

# Working Differently to Advance Health Equity

**BUILD** an understanding > **APPLY** the lens > **SHIFT** strategy and grantmaking

Health equity is achieved when there are no avoidable, unjust or systemically-caused differences in health status. Meaning, health equity is **when we can no longer predict how healthy a person is – or will be – by their race, ethnicity, gender or zip code.**

We will only achieve this goal by working differently. This starts with questioning our processes, practices, and assumptions with **a new lens focused on equity.**

We have identified the following principles and guiding questions as a starting point.

## PRINCIPLES

## GUIDING QUESTIONS



Systems are designed to benefit some people more than others, unfairly and unjustly, and this drives health inequities between groups of people.

**What would be different if systems were designed to support those most underserved?**



People are not the problem to be fixed, rather part of the solution.

**How are the people closest to the problem involved in this work?**



Social connection, a sense of belonging and support from our communities, is a proven, powerful driver of health.

**How is this strengthening the relationships among community members?**