

Community Based Participatory Research (CBPR) Model

Examples of Equity Committee Roles with Equity and Rebuilding Community



Context

- Embed racial & social justice in health council structure, culture, systems, policies, practices.
- Build an understanding of anti-racism equity strategies through education, self-assessments and other resources.
- Recognize racism as a public health crisis (e.g. it threatens public health and the advancement of health equity, racism is a barrier to community health improvement)
- Recognize race as a social, but not biological construct
- Participate in open and respectful conversations about race and racism with ground rules
- Attend training opportunities to increase capacity for health equity improvement
- Look for ways to build equity into health council processes, structures, decision-making, leadership, contracts, budgeting and communications
- Center, integrate and amplify historically marginalized and minoritized health partners and partners
- Develop shared concepts around equity, shared language and definitions

Resource: American Medical Association. (2021). Organizational Strategic Plan to Embed Racial Justice and Advance Health Equity: 2021 - 2023. Retrieved from: <https://www.ama-assn.org/print/pdf/node/66721>

Partnerships

- Build alliances, share power with historically marginalized & minoritized partners
- Find ways to consistently center the experiences and ideas of historically marginalized (women, LGBTQ+, people with disabilities, International Medical Graduates) and minoritized (Black, Indigenous, Latinx, Asian and other people of color) communities
- Create partnerships that focus on action with common goals and interests
- Engage affected populations and partners
- Develop rapport through sharing experiences and storytelling about both equity in action and inequities that have affected people.
- Create an environment that fosters trust and belonging
- Identify and share with health council members how they can be engaged in health council equity work.

Actions

- Focus is on upstream policies and actions to address all determinants of health & root causes of inequities
- Strengthen committee knowledge of public health and structural/ social drivers of health and inequities
- Make equity the center of health council community health planning, priorities and actions.
- Assess organizational change (culture, policy, process) related to equity improvement
- Actions focus on truth, racial healing, reconciliation and integrating cultural competence by
 1. implementing ways to repair harm and cultivate a healing journey
 2. respecting community self-determination and decisions
 3. incorporating cultural representation and culturally responsive practices
- Perform an assessment of equity strategies and work that has already happened or has been established
- Identify policies and strategies to create more equity and justice.
- Engage in cross-sector collaboration and advocacy efforts, community

Resource: S.I.S Group. An Asset Oriented Guide to Developing Equity Committees

Outcomes

- Demonstrate/document how the HEC has improved its practices as a Health Equity Committee
- Culturally responsive practices are implemented, evaluated, and monitored.