Pathways to Population Health Equity Roadmap

Purpose This is a pathway for public health departments to deepen health equity efforts using the Pathways to Population Health Equity framework. While it looks linear, health departments and communities are encouraged to identify where they are on the journey and start there. This journey is an expanding spiral of transformation in which, with every turn, you expand and deepen the partnerships and work. This roadmap aligns closely with the 2022 Public Health Accreditation Board standards and can help meet these standards.

Step 1: Form your health equity team

- Gain leadership buy-in from key community partners and public health practitioners
- Begin to form your health equity improvement team including a balance of community residents with lived experience of inequities, multi-sector leaders (e.g., health care, business, housing, schools) and facilitative leaders who are good connectors. TIP: A facilitator and data analyst are helpful to include!
- Take the P2PHE Compass assessment as a team for only the health department component if you don't yet have a community collaboration. Identify and act on three opportunities for improvement in readiness

Step 2: Get in relationship with communities who are at risk of not thriving

- Learn about the history of structural inequities and cultural change that has shaped your communities
- Show up in community forums in-person and virtually. Get in relationship with those experiencing inequities
- Conduct or review a community assessment with disaggregated data about the health and well-being of communities, vital community conditions, and root causes with community input and stories. Use community sensemaking to identify and risk stratify which groups of people and places are at greatest and rising risk of not thriving
  - Review existing disaggregated population health data by race, place, wealth, and other equity factors
  - Use measures and resources like the PolicyLink Equity Atlas, Well-being In the Nation measures, County Health Rankings and Roadmaps or Community Commons to identify community conditions and root causes
  - Understand data sharing processes between public health departments and community organizations and use data from across sectors to build the whole picture of community needs and assets
- Listen to people experiencing inequities and their stories to understand the system underlying these stories as well as their solutions. Take action to implement as many immediate solutions as possible
- Invite community residents who at greatest and rising risk of health inequities to join your health equity team (or join their teams if a group already exists). Take the community collaboration portion of the P2PHE Compass together with your expanded team and identify three areas of improvement

Step 3: Develop a balanced strategy with community residents experiencing inequities and key partners across sectors in a community

- **Transforming your health department/collaboration**: Develop and implement strategies in the areas you identified on the Compass to build your health equity readiness, processes, and capacity
- **Transforming your community**: Based on your community assessment and improvement plan, develop strategies for each portfolio to create a balanced strategy
  - ☐ Mental and physical health
  - ☐ Social and spiritual well-being
  - ☐ Community conditions
  - ☐ Root causes
- Map your existing strategies to the four strategy areas (portfolios) and identify gaps
- Map community assets to potential strategies that remain to be developed
- Identify areas for immediate action (Impact/Effort grid) and areas for sustained long-term strategic effort

Step 4: Take action to advance equity - evaluate, learn, change, and sustain

- Develop and implement a series of 90-day equity action cycles in each strategy area or portfolio guided by your health equity improvement team
- Identify outcome, process, and balancing measures aligned with your strategies and overall objectives for national goals like Healthy People 2030 and the PHAB standards for accreditation around equity
- Together with community residents, evaluate your progress in real-time and adapt as you learn
- Regularly engage additional community leaders as a stewardship group to assess and shift strategies as needed
- As things emerge that work, ensure they are sustained by making them a new norm through policy and practice