

Domains, Competencies, & Definitions

Baseline Organizational Assessment for Equity Infrastructure

Domain 1: Workforce and Capacity

A) Competency: **Diversity & Inclusion**

Definition: Recruit, hire, and develop a professional workforce that reflects the populations served and communities facing health inequities.

B) Competency: **Dedicated Equity Staff**

Definition: Hire staff dedicated to equity and establish staff capacity centered on equity.

C) Competency: **Training, Development, and Support**

Definition: Provide opportunities for staff to learn and discuss equity topics and incorporate their learning into practice.

Domain 2: Collaborative Partnerships

A) Competency: **Structures to Build Collaboration**

Definition: Establish vehicles and venues to support/develop meaningful collaboration.

B) Competency: **Community Based Organization & Resident Engagement**

Definition: Build trust with the community/residents through transparent and inclusive communication, respectful co-learning, and leveraging community expertise to inform equitable practices.

C) Competency: **Partner Across Sectors**

Definition: Collaborate with other agencies and organizations across sectors to amplify equity and address the root causes related to the environmental, social, and economic conditions which impact health (social determinants of health).

Domain 3: Equity in Organization Policies and Practices

A) Competency: **Organizational Commitment**

Definition: Organizational commitment to equity (race/ethnicity, disability status, age, socioeconomic status, etc.) is seen and felt internally and externally; reinforced in culture and communication.

B) Competency: **Funding and Resource Allocation**

Definition: Strategically direct staff resources and funding to build organizational capacity to address equity and to focus resources on ways that benefit communities experiencing greatest inequities

C) Competency: **Embed Equity Principles**

Definition: Integrate equity principles throughout the organization's programmatic and operational plans, policies, and procedures; including budget, human resources, procurement, data, and decision-making.

Domain 4: Planning and Shared Decision-making

A) Competency: **Data Collection and Usage**

Definition: Collect data to reflect the experience of communities impacted by inequities and make it accessible to the community for shared use in policy and program planning.

B) Competency: **Shared Analysis**

Definition: Conduct shared analysis with staff, multisector partners, and community/residents to explore the root causes of problems and co-develop strategies and solutions.

C) Competency: **Inclusive Decision-making**

Definition: Include community members/residents and stakeholders in key decisions about program, policy planning, and evaluation activities.

Assessment Scale:

Early		Establish		Strong	
1	2	3	4	5	6
Not yet, or learning stage	Planned but not started or in initial/pilot stages of implementation	Working towards this but not fully achieved	Fully achieved	In place with evidence of its use (e.g., policies, procedures, robust evaluation plan)	Practices are sustainable and ongoing and may be shared with others as “best practices”