

Conceptual Model that Incorporates Health Equity Activities, Outcomes and Goals

Strategy 1

Build organizational structures and supports to promote health equity.

- Increase workforce diversity through recruitment, retention, promotion and training policies
- Increase the capacity of community based organization to do health equity work through community sessions.
- Hire a Health Equity Coordinator to ensure coordination, collaboration and opportunities for health equity are reached.

Strategy 2

Identify the issues using both qualitative and quantitative data.

- Use tools such as Roots of Health Inequity, Bay Area Regional Health Inequities Initiative, and GIS to identify inequities in Fort Bend County. Complement quantitative data collection with a variety of qualitative methods.
- Create a Health Equity Report highlighting the most striking inequities through clear, consistent and widespread messages to county officials.
- Collect data on social determinants of health by race, ethnicity and language, place, and education.
- Create a Community Health Assessment on health equity in Fort Bend County.

Strategy 3

Promote leadership teams, coalitions and community engagement.

- Invest in resources to build strong and trusting relationships with community partners
- Include voices of the populations identified as experiencing health inequities in all stages of program development.
- Build and support partnerships among public, nonprofit, and private entities to provide a comprehensive infrastructure that will increase awareness, drive action and ensure accountability in efforts to achieve health equity across the lifespan.

Strategy 4

Select, design, and implement strategies that promote health equity and eliminate disparities across the county.

- Work with targeted communities to choose evidence-based interventions that are effective for racial and ethnic populations as well as geographically isolated or low socioeconomic status populations, LGBT groups, and people with disabilities
- Promote higher quality, culturally competent public health and healthcare services for all populations.

Strategy 5

Evaluate and monitor health equity activities for effectiveness

- Create tools and add to current tools to measure whether strategies are having differential impact across the population groups and areas experiencing the greatest health disparities.
- Apply the following measures to evaluate whether Fort Bend county is reaching its goals: rates of high school graduation, home ownership versus renting, income gap narrowing, moves to mixed income neighborhoods, and policies that counter institutional racism.

Potential Health Equity Framework

