
HEALTH EQUITY ASSESSMENT TOOL

HEALTH EQUITY ASSESSMENT TOOL 2022

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WHAT IS HEALTH EQUITY?

A fair distribution of the resources and opportunities needed to achieve well-being. When achieved, everyone has a fair and just opportunity to be healthier.

PURPOSE:

To ensure the equity impacts are systematically and rigorously considered in organizational decision making.

VALUE STATEMENT

“In Wisconsin, we take care of each other. Our well-being is bound to each other, and we refuse to leave anyone behind. It is our collective responsibility to cultivate strong, healthy communities” – MATCH, Wisconsin Community Resilience and Response Task Force

WHEN TO USE THIS TOOL

- Planning: what to change and prioritize in programs/work plan in an appropriately contextualized manner.
- Budgeting: which items to prioritize, add, or cut and the equity impacts of either decision.
- Personnel: who to hire, retain, promote, or develop.
- Policy development: what to propose or change and why?
- Practices: routines/protocols to continue, modify, or eliminate.
- Impact: which marginalized populations may be affected and how?
- Voices: whose voice is missing, what perspectives may be skewed?

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PLANNING

- What are we attempting to do?
- What do we need to change?
- What needs to be prioritized?

WHAT IS THE GOAL OF THIS PROJECT/INITIATIVE?

[Insert text here]

WHAT NEEDS TO CHANGE?

[Insert text here]

WHAT WILL WE PRIORITIZE?

[Insert text here]

WHAT IS THE DECISION TO BE MADE? WHAT IS ITS GOAL?


[Insert text here]



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WHO WILL BE AFFECTED?

WHO WILL BE BURDENED OR ADVANTAGED?

- Communities of color.
 - Older adults.
 - Deaf or Hard of Hearing communities.
 - People with physical and/or cognitive disabilities.
 - LGBTQIA2S communities (Lesbian, gay, bisexual, transgender, queer/questioning, intersex, asexual/agender, two-spirit).
 - People who are housing insecure.
 - Geographically isolated communities.
 - Native or Indigenous communities.
 - Low-income communities.
 - People facing unemployment.
 - Uninsured or underinsured.
 - Undocumented.
 - Non-native English speakers.
 - Immigrants and refugees.
 - People with incarceration histories.
 - Women and gender minorities.
 - People facing financial, food, or housing insecurity.
 - People with low health literacy.
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ANALYZING IMPACT AND MAKING CHANGES

WHAT ARE POTENTIAL UNINTENDED CONSEQUENCES?

[Insert text here]

WHAT ARE THE WAYS IN WHICH YOUR POLICY, PROGRAM, OR DECISION COULD BE MODIFIED TO ENHANCE POSITIVE IMPACTS OR REDUCE NEGATIVE IMPACTS?

[Insert text here]

ARE THERE COMPLEMENTARY STRATEGIES THAT YOU COULD IMPLEMENT?

[Insert text here]

WHAT ARE WAYS IN WHICH EXISTING PARTNERSHIPS COULD BE STRENGTHENED TO MAXIMIZE IMPACT IN THE COMMUNITY?

[Insert text here]

IS THERE ANY POTENTIAL FOR UNINTENDED TRAUMATIZATION OR RETRAUMATIZATION?

[Insert text here]

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ENGAGING COMMUNITY PARTNERS

HAVE STAKEHOLDERS OR COMMUNITY PARTNERS, ESPECIALLY THOSE MOST AFFECTED, BEEN 1. INFORMED, 2. MEANINGFULLY INVOLVED, AND 3. AUTHENTICALLY REPRESENTED IN THE DEVELOPMENT OF THIS PROGRAM, POLICY, OR PROCESS?

- Who's missing and how can they be engaged?

[Insert text here]

WHAT HAS YOUR ENGAGEMENT PROCESS TOLD YOU ABOUT THE BURDENS OR BENEFITS FOR DIFFERENT GROUPS?

[Insert text here]

WHAT HAS YOUR PROCESS TOLD YOU ABOUT THE FACTORS THAT PRODUCE OR PERPETUATE INEQUITY RELATED TO THIS PROGRAM, POLICY, OR PROCESS?

[Insert text here]



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PLAN FOR SUSTAINABLE IMPLEMENTATION

IS YOUR PLAN...

- Realistic?
- Adequately funded?
- Adequately resourced with personnel?
- Adequately resourced with mechanisms to ensure successful implementation and enforcement?
- Adequately resourced to ensure on-going data collection, public reporting, and community engagement?

IF THE ANSWER TO ANY OF THESE IS NO, WHAT RESOURCES OR ACTIONS ARE NEEDED?

[Insert text here]

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ENSURING ACCOUNTABILITY AND COMMUNICATING RESULTS

ACCOUNTABILITY INCLUDES PUTTING PROCESSES, POLICIES, AND LEADERSHIP IN PLACE TO ENSURE THAT PROGRAM PLANS, EVALUATION RECOMMENDATIONS, AND ACTIONS LEADING TO IDENTIFICATION AND ELIMINATION OF ROOT CAUSES ARE ACTUALLY IMPLEMENTED.

ACCOUNTABILITY IN ACTION

How will impacts be documented and evaluated? Are you achieving the anticipated outcomes?
Are you having impact in the community?


[Insert text here]

What are your messages and communication strategies that will help advance equity?

[Insert text here]

How will you continue to partner and deepen relationships with communities to make sure your work to advance equity is working and sustainable for the long haul?

[Insert text here]



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BARRIERS IN USING THIS ASSESSMENT AND IMPLEMENTING CHANGES

BARRIERS YOU MIGHT FACE

- A lack of support from administrators.
- A tool being used in isolation.
- A lack of support for implementing changes.
- Perfection.

WAYS TO ADDRESS THE BARRIERS

- Build capacity of equity teams. Train to build the skills of the teams to create support for group implementation and to create a learning culture.
 - Systematize the use of the tool. If it's integrated into routine operations, all will know it is an important priority.
 - Recognize complexity. There are many aspects to be considered. Nuances can be addressed over time.
 - Maintain accountability. Build the expectation into job descriptions and performance evaluations that staff and leadership routinely use the tool.
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