## ***Health Equity in Environmental Public Health – Workshop Toolkit***

## **Organizational Capacity for Health Equity Workshop Agenda**

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| Title: | Building organizational capacity for health equity action |
| Facilitator: |  |
| Time: | ~2 hours |
| Date: |  |
| Location: |  |
| Objective: | Explore ways to increase capacity for health equity action by frontline EPHPs and management/leadership in your department or organization. |

* This session builds on information provided in the[*Introduction to Health Equity for EPHPs* session](http://www.bccdc.ca/health-professionals/professional-resources/health-equity-workshop).
* It is recommended that participants have either participated in the [*Health Equity Tools* workshop](http://www.bccdc.ca/health-professionals/professional-resources/health-equity-workshop) or have reviewed the tools available online at <http://www.bccdc.ca/health-professionals/professional-resources/health-equity-environmental-health>.

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| Start time | Allotted time | Section title | Description/Objective | Presenter |
|  | 2 min | **Introduction** | Introduce topic, presenter, outline for session, and any housekeeping points. |  |
|  | 2 min | **Review of health equity and the social determinants of health in environmental public health practice** | Review of key concepts and how equity issues relate to practice. |  |
|  | 15 min | **Capacity for health equity action in environmental public health organizations** | Illustrate how HE arises in EPH practice, how practitioners respond, and some of the current organizational challenges with advancing equity. Discussion of practical implications, including facilitators, barriers, and tools. |  |
|  | 5 min | **Q&A** | Brief opportunity for questions of clarification. |  |
|  | 10 min | [**Scenario review exercise**](http://www.bccdc.ca/pop-public-health/Documents/scenario%20review%20exercise_2018-11-16.docx) | Reflective exercise to generate ideas for discussion in World Café exercise to follow.  *This exercise is an optional component in the Introduction to Health Equity session, so participants may have already seen these scenarios. If participants have already done this exercise, consider one of these options instead:*   1. *Post or share print-outs of the scenarios for a brief review and provide a few minutes to reflect on the questions on the next slide.* 2. *Omit this exercise and provide a few minutes for participants to reflect on how health equity has been or could be addressed within their program or health authority. Invite them to think of where they might already be impacting health equity and how they could leverage those efforts to be a little more impactful.* |  |
|  | 5 min | **World Café – Instructions and overview** | Introduction to World Café format and provide instruction and discussion questions to participants. |  |
|  | 30-60 min | **World Café – Rounds (number of rounds depends on time available)** | In each round, small groups discuss one of six questions to clarify (1) ways to build organizational capacity for health equity within environmental health and (2) how to clarify the mandate and role of environmental public health practitioners with respect to health equity and the social determinants of health. |  |
|  | 15 min | **World Café – Report back to plenary** | Each group shares two to three highlights or key messages from their discussion |  |
|  | 5 min | **Conclusion and next steps** | Summary key points from presentation. Note next steps or upcoming health equity events. |  |
|  | 5 min | **Evaluation** | Participants fill out evaluation forms. |  |

**RESOURCES:** [**World Café guide**](http://www.bccdc.ca/pop-public-health/Documents/World%20cafe%20guide_2018-11-16.docx)

**WORLD CAFÉ QUESTIONS with prompts for table hosts:**

1. What opportunities in your health region might be leveraged toward action on health equity and social determinants of health?
   * Are there other public health professionals are involved with the social determinants of health and health equity?
   * Are there other professionals outside of public health that are involved with these issues?
   * Are there any standards, policies, tools, or strategic plans that highlight the importance of health equity to the public health mandate? (e.g., equity protocols, public health standards, health equity impact assessment tools, healthy communities frameworks, etc.)
2. How might EPHPs be recognized for time spent working from a health equity & social determinants of health perspective?
   * If an individual EPHP is interested in doing this work, how can they make it happen?
   * Are there opportunities for EPHPs to be involved in organizational activities to support this? (e.g., performance appraisal, continuous quality improvement, program planning)
   * Can individual efforts be shared/highlighted in staff meetings, internal newsletters, etc.?
3. What training would facilitate the application of an equity lens in practice and/or involvement with community coalitions?
   * Are there professional development opportunities being offered to other public health staff that would support EPHPs?
   * Where can you look to learn more about the social determinants of health and health equity?
   * Could health equity be introduced in staff meetings or training sessions?
   * How might a role for EPHPs be more clearly stated?
4. How could health equity and the social determinants of health be worked into CIPHI competencies or Board of Certification requirements for environmental public health practice?
   * Are there opportunities to influence the education and training of EPHPs?
   * Can social determinants of health be incorporated into student placements?
   * How can training standards incorporate health equity so that institutions and educators are more likely to address these issues?
5. What kind of management support or regional/provincial policy would help implement an equity lens in environmental public health practice?
   * What would make it possible for your health region/health unit to support EPHPs to work on social determinants of health and health equity?
   * How might managers or supervisors in your organization champion this work? What about executives?
   * What is needed from the provincial level to support this work? From the Ministry of Health?