

Scenarios: Using a health equity lens

HEALTH EQUITY LEARNING COMMUNITY

Instructions

- Read the first scenario.
- Discuss your scenario using the discussion questions.
- Select a scribe from your group to record response/notes to the questions.
- Select someone who will be reporting back a summary of the discussion to the larger group at the end of the exercise.
- Repeat using the second scenario.

Scenario #1

The local health department and local hospital are both in the process of updating their community health (needs) assessment and are working together to reduce duplicating their efforts. Both assessments require them to engage the broader community. A “Community Partnership” was developed to guide these efforts and includes businesses, non-profits, and community members. The “Community Partnership” has decided to conduct focus groups to gather feedback from community members on health needs and concerns. The hospital system has volunteered to hold focus groups at their three locations in the area and to provide food for participants. Some members of the Partnership have expressed concerns about the locations, as two of the hospitals are located outside of town where there are no transit routes. Other members indicate that the ability to provide food at the focus groups is more important than the location.

Discussion questions

NOTE: A health equity lens is a series of reflective questions like the ones listed below. Questions listed below are a sampling of common health equity lens questions. **Not every question will apply to the scenario.**

- Who is affected/impacted by the decision?
- Have those who are affected/impacted helped to shape the decision and process?
- Who benefits and who is harmed by the decision and process?
- Who is/is not at the decision-making table?
- What assumptions are taking place?
- What does the data (if any) tell us about the decision and process?
- What data is missing that would tell us more?
- What might you do differently?

Scenario #2

The local health department is updating all of its job descriptions. Leadership has directed two supervisors to form a cross-section team to complete this task within three months. The supervisors ask via email for volunteers for this team. There are six volunteers, including a health educator, an administrative staff, a community health worker, and three nurses—one from the waiver program and two from maternal and child health. The supervisors did their best to accommodate everyone's schedules and meetings are set every other week for the next three months. There was sporadic attendance at the meetings by the health educator and community health worker as their schedules included flex time to accommodate evening and weekend hours. Because the majority of the team could attend the scheduled meetings, the work was completed within the three months.

Discussion questions

NOTE: A health equity lens is a series of reflective questions like the ones listed below. Questions listed below are a sampling of common health equity lens questions. **Not every question will apply to the scenario.**

- Who is affected/impacted by the process and final decisions of updating the job descriptions?
- Have those who are affected/impacted helped to shape the decision and process?
- Who benefits and who is harmed by the decision and process?
- Who is/is not at the decision-making table?
- What assumptions are taking place?
- What does the data (if any) tell us about the decision and process?
- What data is missing that would tell us more?
- What might you do differently?

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