

STAFF TRAINING PLAN & RESOURCE GUIDE – HEALTH EQUITY

Welcome to MTPHI! As an organization, we prioritize incorporating health equity principles into all our work. This training plan is to ensure staff have the same baseline of understanding about health equity and are equipped with resources to use this lens in everyday work. This document is a starting place, as advancing health equity is an ongoing process which may at times be unfamiliar or uncomfortable.

Please review the required resources in the table below within 30 days. Supervisors may direct employees to review additional sections relevant to their work. We encourage staff to bring up thoughts and questions with their supervisor or at an all-staff meeting.

Required Resources

To Review (required)	Resource Type & Instructions
MTPHI Health Equity Statement	Website
Health Equity Overview (APHA)	Video – 4 minutes
Health Equity Training (AHEC)	Online, self-paced course – 4 modules, ~2 hours - “Training” PHTC module is optional as well as the discussion boards; do not need to upload certificate
Health Equity Guidebook (MDPH)	Workbook with information and reflection activities – this resource is listed in the AHEC training, take some time to review “Values” & “Privilege, Power & Bias Sections” and complete reflection activities.
Structural Racism & Health Equity (RWJF)	Review graphics and/or watch video – 2 minutes
BARHII Framework	Image – shows multiple levels where health equity work can take place and approaches to reduce inequities; <ul style="list-style-type: none"> • Reflection question: identify where your work mainly focuses on, are there ways to address inequities within the circle?
Matrix of Organizational Characteristics and Workforce Competencies for Addressing Health Inequities	Review the Matrix: Appendix 2, page 85-87.

Actions Toward Equity Examples (RWJF)	Fact sheet with implementation ideas
Tribal Governments Overview	Website FAQ
Tribal Health Guide (MTPHI)	Quick reference guide

OPTIONAL Resources & Tools for Everyday Work:

This is a living document and is meant to be updated with new resources as they fit

Health equity general

- **Rural health equity toolkit** <https://www.ruralhealthinfo.org/toolkits/health-equity>
 - o **Other RHI toolkits** <https://www.ruralhealthinfo.org/toolkits>
- **Visualizing health equity vs equality** <https://www.rwjf.org/en/insights/our-research/infographics/visualizing-health-equity.html>
- **What is health equity? Report** <https://www.rwjf.org/en/insights/our-research/2017/05/what-is-health-equity-.html>
- **Advancing health equity (APHA) issue brief** https://apha.org/-/media/Files/PDF/factsheets/Advancing_Health_Equity.ashx
- **Community engagement toolkit** <https://engagementforequity.org/>
- **Public health strategies & case studies** <https://theequityguide.org/strategic-practices/>
- **Health equity and social justice training** <https://www.naccho.org/programs/public-health-infrastructure/health-equity#training>
- **Health equity guidebook & reflection exercises (MDPH)** https://www.coloradohealthinstitute.org/sites/default/files/file_attachments/MDPH_HE_Guidebook_FINAL08142018_0.pdf
- **Social determinants of health overview** <https://www.naco.org/sites/default/files/documents/Determinants.pdf>
- **MT health equity statistics** <https://healthinfo.montana.edu/cheg/health-equity/>
- **Building an equitable workplace at local health departments NACCHO** https://www.naccho.org/uploads/downloadable-resources/Building-an-Equitable-Workplace-FINAL-V3-11-14-2023.pdf?utm_source=MagnetMail&utm_medium=email&utm_term=morgan%2Em

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Communications/language

- **Inclusive language guide** <https://www.apa.org/about/apa/equity-diversity-inclusion/language-guidelines>
- **Public health communication considerations** https://www.cdc.gov/healthcommunication/Comm_Dev.html
- **Microaggressions** <https://hbr.org/2022/05/recognizing-and-responding-to-microaggressions-at-work>
- **Microaggression examples** https://academicaffairs.ucsc.edu/events/documents/Microaggressions_Examples_Arial_2014_11_12.pdf
- **Structural racism & health messaging guide** <https://www.rwjf.org/en/about-rwjf/how-we-work/messaging-resources.html>
- **Rural health literacy toolkit** <https://www.ruralhealthinfo.org/toolkits/health-literacy>

Disability

- **Disability etiquette guide top 10 tips** <https://unitedspinal.org/disability-etiquette/>
 - o **Full guide pdf** https://www.unitedspinal.org/pdf/DisabilityEtiquette.pdf?_gl=1*17ekez6*_ga*MJE0NzI0NzU1NS4xNjk5OTk3ODY3*_ga_ZS2Q737YSD*MTY5OTk5Nzg2Ny4xLjAuMTY5OTk5Nzg3My41NC4wLjA.&_ga=2.209576594.1028301550.1699997867-2147247555.1699997867
- **Disability 101 training NACCHO** <https://www.pathlms.com/naccho/courses/5037>
- **Accessible documents reference guide** <https://rockymountainada.org/sites/default/files/2020-07/Accessible%20Document%20Reference%20Guide.pdf>
- **Rocky Mountain ADA Center** <https://rockymountainada.org/>
- **Disability inclusion questions for public health agencies** <https://www.astho.org/globalassets/brief/10-essential-questions-for-disability-inclusion-in-health-agencies.pdf>
- **Accessibility for individuals with intellectual and developmental disabilities** <https://autisticadvocacy.org/wp-content/uploads/2017/11/White-Paper-Planning-Accessible-and-Inclusive-Organizing-Trainings.pdf>

Older Adults

- **Rural aging in place toolkit** <https://www.ruralhealthinfo.org/toolkits/aging>
- **8 domains of livability AARP** <https://www.aarp.org/livable-communities/network-age-friendly-communities/info-2016/8-domains-of-livability-introduction.html>
- **Indicators of healthy aging** https://www.tfah.org/wp-content/uploads/2023/06/Healthy_Aging_Guide_Final_6123.pdf
- **Profile of older Americans data** <https://acl.gov/aging-and-disability-in-america/data-and-research/profile-older-americans>
- **Three keys to cross-sector age-friendly care workbook & guide** <https://www.ihl.org/resources/publications/three-keys-cross-sector-age-friendly-care>
- **FEMA mitigation for older adults** https://www.fema.gov/sites/default/files/documents/fema_mitigation-guide_older-adults.pdf

LGBTQIA+

- **LBGTQIA+ rural data, issues & recommendations** <https://www.lgbtmap.org/rural-lgbt>
- **Montana LBGTQIA+ policy profile & map** https://www.lgbtmap.org/equality-maps/profile_state/MT
- **LBGTQIA+ health education center** <https://www.lgbtqihealtheducation.org/>
- **LBGTQIA+ public health concerns** <https://www.healthaffairs.org/content/forefront/lgbtq-health-essential-component-public-health-equity-efforts>
- **Organizational practices for LBGTQIA+ support** <https://www.lgbtqihealtheducation.org/publication/affirming-organizational-and-human-resource-policies-for-an-lgbtqi-workforce/>
- **MT LBGTQ Resource Directory** <https://www.montana.edu/lgbtq/resources.html>
- **MT & National Resources** <https://www.bridgercare.org/lgbtqresources>
 - o Non-Bozeman resources listed near the end of webpage
- **MT Two-Spirit Society** <https://www.mttwospirit.org/>
- **Tools for equity & inclusion HRC** <https://www.hrc.org/resources>

American Indian & Alaska Native

- **Guide: How to talk about Native Nations** <https://nativegov.org/resources/how-to-talk-about-native-nations/>
- **Health resources & trainings** <https://www.indiancountryecho.org/>
- **Data profile DPHHS 2024** <https://files.constantcontact.com/4ac573ab001/78f351e3-0870-4196-ab2f-e0ab59126d83.pdf>
- **International Association for Indigenous Aging** <https://iasquared.org/>
- **Data sovereignty** <https://natedata.npaihb.org/wp-content/uploads/2021/09/Handout-4-Tribal-Data-Sovereignty.pdf>
- **Data governance strategies** <https://www.networkforphl.org/resources/data-governance-strategies-for-states-and-tribal-nations/>
- **Native Americans in Philanthropy** <https://nativephilanthropy.org/>

Behavioral Health

- o **SAMHSA** <https://www.samhsa.gov/behavioral-health-equity>
- o **Integrating behavioral health** <https://integrationacademy.ahrq.gov/products/topic-briefs/health-equity>
- o **Behavioral health disparities BCBS** <https://www.bcbs.com/smarter-better-healthcare/infographic/behavioral-health-equity>
- o **Reducing stigma** <https://www.tn.gov/behavioral-health/stigma.html>
- o **Tribal Behavioral Health Program RMTLC** <https://www.rmtlc.org/tribal-behavioral-health/>

Racism

- **Racism and health CDC** <https://www.cdc.gov/minorityhealth/racism-disparities/index.html>
- **Racism declarations analysis** https://www.apha.org/-/media/Files/PDF/topics/racism/Racism_Declarations_Analysis.aspx
- **Talking about race** <https://netimpact.org/blog/talking-about-race>

Data & Evaluation

- **Data equity resources, trainings, & forum** <https://weallcount.com/>
 - o **Data equity checklist** <https://weallcount.com/wp-content/uploads/2023/01/WAC-99-Choices-Checklist.pdf>
- **Health equity evaluation** <https://www.ruralhealthinfo.org/toolkits/health-equity/5/evaluation>

- **Health equity atlas racial and economic data** <https://nationalequityatlas.org/>
- **Measure Up, tools for measuring impact** https://buildhealthyplaces.org/tools-resources/measure-up/?utm_source=BHPN+Website+Newsletter+List&utm_campaign=41b8e43279-EMAIL_CAMPAIGN_2019_12_19_07_21_COPY_01&utm_medium=email&utm_term=0_c39fafc581-41b8e43279-356442219
- **Health equity data analysis toolkit** <https://www.health.state.mn.us/data/mchs/genstats/heda/index.html>
- **Organizational Self-Assessment for Addressing Health Inequities** <https://static1.squarespace.com/static/647f6cbb489b5b79d0952c3f/t/6494015506cb273f8a06271d/1687421270442/LHD+Assessment.pdf>

Climate change

- **Climate change and health overview** <https://www.cdc.gov/climateandhealth/effects/default.htm>
- **Why climate change is a public health issue** <https://www.apha.org/Topics-and-Issues/Climate-Health-and-Equity>
- **Guidebook for Local Health Departments on Climate Change & Health Equity** <https://www.apha.org/Topics-and-Issues/Climate-Health-and-Equity/Guide>
- **Climate change & health MT training** <https://www.umn.edu/mt-public-health-training/trainings/climate-change.php>
- **Blackfeet Nation Climate Work** <https://blackfeetclimatechange.com/>
- **Fort Belknap Indian Community Climate Work** <https://largelandscapes.org/news/fbic-climate-change-planning/>
- **Climate Smart Missoula** <https://www.missoulacclimate.org/>