Action Planning for Health Equity
Core Questions to Consider for Health Equity

Involving Communities

How will we involve the community in our action planning and implementation efforts? How will we get input from a broader representation of the community? How will we report progress to the community? 7

- CDC. A Practitioners Guide to Advancing Health Equity (pages 10-13).
  https://www.cdc.gov/nccdphp/dch/pdfs/health-equity-guide/health-equity-guide-sect-1-2.pdf
- Community Toolbox. Involving People Most Affected by the Problem. http://ctb.ku.edu/en/table-of-contents/participation/encouraging-involvement/involve-those-affected/main

How are affected communities represented and compensated for participating in action planning?

How will community organizing groups be involved?

How will we consider how the actions will build community capacity and power in communities most affected by inequities (e.g. community capacity focus areas include active participation, leadership, rich support networks, skills and resources, critical reflection, sense of community, understanding of history, articulation of values, and access to power)?

Developing an Inclusive Plan

How does the plan address our agency, team, or partnership's health equity goals? 1

How will we ensure selected strategies build on one another to form a comprehensive approach that advances the achievement of health equity in your community? 1

Who is accountable for reaching the short term and long-term goals? 3
What provisions can we include to monitor progress and reach?

Is the work adequately resourced? Is the work and timeline realistic, adequately supported? How will sustainability of the intervention be addressed? 3

Are there provisions to ensure ongoing data collection, public reporting, community participation and public accountability? What are the oversight entities, and how are affected communities formally represented? Who are the decision makers and has that been clearly communicated with the community? 4,5

What processes can be established to identify and remove barriers to implementation? 1

How can we work with partners to anticipate needs among populations experiencing health inequities and provide necessary supports to advance equitable outcomes?

What methods have we put in place to monitor progress in implementation, identify issues early in the process, and assess how well populations experiencing health inequities are being reached? 1

- Government Alliance on Race & Equity. Racial Equity Toolkit: An Opportunity to Operationalize Equity (pages 10-11 & 23). Example of "Ban the Box". https://www.racialequityalliance.org/wp-content/uploads/2015/10/GARE-Racial_Equity_Toolkit.pdf
- Multnomah County, Oregon. Equity & Empowerment Lens (pages 43-50). http://www.racialequitytools.org/resourcefiles/ee_lens_final-portland.pdf
- RaceForward. Racial Impact Assessment. https://www.raceforward.org/sites/default/files/RacialJusticeImpactAssessment_v5.pdf
- Seattle. Racial Equity Toolkit to Assess Policy, Programs, and Budget Issues (Steps 3 & 4.) http://www.seattle.gov/Documents/Departments/RSJI/RacialEquityToolkit_FINAL_August2012.pdf

Can the intervention be implemented by community members? How will they be trained? 7

Bibliography

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3. Center for Racial Justice. (2013). Racial Equity Impact Assessment Guide. Retrieved from https://www.raceforward.org/sites/default/files/RacialJusticeImpactAssessment_v5.pdf
4. Colorado Department of Health and Environment/Office of Health Equity. (2017). Authentic Community Engagement to Advance Equity. Retrieved from https://www.colorado.gov/pacific/sites/default/files/Authentic-Community-Engagement-to-Advance-Equity.pdf
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