

March 2023 Mentor Connection

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Council of State and Territorial Epidemiologists

March 2023 Mentor Connection

*As we head towards spring, it is a great time to set new goals.
How are you prioritizing your professional development this month?*

CSTE Announcements

- The next [CSTE Annual Conference](#) will be held in Salt Lake City, Utah, **June 25-29, 2023**. Early bird registration ends **May 4**.
- Save the Date: Our March networking event will occur **Wednesday, March 29** at 12:00 pm EDT. [Registration is required](#).
- Save the Date: The next webinar in the CSTE Data Analytics Showcase will feature presentations on SAS software on **Friday, March 31** at 12:00 pm EDT. [Registration is required](#).

Basecamp

Join the conversations. Check out the below discussion thread and contribute on Basecamp:

- [How are you prioritizing professional development this month?](#)

Upcoming Tasks

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

- [Values Exercise](#) (Due at the end of April) Located in "Docs & Files" on Basecamp
 - This exercise provides an opportunity to reflect on important values that guide you and your work.

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[Mid-Atlantic Regional Public Health Training Center, Beginning the Journey toward Cultural Humility, March 23, 1:00 pm EDT](#)

This interactive webinar provides an overview of cultural humility at the intrapersonal, interpersonal and organizational levels. Participants will explore how culture and identity influence one's work with individuals, community members and professional colleagues from diverse backgrounds. Strategies for self-reflection will be reviewed with the goal of strengthening public health professionals' ability to provide culturally appropriate services for the communities they serve. [Register here.](#)

[NACCHO MAPP Power Primer: How to Share Power and Support Community Power Building through MAPP, April 20, 1:00 pm EDT](#)

This webinar will describe the "Power Primer," a new tool developed to accompany the MAPP 2.0 framework. The Power Primer provides MAPP facilitators with resources to dive deeper into addressing power as they conduct MAPP. Specifically, the Power Primer explains why and how to a) address power dynamics within MAPP, b) acknowledge societal power imbalances as a root cause of health inequities, and c) support building community power through MAPP and community health improvement. [Register here.](#)

[The Network for Public Health Law, Fighting for Public Health: How do we Strengthen Public Health Advocacy at Local, State and National Levels? Recorded Webinar](#)

Attend this webinar to obtain insights and key take-aways from a [feasibility study](#), commissioned by the Network, in which public health advocates and leaders from 45 organizations were asked how we can strengthen public health advocacy. Their responses provide a picture of the current state of affairs in public health and opportunities to strengthen the voice of public health in advocating for evidence-based, sound interventions and policies and for the profession and practice of public health itself. [Recording and slides can be found here.](#)

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 provide general discussion topics in each monthly Mentor Connection to help guide your conversations. Some ideas for this month include:

- How do I add value to my role, team and company?
- What skills and abilities do I need or want to develop to deepen my mastery?

Tips for Personal Growth

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- [Coaching your Team as a Collective Makes it Stronger](#) by Sanyin Siang and Michael Canning

Being a great manager isn't just about helping individuals reach their full potential – it's also about leading your team as a unit. Here are three coaching approaches that can help your team develop together and achieve collective goals.

Problem-based coaching. Treat problems and challenges as opportunities for team development. Rather than stepping in and taking over when a problem arises, encourage your team to work together to solve it – with your availability and support. This approach will lead to accelerated learning, boosted confidence, and a collective investment in the work.

Discussion-based coaching. Take a Socratic approach to team discussions, asking great questions and giving your team the space to problem-solve and brainstorm in their own way. With this approach, you'll gain insight into how well team members understand the work and where additional support may be required.

No-blame coaching. Treating both success and failure as opportunities to learn will allow your team to become more willing to challenge assumptions, admit when something isn't working, and pivot from mistakes – which, in turn, enables faster and cheaper failures, and bigger breakthroughs.

Citation: Siang, S. and M. Canning. (2023, February 23). Coaching your Team as a Collective Makes it Stronger. Harvard Business Review. Retrieved March 10, 2023, from [https://hbr.org/2023/02/coaching-your-team-as-a-collective-makes-it-stronger?](https://hbr.org/2023/02/coaching-your-team-as-a-collective-makes-it-stronger?utm_medium=email&utm_source=newsletter_daily&utm_campaign=mtod_actsubs&utm_content=signinnudge)
[utm_medium=email&utm_source=newsletter_daily&utm_campaign=mtod_actsubs&utm_content=signinnudge](https://hbr.org/2023/02/coaching-your-team-as-a-collective-makes-it-stronger?utm_medium=email&utm_source=newsletter_daily&utm_campaign=mtod_actsubs&utm_content=signinnudge)

What Are You Reading?

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

This month's recommendation is [The Phantom Plague](#) by Vidya Krishnan

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The definitive social history of tuberculosis, from its origins as a haunting mystery to its modern reemergence that now threatens populations around the world.

It killed novelist George Orwell, Eleanor Roosevelt, and millions of others – rich and poor. Desmond Tutu, Amitabh Bachchan, and Nelson Mandela survived it, just. For centuries, tuberculosis has ravaged cities and plagued the human body.

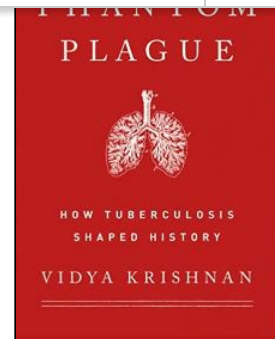
In *Phantom Plague*, Vidya Krishnan, traces the history of tuberculosis from the slums of 19th-century New York to modern Mumbai. In a narrative spanning century, Krishnan shows how superstition and folk-remedies, made way for scientific understanding of TB, such that it was controlled and cured in the West.

The cure was never available to black and brown nations. And the tuberculosis bacillus showed a remarkable ability to adapt – so that at the very moment it could have been extinguished as a threat to humanity, it found a way back, aided by authoritarian government, toxic kindness of philanthropists, science denialism and medical apartheid.

Krishnan's original reporting paints a granular portrait of the post-antibiotic era as a new, aggressive, drug resistant strain of TB takes over. *Phantom Plague* is an urgent, riveting and fascinating narrative that deftly exposes the weakest links in our battle against this ancient foe.

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



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work. Subcommittees and workgroups are a great opportunity to get involved, meet other members and contribute to national public health work.

Name of Subcommittee/Workgroup: Disaster Epidemiology Subcommittee

Co-chairs: Svetlana Smorodinsky (CA) and Tess Konen (MN)

Purpose: The Disaster Epidemiology (Disaster Epi) Subcommittee brings together epidemiologists to share best practices and collaborate on epidemiologic approaches to all-hazards preparedness and response at the STLT level, including providing information and training on disaster epidemiology tools, resources and methodologies that can be used in the field. Disaster Epidemiology more broadly has two main objectives: 1) provide timely and accurate information for data-driven decision-making during disasters and 2) to improve prevention and mitigation strategies for future events.

Current Activities: Planning is well underway for the 14th annual CSTE Disaster Epidemiology Workshop. This year's Workshop, which is fully virtual, via Zoom, will be held the afternoons of May 16-18, 2023. Each day has a distinct theme: Day 1: An Introduction to Disaster Epidemiology; Day 2: Disaster Epidemiology in the Field: Activities and Partnerships, and Day 3: Incorporating and Modernizing Data in Disaster Epidemiology. In addition to the annual Workshop, the Emergency Management Collaboration Workgroup continues to develop outreach information and a card deck for epidemiologists in the field to share with first response and emergency management partners to strengthen relationships and ensure epidemiologists have a place at the table in preparedness, response and recovery operations before, during and after emergencies and disasters.

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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 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.

- [Healing to Homeless People: A Doctor's NYT Best-Selling Story](#), Conversations on Healthcare (podcast)
- [Rebuilding Trust in Public Health through Effective Communications](#), ASTHO (article)

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