

HEALTH EQUITY PROMOTION STRATEGIC PRIORITY MONITORING REPORT FOR 2016

2016 Year in Review Highlights

- “Innovative approaches to health equity” described by Accreditation Canada as an organizational strength
- *Health Equity: What is it anyway?* workshop developed, piloted, and shared with 89 participants
- Over 1,000 WRHA staff completed an online survey about health equity promotion

Leadership, Tools, & Communications

Equity is a value of the Winnipeg Regional Health Authority (WRHA). WRHA leadership communicated about the importance of promoting equity across all programs and sites (e.g., [Towards Reconciliation and Equity](#); [Health Equity: Understanding to Action](#); [Biases: Why we all need to think about health equity](#)).

The health equity portion of the WRHA website had a total of **4,788 page views** between Jan 1 and Dec 31, 2016. The [Health for All: Building Winnipeg’s Health Equity Action Plan](#) had **581 page views**. Three new learning tools, “[We All Have a Role to Play](#)”, “[What Can I Do?](#)”, and [Health for All: Discussion with WRHA Programs, Sites & Teams](#), were developed and disseminated. The WAVE magazine covered stories related to health equity promotion, including [Closing the Gap](#) (Jan/Feb 2016) and [Partners in Wellness](#) (Sept/Oct 2016).

An Indigenous Health Program’s summer student did an exploration of current systematic tools to promote equity and ethics considerations within regional decision making processes.

Staff Learning & Engagement

The interactive workshop for manager and directors, **Health Equity: What is it anyway?** was developed and piloted in partnership with Organizational Staff Development, Indigenous Health, and other program areas across the region. The workshop aims to increase understanding about promoting health equity in the Winnipeg Health Region. A total of 63 staff members and 26 students participated in the 4 sessions offered in 2016. All respondents of the participant survey stated they would recommend the workshop to a colleague.

An online survey was created and disseminated from July to September 2016 to find out how WRHA employees understand and incorporate equity into their everyday practice. Over 1,000 WRHA staff completed the survey. A short report summarizing the findings, [Health Equity in the Region Survey Results](#), was shared and guides future activities.

Approximately 600 people heard presentations about Health for All efforts in 25 different settings. Presentations and discussions were held with over 10 WRHA program, site, team, and leadership tables. Presentations the region’s equity efforts were made at national conferences including Pathways to Health Equity (May 2016) and Public Health 2016 (Canadian Public Health Association, June 2016).

Over 175 participants attended the one-day Ethics Forum with the theme of **Health for All: Equity, Access and the Ethics of “Universal” Health Care** hosted by the WRHA Ethics Service and the Manitoba Provincial Health Ethics Network.

Operations & Quality Planning

The 2016 Regional Operating Plan included a section (Action 8) about regional commitments to health equity promotion.



Action 8: Address health inequities by supporting more programs and sites to use an equity lens in reviewing their data and developing plans to close the equity gaps.

HEALTH EQUITY PROMOTION STRATEGIC PRIORITY MONITORING REPORT FOR 2016



A workshop, **Embedding Equity into our Quality Planning**, was held on February 4, 2016 with 48 participants from 23 different WRHA programs and sites to prepare for Accreditation Canada's visit and to inform the region's approach to the Population Health and Wellness Standard. During Accreditation Canada Surveyor's general debriefing "innovative approaches to health equity" was described as an organizational strength.

Local Health Involvement Groups provided consultation on the topic of [The Ethics of Equity and Sustainability](#) and made 11 recommendations to the WRHA Board and Senior Leadership.

Health for All – WRHA Regional Committees

Approximately 65 participants were members the WRHA regional Health for All Committees and working groups. The participants represented 55 different WRHA sites, programs, service areas, and partner organizations. Quarterly updates, summarizing 41 bright-light initiatives, were shared with members of the Health for All network. For example, the 3rd annual North End Pregnancy & Baby Fair was hosted with support of over 40 community partners at the Indian & Metis Friendship Centre. As well, Winnipeg West offered staff information sessions on health equity and poverty - showing a video and discussing how staff can make a difference. The Manitoba Poverty Tool has been updated, profiled, and made available for use by clinicians on university and government websites (www.GetYourBenefits.ca).

The Partnership Working Group met with 5 community partners to develop relationships and advance collaborative activities. The Learning and Engagement Working Group developed trainings, tools, and other education materials. The Knowledge Working Group met regularly to collaborate and enhance local equity-related data and knowledge systems.

Health for All – Population and Public Health

Health equity promotion is a strategic priority for Population Public Health (PPH). The Health for All – Public Health group uses Figure 1 planning framework to guide program priorities. The program's [Staff Development](#) content and events in 2016 emphasized themes of health equity promotion, community development, and closing gaps in Indigenous health. A major program focus continues to be the implementation of the Public Health Nursing Professional Practice Model in Community Areas. PPH is supporting the shift of resources for the equitable distribution of Public Health Nursing positions across the Community Areas of the region. The Neighborhood Explorer Tool (NETs), a data portal that aims to provide staff with a credible and comprehensive range of health and community information, is being implemented to assess the impacts of inequalities at the neighborhood level and how these might be addressed.

A Healthy Public Policy Specialist was hired in December 2015 and a collaboration group is meeting regularly to develop the program's capacity to support equity-focused effective healthy public policy action.

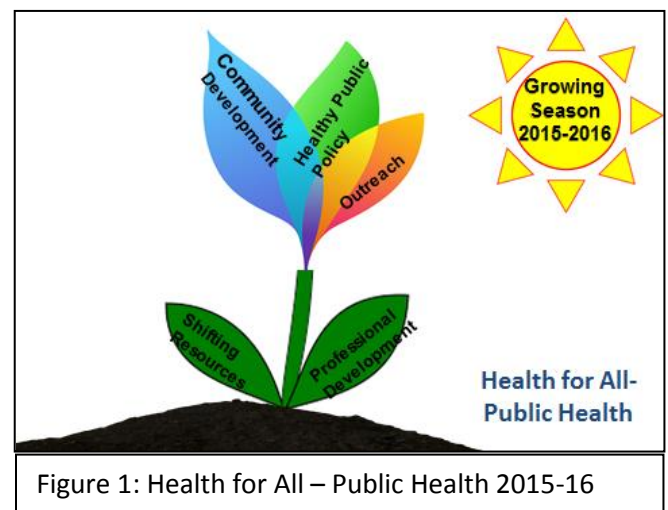


Figure 1: Health for All – Public Health 2015-16

To increase immunization rates in disadvantaged neighborhoods new approaches to outreach were evaluated in 2016 with support from the Manitoba Patient Access Network.