

Date of assessment: _____

Staff name (or anonymous number): _____

Staff role (or leave blank for anonymity): _____

ASSESSING INSTITUTIONAL COMMITMENT

- 1. Our HD's mission, vision, and value statements incorporate language about health equity and SDOH.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 2. Our HD's strategic plan includes using legal and policy tools to address health inequities and SDOH.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 3. Our HD's programs are routinely evaluated on their efforts to use policy and/or legal tools to address health inequities and SDOH.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 4. Our HD has access to legal counsel with public health expertise (e.g., internal government legal counsel, external legal counsel).**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 5. Our HD has a training plan to ensure that staff are trained in the concepts of health equity and SDOH.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 6. Our HD has a training plan to ensure that staff are trained in how to use the tools of law and policy to address SDOH and health equity.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 7. Our HD has a training plan in place to promote diversity, equity, inclusion, and accessibility (DEIA).**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 8. Our HD's job descriptions prioritize efforts to address health equity.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable

- 9. Specific staff members within our HD are dedicated to organizing how we promote health equity within our organization (e.g., how we talk about equity in our organization and in our materials, development of internal trainings on health equity).**
- Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 10. Specific staff members within our HD are assigned to develop our policy and/or legal efforts.**
- Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 11. Our HD has a strategic plan in place to intentionally recruit and retain diverse members of our community.**
- Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 12. Our HD has tools in place to ensure equitable enforcement of public health laws within our community.**
- Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 13. Our HD provides sustainable funding for internal equity work such as staff training and for staff positions devoted to health equity.**
- Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 14. Our HD provides sustainable funding to support legal and policy work to address SDOH.**
- Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 15. Our HD applies for funding that focuses on addressing SDOH and health equity.**
- Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable

ASSESSING STAFF COMPETENCE IN SDOH

- 1. Our HD offers resources or trainings to all staff to help them gain a stronger understanding of SDOH.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 2. Our HD has a standardized definition of *health equity* that is used consistently among staff across the organization.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 3. Our HD has a standardized definition of *social determinants of health* that is used consistently among staff across the organization.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 4. Our HD leadership values our department's efforts to address SDOH by developing or supporting legislation that affects people's health and well-being – for example, in areas such as access to housing, transportation, clean water, and paid leave.**
 - Strongly agree
 - Agree
 - Neither agree nor disagree
 - Disagree
 - Strongly disagree
- 5. Our HD staff understands that structural discrimination within our jurisdiction is a root cause of health inequity.**
 - Strongly agree
 - Agree
 - Neither agree nor disagree
 - Disagree
 - Strongly disagree
- 6. Our HD staff uses our understanding and research on the history of structural discrimination within our jurisdiction to inform strategic decisions.**
 - Strongly agree
 - Agree
 - Neither agree nor disagree
 - Disagree
 - Strongly disagree
- 7. Our HD leadership understands how laws and policies governing our jurisdiction affect current health inequities within our communities.**
 - Strongly agree
 - Agree
 - Neither agree nor disagree
 - Disagree
 - Strongly disagree
- 8. Our HD staff understands how social and community context – including, for example, facing discrimination, experiencing school bullying, or being separated from an incarcerated parent – affects health outcomes in the communities we serve.**
 - Strongly agree
 - Agree
 - Neither agree nor disagree
 - Disagree
 - Strongly disagree

- 9. Our HD staff understands how economic stability – including, for example, availability of steady employment that pays enough for families to purchase nutrient-dense groceries and make monthly savings contributions – affects health outcomes in the communities we serve.**
- Strongly agree
 - Agree
 - Neither agree nor disagree
 - Disagree
 - Strongly disagree
- 10. Our HD staff understands how health care access and quality – including, for example, distance from a primary care provider, insurance coverage for medication, and Medicaid eligibility – affect health outcomes in the communities we serve.**
- Strongly agree
 - Agree
 - Neither agree nor disagree
 - Disagree
 - Strongly disagree
- 11. Our HD staff understands how neighborhoods and built environments – including, for example, neighborhood violence, sidewalks, bicycle infrastructure, and public transit – affect health outcomes in the communities we serve.**
- Strongly agree
 - Agree
 - Neither agree nor disagree
 - Disagree
 - Strongly disagree
- 12. Our HD staff understands how education quality and access – including, for example, availability of high-quality, affordable preschools – affect health outcomes in the communities we serve.**
- Strongly agree
 - Agree
 - Neither agree nor disagree
 - Disagree
 - Strongly disagree
- 13. Our HD hosts internal meetings to discuss our expertise, understanding, and knowledge related to SDOH.**
- Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 14. Our HD considers communities' self-identified assets and challenges when assessing how key laws and policies affect health outcomes in those communities.**
- Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 15. Our HD works within our organization to deepen our HD's internal understanding of SDOH.**
- Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable

ASSESSING PARTNERSHIPS & ENGAGEMENT

- 1. Our HD has a community engagement plan in place.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 2. Our HD regularly engages with communities most affected by health inequities, in order to understand issues affecting them.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 3. Input from communities most affected by health inequities is used to inform the laws and policies our HD focuses on (as outlined, for example, in our strategic plan, program plans, or policy agenda).**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 4. Communities most affected by health inequities trust our HD as an institution.**
 - Strongly agree
 - Agree
 - Neither agree nor disagree
 - Disagree
 - Strongly disagree
- 5. Our HD works with other government entities on laws and policies that address health inequities and SDOH affecting the community.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 6. Our HD is involved in multi-sector collaborations aimed at addressing health inequities and SDOH through legal and policy tools.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 7. Our HD's partnerships and multi-sector collaborations use transparent decision-making processes.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 8. Our HD has strong working relationships with policymakers at local and/or state levels.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable

9. Our HD conducts equity impact assessments in order to understand the effects of existing programs, policies, and processes on communities.

- Yes: fully implemented
- In progress: implementation ongoing or partially implemented
- No
- Don't know
- Not applicable

10. Our HD publicly acknowledges how past and current government laws, policies, and systems have harmed communities and contributed to health inequities.

- Yes: fully implemented
- In progress: implementation ongoing or partially implemented
- No
- Don't know
- Not applicable

11. Our HD ensures that community members we partner with are compensated for their time and expertise.

- Yes: fully implemented
- In progress: implementation ongoing or partially implemented
- No
- Don't know
- Not applicable

12. Our HD has formal organizational structures set up to receive and respond to community input on its health equity and SDOH work.

- Yes: fully implemented
- In progress: implementation ongoing or partially implemented
- No
- Don't know
- Not applicable

13. Our HD has formal accountability structures in place to ensure that it is responsive to community input, feedback, and needs.

- Yes: fully implemented
- In progress: implementation ongoing or partially implemented
- No
- Don't know
- Not applicable

14. Our HD provides our partners with training on SDOH and health equity.

- Yes: fully implemented
- In progress: implementation ongoing or partially implemented
- No
- Don't know
- Not applicable

15. Our HD provides our partners with training on the policymaking process and how they can engage with the process.

- Yes: fully implemented
- In progress: implementation ongoing or partially implemented
- No
- Don't know
- Not applicable

ASSESSING DATA FOR ACTION

- 1. Our HD understands the importance of collecting diverse SDOH data in a continual and timely manner.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 2. Our HD has a data infrastructure that can be used to inform and evaluate SDOH initiatives.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 3. Our HD has sustainable funding to maintain data infrastructure.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 4. Our HD has the workforce capacity to hire and retain data specialists (e.g., epidemiologists, data analysts, statisticians).**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 5. Our HD engages community members when identifying and collecting SDOH data.**
 - Always
 - Frequently
 - Occasionally
 - Rarely
 - Never
- 6. Community-driven data inform our HD's strategic planning, decision making, and policymaking, as well as our resource allocations.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 7. Our HD collects quantitative or qualitative data that capture the lived experiences of the community members we serve.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 8. Our HD collects SDOH data that can be disaggregated to accurately reflect the health outcomes of specific sub-communities.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable

9. When reporting or communicating about our data, our HD provides context by noting historical, racial, economic, or social factors.

- Yes: fully implemented
- In progress: implementation ongoing or partially implemented
- No
- Don't know
- Not applicable

10. Our HD has the capacity to share SDOH data across government sectors in a timely manner.

- Yes: fully implemented
- In progress: implementation ongoing or partially implemented
- No
- Don't know
- Not applicable

11. Our HD promotes SDOH data sharing and collaboration across partners.

- Always
- Frequently
- Occasionally
- Rarely
- Never

Legal Data

12. Our HD has the capacity (resources, funding, and expertise) to track and evaluate laws and policies that affect the health of community members.

- Yes: fully implemented
- In progress: implementation ongoing or partially implemented
- No
- Don't know
- Not applicable

13. Our HD collaborates with other partners to effectively analyze data related to laws and policies implemented in our jurisdiction.

- Yes: fully implemented
- In progress: implementation ongoing or partially implemented
- No
- Don't know
- Not applicable

14. Our HD understands the importance of using legal epidemiology concepts to inform strategic decisions.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

15. Legal epidemiology is incorporated into our HD's existing and planned public health activities.

- Always
- Frequently
- Occasionally
- Rarely
- Never

ASSESSING FRAMING & COMMUNICATION

- 1. In public-facing communications, our HD consistently identifies and uplifts the assets of a community before defining disparities, challenges, or deficits affecting that community.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 2. Our HD makes publicly disseminated materials accessible to a wide range of audiences (e.g., translates materials into languages spoken in our jurisdiction, offers closed-captioned and braille versions).**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 3. Our HD staff includes one or more communications professionals with experience in messaging on health equity and structural discrimination.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 4. Our HD has engaged in formal message testing on issues related to SDOH (e.g., through focus groups or surveys).**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 5. Our HD's public-facing messaging is informed by community input and feedback.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 6. Our HD has a strategic communications plan that includes messaging guidance on SDOH and/or health equity in health department communications.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable
- 7. Our HD encourages staff to use messaging that focuses on how SDOH (as opposed to individual behaviors) affect health outcomes.**
 - Strongly agree
 - Agree
 - Neither agree nor disagree
 - Disagree
 - Strongly disagree
- 8. Our HD has information about SDOH on our website.**
 - Yes: fully implemented
 - In progress: implementation ongoing or partially implemented
 - No
 - Don't know
 - Not applicable

9. Our HD has an established method for communicating across multiple government sectors within our jurisdiction.

- Yes: fully implemented
- In progress: implementation ongoing or partially implemented
- No
- Don't know
- Not applicable

10. Our HD avoids using negative imagery and messaging related to priority populations (e.g., avoids imagery and messaging that relies on stereotypes based on race, sexual orientation, or income level).

- Yes: fully implemented
- In progress: implementation ongoing or partially implemented
- No
- Don't know
- Not applicable

11. When our HD includes information about health disparities in our internal and external messaging, we frame these disparities in the context of structural discrimination.

- Yes: fully implemented
- In progress: implementation ongoing or partially implemented
- No
- Don't know
- Not applicable

12. Our HD is flexible and willing to adjust our messaging or method of communication based on community response.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

13. Our HD holds recurring trainings for our staff on how to frame information related to health disparities and SDOH.

- Yes: fully implemented
- In progress: implementation ongoing or partially implemented
- No
- Don't know
- Not applicable

14. Our HD has a process for reviewing our communications in order to eliminate potential negative ramifications of our messaging for the communities that we serve.

- Yes: fully implemented
- In progress: implementation ongoing or partially implemented
- No
- Don't know
- Not applicable

15. Our HD uses its public-facing communications to combat misinformation on issues relating to SDOH.

- Yes: fully implemented
- In progress: implementation ongoing or partially implemented
- No
- Don't know
- Not applicable