Age-friendly Health Equity Training

ADDITIONAL RESOURCES

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Five key messages for health equity

- **Health equity exists when all people can reach their full health potential and are not disadvantaged by any socially determined circumstance.**

- **To move towards health equity, the social determinants of health need to be addressed.**

- **Health inequities are health differences between population groups that are systematic, avoidable and unfair and are due to underlying social, economic and environmental factors out of people's control.**

- **Equality is providing everyone with the same resources. Equity is providing resources based on people's needs.**

- **A health equity lens is a way to be deliberately inclusive as we make decisions.**

Applying a health equity lens involves asking a series of questions up front and throughout the process:

- *Who benefits?*
- *Who is excluded and why?*
- *What can we do differently to ensure inclusion?*

Five key points for applying a health equity lens within the older adult population

- Older adults are a diverse and complex group.

- The challenges of aging intersect with and amplify vulnerabilities related to factors from the social determinants of health (such as gender, ability, Indigeneity, race, homelessness).

- Key considerations for older adults experiencing homelessness include: poverty, pension and barriers to employment (including ageism, racism, discrimination), healthy housing and access to health care, among others.

- Age cut-offs (i.e., 65+) can be restrictive when developing funding, program and service plans to meet the needs of older adults, especially in the context of older adults experiencing homelessness who "age" faster than housed individuals (i.e., 45+).

- 'Context experts' and people with lived experience need to be included in the planning and decision making process.

Equality vs Equity (2020).
BC Healthy Communities

Tools & resources for further learning & discussion

Health Equity

Braveman, P., Arkin, E., Orleans, T., Proctor, D., & Plough, A. (2017). [What is Health Equity?](#) **Robert Wood Johnson Foundation.**

> "Health equity means that everyone has a fair and just opportunity to be as healthy as possible. This requires removing obstacles to health such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care."

Kuttner, P. (2016). [The problem with that equity vs equality graphic you're using](#).

> A reflection on the challenges associated with representing equity vs. equality, and the tendency for images to represent inequity and disparity as being inherent to the people themselves. This blog post provides alternate equity images and helpful discussions in understanding equity.

National Collaborating Center for Determinants of Health (2014). [Glossary of essential health equity terms](#).

> Includes health equity terminology as well as further resources to support understanding health equity and the determinants of health.

PolicyLink (2020). [The Curb-Cut Effect](#).

> The Curb-Cut Effect is a useful metaphor in describing the benefits of applying an equity lens to policy and programming decisions. On this page PolicyLink provides multiple resources related to this concept.

The Social Determinants of Health

Canadian Public Health Association. (2020). [What are the social determinants of health?](#)

> A brief overview of the social determinants of health and how government policy influences health and well-being.

Loppie Reading, C. & Wien, F. (2009). [Health Inequalities and Social Determinants of Aboriginal Peoples Health](#). **National Collaborating Centre for Aboriginal Health.**

> Describes health inequalities faced by Indigenous populations across Canada, and focuses on linking social determinants to health inequalities. The authors present a conceptual framework for understanding social determinants across the lifespan, and highlight how inequities in many of the determinants are rooted in a history of colonization which impacts culture, language, land rights and self-determination.

National Collaborating Center for Determinants of Health (2018). [Housing as a focus for public health action on equity: A curated list](#).

> A list of tools and resources to support understanding of the impact of housing on health equity.

Raphael, D., Bryant, T., Mikkonen, J. and Raphael, A. (2020). [Social Determinants of Health: The Canadian Facts](#). **Ontario Tech University Faculty of Health Sciences and Toronto: York University School of Health Policy and Management.**

> This resource provides a more indepth view of the social determinants of health. It outlines

the importance of the 17 social determinants of health for overall health and well-being, and discusses how they are addressed in the Canadian context.

World Health Organization (2017). [Social Determinants of Health](#).
Provides a description of the social determinants of health—non-medical factors that influence health outcomes—and their relationship to unfair and avoidable differences in health outcomes.

Intersectionality

City for All Women Initiative and the City of Ottawa (2014). [Advancing Equity and Inclusion A Guide for Municipalities.](#)
See pages 12–14 for some conversation tools, and individual reflection activities to support understanding of intersectionality, and the dimensions that shape social exclusion.

Hankivsky, O. (2014). [Intersectionality 101](#). Institute for Intersectionality Research & Policy, Simon Fraser University.
A primer on intersectionality, including its key elements and its application to research, policy and practice.

National Collaborating Centre for Determinants of Health and National Collaborating Centre for Healthy Public Policy (2016). [Public Health Speaks: Intersectionality and Health Equity](#).
"Intersectionality is an approach to understanding and influencing the multiple forces that shape social inequalities and discrimination." This is a group interview hosted by the National Collaborating Centre for Determinants of Health and the National Collaborating Centre for Healthy Public Policy, exploring the relevance and application of intersectionality in public health practice and action to improve health equity.

Older Adults

City for All Women Initiative and the City of Ottawa (2016). [Older Adults: Equity and Inclusion Lens Snapshot](#).
A snapshot highlighting barriers and inequities facing older adult populations.

Edwards, P. & Mawani, A. (2006). [Healthy Aging in Canada: A New Vision, A Vital Investment From Evidence to Action](#). Healthy Aging and Wellness Working Group of the Federal/Provincial/Territorial (F/P/T) Committee of Officials (Seniors).
This background paper focuses on the need for health promotion and disease prevention for the older adult population.

Intersectionality displayed in a wheel diagram.
From Advancing Equity and Inclusion, a Guide for Municipalities (2015).
City for All Women Initiative.

Ivanova, I. (2017). [Poverty And Inequality Among British Columbia's Seniors](). Canadian Centre for Policy Alternatives.

> This report uses Statistics Canada data to study the economic well-being of B.C. seniors, taking a closer look at the changes in the poverty rate among seniors over the last four decades in B.C., examining income and wealth inequality among B.C. seniors, and comparing seniors with working-age families. The report looks at key factors such as age, race, gender, education, disability status, sexual identity and immigration status to further identify differences.

United Nations Department of Economic and Social Affairs (2018). [Health Inequalities and Old Age.]()

> A United Nations briefing paper on health inequities in old age, related to Sustainable Development Goal 3: ensure healthy lives and promote well-being for all at all ages. This brief highlights key health inequalities facing older adults in access to health care as well as health outcomes. It includes key policy suggestions to reduce health disparities in older adult groups.

Health & Homelessness

Berenbaum, E. (2019). [Evidence Brief: Homelessness and health outcomes: What are the associations?]() Ontario Agency for Health Protection and Promotion.

> Provides an overview of the associations between homelessness and health.

Homeless Hub. (2019). [Health]().

> A topic section on health and homelessness on the Homeless Hub website. This section discusses health issues related to homelessness and points out that the relationship is 'bi-directional' in that homelessness can both lead to health issues, and be the result of them.

Homeless Hub. (2019). [Homelessness 101: Who is homeless?]()

> A section in a blog series titled "Homelessness 101" intended as a starting point for individuals new to homelessness research and topic areas. This particular section—"Who is homeless?"—clarifies that there really is no such thing as "a typical person experiencing homelessness."

Pathways to Homelessness

Davis, K., Hildebrand, J. & Oscilowicz, E. (2019). [Pathways Into Homelessness: Indigenous peoples, youth, & seniors]().

> A literature review of pathways into homelessness using an intersectional lens. This report provides a literature review on the major pathways into homelessness relevant to three major groups: Indigenous peoples, seniors and youth.

Wooley, E. (2015). [What are the pathways to homelessness in old age?]() Canadian Observatory on Homelessness/Homeless Hub: York University.

> Outlines key pathways to homelessness for older adults, and provides some high-level ideas for addressing homelessness with this key population in mind.

Tools & Resources for Implementing Equity

Community, Organizational & Local Government Equity

Balajee, Sonali S., et al., (2012). [Equity and Empowerment Lens (Racial Justice Focus)](#)**. Portland, OR: Multnomah County.**

> A tool to support the institutionalization of equity. This resource includes activities and worksheets to guide individuals and organizations through an assessment of their capacity for equity, through to the development organizational policies and processes to support racial equity.

From Advancing Equity and Inclusion, a Guide for Municipalities (2015). City for All Women Initiative.

City for All Women Initiative and the City of Ottawa (2015). https://www.cawi-ivtf.org/sites/default/files/publications/advancing-equity-inclusion-web_0.pdf**. Advancing Equity and Inclusion. A Guide for Municipalities.**

> A tool for local governments to support the advancement of equity in their workplace and their municipalities. This resource includes activities and worksheets to guide individuals, such as elected officials, and local governments through an assessment of their capacity for equity, through to the development policies and processes, to support inclusion.

City for All Women Initiative and the City of Ottawa., (2015). [Equity and Inclusion Lens Handbook: A Resource for Community Agencies.](#)

> The Equity and Inclusion Lens Handbook is an interactive tool developed in partnership with the City for All Women Initiative and the City of Ottawa. This tool can support in considering diversity, checking assumptions, asking about inclusion, and applying equity and inclusion to specific areas of work. See page 10 for a primer on understanding systemic barriers.

Fraser Health Authority (2018). [Community Planning Tool: Applying a Health Equity Lens to Program Planning](#)**.**

> "This tool is designed to complement standard program planning processes by providing simple guiding questions for each stage of planning which will help your team apply a health equity lens to your work."

Robert Wood Johnson Foundation (2020). [Building a Culture of Health: Action Framework.](#)

> This action framework identifies priorities, organized under distinct action areas, for driving measurable, sustainable progress and improving the health and well-being of all people.

Equity in Public Policy

BC Centre for Disease Control., (2018). [Healthy Built Environment Linkages Toolkit: Making the links between design, planning and health, Version 2.0.](#) Vancouver, B.C. Provincial Health Services Authority.

> The HBE Toolkit is an evidence-based conceptual framework used across British Columbia and other provinces to highlight health priorities within local planning initiatives, and to validate the impacts that built environments have on our health.

Johnson, E. (2020). [Supporting Equity in Planning and Policy: PlanH Action Guide](#). BC Healthy Communities.

> **"**Equity is the fair distribution of opportunities, power and resources to meet the needs of all people, regardless of age, ability, gender, income, education level, culture or background. This means providing support based on an individual's level of need, instead of providing everyone the same amount of support."

National Academies of Sciences, Engineering, and Medicine (2017). [Communities in Action: Pathways to health equity.](#)

> This report examines and shares examples of solutions implemented in several communities in the hope that other communities might adapt relevant elements and lessons learned to foster community-based approaches in their own unique environments.

National Collaborating Center for Determinants of Health (2016). [Common agenda for public health action on health equity.](#)

> The Common Agenda for Public Health Action identifies eight priorities to improve health equity in Canada. These approaches are organized under three main themes: build a foundation for action, establish a strong knowledge base, and collaborate with non-health sector partners.

Equity in Community Engagement

Armos, N. (2020). [Beyond Inclusion: Equity in Public Engagement a Guide for Practitioners.](#) Simon Fraser University's Morris J. Wosk Centre for Dialogue.

> "Beyond Inclusion: Equity in Public Engagement proposes eight principles to support the meaningful and equitable inclusion of diverse voices in public engagement processes across sectors."

BC Healthy Communities (2019). [Healthy Community Engagement: PlanH Action Guide.](#)

> Equity-centred, inclusive community engagement can help shape government policies and projects to create healthier, more accessible communities. Look to the Community Engagement Continuum on page two, adapted from the International Association for Public Participation, for a helpful and straightforward reference when evaluating the benefits of different methods of public engagement.

BC Healthy Communities (2019). [How can local governments build equity into community engagement processes? PlanH Webinar.](#)

> This webinar answers questions such as: What level of engagement is mandated under the Local Government Act? What is an equity lens, and how does one apply it? What is the value of equitable engagement for local governments? How have other communities in B.C. applied an equity lens in their engagement processes?

Other

Racial Equity Tools (2018). Centre for Assessment & Policy Development, World Trust & MP Associates.

> Racial Equity Tools is designed to support individuals and groups working to achieve racial equity. It offers tools, research, tips, curricula, and ideas for people who want to increase their understanding and to help those working for racial justice at every level— in systems, organizations, communities and the culture at large.

Build Homes Not Barriers (n.d.). BC Non-Profit Housing Association & Homelessness Services Association of BC.

> The Build Homes Not Barriers website has tools and resources to support communication with community members and decision-makers on housing issues.

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