

How to Look through a Lens of Health Equity

Step 1 Choose a public health issue

Who is currently or will be most impacted by the public health issue you have in mind?

How are you incorporating lived experience in making this decision?

Who was present in the room when ideas were being discussed?

Were those who would be most impacted apart of this decision?

If you answered **no/unsure/not yet** to any of the above questions, start over and consider how to include lived experiences in your decisions from the start!

If you answered yes, write your public health issue of focus below:

Public Health Issue:

Audience Most Impacted:

Step 2 Get to the root of the issue

Are you addressing a social determinant of health (SDOH) and the root cause of the public health issue, or only scratching the surface?

Complete a mini root cause analysis (see page 3)

List **three** root causes of the public health issue:



Select the area that is closest to the root of the problem to focus your intervention on. Be specific:

Step

3

Determine the intervention or program

What is the intervention or program you will lead to address your public health issue of focus?

How have you built in checks and balances to your intervention to insure it's addressing the public health issue selected?

Consider the length and depth of the intervention or program you're developing. How can you maximize its impact?

Are there unintended positive or negative consequences of your idea that could widen health inequities?

Describe your public health intervention or program. Be sure to be specific about the length of time and who will help lead these activities.

Step

4

Shift Power

What people and systems currently hold power and how do you address and/or shift it?

Do a mini power analysis/ social mapping exercise to find out (see pages 4-5)

List the top 3 systems or individuals that hold **the most power** in impacting the public health issue you'd like to focus on

- 1.
- 2.
- 3.

List the top 3 systems or individuals that hold **the least power** in impacting the public health issue you'd like to focus on

- 1.
- 2.
- 3.

Select 1 system or individual from each list and include details on how you can shift power through your intervention.

Step

5

Color Outside the Lines: Challenge the Status Quo

How do you challenge the status quo through your public health intervention?

Who are the most out of the box partners you could possibly work with?

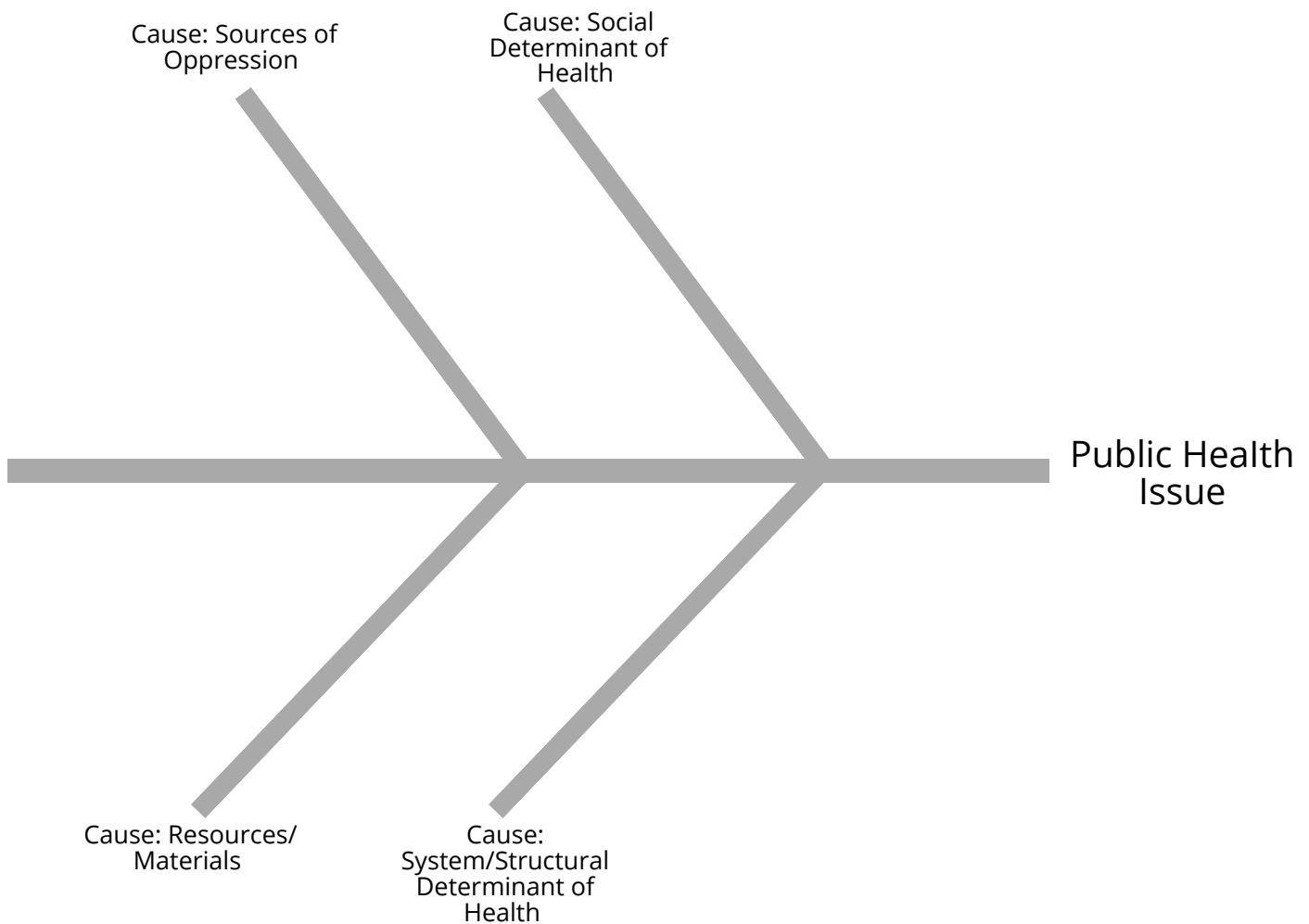
Are there creative and out of the box settings you could leverage?

Are there different sectors you could explore working with?

Describe ways that you can think creatively outside the box through the execution of your public health intervention.

Root Cause Analysis

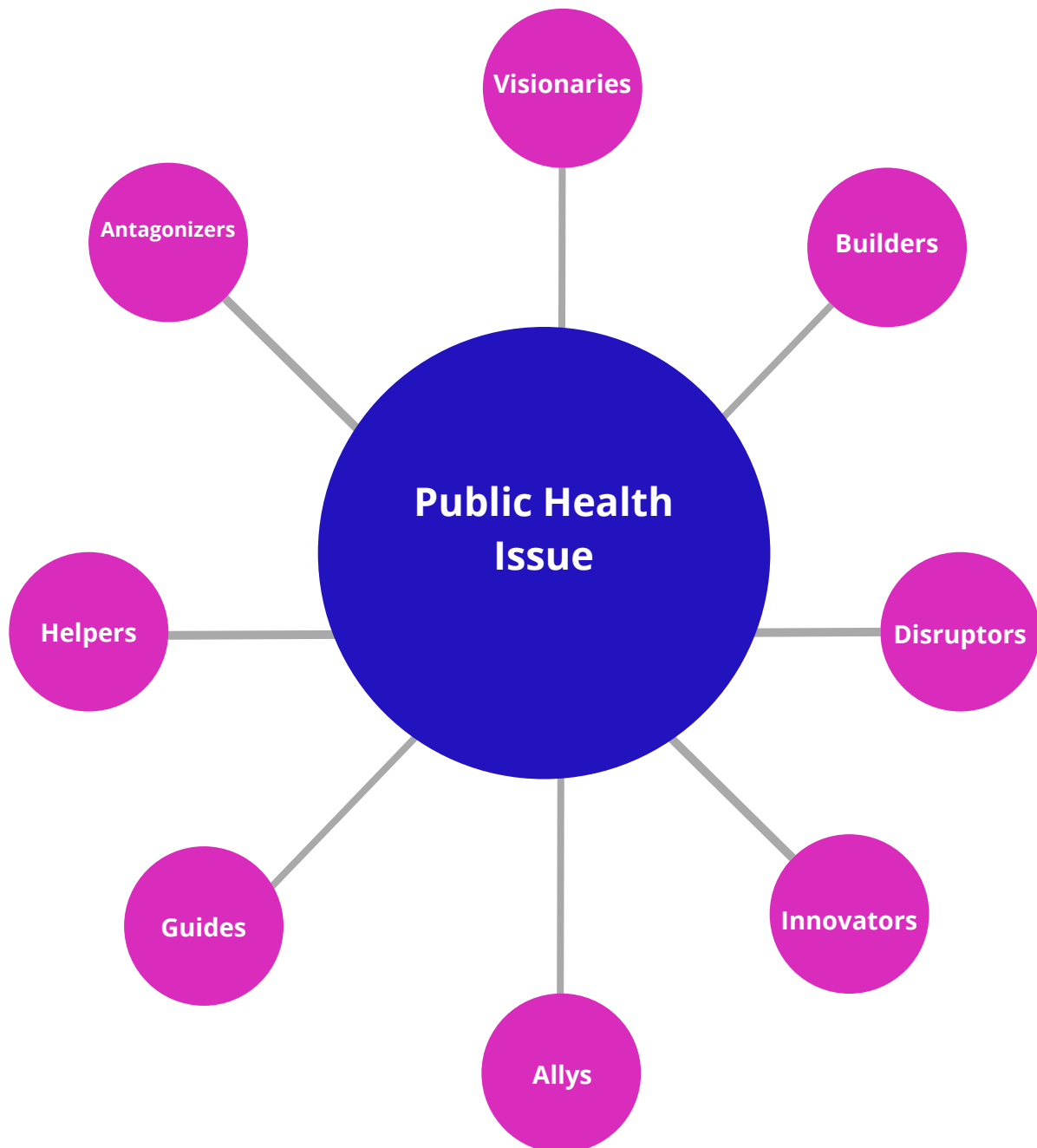
In order to create a health equity rooted public health intervention or program, **it must address root causes** of the issue of focus. Take the time below to do some critical thinking about the root causes and social determinants of health associated with your public health issue. We've included some stems for you to ruminate on, but feel free to add your own!



List **3 Root Causes** you can further explore addressing through your public health intervention or program:

- 1.
- 2.
- 3.

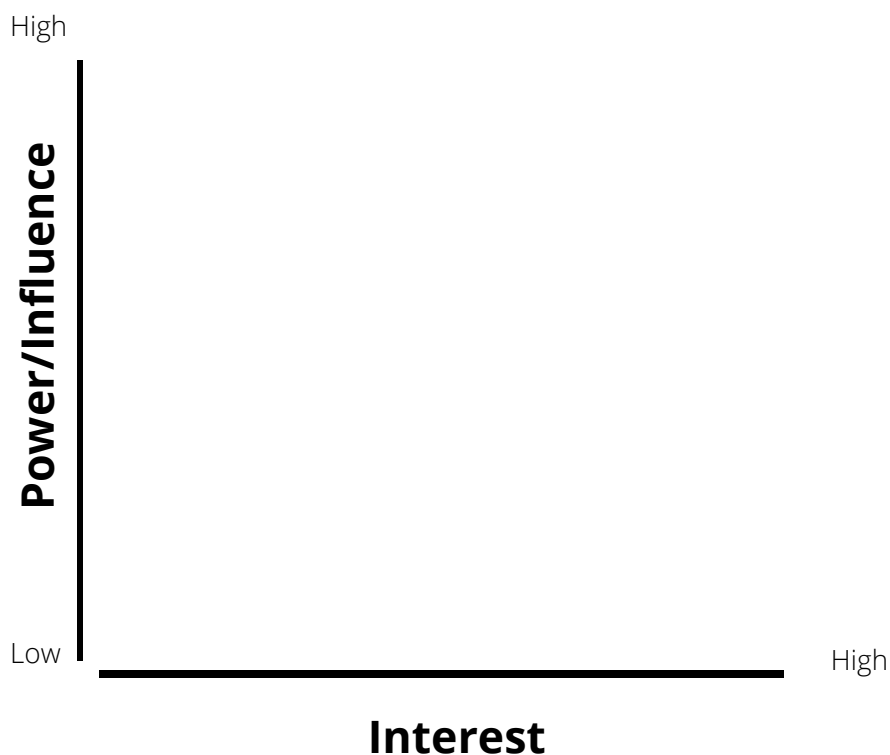
As public health leaders, it's important that we **understand the social landscape** of the stakeholders touching the public health problems we seek to solve. Take the time to think critically about the many stakeholders across multiple sectors (non-profit, NGO, and private) who may fall into these categories below. We've started off with a few for you, but feel free to add your own!



Need help defining the terms above? Connect with [The Equitist](#) for more opportunities for deeper dives into understanding and operationalizing these concepts.

Health Equity Power Analysis

To fully address health inequities it **requires us to understand power**, including the power we hold as public health organizations as well. Using some of the stakeholders you identified in the exercise above, take the time to map each one using the power grid below. Map organizations and leaders by thinking first about their interest in your public health issue or topic (the x-axis), and then think about their level of power/influence (on the y-axis).



List the top 3 systems or individuals that hold the **MOST power** in impacting the public health issue you'd like to focus on:

- 1.
- 2.
- 3.

List the top 3 systems or individuals that hold the **LEAST power** in impacting the public health issue you'd like to focus on:

- 1.
- 2.
- 3.