

The single most important bit of advice you would give a leader on... **Incorporating Equity and Justice into the Work of Organizations and Communities**

Quality work is a result of hiring quality people and developing their talents.

- Jane Bambace, Pinellas County Health Department (St. Petersburg, FL)

First be very clear about the lens that you bring. Identify both your comfort and your discomfort with the current and future situation. Finally, be brave enough to have the discussion, as this work is a journey and not a destination.

- Mary Balluff, Douglas County Health Department (Omaha, NE)

Develop an equity lens and use it to look at all your decisions, even about operations. Mundane decisions about service hours, travel policies, educational materials, and many other things may have unintended consequences that contribute to inequity. Don't save your equity lens for only the big "Policy" decisions.

- Kathy Carson, Public Health Seattle-King County (Seattle, WA)

Gaining a clear understanding of the relationship between health inequality and poor health outcomes can have a profound impact on how you approach public health practice and the ways you work to effect change in health organizations and local communities.

- Zenobia Harris, Arkansas Department of Health and Human Services (Little Rock, AR)

Make use of the powerful seven-part documentary series "Unnatural Causes...is inequality making us sick?". Start with agency staff (even if they have seen it before), show portions of the DVD and leave plenty of time for discussion. Progress into the community as appropriate. Every time we have done this, it has been a powerful experience, touching people at a deep level and generating a lot of thoughtful discussion and motivation toward action.

- Don Horton, Boulder County Public Health (Longmont, CO)

It takes a myriad of strategies...Become familiar with the equity / justice issues that are both common and unique to your organization and community. Find a trusted peer or mentor in the organization or community that you can have honest conversations with. Be willing to be the "student." Seek more than one perspective. Change is hard for most people, so start with the small or easy things and gain some successes to build confidence and a track record. Finally, collaborate, collaborate, collaborate!

- Laurin Kasehagen Robinson, CityMatCH at the University of Nebraska Medical Center (Omaha, NE)

Recognize that equity and justice issues exist in the work place and within the communities we serve. As leaders, we need to educate ourselves and our staff about these issues and have the courage to have open dialog, training and activities within our organizations.

- William Ridella, Detroit Department of Health and Wellness Promotion (Detroit, MI)

If possible, hire staff who reflect the communities you serve as they will offer insight and ideas about how best to join with their community to identify and work on shared goals.

In the absence of being able to hire staff, try to identify natural leaders who can do the same.

- Lois Schipper, Public Health Seattle-King County (Seattle, WA)