

The Health Equity “Age” Calculator

Rating Scale

How capable do you feel to advance the following characteristics in your program, department, or organization?	Rating Scale				
	Not at all		Somewhat		Very!
1. Institutional commitment to addressing health inequities	1	2	3	4	5
Examples: health equity is stated in the mission, vision, or strategic plan; there are dedicated health equity staff or another governance structure to support health equity work; the agency is deliberate in the use of resources to support equity (procurement, contracts)					
2. Structures that support true community engagement	1	2	3	4	5
Examples: structures are in place to assure two-way channels of consumer and community communication; agency applies community input to program and service design; decision-making on programs and services is shared with community members and partners; agency materials are vetted with target audiences, translated, in Plain Language, and accessible					
3. Supporting staff to address health inequities	1	2	3	4	5
Examples: diversity is sought at all levels of the organization; job specifications reflect skills desired to address health equity; health equity training is provided to staff; staff are given time to work on equity; there are systematic processes in place to assess staff competency; agency policies reflect an equitable work culture for staff					
4. Community-informed and accessible data and planning	1	2	3	4	5
Examples: agency is able to identify populations in the service area and describe their characteristics; determinants of health are considered in CHA/CHIP; REAL data are collected on client records; sub-regional data are analyzed for the presence of inequities; CBPR principles are used in primary data collection; reports and needs assessments are accessible to the community					
5. Commitment to deploy strategies that address health inequities	1	2	3	4	5
Examples: access for the underserved is a priority for direct services; community-based efforts (coalitions, CHIP implementation) prioritize under-resourced areas; CLAS standards are in use or there are systematic processes to assess the competency of programs and services; policy, systems, and environmental change strategies are a priority; agency works across sectors (HiAP)					

Sources: This tool is a composite of modified items from the following assessments:

- Bay Area Regional Inequities Initiative (BARHI). <http://barhi.org/resources/barhi-toolkit/>
- Institute for Healthcare Improvement. <http://www.nihb.org/docs/10262016/HiAchievingHealthEquityWhitePaper.pdf>
- National Center for Cultural Competence. <https://nccc.georgetown.edu/documents/CLCPA.pdf>

Disclaimer: This tool has not been reviewed, approved, or endorsed by the above groups and was developed for demonstration purposes only. A comprehensive and reliable health equity agency or individual level needs assessment should use a validated tool and process like one of those listed above.
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Your Health Equity Age*

21-25: Elder

16-20: Adult

11-15: Teen

5-10: Toddler

*Credit to PHI for this scale!

Total

Add all individual ratings above and place the total number here!

Age

Find where your total score falls on the scale to the left and enter that results here!