

Framework to eliminate racism, discrimination and other “isms”

What can be done at the individual and group levels?

- Personal acknowledgment and self-empowerment
- Educational development (e.g. reading, podcasts, videos)
- Emotional therapy and/or receive coaching
- Trainings (e.g. implicit bias, cultural competency, equity, diversity and inclusion)
- Self advocacy and participation in group advocacy

Goal: Beliefs and behaviors that demonstrate explicit/implicit bias towards oneself and other groups are eliminated.

What can be done at the organizational level?

- Policies and practices that eliminate inequities
- Educational materials
- Support services (e.g. therapy and coaching)
- Equity-based mission and vision statements
- Board, staff and client training (e.g. implicit bias, cultural competency, equity)
- Diverse hiring and inclusive environments
- Disaggregation and reporting of data for surveillance and evaluation

Goal: Leadership power is shared across groups and discriminatory policies and practices within and across organizations are eliminated.

What can be done at the systemic level?

- Public policy agenda prioritizes equitable outcomes
- Equity impact assessments on proposed policy
- Public policy implemented eliminates discriminatory policies and practices across institutions and sectors
- Allocation of resources to meet the needs of populations most at-risk for poor outcomes (e.g. equitable economic policies)
- Disaggregation and reporting of data for surveillance and evaluation

Goal: Structural barriers for all groups are eliminated.

Equity
All Ohioans
achieve their full
health potential

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Examples of resources

Individual/group work	
Personal acknowledgment and self-empowerment	
Educational development (e.g. reading, podcasts, videos)	The Racial Equity Institute (REI)
Emotional therapy and/or receive coaching	
Trainings (e.g. implicit bias, cultural competency, equity, diversity and inclusion)	Kirwan Institute for the Study of Race and Ethnicity Implicit Bias Module Series
Self advocacy and participation in group advocacy	
Organizational work	
Policies and practices that eliminate inequities	AAFP- The EveryONE Project
Educational materials	
Support services (e.g. therapy and coaching)	The National Day of Racial Healing (NDORH)
Equity-based mission and vision statements	
Board, staff and client training (e.g. implicit bias, cultural competency, equity)	CommonHealth Action equity, diversity and inclusion (EDI) training
Diverse hiring and inclusive environments	
Disaggregation and reporting of data for surveillance and evaluation	
Systemic work	
Public policy agenda prioritizes equitable outcomes	Washington State Board of Health: Health Impact Reviews
Equity impact assessments on proposed policy	
Public policy implemented eliminates discriminatory policies and practices across institutions and sectors	
Allocation of resources to meet the needs of populations most at-risk for poor outcomes (e.g. equitable economic policies)	Centers for Disease Control and Prevention (CDC), Sources for Data on Social Determinants of Health
Disaggregation and reporting of data for surveillance and evaluation	