



# Health Equity in the Response to Drug Overdose Training

## Practicing Using an Equity Lens

In Module 3, we discussed what the idea of an equity lens means. Use this worksheet to practice applying an equity lens.

First, identify a standard team protocol or product (e.g. a standing meeting agenda or a one-page fact sheet) to review with an equity lens. This should be something quick and easy to review. In your workplan, you can identify longer or more complex policies and tools you wish to review with an equity lens to inform your health equity project. For now, simply select a short document in order to practice the process.

What item did you select for your first equity review?

Next, read over the document you selected while keeping in mind the concepts we discussed in Module 2: equity, equality, justice, and health equity. You may also wish to review your responses to your self-assessment worksheet from Module 0 Part 2 and consider your positionality as you read this document. Did anything stand out in this first read through?



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Consider the following prompts as you review the document a second time and in more depth. See which ones are relevant for now, and keep the full list handy for future equity reviews:

- Is equity explicitly mentioned or included in this document in any way?
- Is the language used inclusive? How could it be more inclusive? Is there any language that appears stigmatizing or to blame the individual, for example for poor health outcomes?
- Are data findings written in plain-language and for a range of audiences? Is there too much jargon being used?
- If relevant, for example if you are reviewing a data product, does the document point to structural or systems factors?
- What beliefs, values, or assumptions appear to have guided how this document was developed or how decisions were made?
- Who is responsible for decision-making?
- Are staff or community members provided confidential feedback mechanisms? How are accountability and transparency measures built into policies or practices? For example, are staff explicitly invited to share their viewpoints during meetings?
- How does this practice or tool account for differing viewpoints or perspectives? For example, in staff meetings, are staff invited to offer ideas that challenge the status quo and is it safe to do so?



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Consider the following prompts as you review the document a second time and in more depth. See which ones are relevant for now, and keep the full list handy for future equity reviews:

- Who is being heard? Who is being left out of the conversation?
- Are the people most impacted by policies and programs at the decision-making table or meaningfully included in discussions? How is their lived experience being recognized? Which policies or practices exclude affected groups?
- Are the practices outlined inclusive, equitable, and accessible? For example, if you are reviewing a meeting protocol with community stakeholders, are individuals provided accessible tools, such as the opportunity to dial-in instead of join by computer? Are individuals given the opportunity to select alternative meeting times and locations that are more accessible?
- Do practices employ a language justice approach, that is, are they respectful of and responsive to different groups' language needs? Are interpreters available at community meetings?
- Are community engagement practices responsive to other community needs, for example are they held in locations that are considered safe by community members and that are linked to public transit? Is childcare provided? Are events held at multiple times to accommodate differing work schedules?
- How are diverse perspectives engaged or included?
- Who benefits from this and who is burdened?



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Now that you've read over the document in more detail, what did you notice? What aspects of the protocol, practice, or tool that you reviewed advance equity and what aspects need to be changed? What changes do you recommend?

A large, empty rectangular area with a light beige background, intended for participants to write their responses to the questions above.



**Action Step: If you feel comfortable and are able to, share the results of your equity review with your team, as well as your recommendations for change. Facilitate a discussion around what you discovered and why it is important.**