



Health and Equity in All Policies

An Approach to Advance Health and Racial Equity

April 2021

In this critical time, it is more important than ever to transform government and put health equity and racial equity at the center of all we do.

Background

COVID-19 has shined a spotlight on the deep inequities in our society, highlighting the public health crisis of racism and its contributions to social, economic, and structural inequities.

Health and Equity in All Policies (HiAP) is an approach to governing that recognizes that our greatest health challenges—such as structural racism, COVID-19, and climate change—are highly complex and interwoven. Achieving healthy communities requires that government address issues that impact health, such as transportation, education, civic engagement and leadership, access to healthy food, economic opportunities, and more. Innovative solutions, a new policy paradigm, and structures that transcend the siloed nature of government to advance multi-sectoral collaboration are powerful outcomes fostered by a HiAP approach.

The HiAP Program at the Public Health Institute (PHI) is recognized as a national and global leader in embedding health and racial equity strategies in government practices, and has partnered with a wide range of governments, nonprofits, foundations, and others to develop, disseminate, and implement this approach.

Building the HiAP Field

The HiAP Program has worked with the World Health Organization and Institute of Medicine on theoretical frameworks, publications, and training materials, and its HiAP Guide is used as a primer by local, state, federal and international organizations, as well as by teaching institutions.

HiAP Program staff provide tailored workshops, trainings, and keynote addresses. Topics include approaches to promote health equity, racial equity, and environmental sustainability; strategies for cross-sectoral partnerships; transforming government processes; and creating healthy, equitable public policy. Training sites have ranged from North Carolina to New Mexico to North Dakota, with urban and rural audiences.



Embedding HiAP within State Government

The HiAP Program has built the California HiAP Task Force from the ground up, partnering with over 30 state agencies and countless external partners over the last decade, and spanning 3 gubernatorial administrations, both Republican and Democrat. The California HiAP Task Force is the largest and longest-standing body of its kind and has inspired similar HiAP initiatives across the country.

In its convening and leadership role, the HiAP Program has facilitated multi-agency problem solving, capacity building, and action on topics such as Embedding Equity in Government Practices; Healthy Transportation; Land

Use, Schools, and Health; Healthy and Sustainable Food Procurement; Access to Parks and Urban Forestry; Childhood Trauma Prevention; and Housing Siting and Air Quality.

As a result of PHI's work, California state government has:

- Embedded health and equity criteria in over \$5 billion of state grants serving over 350 communities in 49 counties.
- Provided healthy food in over 2,000 schools for 1.8 million children and improved the nutritional value of meals served in correctional facilities across the state.
- Increased access to public transit, walking, biking, park access, recreation opportunities, and open space in underserved communities.

"The HiAP Task Force has mastered a model of collective impact...In a complex world with complex problems. I see multi-disciplinary collaboration as the necessary strategy for change. HiAP delivers on this promise."

-Kate White, Former Deputy Secretary, California

The HiAP Program has also built the capacity of participating state agencies, including supporting core staff competencies for health and equity, organizing and leadership structures, and strategies to embed this approach into long-term government operations. This has included assisting state agencies to secure funding for long-term staffing of health equity and racial equity work.

The Task Force has served as a "learning laboratory," providing opportunities to test new approaches and learn along the way as we move toward centering racial and health equity across government institutions and jurisdictions.

Building Capacity for Racial Equity in State Government

In 2018, the HiAP Program joined with government and non-governmental partners to launch the Capitol Collaborative on Race & Equity (CCORE), the country's first state-level multi-sectoral racial equity capacity building cohort. CCORE is run in partnership with the Government Alliance on Race and Equity (GARE) and has brought together over 500 leaders and staff from nearly 40 departments and agencies across California state government.

Participants examine institutional and structural racism, develop organizational commitments, and implement new institutional practices and policies. These include embedding racial equity into strategic planning, stakeholder engagement practices, workforce development, program planning, and other priorities across the administration.

Participating agencies focus on transportation, education, food and agriculture, justice and corrections, environment, land use planning, and climate change.

With PHI's support, over 15 agencies have racial equity action plans, 15 have plans underway, 5 have racial equity resolutions, and 5 have established long-term racial equity leadership structures.

The HiAP Program's Unique Model for Public/Private Partnership

The HiAP Program has a proven track record of successful public/private partnerships, including embedding staff inside government entities in order to support catalytic change. These partnerships can help strengthen both the capacity and the infrastructure of government to promote racial equity, health equity, and climate resilience. The HiAP Program uses a blend of practice-based approaches and systems change strategies, and focuses on collaboration, maximizing impacts, and increasing the effectiveness of limited government resources.

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