

AFPHS 6Cs Training and Implementation Guide

Operationalizing Equity Supplement



Strategies and Resources to Operationalize Equity

Health equity occurs when everyone has a fair and just opportunity to be as healthy as possible in a society that values each member equally through focused and ongoing efforts to address avoidable inequities, historical and contemporary injustices, and the elimination of disparities in health and healthcare.

To achieve health equity, we must change the **policies and systems** that have resulted in the generational injustices that give rise to health disparities related to race, ethnicity, ability, and other factors. This is a large and complex issue and should be addressed in coordination with other equity efforts.

For those who want to explore and identify ways to improve health equity among older adults in your communities, this supplement contains several resources and examples that you can consider as you complete the modules. The strategies included in this supplement are not exhaustive but are meant to stimulate thinking and action to improve health equity for older adults in your jurisdiction.

Strategies	Questions to Consider	Resources
Understand structural drivers of health inequities among older adults.	<i>-Does your jurisdiction collect data on older adult health and well-being? -If so, is that data disaggregated by race, ethnicity, gender, and age? -What efforts are already under way in your jurisdiction to help practitioners understand structural and cultural drivers of health inequities?</i>	<ul style="list-style-type: none">◇ CDC - 10 Essential Public Health Services - Public Health Infrastructure Center◇ STRETCH (Strategies to Repair Equity and Transform Community Health) Framework◇ HIP: Equity Lens Tool: Core + Detailed Questions, Strategies to Involve Community Members in Conducting an Equity Lens Assessment

	<i>-How are other agencies in your jurisdiction addressing structural drivers of inequity?</i>	
Improve the collection, analysis and use of health and other data disaggregated by age, as well as sex, race, ethnicity, disability and migrant status, and income, across the life course, including through upper age bands to age 100.	<i>-If your jurisdiction does not collect data on older adults, what would be necessary to add older adults to your data collection process?</i>	<ul style="list-style-type: none"> ◇ Example: Aging in Florida Dashboard ◇ National Equity Atlas RTI Rarity Tool
Identify drivers of health inequities in your state/community.	<i>-Considering the social drivers of health, what are the most salient drivers of health inequity in your jurisdiction?</i> <i>-What laws/policies promote or inhibit health equity?</i>	<ul style="list-style-type: none"> ◇ Indicators of Healthy Aging: A Guide to Explore Healthy Aging Data through Community Health Improvement ◇ Roots of Health Inequity
Identify current efforts to improve health equity.	<i>-What health disparities exist in my jurisdiction?</i> <i>-What local data is being tracked to address health equity?</i> <i>-How is current data being used to take action?</i> <i>-What current efforts is my jurisdiction engaged in to improve health equity?</i>	<ul style="list-style-type: none"> ◇ Action Guide to Disrupt Inequitable Health Outcomes ◇ Operationalizing Equity in Stakeholder Engagement
Identify public health tools to improve health equity.	<i>-How can cultural competence be embedded into public health practices across your jurisdiction?</i> <i>-What initiatives are in place across your state/community to prevent older adult injuries?</i>	<ul style="list-style-type: none"> ◇ Achieving Sustainable Health Equity Locally After the COVID ◇ National CLAS Standards Fact Sheet

	<i>-Have the National CLAS Standards been adopted in your jurisdiction's public health practice? (National Standards for Culturally and Linguistically Appropriate Services)</i>	
Increase awareness of ageism and adopt positive aging communication strategies.	<i>-What current efforts exist to increase awareness of ageism?</i> <i>-Is your jurisdiction using person-centered language in all communications, including internal and external documents?</i> <i>-What individuals or organizations can you partner with to spread awareness of the biases toward older adults?</i>	◇ National Center to Reframe Aging
Ensure that the needs of older adults with disabilities are being considered in policies and programs.	<i>-What programs currently exist to support people living with disabilities?</i> <i>-What training or continuing education opportunities are available to increase awareness of and sensitivity to disability issues?</i>	◇ Americans with Disabilities Act (US Department of Justice) ◇ Americans with Disabilities Act National Network (ACL)
Ensure the availability of affordable, quality, and accessible social services, including health care and long-term care, to all older persons.	<i>-Are jurisdictions tracking the usage of resources around social services in your state/community?</i>	◇ Multisector Plan for Aging ◇ Supporting Healthy Aging and Older Adult Health ◇ Promoting Health Equity among Older Adults
Use the community health improvement process to elicit the views of older persons of	<i>-Does your community health improvement process include focus groups of older people?</i> <i>-If not, what would be necessary to do so?</i>	◇ Indicators of Healthy Aging: A Guide to Explore Healthy Aging Data through Community Health Improvement

diverse backgrounds on their respective needs and concerns.		
Identify departments of housing and other partners to promote safe and affordable housing for people of all ages.	<p><i>-Does your jurisdiction have a housing coalition that is working to support affordable and accessible housing?</i></p> <p><i>-Are older adults considered in this coalition's work?</i></p> <p><i>-Is the public health sector involved, and if not, what would it take to engage and ensure older adults' needs are considered?</i></p>	<p>◇ Humane Housing</p> <p>◇ Housing for Equity and Inclusion</p>
Identify transportation services to determine access in your jurisdiction.	<p><i>-Does your jurisdiction have a transportation board that is working to provide services?</i></p> <p><i>-Are the transportation needs of older adults being considered?</i></p>	<p>◇ Reliable Transportation</p> <p>◇ Transportation Policy</p>
Consider improving social connection as a strategy for reducing inequities.	<p><i>-Does your jurisdiction prioritize social connection among older adults?</i></p> <p><i>-Does your jurisdiction offer engagement opportunities for older adults such as volunteer programs, multi-generational activities, or senior fairs? If not, what would it take to implement these programs?</i></p> <p><i>-Does your jurisdiction partner with faith-based organizations? If so, consider including older adult engagement in your partnership activities.</i></p>	<p>◇ Surgeon General's Advisory on Loneliness</p> <p>Massachusetts Healthy Aging for All Guide</p>

Offer training for public health practitioners in health equity strategies.	<i>-Does your jurisdiction offer professional development for public health staff?</i> <i>-Does your jurisdiction offer professional development in health equity?</i>	
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