



# HEALTH EQUITY DRIVERS' FORUM

**VISION** Building health equity for all communities

**MISSION**

IDPH will protect and improve the health of all people living in Iowa where they live, work, learn and play by uniquely tailoring efforts that advance optimal and equitable health outcomes.

## PRIORITIES

**SELF-ASSESSMENT & CULTURE SETTING**

**ACCESS**

**MEASUREMENT**

**MARGINALIZED COMMUNITY ENGAGEMENT**

**SHARING EXPERIENCES & RESOURCES**

**ACTIVE COMMUNICATION**

- Employee Evaluation
- Training
- Hiring & Recruitment
- Leadership Support
- Branding
- Contracting
- Employee & Organizational Assessment

## GROUND RULES

1. Create a liberated space (a space where everyone can say what they need and want to say, everyone else can hear it without being offended)
2. Use "I" statements
3. One person speaks at a time
4. Be vulnerable (be willing to admit what you don't know and ask questions when you have them)
5. Be respectful (it's okay to have different viewpoints)
6. Assume good intent
7. Intent doesn't equal impact (call out if impacted by a statement)
8. Don't get defensive
9. Discuss one topic at a time (brevity)
10. ELMO (enough, let's move one)
11. Participate (bring your "A" game)
12. Realize someone's experience is not an attack on you or your group
13. Limit the urge to have side conversations
14. Use your group voice
15. Keep an open mind and be innovative
16. Don't assume (ask for clarification when unsure)
17. Recognize your own worldview



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## 02 EXPLORE

The group held in-depth discussions about health equity as a concept, and how it applies to our work. Members took this discussion to their bureaus, and brought feedback back to HEDF.

## 04 REFINE

The group took time to refine the Vision & Mission. These will be living concepts that will be revisited as work progresses.

01

## 01 INITIATE

The group developed ground rules to support liberated conversations, and conducted a facilitated TOP process to identify health equity priorities for IDPH.

02

03

## 03 PRIORITIZE

Using QI tools, the group identified concepts to include in the group's Vision & Mission. The group identified Self-Assessment & Culture Setting, as the first priority to focus on, and key strategies were developed to address this priority.

04

05

## 05 ACT

HEDF members each joined a work group to further key strategies to address Self-Assessment & Culture Setting. The groups will plan and complete this work in 2020. This will lay the groundwork to address the other identified priorities.