

# Action Blueprint: Workplace Health Equity & Racial Healing



## Health Equity Circle Background

A core element of public health organizations is to advocate for and work towards achieving an ethical, equitable, and socially just public health ecosystem. Agencies working to advance health equity are trying to “walk the talk” by leading internal organizational change efforts that support racial healing, justice, and transformation to address institutional inequities. Creating healthier communities means paying close attention to organizational culture, including facilitating strategies to ensure psychological safety. Without proper self-evaluation, it is much more difficult to truly understand and serve communities, as well as assess how practices may perpetuate harm internally or fail to address systemic issues. ASTHO’s Health Equity and Diversity Initiatives (HEDI) team supports our members by developing equity-centered capacity building tools to foster internal transformation. ASTHO’s Health Equity and Diversity Initiatives (HEDI) team supports our members and staff by developing equity-centered capacity building tools to foster internal transformation.

The HEDI team convenes Health Equity Circles (HECs), inviting staff from all organizational levels for 45-minute discussions every other month to facilitate the inner work necessary to engage external stakeholders and ASTHO colleagues. With the goal of improving both internal dynamics and external partnerships, HECs are staff-led, informal, and virtual discussions centering around a pre-determined topic or article. HECs support ASTHO’s values of applying fair and equitable practices while fostering an environment where staff belong, feel safe to engage, and free to express ideas and perspectives.

## Discussion Questions

1. How does your organization define and prioritize health equity, and how is this reflected in your strategic planning and decision-making processes?
2. What is your organization's readiness to implement the blueprint? What barriers, if any, are present?

**Meeting Subject:** Health Equity Circle

**Target Audience:** Public Health Improvement Training Attendees (Optional Meeting)

**Description:** The Association of State and Territorial Health Officials (ASTHO) Health Equity and Diversity Initiatives (HEDI) Team is hosting an in-person Health Equity Circle co-facilitated by HEDI Director, Tamira M. Moon and former HEDI intern and current Robert Wood Johnson Foundation Policy Associate, Aaron Carpenter. Participants will delve into the topic “Privilege: We all have it. What’s yours?” to explore the insights from the article [How to Navigate Your Own Privilege](#).

**Learning Objectives:** Participants will be able to...

1. Provide a safe space for crucial conversations related to health and racial equity.
2. Exchange ideas to personally and/or professionally move from **discussion** to **action**.

**Article:** [How to Navigate Your Own Privilege](#)



Raise your hand if you would like to share your thoughts.

**Questions to Consider:**

1. What makes it uncomfortable to recognize that you have unearned advantages over others?
2. What are ways you can use your privilege to work in solidarity with marginalized groups to promote more equitable outcomes?

**Additional Discussion Questions:**

- How can individuals talk about privilege in a way that fosters openness and understanding rather than defensiveness or discomfort?
- How can individuals engage in ongoing self-reflection and learning to continuously navigate their privilege?

**QR Codes:**



<https://bit.ly/healthequitycircle>

<https://www.linkedin.com/learning/how-to-be-more-inclusive/what-is->

<https://www.themuse.com/advice/50-reasons-more-privileged->