

WORKSHEET

Develop Strategies to Promote Health & Equity

This worksheet is a companion to the *Develop Strategies to Promote Health & Equity Action Learning Guide*. Consider the worksheet a place to track your progress through the guide and to reflect on your own community's experience with the topic.

This worksheet will take you through the sections of the Action Learning Guide:

- How can communities develop strategies to promote health & equity?
- What are effective strategies to promote health & equity?
- How do we get ready to implement strategies to promote health & equity?

How Can Communities Develop Strategies to Promote Health & Equity?

For centuries, unfair policies and practices in the United States have favored some groups of people over others. These unfair policies and practices have affected millions of people, especially people of color. Many unfair policies and practices remain embedded in communities. As a result, inequities persist.



Example policies and practices that impact disparities:

For each of the two examples given, identify:

- What institutions or organizations implement the policy or practice?
- What opportunities are impacted by the policy or practice? Prioritize what actions to take.
- Who is affected?

	Institution or Organization	Opportunity	Who is affected?
School District Behavior Policies			
Family Leave Policies			



Reflection and Discussion

Reflect on *Communities in Action: Pathways to Health Equity* graphic from Section 2.1 and consider Kansas City's story.

What types of institutions did Kansas City work with to address health inequities?	Which social determinants of health were they trying to impact?
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What are Effective Strategies to Promote Health & Equity?

Evidence matters.

Selecting and implementing policies and programs that have been shown to work in real life and that are a good fit for your community will maximize your chances of success. [What Works for Health](#) is a great starting place to find ideas.



Featured Resource: Explore What Works for Health

Step 1:

What do you want to accomplish in your community to promote health and equity?	Which social determinants of health could have the most impact on community members?
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Step 2:

Will you search by keyword?

Which ones?

Or, will you browse by decision maker, health factor, or evidence rating?

Which ones?



Featured Resource Continued: Explore What Works for Health

Step 3:

How might you refine or narrow your list? (Check all that apply)

Similar or related words

Types of root causes

Approach

Decision maker

Evidence Rating

New search terms

Step 4:

What strategy will you explore?

What is the Evidence Rating?

**What are the Expected
Beneficial Outcomes?**

Do these outcomes matter for your community?

**Do you see populations or communities like yours
in the Evidence of Effectiveness summary?**

What is the Impact on Disparity rating?

Likely to increase disparities

Likely to decrease disparities

No impact on disparities likely

What Implementation Examples & Resources do I want to review?

How would this strategy fit within your community's context?



Reflection and Discussion

What are some new strategies that might work to promote health and equity in your community?

Consider the list of stakeholder groups in Section 3.2. Who is currently engaged in identifying and implementing strategies to address root causes?

Who's missing?

How Do We Get Ready to Implement Strategies to Promote Health & Equity?

The *Communities in Action: Pathways to Health Equity* model image centered on creating healthier and more equitable communities. Along with that goal, the center of the model focuses on three key attributes of community-driven solutions:

- Making health equity a shared vision and value.
- Increasing community capacity to shape outcomes.
- Fostering multi-sector collaboration.



Exploring Strategies That Have Been Implemented in Communities

Communities have made real progress in identifying and implementing strategies to ensure everyone has a fair and just opportunity for health.

Following are examples from the Robert Wood Johnson Foundation Culture of Health Prize communities. The Prize acknowledges communities across the country that are at the forefront of advancing health, opportunity, and equity for all.

As you read through the lists on the next page, either put a check next to any strategies that you and your partners are currently doing or next to strategies that you'd like to explore for your community.



Engaging Residents Most Directly Impacted by Inequities

Currently Doing	Like to Explore	Strategy
		Residents are engaged across community issues.
		Residents most affected by an issue are regularly informing priority-setting and decision-making processes.
		Leaders and residents collectively develop community vision and priorities.
		Residents with lived experience are actively designing and/or implementing programs and services, such as community health workers, violence interrupters, parent-school liaisons, and substance abuse peer counselors.
		Residents are engaged through community-based participatory research and citizen science.
		Residents are leading through community organizing.
		Members of the faith community are engaged.
		Community meetings are accessible with rotating venues and times, translation, transportation, food, childcare, etc.
		Partners are doing intentional relationship building with organizations and networks representing historically excluded groups in the community.

Building and Supporting Resident Leadership

Currently Doing	Like to Explore	Strategy
		Grassroots and community organizing groups are involved in health equity efforts.
		Advocacy and civic engagement training is available to residents.
		Leadership development programs are accessible to residents.
		Opportunities for youth leadership development and advocacy exist, such as youth commissions/councils.
		Residents serve on councils or groups that administer key planning and processes such as the Community Health Improvement Plan and budget.
		Resident representation exists within influential groups/entities in the community such as municipal councils, nonprofit boards, institutional leadership, etc.
		Residents from underrepresented groups are in elected or appointed formal positions of power in the community.
		Alignment exists between priorities identified by community members, and strategy and funding decisions across agencies and organizations.
		Policies exist to hold formal leaders accountable to equity goals.



Community Example: Columbia Gorge Region of Oregon and Washington

<p>How did you the Columbia Gorge Region achieve a shared vision and commitment with members of their community?</p>	<p>What ideas does the Columbia Gorge Region example prompt for you and your community?</p>
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Reflection and Discussion

Now that you know how to develop strategies to promote health and equity:

What did you learn that was especially useful?

What does this mean for your community?

What is one thing you will start doing differently?