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
## Framework to eliminate racism, discrimination and other “isms”

### Examples of resources

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<th>Organizational work</th>
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- The Racial Equity Institute (REI)  
- Kirwan Institute for the Study of Race and Ethnicity Implicit Bias Module Series  
- AAFP- The EveryONE Project  
- The National Day of Racial Healing (NDORH)  
- CommonHealth Action equity, diversity and inclusion (EDI) training  
- Washington State Board of Health: Health Impact Reviews  
- Centers for Disease Control and Prevention (CDC), Sources for Data on Social Determinants of Health