

Our Vision

All ESA Section staff will be able to:

- actively include diversity of thought and processes in their work;
- articulate what health equity means and feel comfortable discussing health equity; and
- find resources to lead work from a health equity lens.

Short-term Goals

- Create time and space dedicated to integrating health equity into our work.
- Make discussion about health equity amongst colleagues more common.

Long-term Goals

- Build a shared understanding and capacity for advancing health equity.
- Evaluate Section systems and policies that may perpetuate inequities and structural racism.

A group of ESA Section employees organically formed the **ESA Health Equity CoP.**

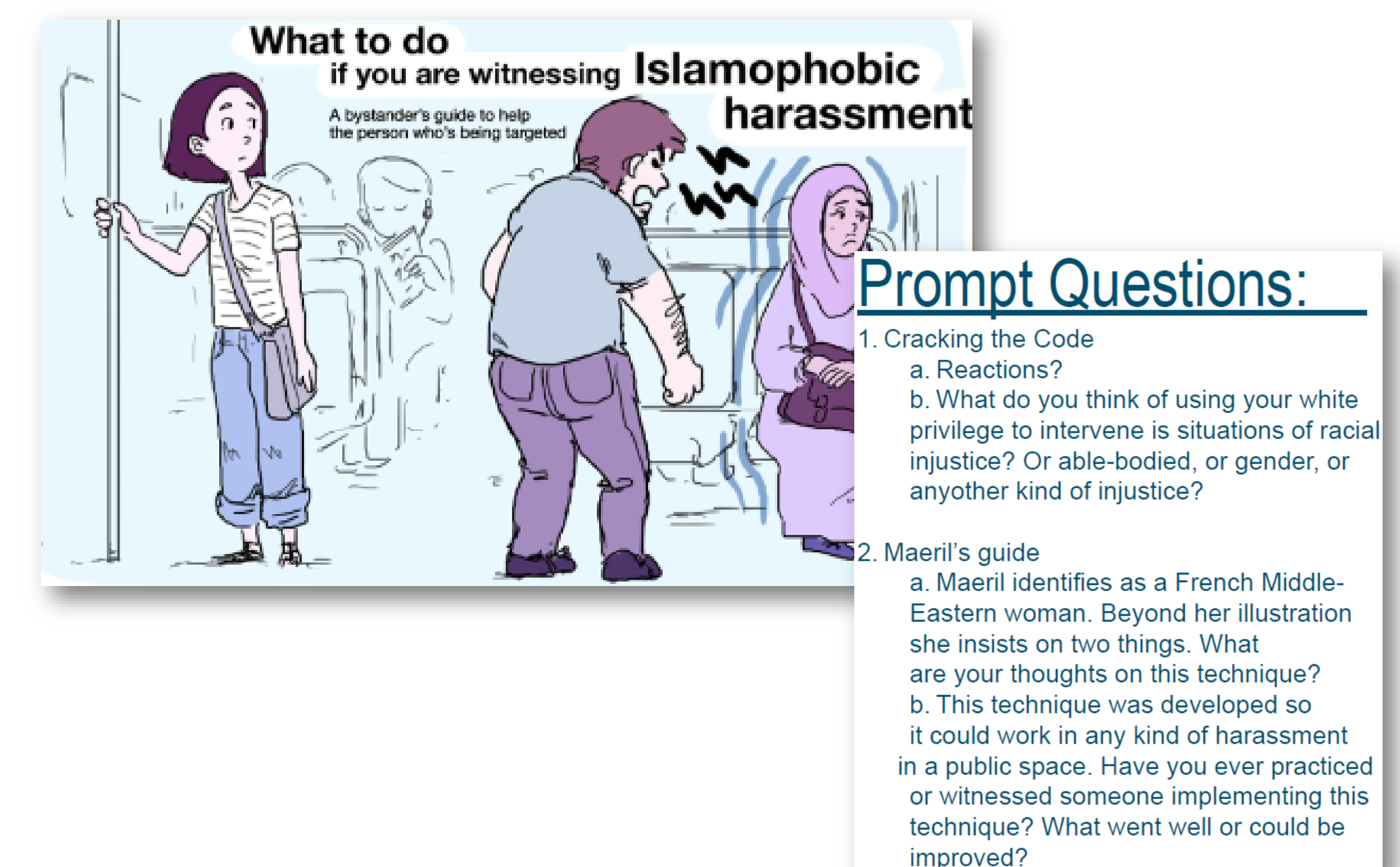
The CoP's efforts demonstrate **how to operationalize health equity** into day-to-day work and serves as a model for other MDH sections.

What we've learned....

- ✓ Considering health equity in day to day work is a new and emerging capacity. Building capacity takes time and dedicated effort.
- ✓ Our CoP was established and has evolved as a grassroots effort, which has helped us capture energy from personal passions.
- ✓ It's important that our CoP maintains a motivated group of employees who represent diversity in formal roles (e.g., manager, supervisor, front-line staff), race, ethnicity, sexual orientation, and programmatic perspectives.

Our Approach

- Have a **standing health equity agenda item** for Section meetings
- Facilitate **health equity-focused conversations** at Unit meetings



- Establish a physical space to **share health-equity information**



- Organize **health equity-focused outings** for ESA staff to attend
- Maintain an **SharePoint page and blog**