

**NC Department of Health and Human Services**

**#impactEQUITYNC**

## **Health Equity Impact Assessment Tool**

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**August 2, 2018**

# NC Child

NC Child builds a strong North Carolina by advancing public policies to ensure all children—regardless of race, ethnicity, or place of birth—have the opportunity to achieve their full potential.



# NC DHHS

## Mission:

In collaboration with our partners, DHHS provides essential services to improve the health, safety and well-being of all North Carolinians.

## Vision:

Advancing innovative solutions that foster independence, improve health and promote well-being for all North Carolinians.



**Let's review some concepts...**

# Let's review some concepts

## Health Equity

Refers to the attainment of the highest level of health for all people.

## Health Inequity

*Preventable* differences in health risk or status between different population groups. Inequities refer to differences in the root causes of health that are avoidable, unnecessary and unjust.

## Health Disparity

Differences in health risks or status between different population groups. Groups may refer to geography, income, sex, gender, disability, immigration status, race and ethnicity (among others).

## Social Determinants of Health

The conditions in which people are born, grow, live, work and age. These circumstances are shaped by the distribution of money, power and resources at national, state and local levels.

*Definitions: Center for Disease Control and Prevention, the NIH: National Institute on Minority Health and Health Disparities*

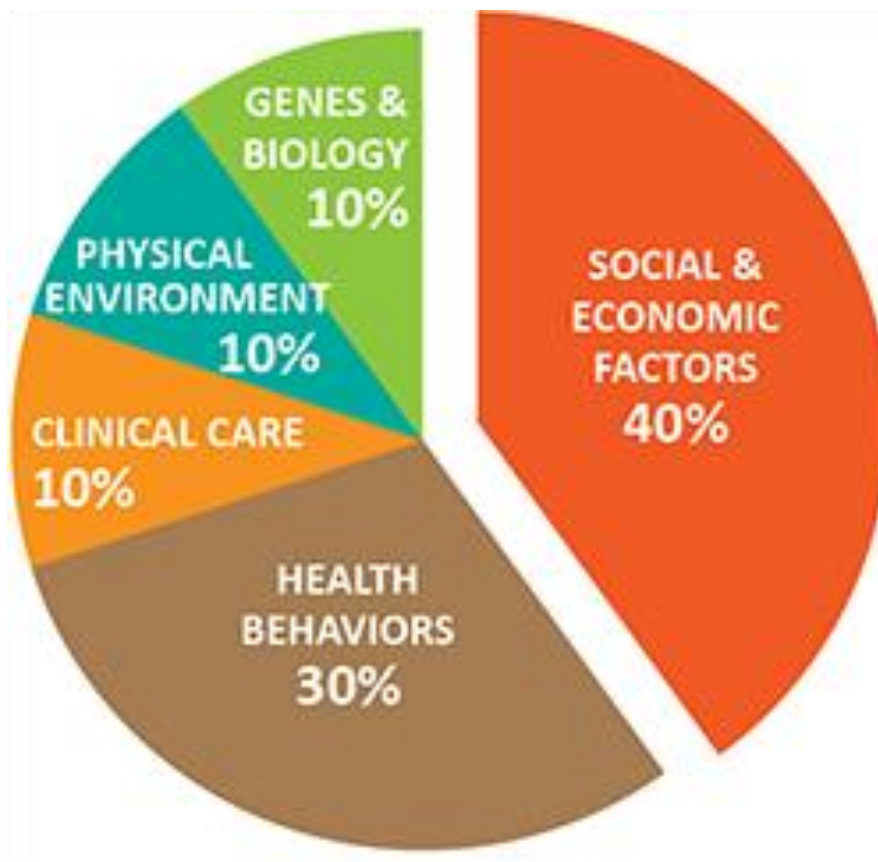


# Equality vs. equity

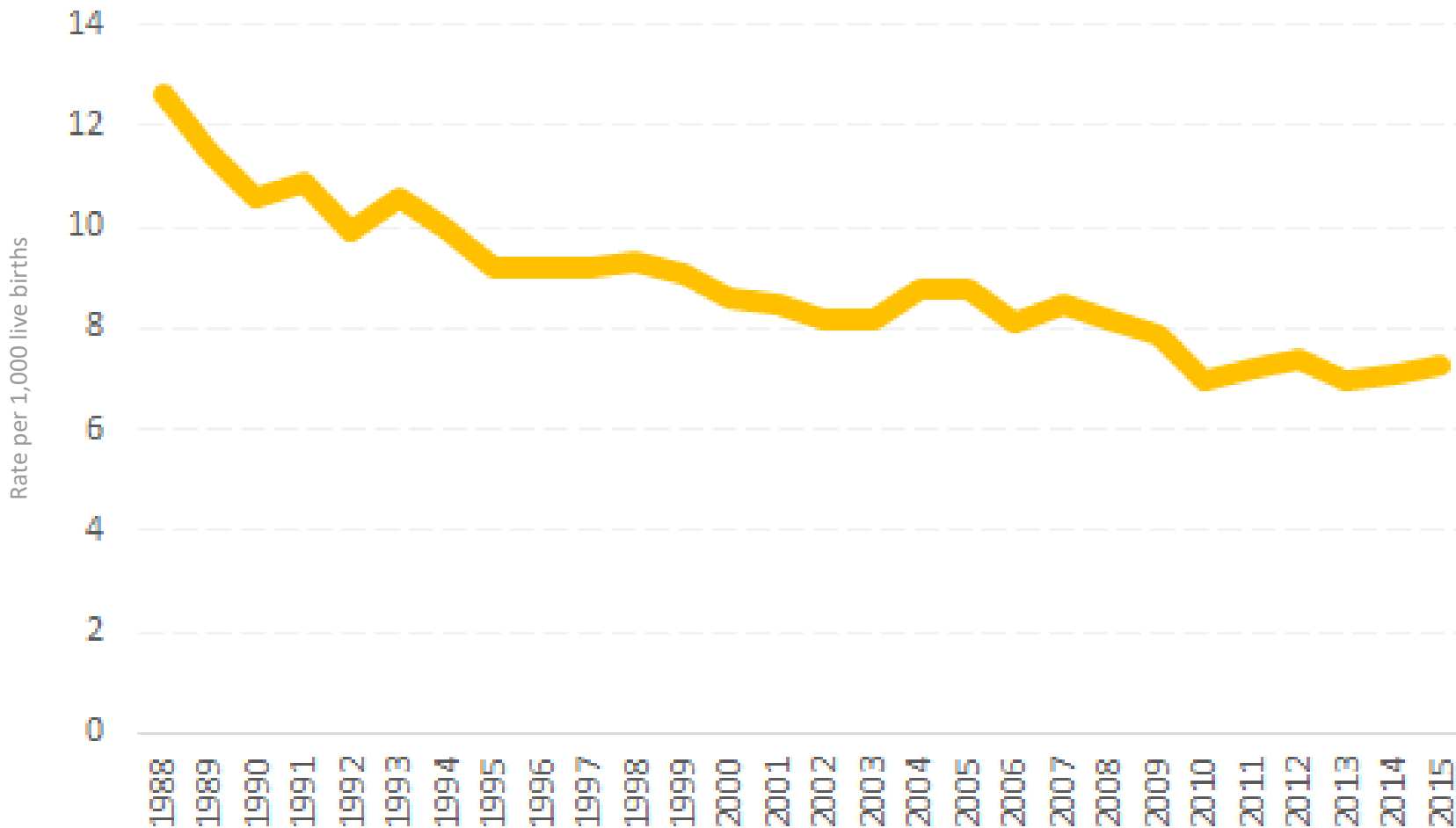


# Improving population health

- Access to care
- Genetics/  
Epi-genetics
- Individual health  
habits and behaviors

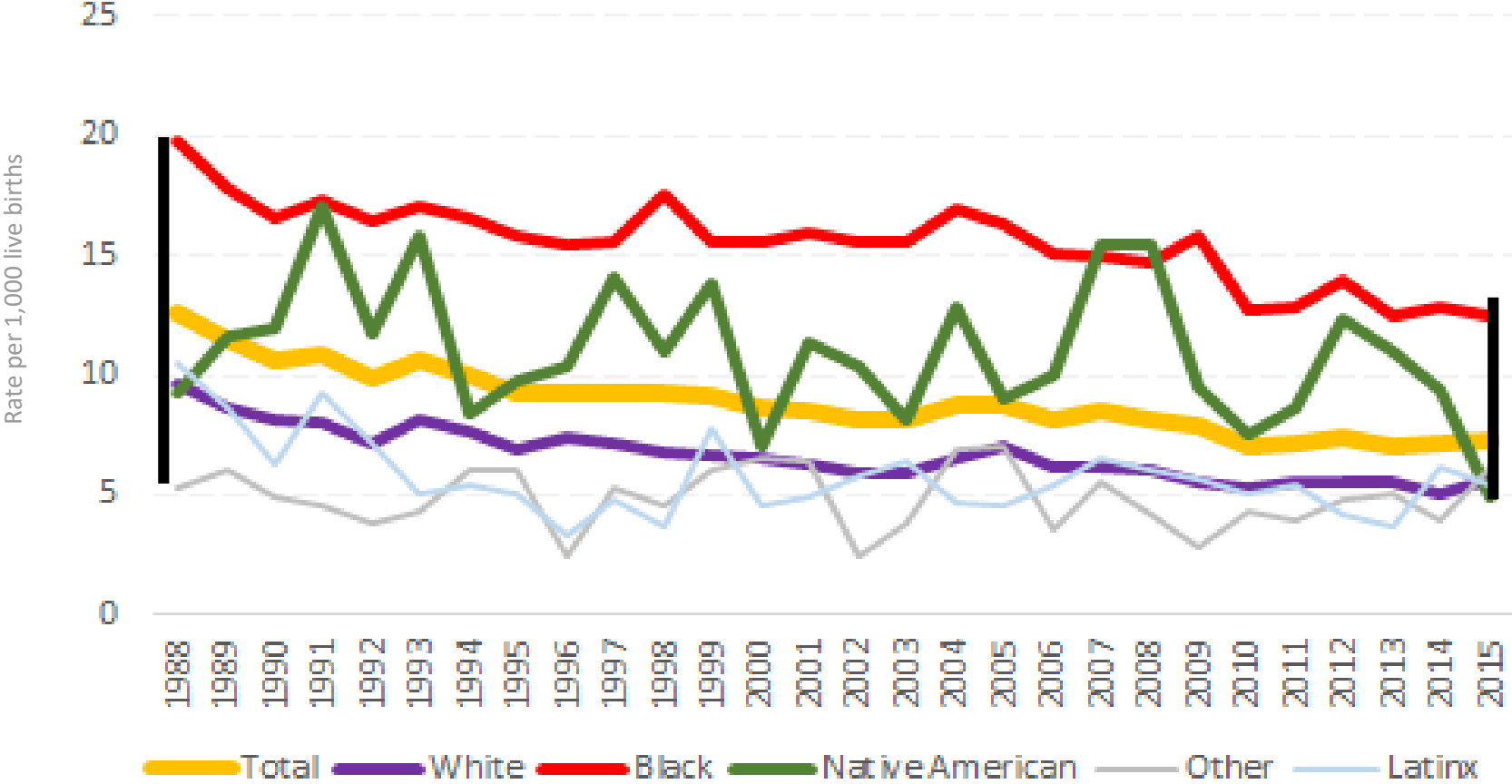


# A rising tide lifts all boats...





# ...does not necessarily close gaps



NC Infant Mortality Rate by Race and Ethnicity, 1988-2015. Data: NC State Center for Health Statistics. Races are non-Hispanic.

#impactEQUITYNC



## North Carolina Health Equity Impact Assessment



# How can you use a HEIA?

- **State and local policy leaders/advocates**
  - To examine the implications of legislative proposals or to proactively design more equitable policies .
- **State and local public health agencies**
  - To evaluate how equitable their current programs, policies or agency practices are
  - To develop new initiatives or programs to ensure equitable outcomes.
- **Community-based organizations**
  - To review agency practices and policies as well as leverage the HEIA process for collective impact at the state or local level.

# Examples from other states

- **Washington State Department of Health**
  - Used HEIAs to inform their funding process, evaluate their public health accreditation proposal and determine agency position on proposed legislation.
- **City of Seattle, WA**
  - Developed an assessment that is used by its Department of Performance Expectations and Mayor's Office through their Race and Social Justice Initiatives.
- **Madison, WI**
  - Used HEIAs to evaluate its city hiring practices, to inform planning for a new fire station and to assess the 2016-2017 workplan for its Clerk's Office.



# Examples from North Carolina

- Incorporated HEIAs into the NC Perinatal Health Strategic Plan
- Tested the tool with
  - NC Division of Public Health's (DPH) Accreditation process.
  - Five-lead health departments (13 total counties) implementing evidence-based strategies through the Improving Community Outcomes for Maternal and Child Health Initiative
- Currently, testing the tool with
  - NC DPH's Sickle Cell Request for Applications process
  - Five-lead health departments (14 total counties) implementing evidence-based strategies through the Improving Community Outcomes for Maternal and Child Health Initiative.

# HEIA - Pre-work

- Pre-work A
  - Determine the policy or program
  - Identify the implementation team members and their roles
- Pre-work B
  - Self-assessment and preparing your implementation team
- Pre-work C
  - Prepare your data profile

# HEIA - Step 1: Describe the current policy or program

- Purpose
  - Ensure that all members of the implementation team understand the policy/program that will be assessed using the Health Equity Impact Assessment (HEIA) tool.
- Review the document prepared in pre-work A identifying the program/policy.
  - Ask any clarifying questions to better understand the rationale for selecting the program/policy and details of the program/policy.
  - Write down the policy/program in the box below.

# HEIA – Step 2: Analyze and interpret the data

- Purpose
  - To develop a specific problem statement for the policy or program using the data completed in pre-work C
- Present the data
- Develop a problem statement
- Identify the root causes
- Revise the problem statement

# HEIA – Step 3: Identifying modifications

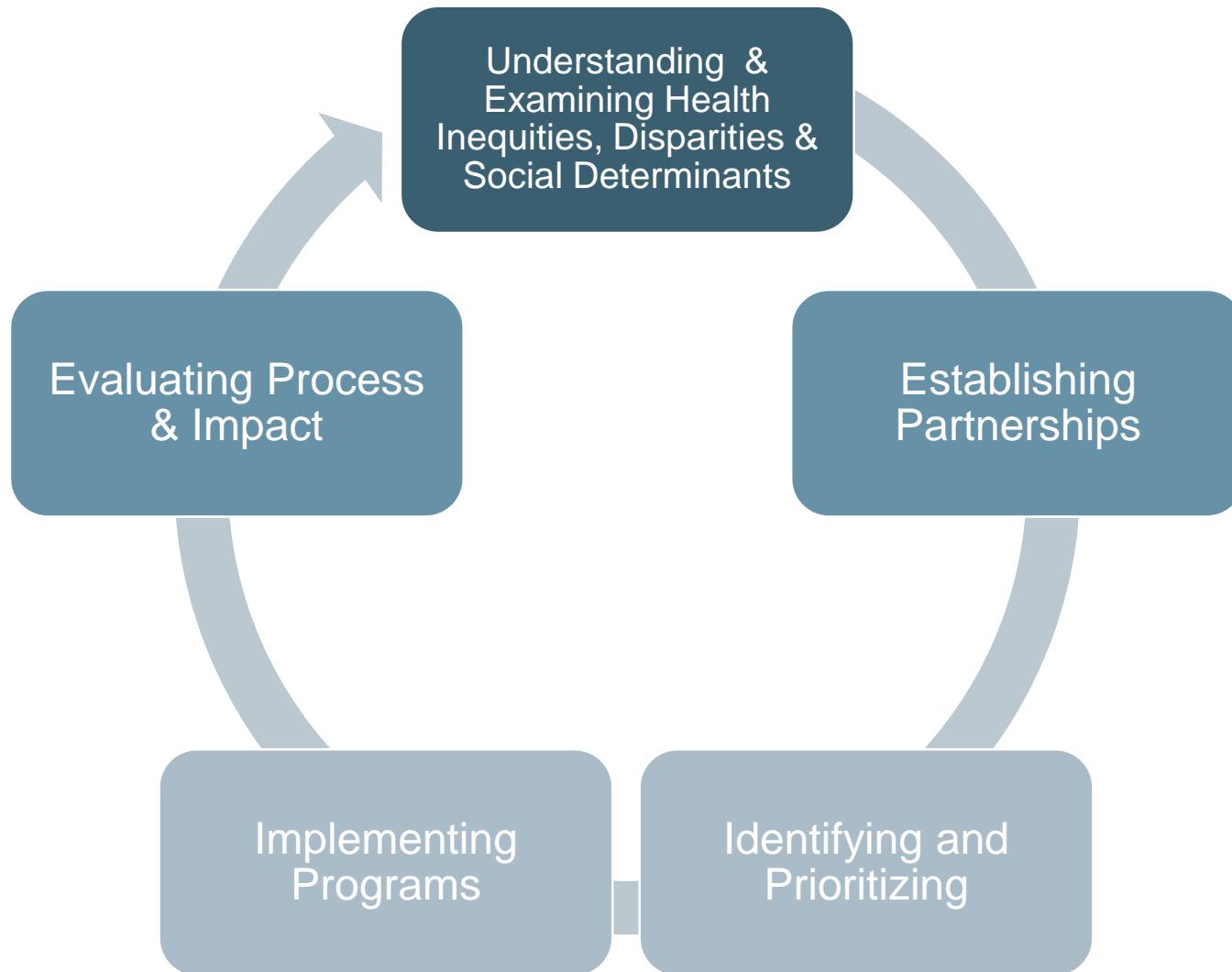
- Purpose
  - Determine what modifications need to be made to the original policy/program to reduce the root causes that contribute to the health inequities.
- Identify 3 assets that can be leveraged
- Identify 3 challenges impacting your priority population
- Make a list of potential modifications
- Assess the feasibility of the proposed modifications
- Determine the positive and negative impacts
- Describe the agreed upon modifications and develop an action plan.



# HEIA – Step 4: Develop a monitoring plan

- Purpose
  - To develop an accountability plan to continue to monitor the impact of the revised policy/program, the modifications and ensure that disparate impacts and negative unintended consequences are assessed and remedied.
- Develop a monitoring plan
  - Who
  - When
  - How
- Develop a communication plan

# Accountable Care Communities and the HEIA



# NCIOM Task force

- How does the HEIA align with the final Task Force report and recommendations?
  - Equity assessment informs policy and programs addressing social determinants of health.
  - HEIA as a tool for Accountable Care Communities.

# Where to find the HEIA....



What Children Need- | What We Do- | Our Priorities- | Take Action-

STRONG START | HEALTH & WELLNESS | NURTURING HOMES & COMMUNITIES | FAMILY ECONOMIC OPPORTUNITY | HIGH-QUALITY EDUCATION

## Health & Wellness

Healthy children perform better in school and in life. All children need access to high-quality and affordable health insurance, preventive health care, a medical home, and specialized services when necessary.



Access to Health Care | Improving Birth Outcomes | Children's Oral Health  
[Health Equity Impact Assessment](#)

While children and families face multiple barriers to accessing health care, the foremost barrier is the lack of health insurance. In North Carolina, children who lack health insurance are more likely to forgo or delay medical care and have less access to health care services. One in every 11 children in North Carolina (9.4%) is uninsured. Among low-income households (families earning less than 200% of the Federal Poverty Level—about \$44,000 for a family of four in 2011), the percentage of uninsured children is even higher (12.8% in 2011).

NC Child works to lay the foundation for a healthier future by strengthening the programs that preserve access to health insurance for our state's most vulnerable children. Medicaid and North Carolina Health Choice, the State Children's Health Insurance Program. Despite high unemployment and declining family economic security, Medicaid and NC Health Choice have helped to safeguard children's access to health insurance, providing roughly one in every two children in the state (1.1 million) with the medical coverage they need to remain in good health.

### Social Media



@ncchild July 24, 2018  
 New blog from @ncchild: Happy 53rd Birthday, Medicaid! [ncchild.org/happy-53rd-bir...](http://ncchild.org/happy-53rd-bir...)

@ncchild July 19, 2018  
 We need your voice to make sure every child in #NC is counted in the upcoming #Census2020. Quick action here: [twitter.com/i/web/status/1...](https://twitter.com/i/web/status/1...)



<http://www.ncchild.org/what-children-need/healthy-children/>



What Children Need- | What We Do- | Our Priorities- | Take Action-

## North Carolina Health Equity Impact Assessment

Health is essential for everything we do.

Across measures of individual and community health there are persistent health gaps by race, ethnicity, income, and other key factors. Often these differences are preventable and can be perpetuated by inequitable policies, programs, and practices in public health (however unintentional), as well as the disparate social and economic conditions in the places where people live, learn, work, and age. Eliminating health disparities in North Carolina will require intentional efforts to enhance the health and well-being of residents across multiple areas.

NC Child in partnership with the Division of Public Health Women's Health Branch and the Office of Minority Health and Health Disparities have partnered to develop a tool – the North Carolina Health Equity Impact Assessment – that enables decision makers to intentionally focus and align strategies to reduce health disparities.

**Please complete the following brief survey to access the NC Health Equity Impact Assessment tool. You will be provided with a link to download the Assessment at the end of the survey.**

First Name\*  Last Name\*

Email Address\*

### Social Media



@ncchild June 28, 2018  
 NC Child, NALEO, and NC Counts in DC today advocating for #Census2020. #ncpol #ncga <https://t.co/FMeTXkh5ml>

@ncchild June 27, 2018  
 New @aecfkidscount report is out! Learn how kids in our state are faring. [goo.gl/p1S7yL](http://goo.gl/p1S7yL) <https://t.co/1SR5RaWtBo>

### Recent Posts

KIDS COUNT Data Book highlights how an undercount in the 2020 Census threatens hard-won progress for children and their families

Wake students modernize the school district's tobacco policy

As the opioid epidemic drives more NC kids into foster care, closing the health insurance coverage gap may provide a solution

<http://www.ncchild.org/promoting-health-equity/>

# Contact Information

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