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November 14, 2024

Integrating Health and Racial Equity into the IPLAN Process

IPLAN Training Webinar Series

This session is being recorded.



Today's Training Agenda

- **Welcome and Introductions**
- **Understanding Racial Equity: Key Concepts and Frameworks**
- **Building Equitable Practices into your IPLAN Process**
- **Implementing Health and Racial Equity Practices in the CHIP/Action Plan**
- **Training Needs Assessment**
- **Closing and Evaluation**

Definitions

- Racism
 - Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices. - [Racial Equality Tools](#)
- Anti-racism
 - The active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably. - [Alberta Civil Liberties Research Center](#)
- Health Equity
 - Health equity means that everyone has a fair and just opportunity to be as healthy as possible. This requires removing obstacles to health such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care.- [Robert Wood Johnson](#)
- Power
 - The ability to define, set, or change situations. Power can manifest as personal or collective self-determination. Power is the ability to influence others to believe, behave, or adopt values as those in power desire.- [Center for the Study of Social Policy](#)
- Privilege
 - Systemic, race-based advantages and preferential treatment based on skin color that leads to inequitable access to resources, opportunities, and rewards for non-dominant groups.- [National Association of Social Workers](#)
- Intersectionality
 - Theoretical framework that posits that: a) multiple social categories (e.g., race, ethnicity, gender, sexual orientation, socioeconomic status) intersect at the micro level of individual experience to, b) reflect multiple interlocking and compounding systems of privilege and oppression at the macro, social-structural level (e.g., racism, sexism, heterosexism).- [American Journal of Public Health](#)

Activity: Power Flower

- Determine the slices that apply to you along each dimension of the flower.
- Discuss in breakout group by reflecting on the flower:
 - What came up for you?
 - Were there parts of your identity that felt complicated to fit into this activity?

WHEEL OF POWER/PRIVILEGE



Adapted from ccrweb.ca

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[MAPP 2.0 Handbook - Power Primer, NACCHO.](#)

Activity: Power Flower

Small Group Discussion

1. How have you noticed your personal identity showing up in your professional work?
2. How does your personal power and privilege shape your understanding and lived experience of health inequities?
3. How is it similar or different from people and communities you hope to engage in the IPLAN process?
4. How can you center the lived experiences and expertise of people at the outer ring of “marginalized” identities, in the IPLAN process?

WHEEL OF POWER/PRIVILEGE



Additional Tools and Resources

- [DC Council Office of Racial Equity \(CORE\) - Designing Racially Equitable Legislation](#)
- [Elevated Chicago - Community Engagement Principles](#)
- [Human Impact Partners \(HIP\) - Health Equity Guide and Strategic Practices](#)
- [Human Impact Partners \(HIP\) - Minimum Elements and Practice Standards for Health Impact Assessment](#)
- [Movement Strategy - The Spectrum of Community Engagement to Ownership](#)
- [National Association of County & City Health Officials \(NACCHO\) - Measuring What Matters in Public Health](#)
- [Race Forward - What is Racial Equity?](#)
- [Prevention Institute - Health Equity and Racial Justice](#)
- [Public Health Institute - Health in All Policies: A Guide for State and Local Government](#)
- [Promoting Equity through the Practice of Health Impact Assessment](#)
- [NACCHO's Power Primer](#)
- [Racial Justice and Power Sharing: The Heart of Systems Change](#)
- [How to Declare Racism as a Public Health Crisis](#)

Continue the Learning

- Racial Equity Tools <https://www.racialequitytools.org/glossary>
- [Community Catalyst Resource Box](#)
- [NPC Systems Change: A Guide to what it is and how to do it](#)
- The Water of Systems Change
https://www.fsg.org/resource/water_of_systems_change/
- AAMC Health Justice
<https://www.aamchealthjustice.org/resources/trustworthiness-toolkit#video>
- Institute for Healthcare Improvement – [Meaningful Community Engagement article](#)