

## Appendix 6.5 Integrating Health Equity in Action Plans

### Discussion Questions

#### Phase VI: Develop a Local Public Health Improvement Plan

Health equity is the focused effort to address differences in population health that can be traced to unequal economic and social conditions that are systemic and avoidable. Public Health Improvement Plans present opportunities for the public health system to assess the potential impact a program or project has on communities most affected by health inequities, and to mitigate negative impacts and enhance positive impacts. As you develop your action plan(s), consider the following discussion questions:

#### **What populations do we see with identified disparities in “X” health indicator?**

Example: low-income; less than high school graduate; Latino/a & African American/Black, etc.

Looking at the strategies identified, consider the following:

#### **Groups Affected:** (Be SPECIFIC) **Which populations are present in your communities that have health disparities related to this strategy? Which populations/neighborhoods/communities would be affected by this strategy?**

Example: low-income neighborhood/school will have increased access to healthy options.

#### **Potential Positive Impacts:** **How might the strategy reduce health disparities?**

Include short and long term impacts; highlight any impacts that might affect this group differently from the community or county as a whole.

Example: Improved awareness/better options for population/neighborhood.

#### **Potential Negative Impacts:** **How might the strategy contribute to maintaining the status quo on health disparities?**

Will this work reach the target population? Include short and long term impacts; highlight any impacts that might affect this group differently from the population overall.

Example: Policy is not accompanied by education or enforcement. Cafeteria improvements will only take place in the executive dining hall.

**What could you do differently, extra, better?** What could you do differently, additionally, or better so that this project will have a greater positive impact on populations most affected by health disparities? What should be included in your action plan? Is this extra work sustainable, culturally appropriate, or is the education level appropriate?

Example: Get community input. Since funding is limited, we will target worksites that employ the target population.

Source: CDPHE, Office of Health Equity, 2013.