

## Health Equity Checklist for Educators

### ☐ STEP 1. Get into a “health equity” frame of mind

Review these concepts that should be considered while reflecting on your work.

<b>Equity</b>	attainment of the highest level of opportunity/engagement/health for all <sup>1</sup>
<b>Disparities/inequities</b>	differences in opportunity/engagement/health based on characteristics of individual or group diversity
<b>Diversity</b>	the varied identities and experiences within our teams and the families and communities we serve
<b>Inclusion</b>	inviting all people to take part in building our processes and structures, a necessary step to achieving best outcomes
<b>Bias (implicit or explicit)</b>	preferences in individuals and systems or processes that can drive differences in opportunity/engagement/health
<b>Racism</b>	system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call ‘race’) <sup>2</sup>
<b>Anti-racism</b>	practice of identifying, challenging, and changing the values, structures and behaviors that perpetuate systemic racism <sup>3</sup>
<b>Cultural humility and competency</b>	attitudes, knowledge, and skills needed to work effectively with those who are different from us, includes cultural awareness/sensitivity/responsiveness
<b>Social determinants of health</b>	conditions in which people are born, grow, live, work and age; shaped by distribution of money, power and resources <sup>4</sup>

1. adapted from Healthy People 2020, <https://www.healthypeople.gov/2020/about/foundation-health-measures/Disparities>; 2. American Academy of Pediatrics, The Impact of Racism on Child and Adolescent Health 3. Ontario Anti-racism Secretariat; 4. World Health Organization, [https://www.who.int/social\\_determinants/sdh\\_definition/en/](https://www.who.int/social_determinants/sdh_definition/en/)

### ☐ STEP 2. Think about health equity broadly

There are many characteristics of diversity known to contribute to disparities in opportunity, engagement, and health in our communities and our workplaces. These include:

**Age, education, job role, income, neighborhood/ZIP code, disability, gender identity, sexual orientation, race/ethnicity, language preference, literacy, religion, immigrant status, acculturation, and many others.**

### ☐ STEP 3. Reflect on all areas

When considering your work, explore how concepts and characteristics listed in STEPS 1 & 2 relate to your self-understanding, your patient population, and your clinical environment.

### ☐ STEP 4. Keep track of your thoughts

Please use the worksheet on the next page to record how the concepts above do or don't apply to your work.

Name: \_\_\_\_\_

## Worksheet for including health equity in your work

Record below your thoughts about how the terms and characteristics listed in the checklist might apply to your work as an educator.

**1. Understanding yourself** – What insight do you have into your own cultural perspectives and preferences/biases? How might these affect your interactions with your learners? Thinking broadly, how might these influence your work as an educator? How can you learn more?

Thoughts:

**2. Understanding your learners** – What insight do you have into your learners, including their cultural backgrounds, learning preferences and experiences, social circumstances, and perceptions of you and your educational activities? Do you collect information on these characteristics? Why or why not? How might your educational approach feel inclusive or exclusive to certain learners? How can you learn more?

Thoughts:

**3. Understanding the learning environment** – How does health equity relate to what and how you teach? How does the content and method of your educational work account for health equity and the diversity of your learners, specifically? In what ways do you or could you automatically include health equity perspectives in your educational activities? How can you learn more?

Thoughts:

**Questions? Not sure how to best use this tool?** Please contact the Health Equity Integration Project through the Office of Equity and Diversity at Children's Mercy Kansas City ([oed@cmh.edu](mailto:oed@cmh.edu)).

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