

Health Equity Checklist

For use with the **Framework for Problem Solving**

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

Review these concepts that should be considered while discussing your team’s work.

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

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/

☐ 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. Ask at every turn

When addressing each box in the framework, consider and discuss how concepts and characteristics listed in STEPS 1 & 2 relate to the questions your team is answering.

☐ 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 each step of your process.

Team: _____

Worksheet for considering health equity in problem solving

Please record your group's thoughts about how the terms and characteristics listed in the health equity checklist might apply to each step in your problem-solving process:

Box 1. Clarify the problem

Factors identified: ☐ Yes ☐ No

Please explain:

Box 2. Break down the problem

Factors identified: ☐ Yes ☐ No

Please explain:

Box 3. Set a target

Factors identified: ☐ Yes ☐ No

Please explain:

Box 4. Identify root cause

Factors identified: ☐ Yes ☐ No

Please explain:

Box 5. Develop and implement countermeasure

Factors identified: ☐ Yes ☐ No

Please explain:

Box 6. Check results and process

Factors identified: ☐ Yes ☐ No

Please explain:

Box 7. Standardize and follow up

Factors identified: ☐ Yes ☐ No

Please explain:

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).