**Health Equity Council**

The purpose of this document is to assist public health staff with model language to use in official documents. The statements help drive action toward policies that result in real changes in the social determinants of health.

**Charter By-Laws**

A formal statement of rights and responsibilities

1. Sample Source: 1986 Ottawa Charter for Health Promotion

The participants in this Charter pledge to use policy and environmental change to: move into the arena of healthy public policy, and to advocate a clear policy commitment to health and equity in all sectors; to counteract the pressures towards harmful products, resource depletion, unhealthy living conditions and environments, and bad nutrition; and to focus attention on public health issues such as pollution, occupational hazards, housing and settlements; to respond to the health gap within and between societies, and to tackle the inequities in health produced by the rules and practices of these societies; to acknowledge people as the main health resource; to support and enable them to keep themselves, their families and friends healthy through financial and other means, and to accept the community as the essential voice in matters of its health, living conditions and well-being; to reorient health services and their resources towards the promotion of health; and to share power with other sectors, other disciplines and, most importantly, with people themselves; to recognize health and its maintenance as a major social investment and challenge; and to address the overall ecological issue of our ways of living.

Accessible at: <http://www.who.int/hpr/NPH/docs/ottawa_charter_hp.pdf>

**Contractor**

An agreement between two or more competent parties in which an offer is made and accepted, and creates obligations to do or not do the specific things that are the subject of that agreement. The agreement can be formal, informal, written, oral or just plain understood.

1. Sample Source: National Organizations for Chronic Disease Prevention and Health Promotion

Measurable outcomes of the program will be in alignment with the NCCDPHP priority areas of tobacco; nutrition and physical activity (including hearth healthy diet); and prevention of teen and unwanted pregnancies and in one (or more) of the following performance goal(s) for the NCCDPHP "Healthy People in Every Stage of Life" and "Healthy People in Healthy Places". In addition, outcomes will be aligned with cited NCCDPHP strategic priorities with the following Division related goals. Increase capacity of states ad communities to effectively address chronic disease prevention and health promotion among racial, ethnic and other populations with higher rates of disease and lower access to health sustaining policies and environments in order to reduce and eliminate disparities.

**Request for Proposal**

A request for proposal (RFP) is a document that an organization posts to elicit bids from potential vendors for a product or service.

1. Sample Source: Ohio State Department of Health

Statement of Intent to Pursue Health Equity Strategies.\_\_\_\_\_\_\_\_\_ (organization name) is committed to the elimination of health inequities. All applicant agencies must submit a statement which outlines the intent of this application to address health disparities. This statement should not exceed 1 ½ pages and must: (1) explain the extent in which health disparities are manifested within the health status (e.g., morbidity and/or mortality) or health system (e.g., accessibility, availability, affordability, appropriateness of health services) focus of this application; (2) identify specific group(s) who experience a disproportionate burden for the disease or health condition addressed by this application; and (3) identify specific social and environmental conditions which lead to health disparities (social determinants). This statement must be supported by data. (This statement may be used in both the RFP and contract language to link the two documents).

Other uses: Contracts

Accessible at: <http://www.healthyohioprogram.org/healthequity/equity.aspx>.

1. Sample Source: New York State Health Department, Inter-Office Memorandum

In order to promote inclusion of all populations affected by health disparities (including racial/ethnic minority groups and persons with disabilities), the \_\_\_\_\_\_\_\_ (organization name) will make the following change in contracts and projects funded through \_\_\_\_\_\_(organization name) programs. Effective \_\_\_\_\_\_\_\_ (insert date) all Request for Applications/Proposals (RFAlPs) forwarded to the CCH for approval are required to utilize the attached guidance document to ensure that the needs of racial/ethnic minority groups and persons with disabilities are considered in Requests for Proposals/Applications (RFP/A) development.

**Policies**

1. Governmental: (1) Basic principles by which a government is guided. (2) Declared objectives which a government seeks to achieve and preserve in the interest of national community. See also public policy. 2. Insurance: Formal contract issued by an insurer that contains terms and conditions of the insurance cover and serves as its legal evidence. 3. Organizational: Set of basic principles and associated guidelines, formulated and enforced by the governing body of an organization, to direct and limit its actions in pursuit of long-term goals. See also corporate policy. Read more: <http://www.businessdictionary.com/definition/policy.html#ixzz18lmCyuc9>

1. Sample: Family Health International Affirmative Action Statement

Part I.

\_\_\_\_\_\_\_ is committed to providing equal employment opportunity without regard to race, color, religion, sex, sexual orientation, national origin, age, disability, or any other protected status with respect to recruitment, hiring, upgrades, training, promotion, and other terms and conditions of employment. Further, \_\_\_\_ takes action in support of this policy to employ and advance in employment individuals over 40 years of age, minorities, women, individuals with disabilities, and Vietnam era veterans.

Advocacy and Action Oriented: Yes Other uses: Contracts

Accessible at: <http://www.fhi.org/en/AboutFHI/Employment/EqualOpportunity.htm>

1. Sample Source: The Central Florida Regional Transportation Authority, LYNX's statement of policy and program affirmative action equal employment program

Goals will be established in all categories of employment to achieve minority employment balance that reflects the availability of minorities in the labor market. Supervisory and management personnel will be evaluated on their compliance with this program and their ability to achieve the established goals. The purpose of our commitment to such goals is to eliminate the inequity of minority employment balance.  This commitment is not intended and shall not be used to discriminate against any qualified applicant or employee (italics modified by D. Zweiback).

Action Oriented: Yes

Accessible at: <http://www.golynx.com/?id=1155593>

1. Sample Sources: Family Health International Affirmative Action Statement

Part II.

\_\_\_\_\_ does not condone or tolerate the harassment of any employee, including those placed through affirmative action efforts. It is a violation of \_\_\_\_\_\_ policy for any employee to engage in any activity that could be deemed as sexual harassment or as any other form of harassment. \_\_\_\_\_\_\_ intends that all matters related to recruitment, hiring, training, compensation, benefits, promotions, upgrades, transfers, and separations, as well as organzation -sponsored social and recreational programs be free of unlawful discriminatory practices.

Accessible at: <http://www.fhi.org/en/AboutFHI/Employment/EqualOpportunity.htm>

**Membership Policies**

General diversity promotion statement that can be easily modified for other use. Groups should use this statement in all organizational descriptions & publications.

1. Sample Source: NACDD HEC CCWG, Diversity Promotion document

\_\_\_\_\_\_\_\_\_\_\_ embraces diversity and solicits members without discrimination based on race, ethnicity, color, genetics, religion, gender, gender identification or expression, sexual orientation, national origin, disability, age, health status or socio economic status – individuals in all populations encouraged to participate in \_\_\_\_\_\_\_\_\_\_\_ .

Other Uses: Charters/ By-Laws

**Hiring Policies/Job Description Policies**

A diversity & nondiscrimination statement for organizations. The statement should be part of every job announcement or position description.

1. Sample Source: NACDD HEC CCWG, Diversity Promotion document

\_\_\_\_\_\_\_\_\_\_\_ embraces diversity – \_\_\_\_\_\_\_\_\_\_ hiring is conducted without discrimination based on race, ethnicity, color, genetics, religion, gender, gender identification or expression, sexual orientation, national origin, disability, age, health status or socio economic status – individuals in all populations are encouraged to apply.

Other Uses: Charters By- Laws

**Council Election Policies**

Encourages diversity in leadership. This statement should be used if a council conducts elections for leadership positions.

**##Missing Catergory##**

To encourage diversity among organizational board members. Statement should be used during the election process and on all election & recruitment materials.

1. Sample Source: NACDD HEC CCWG, Diversity Promotion document

The \_\_\_\_\_\_\_\_\_ Board embraces diversity – board election candidates are solicited without discrimination based on race, ethnicity, color, genetics, religion, gender, gender identification and expression, sexual orientation, national origin, disability, age, health status or socioeconomic status – individuals in all populations are encouraged to participate.

**Other**

Example: Vision & Mission Statements; Ordinances; Strategic Plans

1. Sample Source: Seattle-King County, WA

"By implementing social justice and equity into the \_\_\_\_\_\_ County or State's Strategic Plan, we take an important step forward to ensure \_\_\_\_\_\_ County or State government carries out its day-to-day operations in a way that treats everyone equally – regardless of the color of their skin, their income, or where they live in \_\_\_\_\_\_ County/State." \_\_\_\_\_ County ordinance (or State language) "establishing definitions and directing implementation steps related to the fair and just principle of a countywide strategic plan."

This ordinance provides guidance on moving our work on equity and social justice from an initiative to integrating it into the fabric of our daily work at \_\_\_\_\_\_ County/State. Specifically, the ordinance challenges us to:

- Raise and sustain the visibility of the countywide strategic plan's fair and just principle.

- Increase focus on the 14 determinants of equity defined in the ordinance.

- Consider equity and social justice impacts in all decision-making.

- Foster an organizational culture that promotes fairness and opportunity.

- Collaborate across agencies, departments, and other organizations.

- Build capacity to engage all communities in a manner that promotes and fosters trust.

Accessible at:

1. <http://www.kingcounty.gov/exec/news/release/2010/September/13equity.aspx>

2. <http://www.kingcounty.gov/exec/equity.aspx>

1. Sample Source: Oklahoma State Health Dept [Resolution]

Oklahoma Health Equity Campaign Partnership will collaborate with public and private organizations, governmental and community partnerships to build public commitment to achieve health equity and decrease the health inequities in Oklahoma. Our partners will include businesses, advocacy groups, community non-profits, environmental justice organizations, chambers of commerce, religious organizations, labor organizations, professional associations and others.

1. Sample Source: New York State Health Department, Inter-Office Memorandum

According to the 2006 BRFSS, racial/ethnic minority groups and persons with disabilities are at increased risk of poor health status. In addition, these populations tend to be disproportionately represented in several health risk areas addressed by Center for Community Health (CCH) programs, e.g., obesity, physical inactivity and cardiovascular disease. These modifiable health risk behaviors can be better addressed if individuals in these high risk groups become more integrated in programs and services to support behavior change.

1. Sample Source: The World Health Organization. CSDH (2008). Closing the gap in a generation: health equity through action on the social determinants of health. Final Report of the Commission on Social Determinants of Health. Geneva, World Health Organization.

The Commission developed three Principles of Action. The principles are: 1) Improve the conditions of daily life – the circumstances in which people are born, grow, live, work, and age; 2) Tackle the inequitable distribution of power, money, and resources – the structural drivers of those conditions of daily life – globally, nationally, and locally; and 3) Measure the problem, evaluate action, expand the knowledge base, develop a workforce that is trained in the social determinants of health, and raise public awareness about the social determinants of health.

1. Sample Source: The World Health Organization CSDH (2008). Closing the gap in a generation: health equity through action on the social determinants of health. Final Report of the Commission on Social Determinants of Health. Geneva, World Health Organization.

\_\_\_\_\_\_\_ (organization name) takes a wholistic view of social determinants of health. The disparities in health are caused by “the unequal distribution of power, income, goods, and services, globally and nationally, the consequent unfairness in the immediate, visible circumstances of peoples lives – their access to health care, schools, and education, their conditions of work and leisure, their homes, communities, towns, or cities – and their chances of leading a flourishing life. This unequal distribution of health-damaging experiences is not in any sense a ‘natural’ phenomenon but is the result of a toxic combination of poor social policies and programmes, unfair economic arrangements, and bad politics. Together, the structural determinants and conditions of daily life constitute the social determinants of health and are responsible for a major part of health inequities between and within countries.”

The unequal distribution of power, income, goods, and services, globally and nationally, the consequent unfairness in the immediate, visible circumstances of peoples lives – constitute the social determinants of health and are responsible for a major part of health inequities between and within countries.