

PROMOTING HEALTH & WELL-BEING THROUGH HEALTH EQUITY & SOCIAL JUSTICE

The **Center for Health Equity Practice** (CHEP) helps those who work in public health and related fields understand health equity, social justice, and the social determinants of health so they can work together to reduce the likelihood that people are disadvantaged because of racism, classism, gender discrimination and other forms of oppression. Projects within the Center speak directly to issues of inequality and the systems that produce them. This is accomplished by collaborating with partners to implement programs, conduct research and evaluation, and engage strategies that address the root causes of inequities. Our broad network of partners includes academia, foundations, government entities, community-based organizations, healthcare systems, and various service and health care providers. These connections empower us to collaboratively develop solutions to a wide range of challenges and build a world where tomorrow is healthier than today.



OUR SERVICES INCLUDE:



**Technical Assistance
& Consultation**



**Training &
Learning Labs**



**Community
Partnership**



Project Management



**Research &
Evaluation**



Facilitation

The following is a list of health equity learning objectives, representing the Center for Health Equity Practice's (CHEP) training portfolio. The content is designed to be modular, allowing for the creation of customized sessions that reflect the vision, goals, and desired outcomes of partnering groups.

Health Equity Core Concepts

- Create a common language related to health equity and social justice
- Explain root causes of health inequities
- Define levels of oppression (individual, interpersonal, institutional, structural/systemic, cultural) as they relate to health outcomes
- Recognize issues of power, oppression, and privilege and opportunities for change at all levels of oppression
- Recognize how intersecting social identities interact with systems and health outcomes
- Identify the social, political and economic determinants of health and how they contribute to population health and health inequities
- Describe the difference between upstream and downstream approaches to health and between individual vs. population-based approaches

Practicing Health Equity

- Learn language and conceptual frameworks for engaging in difficult conversations about oppression, power, and privilege
- Engage in practical analysis and application of health equity concepts to real-life scenarios
- Co-create a holistic and comprehensive shared vision for health equity
- Identify barriers/challenges/opportunities for advancing equity in one's work and personal life
- Design a strategic course of action to overcome barriers and catalyze movement toward a shared vision

Systems Thinking & Transformation

- Define systems thinking and systems change
- Learn a framework for systems change
- Explore mental models as they relate to inequitable outcomes
- Apply systems thinking tools to a public health issue to explore root causes of health (in)equity
- Practice using a health equity framework to transform systems
- Visualize systems for action planning

Implicit/Unconscious Bias in Health Care

- Explore own biases through a self-assessment
- Advance health care provider's understanding of the impact of structural racism on health outcomes, historically and in the present day
- Explore how unconscious bias influences health care provider's communication and clinical decision-making with patients
- Equip participants with practical strategies to mitigate bias in in patient interactions and everyday care

Fundamentals of Research: An Equity Approach

- Identify principles of equitable mixed-methods research design
- Practice using strategies for designing and implementing equitable both quantitative and qualitative research methodologies
- Identify assumptions (orthodoxies) inherent to research and evaluation methodologies that perpetuate or reduce inequities
- Learn to analyze data and report findings using an equity lens
- Principles of equitable community engagement

Diversity, Equity, & Inclusion

- Define and discuss core concepts: diversity, equity, inclusion
- Engage in dialogue related to structural inequalities and power dynamics in the workplace
- Explore strategies for fostering a diverse, equitable, and inclusive work environment (i.e., recruitment, hiring, and retention strategies)
- Identify benefits of equity and inclusion in the workplace (e.g. teamwork, creativity, innovation, compromise, organizational improvement, competitive advantage, increased quality of life, justice, ethics)
- Construct a plan to advocate for equity and inclusion in the workplace and hiring process
- Practice applying DEI concepts in organizational context

Strategic Planning and Consultation Support

CHEP facilitates a series of sessions to help your organization incorporate equity as a priority into its vision, mission, values, goals, and strategies.

Pre-Designed Workshop Offerings

ADJUST (Advancing Justice Together) Workshop 3-day (4, ½ day virtual sessions)

These dialogue-based sessions are led by trained co-facilitators and seek to illuminate racism, classism, and other types of oppression as root causes of health inequity. The workshop consists of two consecutive days followed by a third day 1 - 2 weeks later. Over the course of the three days, participants:

- Learn language and conceptual frameworks that enable them to engage in difficult conversations about oppression and unearned privilege
- Focus on practical analysis and application of health equity concepts to real-life scenarios
- Explore the meaning of cultural and social identity across groups
- Begin to understand the necessity and value of addressing racism and other forms of oppression *explicitly* as root causes of health inequity.
- Practice analyzing case studies in a social justice/health equity framework
- Identify potential avenues and opportunities for advancing health equity through one's work and personal life

Health Equity and Social Justice Learning Labs

With the rising awareness that health equity is important, there are at least two challenges that public health professionals face. The first is developing a clear understanding of what the term means. The second challenge is to determine how to intentionally focus on health equity in our daily work. It is common in discussions about health equity to hear references to using a 'health equity framework' – but it is just as common for people to not know what that means in both form and content. The Learning Lab sessions are designed to provide a definition of the concept and guide work groups through a process they can use to act intentionally and strategically to advance health equity within their work. The five areas of focus include:

- Session 1 – *Where have we been and where are we going?* (moving from concept to action; review of concepts; overview of all five sessions)
- Session 2 - *Where are we now?* (analysis of organizational assessment data; using real world scenarios to guide strategy; establishing how our community of practice will function)
- Session 3 - *What can we do?* (identifying opportunities for action; focusing on the role of power; starting the development of project plans)
- Session 4 - *What will we do?* (further developing specific project action plans; revisiting the mechanisms of institutional and structural oppression)
- Session 5 – *How will we do it?* (presentation of plans to key partners)

The Learning Labs include an additional 6 hours of contact time for 3, 6, and 12-month follow up accountability sessions.

Pre-Designed Workshop Offerings

Organizational Capacity Readiness Assessment

The Health Equity & Social Justice in Public Health: A Dialogue-based Assessment Tool is used to guide teams through a reflective process that will take stock of an organization's readiness and capacity to address health equity and social justice. It gathers data across four domains: Leadership, Workforce, Community, and Systems Change. The data collection and analysis process is based on participants identifying, sharing and discussing their perceptions of their organization's current practice. Designed for public health practitioners and their community partners, this tool is also broadly relevant for diverse sectors that are interested in the well-being and health of communities they serve.

More than Numbers: Using Data to Advance Health Equity

Applying a health equity frame during every phase of the data process can help communities understand and address the root causes of persistent health disparities. In this training, participants will explore the ways in which the development of research questions, data collection and analysis methods, and reporting strategies can either promote or thwart health equity. Strategies and examples of how communities can capture and uplift diverse perspectives through a combination of data and storytelling will also be discussed.

Team Building to Support Equity

A series of sessions during which participants will come to understand how the lived experiences of each person in the group shape who they are and why they are invested in equity work. There is an emphasis on trust building and how each person's experiences influence relationships in the group. The group will create commitments that will guide how they act together to promote equity in their work. It is best to allow at least a 1 – 2 weeks in between each session since there will be reflection questions/prompts for participants to think about between sessions.

- Session 1: *Bringing people into the room* (establishing trust and connection within the group)
- Session 2: *Implicit bias and critical self-reflection* (equity as an inside-out process)
- Session 3: *Power, privilege, and place* (understanding the dynamics of power and privilege within a group and how it impacts participant's ability to lead equitably)
- Session 4: *Underlying Contradictions* (understanding what is blocking us from moving toward our vision?)
- Session 5: *From concept to practice* (engaging strategies and developing action plans for how the team will equitably engage with staff and partner organizations)

Pre-Designed Workshop Offerings

Health Equity & Systems Change (2 OR 4, ½ day sessions).

This multi-session workshop will explore power and oppression as foundations of systemic inequity and change. Linking root causes to a complex system of inequity, this workshop uplifts systemic racism as the blueprint for oppression that crosses systems and sectors. Participants will learn a framework for conceptualizing systems change and transformation, work through individual power mapping, conduct an environmental scan of their professional assets, and engage community-led participatory frameworks to explore the principles of diversity, equity, inclusion, and justice. Participants will be introduced to innovative strategies for moving programs, policies, and practices “upstream” to address systemic causes of inequities. Workshop objectives include:

- Define systems thinking
- Learn a framework for systems change
- Identify current mental models regarding inequities in various health outcomes
- Describe the importance of power within systems
- Practice power mapping

Why DEI? Moving from Checkbox to Change

It is common in discussions about strategies for organizational improvement to hear references to integrating diversity, equity, and inclusion (DEI) policies and procedures into our daily work, but it is not as common to know what this means in both form and content. While these efforts have the power to address systemic inequity and oppression, it isn't always clear if the intent of these initiatives align with their impact. To support meaningful and sustainable institutional change, this ½ day workshop will introduce participants to DEI core concepts, keys to (un)successful initiatives, strategies for engaging DEI concepts in practice, and identify opportunities for implementing change in their organization. Using a variety of interactive activities, participants will explore how systemic oppression shows up in the workplace and hiring process and use real-life scenarios to practice what they've learned. Workshop objectives include:

- Define and discuss core concepts: diversity, equity, inclusion
- Engage in dialogue related to structural and institutional power dynamics in the workplace and the hiring process
- Identify barriers and opportunities to implementing DEI efforts during the hiring process
- Utilize an equity framework to mitigate conflict



Pre-Designed Workshop Offerings

Operationalizing Anti-Racism, Social Justice, and Health Equity Principles through Performance Improvement. (5, 90-minute sessions)

This ECHO Public Health series focuses on integrating equity as a keystone to true improvement in public health outcomes by operationalizing systems change in the context of public health improvement strategies, core functions, and essential services. This training will explore how public health improvement methods like assessment and planning can be structured to drive systems change and pursue equity.

- Develop a deep understanding of health equity core concepts
- Provide applicable frameworks and tools for integrating health equity and systems change strategies into performance improvement work
- Engage in peer-to-peer learning to advance understanding and application of health equity and systems change concepts to improve public health outcomes