

Health Equity Promotion – Online Learning Package

Health equity means that all people can reach their full health potential and are not disadvantaged from attaining it because of social and economic status, social class, racism, ethnicity, religion, age, disability, gender, gender identity, sexual orientation or other socially determined circumstance.

Materials to support WRHA efforts to promote health equity are available online:

- PPH hosts the regional WRHA Health Equity Promotion efforts. The WRHA regional website is: <http://www.wrha.mb.ca/about/healthequity/>
- Health Equity Promotion is embedded in the Population Public Health program. The PPH extranet resources are available here: <http://www.wrha.mb.ca/extranet/publichealth/priorities-equity.php>

Prior to the **Health Equity Orientation** session:

1. Review key documents:

- Health Equity Position Statement: <http://www.wrha.mb.ca/about/healthequity/statement.php>
- Health for All: Building Winnipeg's Health Equity Action Plan: <http://www.wrha.mb.ca/about/healthequity/HealthEquityActionPlan.php>
- What can I do?: <https://www.wrha.mb.ca/about/healthequity/files/WhatCanIDo.pdf>
- Language We Use To Promote Health Equity: <https://www.wrha.mb.ca/extranet/publichealth/files/UsinglanguageJan2016final.pdf>

2. Watch the 2014 presentation:

The 2014 Staff Development Day sessions were dedicated to conversations about health equity and the work of our program in the WRHA. Scroll through the [slides](#) and watch the [video](#) to hear and see the presentation made in September 2014, "Building Population and Public Health's Health Equity Plan."

3. Come prepared to discuss a situation...

Think of a work situation you have been involved in (or other experience to date) with a health equity/inequity component that was memorable. It may have been memorable because it was inspiring, encouraging and had a positive resolution or it may have seemed troubling, frustrating or remained unresolved.

Before the session write some notes regarding your reflection on the situation touching on the suggested elements below. Be prepared to present your reflection (5 min) in our group.

Reflection elements (choose some or all to describe your scenario):

1. What was the issue?
 - a. Why were you affected by the situation?
 - b. What aspects of health equity, social determinants of health, or social justice were apparent?

2. What happened?
 - a. What did the health providers do well/not well?
 - b. What did the health system do well/not do well?
 - c. What did society do well/not do well?

3. What could have been different?
 - a. What, if anything, would you want to be different if you could re-write how this situation went?
 - b. What interventions could be made at a community/society level to change the context of the situation?
 - c. What could you and/or your team do to change the context that resulted in this situation?

Additional questions you might consider:

- In what way did the social determinants of health contribute to the causation of the problem? What were the “causes of the causes”?
- Were social and economic disadvantages interrelated? Was disadvantage cumulative? What factors were protective?
- What barriers did the person experience accessing care that was optimum, timely, appropriate and acceptable?
- Did the person feel welcome, respected, listened to, valued, supported? Did they experience microaggressions or microinsults?
- What provider role modeling did you notice that you want to emulate or avoid?

Looking for more?

[The National Collaborating Centre for Determinants of Health](http://nccdh.ca) (NCCDH) is a national organization that provides the Canadian public health community with knowledge and resources to take action on the social determinants of health. The “Let’s Talk” series is a highly recommended resource - designed to promote discussion and application of health equity concepts in public health practice: <http://nccdh.ca/resources/lets-talk/>.

Additional learning materials about health equity promotion are available on the PPH Staff Development extranet site: <http://www.wrha.mb.ca/extranet/publichealth/StaffDevelopment.php>.