

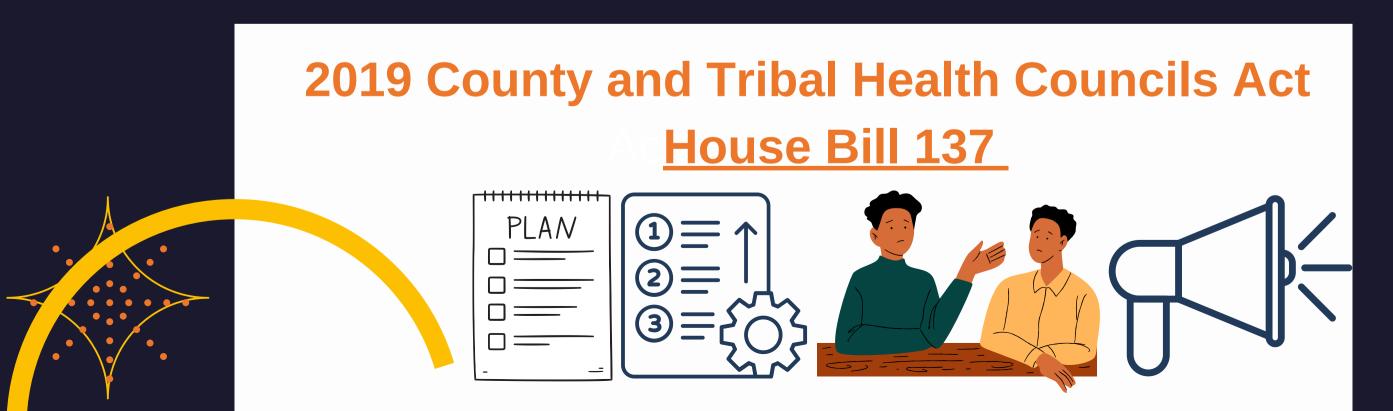


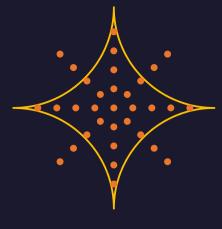
County and Tribal Health Councils

Health Equity Committees:

- Developed under each health council
- Work to integrate processes and tools to examine how racial and other inequities impact the community
- Advocate for change to prevent those inequitable impacts
- Apply an equity lens in decision making to create change in the state's public health infrastructure, policies, plans, and communities programs/ services

Health Equity Committee toolkit has been adapted for County and Tribal Health Councils to serve as an aid in developing and sustaining their individual Health Equity Committees





Health Equity Committee Toolkit: Stages of Development

for County and Tribal Health Councils



New Mexico Alliance of Health Councils August 2022



Purpose

- Create momentum and (re) energize the practice of applying an equity lens in community planning, prioritization, implementation, and evaluation
- Assess how inequities experienced by specific communities are impacted
- Suggest an approach for engaging with and remaining accountable to communities historically disenfranchised from policy and decision making



We want to acknowledge Dr. Fran Butterfoss and the Society for Public Health Education and Coalitions Work, which developed the original stages of development documents which were adapted to meet the needs of New Mexico health councils.

Accessing Toolkit Resources



This toolkit has resources linked with each section

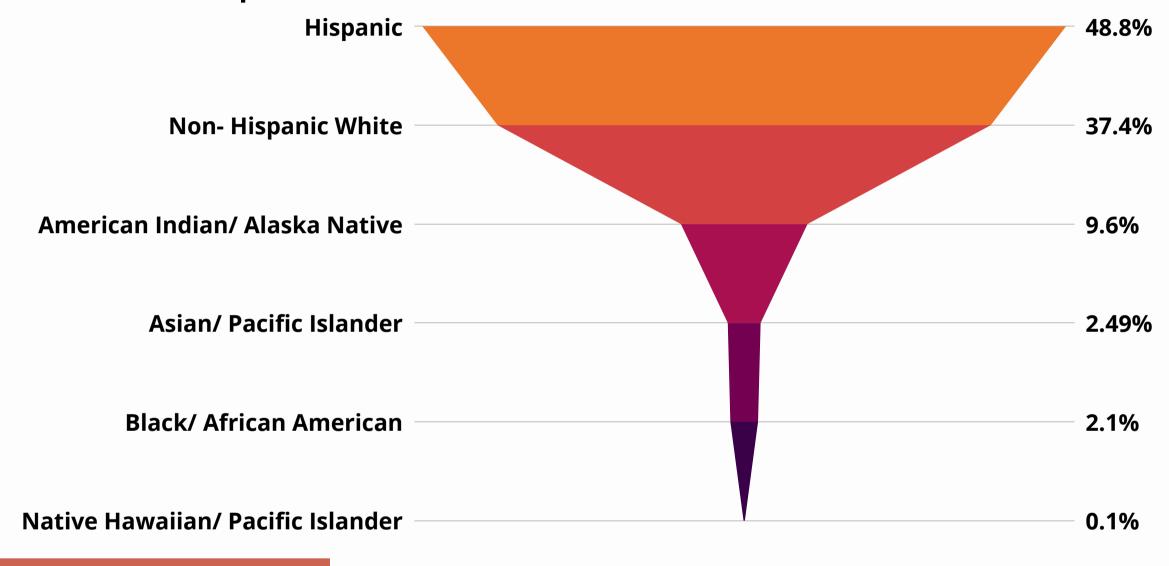
To access the resource, please click on the links next to the light bulb symbol. These will direct you to resources.

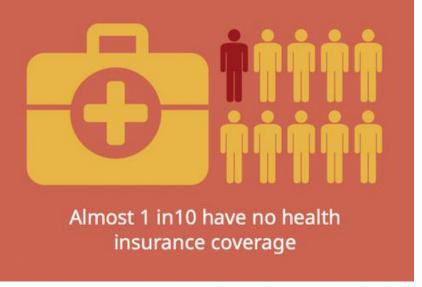
DEMOGRAPHIC DATA

As of 2020, the total population of New Mexico is 2,106, 319

DID YOU KNOW? 6 in 10 New Mexicans are people of color and/or American Indian/Alaska Native 36 in 100 speak a language other than English at home

Race Population in New Mexico as of 2019





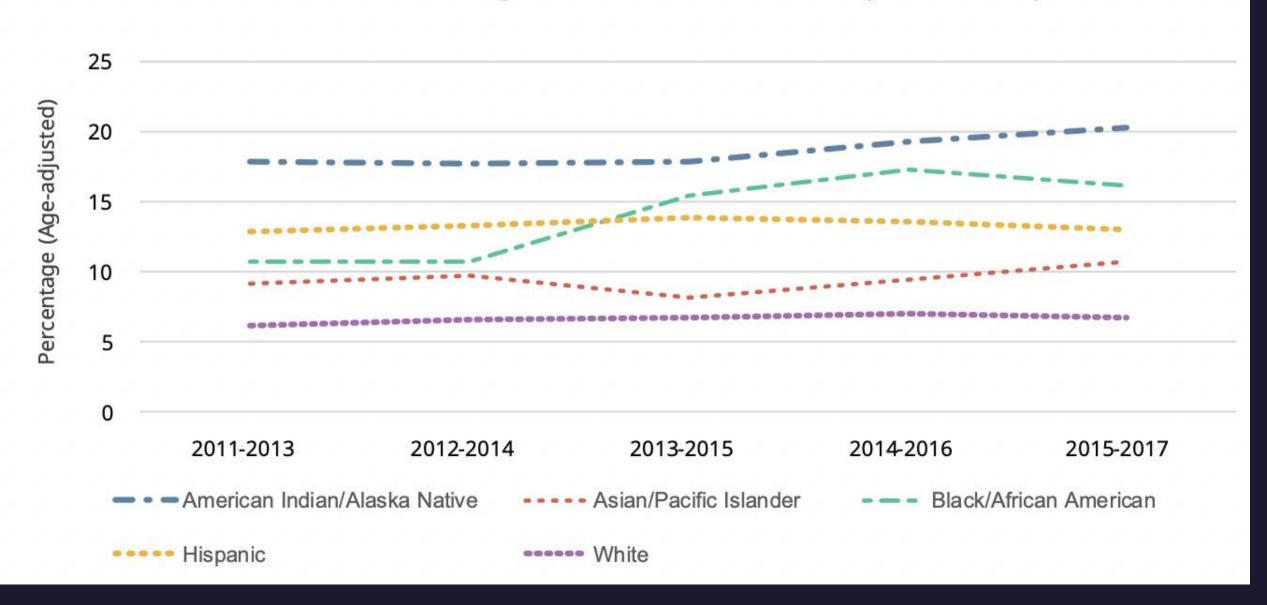


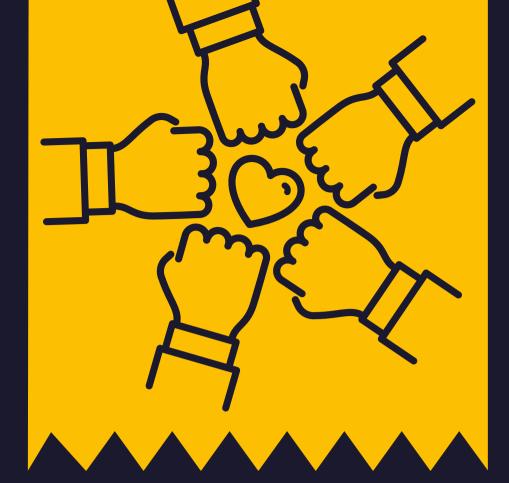


New Mexico: State Health Alignment with NMDOH, Health People 2020, and Healthy Border 2020

TRENDS BY RACE/ETHNICITY IN NEW MEXICO

Trends in Diagnosed Diabetes in NM Adults, by Race/Ethnicity





For more health status information of various populations in our state, please access link



Recognizing the Value

- What is a Health Equity Committee
- What are the roles of a Health Equity Committee?
- What are the characteristics of an effective Health Equity Committee?
- What are the benefits of Health Equity Committee?



Self- Guided

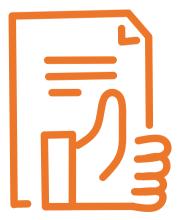
Advocacy & Policy



Formation Stage



Implementation Stage



Maintenance & Evaluation Stage





Equity Lens

Process to integrate explicit consideration of equity into decisions before they are made and implemented. The goal is to systematically assess how different groups might be affected by a decision, identify adverse consequences, and propose recommendations to address impacts. Community involvement is a core component of this process and outcome.



What is a Health Equity Committee?

A committee is a group of individuals representing a diverse group of community members, especially those experiencing social and health inequities and health disparities.



Equity vs Equality







EQUALITY

EQUITY

INDEGENOUS TRIBAL HEALTH



- Indigenous health and wellbeing is **holistic** and consists of physical, emotional, social, and cultural health
- Colonization has degraded the health status and wellbeing of Indigenous people
- Culture and the act of cultural revitalization and decolonization related to positive health status
- Traditional cultural practices (e.g., Food, language, cultural activities) are preventative measures to physical health and mental health risks

Culture as a Treatment and Prevention





BENEFITS

- Use data to identify inequities and disparities and to measure equity improvements
- Connect health systems with the diverse communities they serve
- Share input from the community with community and public health partners to improve health services
- Create opportunities for health care and community leaders to work with Health Council
- Impact policies and important county/ tribal level decisions
- Exchange knowledge, ideas, and strategies
- Build community concern and consensus for issues
- Improve trust and communication among community and multiple sectors

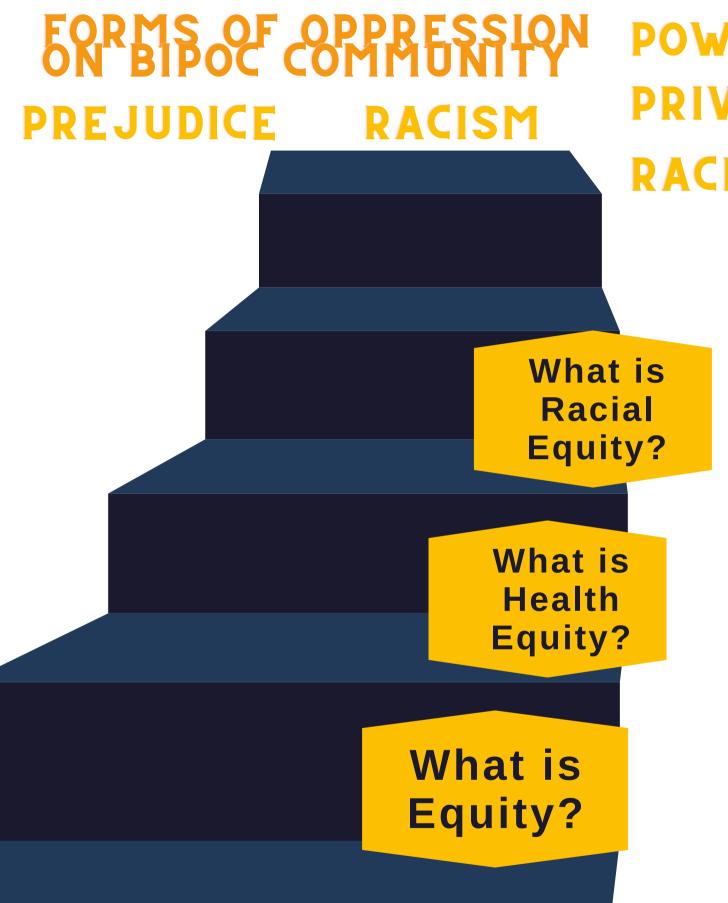






Criteria for Definitions

- Be conceptual and technically sound and consistent with community and cultural knowledge
- Reflect the importance of fair and just practices across all sectors
- Be actionable
- Be capable of operationalized for the purpose of measurement
- Reflect respect for the social groups of concern



POWER PRIVILEGE

RACIAL JUSTICE

POLICY

ORGANIZATIONAL

COMMUNITY

HEALTH COUNCIL

FAMILY/ FRIENDS

INDIVIDUAL

SHARED LANGUAGE SHARED DEFINITIONS

ACTIVTY

WHAT WOULD HEALTH EQUITY LOOK LIKE:

- IN YOUR HEALTH COUNCIL
- IN YOUR COMMUNITY
- IN YOUR REGION
- IN NEW MEXICO



UNMUTE OR SHARE IN CHAT

FORMATION

Stage

INITIATE COLLABORATIONS

COMPETING EQUITY GOALS

EXPECTATIONS, CONCERNS ABOUT HEC AND KEY EQUITY ISSUES

CREATE GROUND RULES TO FACILITATE TRUST, RESPECT, POWER DYNAMICS

EDUCATION AND TRAINING ON EQUITY CONCEPTS, HEC ROLES, AND ACTIONS





Strategic Practice: Develop Leadership and Support Innovation

Strategic Practice: How Can We Build Health Equity Movement

Strategic Practice: How Can We Share Power with Communities

Strategic Practice: How Can We Build Community Alliances

PRODUCTS/ OUTCOMES



- SHARED UNDERSTANDING OF EQUITY DEFINITIONS, PROBLEMS, CAUSE, AND SOLUTIONS
- MEMBERS ROSTER
- GROUND RULES/ MEETING ETIQUETTE
- COMMITTEE GOALS/ OBJECTIVES
- MISSION STATEMENT
- POTENTIAL PARTNERS LIST
- LEADERSHIP AND MEMER ROLES

LET'S HEAR FROM

COMMUNITY HEALTH IMPROVEMENT COUNCIL FOR SAN JUAN COUNTY





IMPLEMENTATION

Stage



HIRE/ ASSIGN STAFF & ELECT LEADRSHIP

DEVELOP DECISION- MAKING AND CONFLICT RESOLUTION PROCEDURES.

DEVELOP COLLABORATIVE AND LEADERSHIP SKILLS

IDENTIFY PROMISING STRATEGIES TO MITIGATE OR REDUCE HEALTH DISPARITIES

ACTION PLAN, HOW WILL PROGRESS BE MEASURED

Resources



Strategic Practice: How Can We Develop a Shared Analysis

Strategic Practice: How Can We Change the Conversation

Strategic Practice: How Can We Change Internal Practices

Strategic Practice: How Can Build Government Alliances

Strategic Practice: How Can We Mobilize Data, Research, and Evaluation

Questions for Reflection - Implementation Stage



Organizational Capacity

Community Engagement

Partnerships and Coalitions

Health Inequities

Making the Case for Health Equity

Strategy, Design, and Implementation

Centers for Disease Control and Prevention (CDC):

A Practitioner's Guide for Advancing Health Equity: Building Organizational Capacity to Advance Health Equity (PDF)

Team Effectiveness Checklist YES NO

- We strongly believe in mutual purpose and interdependence
- Group members carry out commitments and help each other when needed
- Our team has clearly defined expectations, goals, and objectives to promote health equity
- Team members are clear about each person's job
- · We have collectively decided how we are going to operate
- We acknowledge and deal with interpersonal or intercultural conflict
- We respect the diversity that each person adds to the team

HealthEquityGuide.org

A Human Impact Partners Project

Develop Leadership and Support Innovation



- How Can We Develop Leadership and Support Innovation?
- Case studies that develop leadership and support innovation
- Actions to Advance Equity Using This
 Practice





MAINTENANCE

Stage



KEEP MEMBERS AND PARTNERS ENGAGED

KEEP MEMBERSHIP GROWING AND INFORMED

ADDRESS ORGANIZATIONAL NEEDS AND REVISE STRUCTURES/ PROCEDURES

ROTATE AND DEVELOP LEADERSHIP

REVISE/ IMPLEMENT ACTION PLANS: ASSESS CHANGES/ SUCCESSES

Communication Recommendations (Informed by the Robert Wood Johnson Foundation)

- Using straightforward, non-scientific language
- Use inclusive language
- Make it relatable by sharing experiences and values that apply to diverse audiences
- Demonstrate cultural humility by creating and disseminating messages to your audience that acknowledges their unique languages, customs, values, etc.
- Stick to one fact and explain it well
- · Amplify community voices



Toolkit: Framing and Messaging (Racial Equity Tools)

<u>Using Social Media for Digital Advocacy (The Community Tool Box)</u>

Guide: A New Way to Talk about the Social Determinants of Health

No Barriers Health Equity for All: Toolkit & Practical Guide for Health & Community		
Robert Wood Johnson Foundation. (2010). <u>A new way to talk about the social determinants of health</u>		
Am I A High Functioning Member of This Coalition?	YES	NO
I participate in determining the direction of the committee		
I share my organization's ideas/ concerns with the coalition and vice versa		
 I assist in strategic planning and prioritize goals/ objectives into an action plan 		
 I help conduct a comprehensive community needs and asset assessment 		
 I help implement activities, including those that directly involve my organization 		
• I am a coalition ambassador & promote its mission when/wherever possible		
 I gather/ relay needed information to the coalition to serve as basis for 		
decisions		
 I prepare for and attend meetings on a regular basis 		
 I help develop resources to sustain the coalition 		

ACTIVITY

• WHAT WAYS HAS YOUR HEALTH EQUITY COMMITTEE MAINTAINED MEMBERSHIP AND ENGAGEMENT?

 WHAT WAYS HAVE YOU RECRUITED NEW MEMBERS AND PARTNERS FOR YOUR HEALTH EQUITY COMMITTEE?

> UNMUTE OR SHARE IN CHAT





POLICY & ADVOCACY

PRODUCCE MODELS, REPORTS, AND PRACTICES

PRODUCE AND DEVELOP NEW POLICIES AND LEGISLATION

ADVISE LOCAL AND TRIBAL LEADERSHIP

SHARE, EDUCATION, AND BRING AWARENESS TO FINDINGS

REVISE/ IMPLEMENT ACTION PLANS: ASSESS CHANGES/ SUCCESSES



Anna Rondon

Creating Social Change: A Guide for Everyday People

START COURSE

VALUE

- "Mother, Enabler, Transformer, and Healer"
- Nutritional Feed the brain with clear thoughts and new knowledge
- Medicinal Healing and restoration
- Socio- Cultural Importance Center health equity and its importance to sustaining life

Naadą́ą'

CORN

INSTITUTIONALIZE

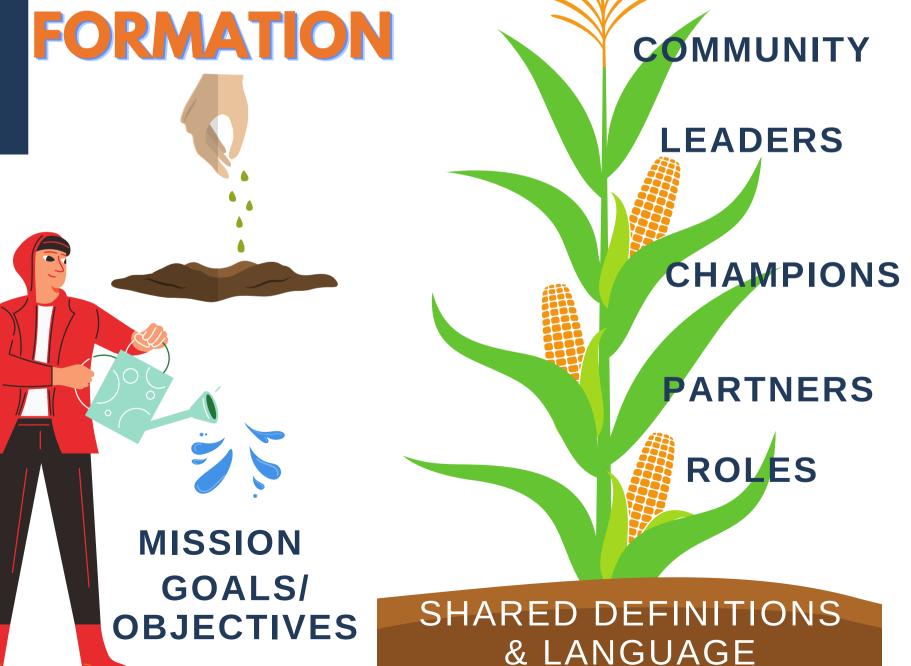
Pollen Path" refers to corn pollen that we sprinkle to honor a new day and to ask for a blessing and balance in our life. Pollen Path reflects peace, beauty and gratification in life.



Action Plan Data







NEW MEXICO ALLIANCE OF HEALTH COUNCILS

THANK YOU!

