/11/make-the-most-of-your-one-on-one-meetings>

What Are You Reading?

What are you reading? We'd like to know, so tell us how you're expanding your mind these days, either personally or professionally (i.e., fiction or non-fiction, fantasy, graphic novels, etc.) and we'll share them in each Mentor Connection. Submit authors and titles with a brief summary and critique to WFResources@cste.org and we'll take it from there.

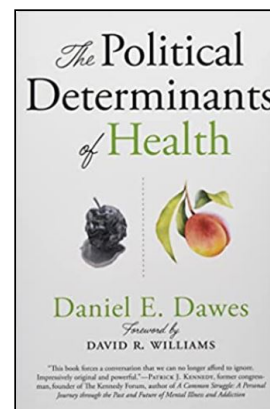
This month's recommendation is [The Political Determinants of Health](#) by Daniel E. Dawes

From Amazon:

How do policy and politics influence the social conditions that generate health outcomes?

Reduced life expectancy, worsening health outcomes, health inequity, and declining health care options—these are now realities for most Americans. However, in a country of more than 325 million people, addressing everyone's issues is challenging. How can we effect beneficial change for everyone so we all can thrive? What is the great equalizer?

In this book, Daniel E. Dawes argues that political determinants of health create the social drivers—including poor environmental conditions, inadequate transportation, unsafe neighborhoods, and lack of healthy food options—that affect all other dynamics of health. By understanding these determinants, their origins, and their impact on the equitable distribution of opportunities and resources, we will be better equipped to develop and implement actionable solutions to close the health gap.



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describe the history of efforts to address the political determinants that have resulted in health inequities. Taking us further upstream to the underlying source of the causes of inequities, Dawes examines the political decisions that lead to our social conditions, makes the social determinants of health more accessible, and provides a playbook for how we can address them effectively. A thought-provoking and evocative account that considers both the policies we think of as "health policy" and those that we don't, *The Political Determinants of Health* provides a novel, multidisciplinary framework for addressing the systemic barriers preventing the United States from becoming the healthiest nation in the world.

Note: While CSTE recommends these books for casual reading, the themes and ideas contained are those of the author, and CSTE does not necessarily endorse or promote them as part of the organizational mission/vision.

CSTE Subcommittee of the Month

Each month we will feature a different CSTE committee, its purpose and ongoing work. Subcommittees are a great opportunity to get involved, meet other members, and contribute to national public health work.

Name of Subcommittee: Climate, Health, & Equity

Co-chairs: Meredith Milet (CA), Jackie Leung (OR)

Purpose: The Climate, Health, & Equity Subcommittee provides a forum for epidemiologists and other public health professionals who work in the climate and health field at state, tribal, local, and territorial (STLT) levels. Current priorities include syndromic surveillance for climate related topics, guidance for heat and its effect on health, and climate driven disasters.

Current Activities: The Climate, Health, & Equity Subcommittee meets on the fourth Monday of every other month at 2:00 pm EST.

Staff contact: Kyra Parks, (kparks@cste.org)

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Get Inspired!

What inspires you? We will use this section to share motivational and thought-provoking content relevant to public health, professional growth, or other topics that you find meaningful to your work. Submit your favorite online articles, videos, podcast episodes or series, etc. to WFResources@cste.org to be featured in the next Mentor Connection.

- [Sharing Island Stories on Health Equity: Setting the Stage for Equity in the Island Areas](#) (blog)
- [Strategies for culturally safe research with Native American communities: an integrative review](#), Brockie et al. (article)
- [How will we know when the pandemic is over?](#) Conversations on Healthcare (podcast)
- [What does Shark Tank's Mark Cuban know about Fixing Health Care? Are there Lessons for all of us?](#) Conversations on Healthcare (podcast)
- [Learning from NASA](#), Public Health Review Morning Edition (podcast)

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