KU | CENTER FOR COMMUNITY HEALTH & DEVELOPMENT
The University of Kansas

Inventory of Potential Strategies for Strengthening the Health Equity Infrastructure—Essential Services #3, 4, and 8

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Guidance: This Inventory of potential strategies can be used to help identify priority strategies for strengthening the public health infrastructure for supporting health equity efforts.

These potential strategies are illustrative, not inclusive.

They are organized by their potential contribution to several of the 10 Essential Services (ES #3, 4, and 8). The essential services represent core functions of an infrastructure supporting population health and health equity.

Each candidate strategy should be considered for its:

a) Importance for strengthening this aspect of the health equity infrastructure
b) Feasibility (financial, political, time)

When reviewing, you might use asterisks (*) or other marks to denote priority strategies.

Review individually, discuss as a group, and vote on priority strategies for further attention.

ESSENTIAL SERVICE	SOME POTENTIAL STRATEGIES for strengthening Health Equity Infrastructure
ES#3: **Inform, educate, and empower people about health (and equity) issues**	- Ensure outreach and education efforts address social and structural determinants of health inequities (CDC, *ES and SDOH*) - Ensure access to culturally and linguistically appropriate approaches to community health to help address SDOH. Approaches should take into account such challenges as structural racism and stigma against immigrants, both of which can decrease likelihood of seeking needed health care (CDC, *ES and SDOH*) - Partner with communities experiencing inequities in ways that intentionally share power and decision making. Co-develop, adopt, and promote a shared agenda, narrative, and resources to advance health equity (https://healthequityguide.org/strategic-practices/) - Allocate time, funds, and capacity building to facilitate the meaningful participation of communities experiencing health inequities in department decision making (https://healthequityguide.org/strategic-practices/) - Create a culture of respectful co-learning, evaluation, reflection, and transparency about department and community needs/priorities to build trust between department and community partners (https://healthequityguide.org/strategic-practices/) - Allow time and space to connect. Routinely attend meetings and events organized by community and social justice organizations and show support by staying informed of their activities and priorities (https://healthequityguide.org/strategic-practices/) - Train and prepare staff to respectfully and thoughtfully engage with communities experiencing health inequities (https://healthequityguide.org/strategic-practices/) - Highlight and sustain community partnerships that have led to changes in department policies, processes, and practices (https://healthequityguide.org/strategic-practices/) - Use data, advocacy, and other expertise to support community-led social justice efforts that would improve equity (https://healthequityguide.org/strategic-practices/) - Other (be specific):

ESSENTIAL SERVICE	SOME POTENTIAL STRATEGIES for strengthening Health Equity Infrastructure
ES#4: **Mobilize community partnerships and action to identify and solve health (and health equity) problems**	• Design more inclusive decision-making processes to actively reduce the marginalization of specific racial and socioeconomic groups. Allocate time, funds, and capacity building to facilitate the meaningful participation of communities experiencing health inequities in department decision making (https://healthequityguide.org/strategic-practices/) • Allow time and space to connect. Routinely attend meetings and events organized by community and social justice organizations and show support by staying informed of their activities and priorities (https://healthequityguide.org/strategic-practices/) • Train and prepare staff to respectfully and thoughtfully engage with communities experiencing health inequities (https://healthequityguide.org/strategic-practices/) • Leverage health department resources, power, and data to protect communities against risk (e.g. from deportation, discrimination, environmental injustices, poor working conditions) and build community power through capacity building, leadership development, and resource allocation (https://healthequityguide.org/strategic-practices/) • Identify, support, and work collaboratively with the leadership of grassroots and civic organizations whose activities and campaigns advance health equity (https://healthequityguide.org/strategic-practices/) • Ask communities to identify health indicators they want to target and the measures of progress that will be meaningful to them in achieving health equity (https://healthequityguide.org/strategic-practices/) • Include voices of the people experiencing health inequities in all stages of program and policy development and create meaningful opportunities for community engagement and evaluation (https://healthequityguide.org/strategic-practices/) • Promote hiring of workforce that reflects population being served (CDC, *ES and SDOH*) • Create and champion a legislative agenda that focuses on upstream social determinants, and undertake direct and/or indirect advocacy in decision-making contexts to advance targeted policies (https://healthequityguide.org/strategic-practices/) • Work with communities experiencing inequities to co-develop, adopt, and promote a shared agenda and narrative to advance health equity (https://healthequityguide.org/strategic-practices/)

ES#4, *continued*: **Mobilize community partnerships and action to identify and solve health (and health equity) problems**	• Develop, influence, and/or implement policies to improve social and economic conditions, especially for communities experiencing health inequities (https://healthequityguide.org/strategic-practices/) • Present at legislative hearings, press conferences, community events, and other public spaces about how health and equity are affected by the social justice issues that mobilize community partners (https://healthequityguide.org/strategic-practices/) • Request data collection and analysis from other government agencies that aligns with health department data collection and analysis methods so that data are comparable across sector. Use the data to develop a shared understanding of community conditions that create health (https://healthequityguide.org/strategic-practices/) • Incorporate goals, language, and data about health equity and the social and economic conditions necessary for health into city/county/state's plans, budgets, assessments, and other strategic documents (https://healthequityguide.org/strategic-practices/) • Develop working relationships and multi-sectoral collaborations with city/county/state agencies of labor, transportation, education, corrections, economic development, housing, and public safety to influence their decision making in ways that promote health equity. Seek inclusion in related agencies' policy discussions and decision making (https://healthequityguide.org/strategic-practices/) • Leverage and integrate funding streams (e.g., general funds, categorical funding, and grant funding) to advance health equity, including partnerships with communities and upstream policy, systems, and environmental change (https://healthequityguide.org/strategic-practices/) • Other (be specific):
ESSENTIAL SERVICE	**SOME POTENTIAL STRATEGIES** for strengthening Health Equity Infrastructure
ES#8: **Assure competent public and personal health care (and health equity) workforce**	• Support staff training and development efforts that help workforce incorporate social determinants of health inequity into their job responsibilities (CDC, *ES and SDOH*) • Have an ongoing process of education, structured dialogue, and organizational development that engages all department staff to: a) Explain the evidence around health inequities and its sources; b) Explore the root causes of health inequities and how to address them; c) Discuss the values and needs of the community; d) Build core competencies and capacities of staff to successfully achieve health equity (https://healthequityguide.org/strategic-practices/)

ES#8, *continued*: **Assure competent public and personal health care (and health equity) workforce**	- Consider using agency-wide trainings, intra-departmental workgroups, peer learning sessions, coaching, and other approaches that create space to reflect and discuss equity-related content (https://healthequityguide.org/strategic-practices/) - Build capacity around topics that normalize and operationalize health equity, such as: a) Attending undoing racism or anti-racism training; b) Implementing policies, practices, and tools that explicitly address racial equity; c) Advancing an approach to include health equity in all policies (https://healthequityguide.org/strategic-practices/) - Build capacity at all levels of the organization to develop strong relationships with communities experiencing inequities and to identify and implement community solutions for ending health inequities (https://healthequityguide.org/strategic-practices/) - Create recruitment, retention, promotion, and training policies to ensure that the professional workforce — including sub-contractors — reflects the demographics of the populations served (https://healthequityguide.org/strategic-practices/) - Use performance management and quality improvement principles, such as rapid-cycle improvement, to continuously improve policies, processes, and programs that advance health equity Develop staff capacity to ask critical questions across government about the development of policies, practices, and investments — and how these might perpetuate or alleviate health inequities (https://healthequityguide.org/strategic-practices/) - Create and/or support a fund for staff and/or community innovation to address health inequities (https://healthequityguide.org/strategic-practices/) - With government partners, use a health equity and/or social determinants framework to assess state and local policies that affect the social and economic factors contributing to health inequities (https://healthequityguide.org/strategic-practices/) - Build awareness of the connection between the social determinants and health with government agencies, elected officials, and community stakeholders. Advance a narrative that says: a) health is more than health care, and b) to improve health, we must focus on community conditions that lead to health (https://healthequityguide.org/strategic-practices/) - Advance a health equity in all policies approach by: a) building relationships with and engaging agency counterparts to add health considerations in policy development, and b) engaging in dialogue with residents, governing bodies, and elected officials regarding governmental policies responsible for health inequities (https://healthequityguide.org/strategic-practices/) - Seek grants to support initial health equity capacity building with a clear plan of how to institutionalize processes, plans, and activities into the long-term department budget (https://healthequityguide.org/strategic-practices/) - Other (be specific):