



RESOURCE GUIDE:

Operationalizing Anti-Racism, Social Justice, and Health Equity Principles through Performance Improvement *Fall 2021*



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► PURPOSE

Over 200 health departments and other public agencies have declared racism a public health crisis or emergency. As the American Public Health Association (APHA) notes, **“These declarations are an important first step in the movement to advance racial equity and justice and must be followed by allocation of resources and strategic action.”** A crisis as complex and harmful as racism must be addressed through all available strategic actions, including workforce training and education.

Through a five-session **ECHO Public Health** series supported by the **Public Health Performance Improvement Network (phPIN)**, performance improvement practitioners were introduced to tools, strategies, and other resources to operationalize anti-racism, social justice, and health equity principles through performance management. This guide includes resources and tools that were featured in the training series.

► Introductory Health Equity Tools and Resources

[Native Land Digital](#)

This tool maps Indigenous territories, treaties, and languages and features several resources including a Territory Acknowledgement Guide.

[White Supremacy Culture](#), Tema Okun

This website builds on a 1999 article that seeks to identify and describe the characteristics of a white supremacy culture.

[Racial Equity: Getting to Results, Local & Regional Government Alliance on Race & Equity](#)

This tool can be used to assist jurisdictions with using a racial equity lens to identify a set of metrics and implement a community process to have greater impact in their work. It connects a racial equity lens to the Results-Based Accountability (RBA) methodology to help empower jurisdictions to make good decisions and advance racial equity.

[Decolonization Theory & Practice](#)

This website provides resources for understanding decolonization theory and curates practices in decolonization that can help rebuild culture.

[Systems Change and Deep Equity](#), Sheryl Petty & Mark Leach

This article illuminates essential dimensions of approaches to Systems Change, which are intimately connected with Deep Equity. It also offers ideas about how to bring racial – and other intersecting aspects of equity – more deeply and centrally into your systems change work.

► HEALTH EQUITY FRAMEWORKS

[June 2021: Advancing Well-Being by Transcending the Barriers of Whiteness](#), *PolicyLink & Well Being Trust*

This paper identifies “centering whiteness” as a social and institutional framework that prevents meaningful movement toward racial equity, describes specific social and economic inequities that have been exacerbated by this framework, and make clear new narratives that will be necessary for systemic and policy change.

[R4P Health Equity Framework](#), *Vijaya Hogan, Diane Rowley, Stephanie Baker White & Yanica Faustin*

This paper seeks to integrate multiple theoretical perspectives into a comprehensive framework to eliminate health inequities experienced by African Americans. The framework highlights the importance of dimensionality when considering the contributing factors leading to health inequities and attempts to translate complex causality into a public health equity planning, assessment, evaluation, and research tool.

[Water of Systems Change](#), *John Kania, Mark Kramer & Peter Senge*

This paper offers a framework for an actionable model that can be used by organizations and individuals who are interested in creating systems change, particularly those who are working to advance equity. It discusses the importance of shifting problematic conditions at three different levels of change: explicit, semi-explicit, and implicit.

► DATA AND MEASUREMENT RELATED HEALTH EQUITY TOOL AND RESOURCES

[Making the Case for Data Disaggregation to Advance a Culture of Health](#), *PolicyLink & Robert Wood Johnson Foundation*

This website provides resources in support of disaggregating data below the level of major racial groups and linking that data to the factors that influence health. It features presentations, research findings, and recommendations for policies and practices that were informed by top leaders who have worked extensively to bring about better data disaggregation.

[Counting a Diverse Nation: Disaggregating Data on Race and Ethnicity to Advance a Culture of Health](#), *PolicyLink*

This report analyzes key focus areas in data disaggregation to advance a culture of health and recommends changes and improvements to the conduct of research and data collection and to the government and corporate policies that define priorities and allocate resources.

[National Equity Atlas](#), *PolicyLink*

This tool is America’s most detailed report card on racial and economic equity. It equips movement leaders and policymakers with actionable data and strategies to advance racial equity and shared prosperity. The Atlas contains data on demographic change, racial and economic inclusion, and the potential economic gains from racial equity for the largest 100 cities, largest 150 regions, all 50 states, and the United States as a whole.



[Decolonizing data, for Indigenous People, by Indigenous People](#), *Urban Indian Health Institute*

This website provides decolonized data, research, and disease surveillance to strengthen the health of American Indian and Alaska Native communities. Decolonized data is informed by Native people and incorporates traditional Native practices that are often excluded in Western ways of research.

► HEALTH EQUITY COMMUNICATIONS RESOURCES

[GARE Communications Guide](#), *Local & Regional Government Alliance on Race & Equity*

This guide can be used as a toolkit for formal and informal communications about jurisdictions' work toward racial equity. It provides best practices for effective communication about race and structural racial inequities.

[Gateway to Health Communication: Preferred Terms](#), *Centers for Disease Control and Prevention*

This guide presents non-stigmatizing language options that speak to the needs of people in the audience of focus and reflect an equity lens of communication. It provides preferred terms for select population groups that can be leveraged in the ongoing shift toward inclusive language.

► INDIVIDUAL AND ORGANIZATIONAL ASSESSMENTS

[Organizational Self-Assessment Toolkit](#), *Bay Area Regional Health Inequities Initiative*

This toolkit provides public health leaders with resources and guidelines that help identify the skills, organizational practices, and infrastructure needed to address health equity and provide insight into steps that local health departments can take to ensure their organization can have an impact on this growing problem.

[Health Equity at Work: Skills Assessment of Public Health Staff](#), *National Association of Chronic Disease Directors - Health Equity Council*

This report shares recommendations and survey questions from a nationwide pilot survey to build workforce capacity to address health equity. The survey can be used to assess internal capacity to advance health equity, and the recommendations can be used to create a workforce development plan or prepare staff for advancing health equity initiatives.

[State of Vermont Equity Impact Assessment Tool](#)

This tool can be used to help agencies craft budgetary and programmatic proposals that align with the advancement of health equity. It includes thought-provoking questions designed to help agencies discover and explore potential equitable and adverse impacts of proposals.

[Racial Equity Readiness Assessment for Workforce Development](#), *Race Forward*

This toolkit can serve as a guide for workforce development organizations and practitioners to evaluate their programs, operations, and culture to identify strength areas and growth opportunities. Practitioners can use this tool to familiarize themselves with various practices and policies that support institutional racial equity, evaluate their current efforts, and plan action steps.

[Anti-Racist Organizational Development](#)

This book section is designed to provide tools to help organizations begin the discussion of their anti-racist organizational transformation. It offers evaluation tools to begin analyzing an organization in terms of its anti-racist vision.

► TRAINING AND CURRICULUM IN HEALTH EQUITY

[Being an Ally in Indian Country](#), *Native Wellness Institute*

This interactive training seeks to promote conversation about being an ally in Indian Country for both non-Natives and Natives. Through group discussions, reflections, and assessments, participants will learn more about racism, bias, privilege, historical trauma, oppression and how to become an ally.

[Towards Humanity: Shifting the Culture of Anti-Racism Organizing](#), *Tawana “Honeycomb” Petty*

This curriculum includes a combination of essays, suggested readings, film viewings and discussions, that equip learners with a thorough understanding of the system of white supremacy, racism, anti-racism organizing and how to shift the privilege narrative.

[Advancing Public Narrative for Health Equity & Social Justice](#), *National Association of County & City Health Officials*

This curriculum explores the relevance of public narratives in social injustices and offers approaches to identify and disrupt dominant narratives. It provides guidance to reclaim and revitalize an effective public narrative, based on the principles of social justice.

[Equity and Results](#)

This website offers customized, co-designed scopes that support organizations in developing results frameworks and identifying strategies for a racially equitable impact. Their approach combines Racial Equity Principles with a Results Based Framework.

[Robin DiAngelo and Resmaa Menakem: Towards a Framework for Repair](#)

This podcast captures the conversation between Robin DiAngelo, an educator and author specializing in racism and white fragility, and Resmaa Menakem, a leader in racialized trauma. Their discourse aims to address how to move forward in a civilization that is grappling with ideas of whiteness and racialized trauma.

