NC Department of Health and Human Services

#impactEQUITYNC

Health Equity Impact Assessment Tool

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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 Child
The Voice for North Carolina's Children

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
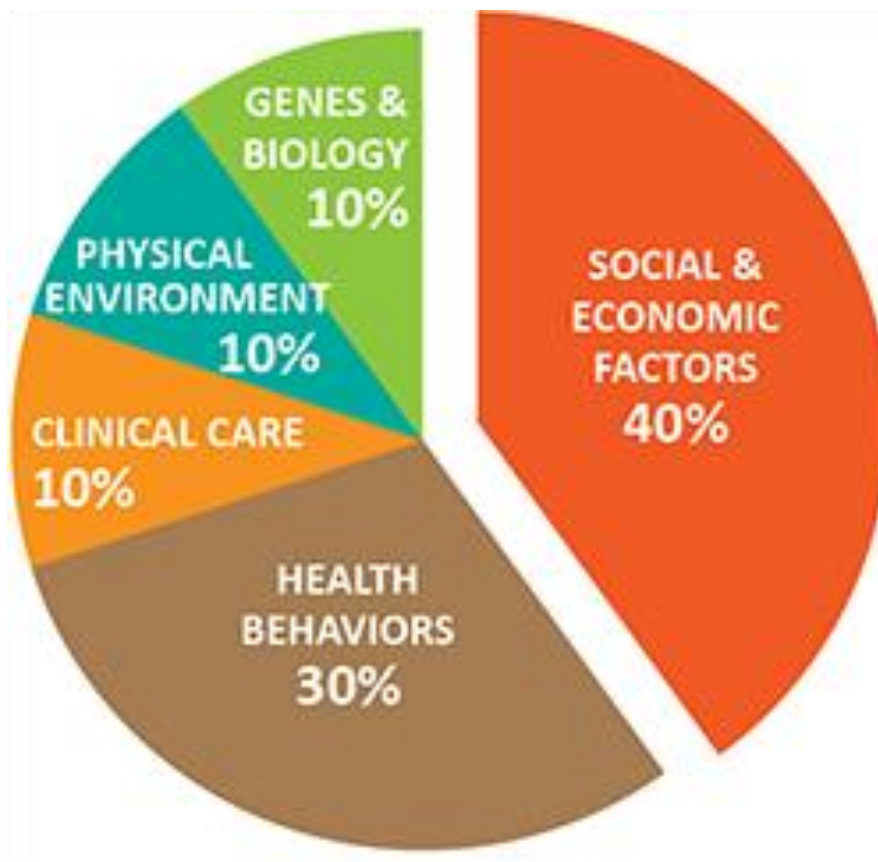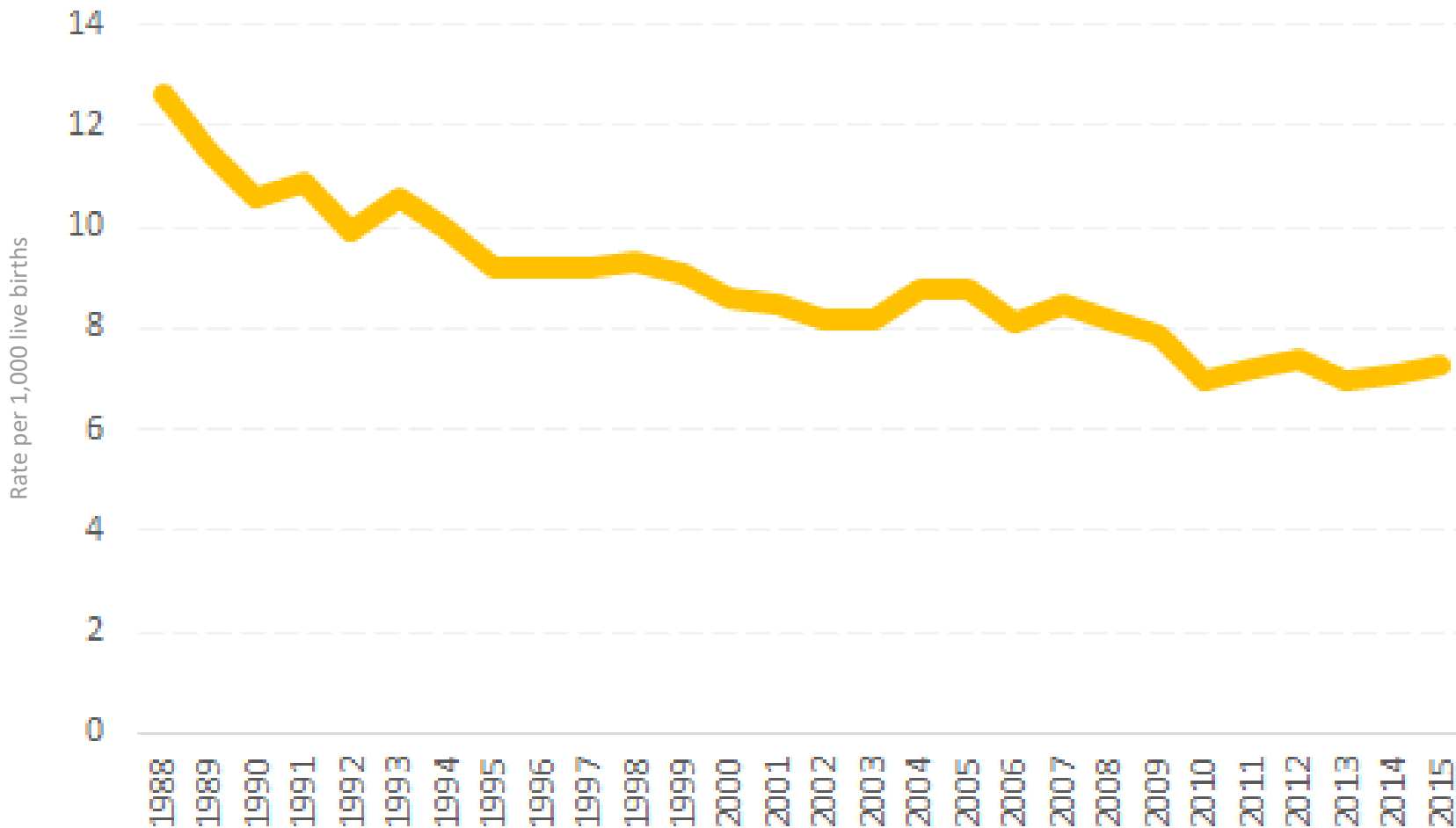
Equality vs. equity

Improving population health

- Access to care

- Genetics/
  Epi-genetics

- Individual health
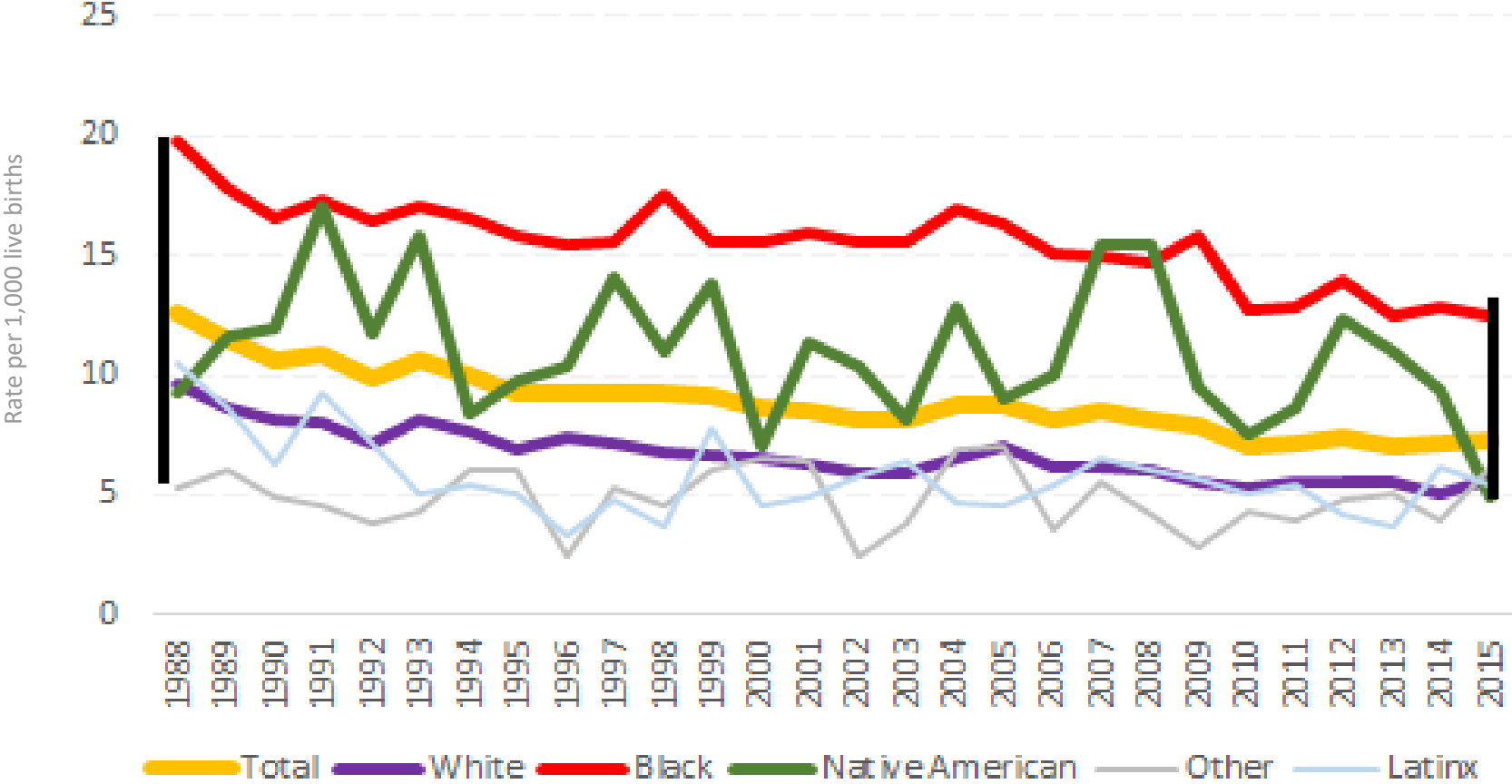 habits and behaviors

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

Health Equity Impact Assessment (HEIA)

- North Carolina is at its **best** when every individual — no matter their race, ethnicity, income, gender or location — has the opportunity to reach his or her best health.

  - Ensuring health equity for all requires changing policies, systems and practices to address health inequities and reduce longstanding disparities that have existed for years.

- The HEIA tool provides a structured process to guide the development, implementation and evaluation of policies and programs in order to promote health equity and ultimately reduce disparities.

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
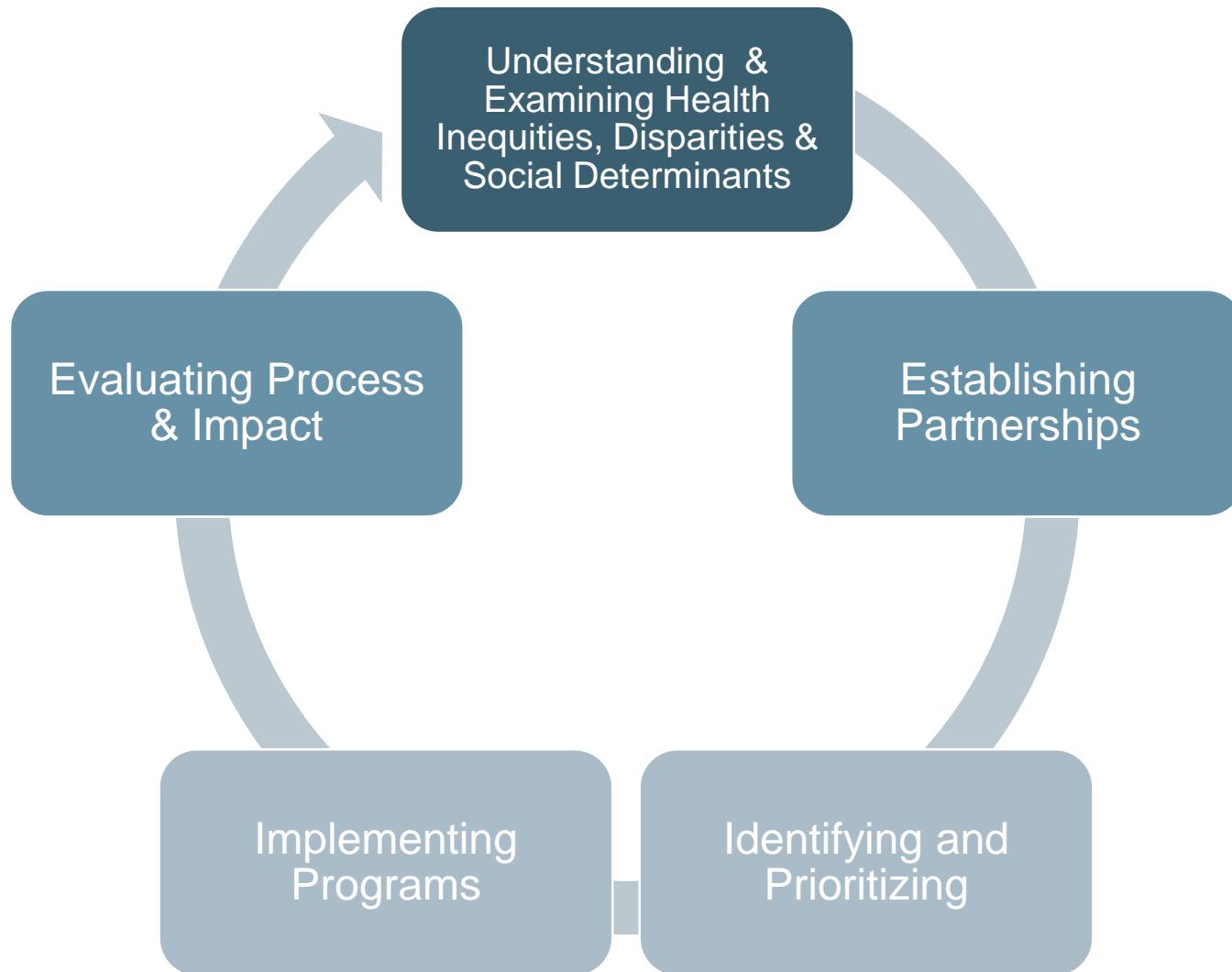
NCIOM Task force

- 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….

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

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

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