



# Boston Public Health Commission's Health Equity in All Policies Approach

**The BPHC Health Equity in All Policies (HEiAP) approach** consists of tools to equip city leaders and decision makers to collaboratively use an equity lens to conduct both internal and external systems and institutional level change.

## Why does BPHC have a HEiAP approach?

**The BPHC envisions** a thriving Boston where all residents live healthy, fulfilling lives free of racism, poverty, violence, and other systems of oppression. All residents will have equitable opportunities and resources, leading to optimal health and well-being.

**The BPHC mission** is to work in partnership with communities to protect and promote the health and well-being of all Boston residents, especially those impacted by racism and systemic inequities.

**The BPHC Health of Boston reports** highlight the cross-sectoral impact of systemic racism on health outcomes and life expectancy, emphasizing the need for a collaborative approach to address health inequities.

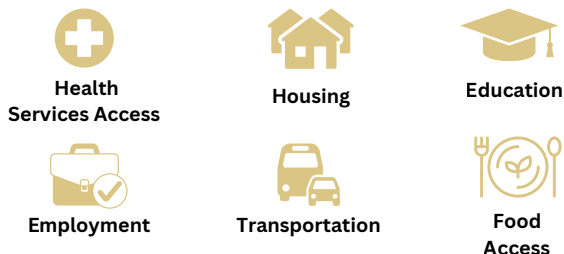
**Policies** are implementation decisions on governance, including administrative, procedural, programming, and interventions.

BPHC's HEiAP Approach supports both "Big P" policies and "Little p" policies. See below for examples of each:

- **Big "P" policies:** laws, ordinances, resolutions, mandates, etc.
- **Little "p" policies:** budgets, grants, institutional policies, programing, initiatives, procedures, events, etc.

## What are Social Determinants of Health?

The Social Determinants of Health (SDoH) encompass the social and environmental factors that significantly impact health outcomes, outweighing individual behaviors and choices. These factors encompass the conditions of birth, living, learning, working, playing, and aging. Some examples of these determinants are:

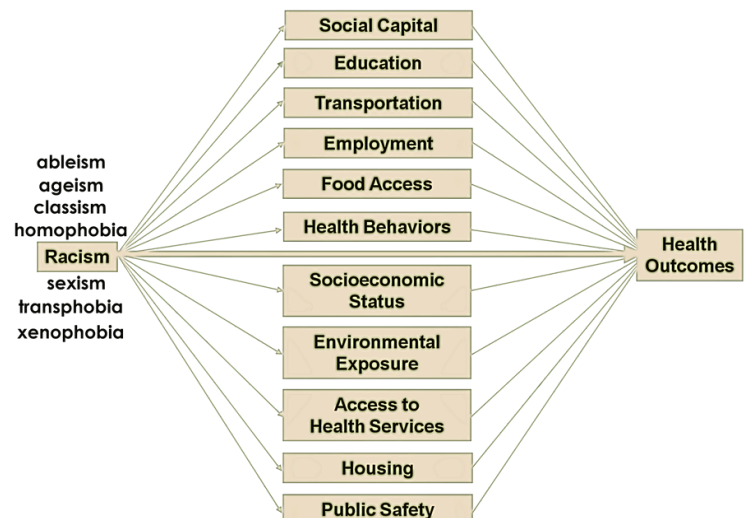


**The BPHC Anti-Racism Policy** sets the expectation to operationalize the HEiAP approach in order to address the Social Determinants of Health.

## What is the connection between racism and HEiAP?

The BPHC Health Equity Framework (image below) illustrates how racism influences the SDoH and impacts health outcomes.

We use race as a first lens to view health inequities and understand how health outcomes differ by race and other inequities.



Racism is a public health crisis that can be addressed with the help of our HEiAP approach.

# Four Tools to Support Implementation of the BPHC Health Equity In All Policies Approach

## **BPHC Core Values:**

Helps to ground our collaborative actions and decision-making processes.

EQUITY	COLLABORATION	ANTI-RACISM	TRANSPARENCY
We commit to equitably redistribute resources and to challenge multiple forms of oppression	We commit to engage multiple partners and to form authentic and innovative partnerships	We commit to anti-racism as an action by valuing and supporting Black, Indigenous, and People of Color	We commit to use both qualitative and quantitative data to inform decision-making

## **BPHC Equity Lens Assessment:**

Helps decision-makers identify and address the root causes of issues by considering:

- Alternatives
- Intended Audience and Engagement
- Disparities, Inequities, and SDoH
- Intended Impact
- Unintended Consequences and Mitigation
- Beneficiaries and Improvements
- Implementation and Evaluation

**BPHC Transformational Community Engagement Policy:** Promotes the advancement of racial justice and health equity by sharing decision-making power with communities, ensuring they have a measurable influence on the policies and practices that affect their lives and that lead to sustained systems and structural change. Below is a graphic of our Transformational Community Engagement Spectrum.



**COMMUNITY NOTIFIED**

BPHC informs communities of a community change.



**COMMUNITY CONSULTED**

BPHC identifies a vision for change, collects feedback from communities, and keeps them informed of final decision and outcome.



**COMMUNITY CO-LED**

BPHC and communities partner to identify a vision for change, share resources, and work collaboratively to implement decisions to achieve shared equity goal.



**COMMUNITY LED**

BPHC OR the community identifies a vision for change and BPHC provides guidance and resources to achieve shared equity goal.



**COMMUNITY OWNED**

BPHC OR the community identifies a vision for change and BPHC provides resources to help achieve the community's preferred equity goal.

## **We Asked, You Said, We Did, What Changed Model:**

Ensures accountability by transparently sharing an overview of the engagement process, including feedback and resulting actions, to demonstrate how community input informs our decision-making.



**BOSTON  
PUBLIC  
HEALTH  
COMMISSION**



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ABOUT US



HEALTH DATA



RACIAL JUSTICE &  
HEALTH EQUITY



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