

Health Equity Lens Tool

by the MAFP Health Equity Committee

An MAFP goal is to promote health equity and anti-racism throughout all levels of the organization. One way that is achieved is through implementing an equity lens, which will help MAFP staff, leadership, volunteers and members evaluate internal and external policies and decisions to ensure that they are working towards equity.

1. Who is involved in the process?

- Are key people meaningfully included?
- Is this a decision about a group or an individual? If so, is their voice centered or represented?
- If this involves a decision or extra work from another group/committee, are they included in conversations?
- How diverse is the group of decision makers?

2. Who will be impacted?

- Who benefits from this?
- Who is burdened by this?
- Will this impact our patients/members/staff/health systems? If so, how?
- Does this help us meet the needs of underserved patients (or under-resourced clinics)?
- Have we considered specific marginalized groups and how they might be impacted?

3. What are the intended and unintended outcomes?

- What issue are we trying to solve?
- What do we hope will happen?
- What are the potential negative impacts?
- Have we thought about all the ways this could go awry?
- Who could be hurt by this?
- What data or evidence supports this?
- How might this be perceived by others?
- What are the assumptions taking place?

4. Does this align with our vision for an equitable and inclusive MAFP?

- How is equity addressed?
- How does this align with our Equity Plan?
- What barriers might this place in the way of achieving our Equity Plan?
- How does this impact our environment, both physical and cultural?

5. What changes could be made to make this more equitable?

This all leads to....

6. Does this advance anti-racism efforts, or does it exacerbate racism?

This tool has been adapted from work done by the [MAFP Legislative Committee](#) and [Minnesota Department of Health](#).