2021 GEAR Group:  
Using Data to Promote Equity in Policy and Programming  
*Resources and References Document*

**About NACDD GEAR Groups**
GEAR Groups, each with 10 states, explore their topic through case presentations, short didactic presentations, and active discussions throughout four 90-minute video conferences. A facilitator and strategist guide each discussion to explore opportunities for improvement through partnerships, promising interventions or policies, data, and evaluation. The 2021 GEAR Groups focused equity as a foundation and community voice at the center.

**About: Using Data to Promote Equity in Policy and Programming GEAR Group**
The ways in which data are collected and presented often drive the programmatic priorities and policies developed by state health departments. When it comes to how resources are allocated, screenings are made available, and prevention programming is distributed, chronic disease practitioners have a unique opportunity to address and eliminate unintentional bias in the collection and utilization of data that might favor resource rich communities over those that have been historically disenfranchised. This GEAR Group explored how unintentional bias may show up in state health policy and programming and strategies to address, avoid, and prevent it. Case presentations or proposals explored effective or promising practices that enable state health departments and chronic disease units to take a more equitable path in how data drive policy and programming. Meetings were held in 2021 on Jan. 5, 12, 19, 26.

**Participating states**
- Arizona
- California
- Colorado
- Iowa
- Michigan
- New York
- Oklahoma
- South Carolina
- West Virginia
- Wisconsin

**Resources and References**
Participants shared the following resources and ideas during the four-week GEAR Group in January 2021. The linked articles or resources do not necessarily represent the official views of individual participants, participants’ respective organizations, or NACDD.

**General Data & Equity Resources**
1. [A Toolkit for Centering Racial Equity Throughout Data Integration](#)
2. [Equitable Data Practice](#)
3. [Racial Equity Toolkit: An Opportunity to Operationalize Equity](#)
4. [How to Embed a Racial and Ethnic Equity Perspective in Research](#)
5. [Equity Reflections Questions](#)
6. "Sweet" Tools to Advance Equity
7. Statement on Structural Inequity
8. Beyond Health Care: The Role of Social Determinants in Promoting Health and Health Equity *(Kaiser Family Foundation)*

**National Health Data Sets/Resources**
9. [County Health Rankings](#)
10. CDC's Social Vulnerability Index
11. American Community Survey
12. CDC 500 Cities 2016 – 2019
13. CDC PLACES – Local Data for Better Health
14. CDC Disability and Health Data System
15. Healthy People
17. Distressed Communities Index
18. Neighborhood Atlas
19. United States Census Bureau Quick Facts
20. CDC Social Vulnerability Index
21. Youth Risk Behaviors Survey

**Data Visualization**
22. Vermont Health in All Policies (HiAP) Score Card
23. SC HealthViz
24. Data Visualization Training
25. South Carolina's Social Determinants of Health An Interactive Visualization
26. CDPHE Community Health Equity Map

**Assessments/Measurement**
27. The Critical Need for A Population Health Approach: Addressing the Nation’s Behavioral Health During the COVID-19 Pandemic and Beyond
28. The Comprehensive Needs Assessment and the Continuous Improvement Cycle
29. Clarifying the feedback loop concept for innovation capability: A literature review
30. Feedback Loops in Qualitative Research
31. Community Health Assessment and Improvement Planning
32. Assessing Organizational Supports for Evidence-Based Decision-Making in Local Public Health Departments in the United States: Development Psychometric Properties of a New Measure

The linked articles or resources do not necessarily represent the official views of individual participants, participants’ respective organizations, or NACDD.
33. Building capacity for evidence-based public health: Reconciling the pulls of practice and the push for research
34. Communities that Care
35. CDC Division of Population Health
36. Smart Growth America Champions Corner
37. CDCs Activity Friendly Routes to Everyday Destinations
38. CDC Health Related Quality of Life, Wellbeing
39. Measuring Healthy Days – Population Assessment of Health Related Quality of Life
40. WV Healthy People Healthy Places Award/Recognition program to encourage Healthy Activity

Tobacco Data & Equity
41. Tobacco Retailer Density
42. Story of Inequity
44. A Practitioner’s Guide for Advancing Health Equity: Community Strategies for Prevention Chronic Disease – Tobacco-Free living Strategies
45. CDC Smoking and Tobacco Use
46. CDC Office on Smoking and Health
47. Tobacco-Related Disparities
48. Factors That Influence Tobacco Use Among Four Racial/Ethnic Minority Groups

Equity in Sex/Gender Data Collection and Analysis
49. Why Sex and Gender Matter in Implementation Research
50. Collecting Sexual Orientation and Gender Identify Information – Importance of Collection and Use of These Data
51. An Environmental Scan of Sex and Gender in Electronic Health Records: Analysis of Public Information Sources
52. Current Measures of Sexual Orientation and Gender Identity in Federal Surveys
53. Collecting Sexual Orientation and Gender Identity Data
54. Sex and Gender in the US Health Surveillance System: A Call to Action
55. Measuring Sex and Gender Minority Populations in Health Surveillance
56. Lesbian, Gay, Bisexual, and Transgender Health (www.healthypeople.gov)

Equity in Ethnicity Data Collection & Analysis
57. Getting Data Right — and Righteous to Improve Hispanic or Latino Health
58. The Challenges of Collecting Data on Race and Ethnicity in a Diverse, Multiethnic State

The linked articles or resources do not necessarily represent the official views of individual participants, participants’ respective organizations, or NACDD.
59. Race, Ethnicity, and Language Data: Standardization for Health Care Quality Improvement (Defining Categorization Needs for Race and Ethnicity Data)
60. The Unique Challenges of Surveying U.S. Latinos
61. Separating Race from Ethnicity in Surveys Risks an Inaccurate Picture of the Latinx Community

Healthcare/Clinical Data & Equity

62. Agency for Healthcare Research Quality
63. Race, Ethnicity, And Language Data: Standardization For Health Care Quality Improvement
64. Improve Health Equity by Collecting Patient Demographic Data
65. Missed Policy Opportunities to Advance Health Equity by Recording Demographic Data in Electronic Health Records
66. Create the Data Infrastructure to Improve Health Equity
67. Improving Health Equity: Guidance for Health Care Organizations
68. Office of Minority Health and Health Equity
69. Paving the Road to Health Equity
70. Strengthening the Science and Practice of Health Equity in Public Health
71. Connecting the Dots: A Data Sharing Framework for the Local Public Health System
72. Factors Related to Public Health Data Sharing between Local and State Health Departments
73. Promoting Health Care Equity: Is Health Literacy a Missing Link?

Data Storytelling

74. Data Storytelling: The Ultimate Collection of Resources
75. Data Storytelling: The Essential Data Science Skill Everyone Needs
76. Merging Data and Story to Win More Equitable Policies
77. Democratizing Data via the National Equity Atlas
78. The Power in Effective Data Storytelling | Malavica Sridhar | TEDxUIUC
79. Making data mean more through storytelling | Ben Wellington | TEDxBroadway
80. Why Storytelling is More Trustworthy Than Presenting Data | Karen Eber | TEDxPurdueU
81. NACDD September 2020 General Member Webinar - Declaring Racism a Public Health Emergency: What does that mean? (Convergence Data Analysis)
82. Merging Data and Story to Win More Equitable Policies

Hypertension/Cardiovascular Health Data Resources

83. WISEWOMAN Success Stories
84. WISEWOMAN TA and Guidance
85. Hypertension Control Change Package, Second Edition

The linked articles or resources do not necessarily represent the official views of individual participants, participants’ respective organizations, or NACDD.
86. Best Practices for Cardiovascular Disease Prevention Programs
87. WISEWOMAN Well-Integrated Screening and Evaluation for Women Across the Nation
88. Hypertension Prevalence Estimator Tool
89. Application of a Tool to Identify Undiagnosed Hypertension – United States, 2016
90. NACDD’s Cardiovascular Health Public Health Data Systems

Organizational Measurement/Assessment
91. NACDD: Health Equity at Work, Skills Assessment of Public Health
92. NACDD Competency Assessment tool
93. State Health Department Organizational Self-Assessment for Achieving Health Equity

Thought Leadership in Equity
94. The New Way to Talk About the Social Determinants of Health
95. Collaborating for Equity and Justice: Moving Beyond Collective Impact
96. Blueprint for Changemakers: Achieving health equity
97. National Stakeholder Strategy for Achieving Health Equity

Health Equity Language
98. Aspen Institute: 11 Terms You Should Know to Better Understand Structural Racism
99. APHA: What is Racism?
100. Racial Equity Tools: Glossary
101. Building Healthy Places: Jargon Buster
102. Systems Centered Language

Health Equity Knowledge Building
103. CDC Health Equity Guide
104. APHA Racial Equity Equity Webinars
105. Unconscious (Implicit) Bias and Health Disparities: Where Do We Go from Here?
106. Systems Thinking and Race
107. The Putting Racism on the Table Series
108. Upstream: The Quest to Stop Problems Before They Happen by Dan Heath
109. Kirwan Institute for the Study of Race and Ethnicity
110. ASTHO: Health in All Policies Toolkit
111. Systemic Racism Explained
112. Bay Area Regional Health Inequities Initiative (BARHII) infographic

Implicit Bias

The linked articles or resources do not necessarily represent the official views of individual participants, participants’ respective organizations, or NACDD.
113. Verna Myer’s TED Talk: How to overcome our biases? Walk boldly toward them
114. White Privilege: Unpacking the Invisible Knapsack Peggy McIntosh
115. Harvard Implicit Bias Tests
116. Ohio State University’s Kirwan Institute State of the Science: Implicit Bias Review
117. What Everyone Gets Wrong About Implicit Bias Trainings

Organizational Equity in Public Health
118. Moving into Equity: The Public Health Journey
119. Awake to Woke to Work: Building a Race Equity Culture
120. Racial Equity Tools: Training and Popular Education
121. Training for Racial Equity and Inclusion: A Guide for Selected Programs
122. The National Equity Project

Local Level Partnerships, Community Engagement, & Engaging those with Lived Experience
123. Engaging People with Lived Experience: A Toolkit for Organizations
124. Paying people with lived experiences in community based work: Challenges and opportunities for inclusion and equity
125. COMPENSATING PEOPLE WITH LIVED EXPERIENCE: HIGHLIGHTS FROM THE LITERATURE
126. Arnstein’s Ladder of Citizen Participation
127. Ladder of Citizen Participation

Historical Reference Documents/Data
128. Mapping Inequality: Redlining in New Deal America