



Health Equity Policy



Policy HS-HR-2

January 27, 2023

Purpose: Health equity is the guiding foundational principle for Three Rivers District Health Department (TRDHD) operations and functions. TRDHD offers services and programs that provide opportunities for all populations.


Policy: All populations regardless of race, ethnicity, age, gender, religion, sexual orientation, gender identity, gender expression, disability, economic status, language spoken, or other diverse backgrounds have equitable access to, and use of, TRDHD's programs and services. Each TRDHD employee understands that the need to support health equity processes, programs, or interventions tie in with the mission, vision, and values of our agency. This understanding is gained through health equity-based training offered during new employee orientation and reinforced as part of annual employee training, where at least one learning opportunity includes training on equity, diversity, inclusion, and/or cultural humility. Staff health equity competence including cultural humility, diversity, and inclusion is assessed during the biennial workforce culture assessment to identify future health equity learning opportunities to be included in the employee annual training plan and/or provided during all-staff meetings by a trained expert with a background in health equity or related field.

Terms: To establish a common understanding among staff and set the context for department-wide efforts, the core health equity related terms below, as defined by the National Association of Counties (NACo), are utilized by TRDHD:

- **Anti-Racism:** Refers to the work of actively opposing discrimination based on race by advocating for changes in political, economic, and social life.
- **Cultural Humility:** Interpersonal stance that is open to individuals and different cultural communities and experiences concerning aspects of one's own cultural identity.
- **Diversity:** Presence of different and multiple characteristics that make up individual and collective identities, including race, gender, age, religion, sexual orientation, ethnicity, national origin, socioeconomic status, language, and physical ability.
- **Equality:** Treating everyone the same and giving everyone access to the same opportunities. Each individual or group of people is given the same resources or opportunities.
- **Equity:** Process of identifying and removing the barriers that create disparities in the access to resources and means, and the achievement of fair treatment and equal opportunities to thrive.

- Health Equity: Everyone has a fair and just opportunity to be as healthy as possible. This requires removing obstacles to health such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care.
- Inclusion: Creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to participate fully.

Any violation of the above policy and/or the laws against discrimination will result in disciplinary action, up to and including termination.


District Director 2/14/23
Date


Chairperson, Three Rivers District Board of Health 02/14/2023
Date