

Health Equity Policy Recommendations

I. Tools

- a. A contract ensuring access to language interpretation assistance will be kept active.
- b. All permanent signage in the health department will include Braille according to standards set by the Americans with Disabilities Act.
- c. Printed or electronically available information intended for use by non-English speaking clients will be available in appropriate languages.

II. Strategic Planning

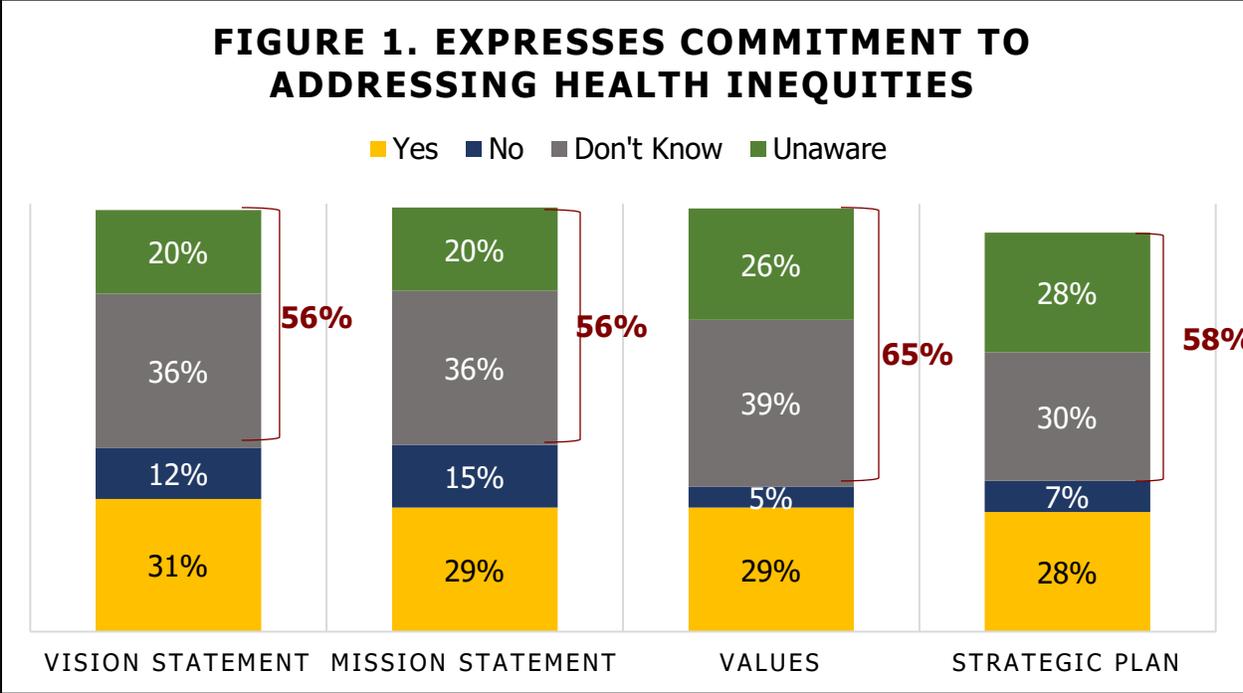
- a. The Health Department will utilize the Unified Government Public Health Department Strategic Plan to continually monitor the following for health equity considerations:
 - i. Outcomes of implemented programs
 - ii. Communications efforts, particularly those to diverse communities.
 - iii. Quality improvement efforts that seek to enhance our services for diverse populations.
 - iv. Changing demographics of populations served
 - v. New services available within community

III. Budgeting and Finance

- a. The Health Department will uphold the BARHII budgetary practices that reflect commitment to addressing health inequities by:
 - i. Making allocations to programs and services that benefit diverse populations in our community and reduce barriers to accessing care or services.
 - ii. Cross-funding and use categorical funding creatively to address health inequities.
 - iii. Identifying and utilizing sources of stable funding that are not siloed or issue-area-specific.
 - iv. Advocating for increased resources from the General Fund to support health equity-related work (within and outside the health department).

Commitment to Addressing Health Inequities

Health department employees were asked about if they thought the vision, mission, values and strategic plan expressed commitment to addressing health inequities. Over half of the respondents in each question responded with "Don't Know if whether the vision/mission/values/strategic plan addresses health inequities" or "Unaware that the health department has a vision/mission/values/strategic plan." (Figure 1).



Staff were asked to describe the level of commitment to addressing the social determinants that impact health (Figure 2).

