



HEALTH IN ALL POLICIES

Kent County, Michigan



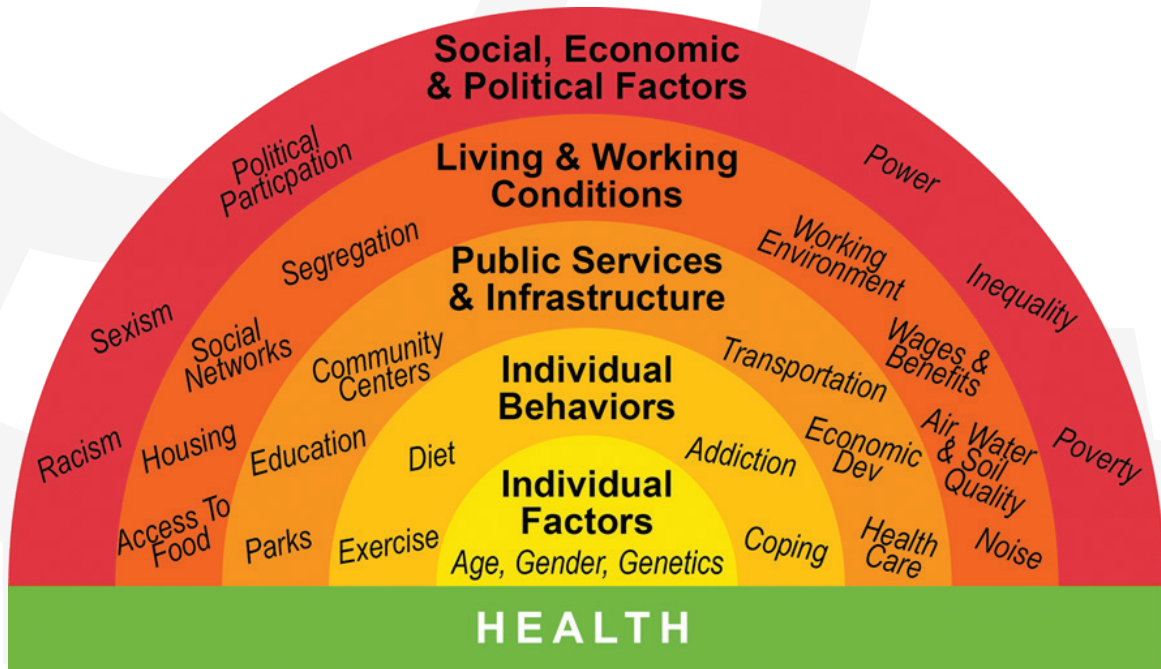
HEALTH
DEPARTMENT
Caring today for a healthy tomorrow



<http://www.accesskent.com/HiAP>

Health in All Policies and Public Health

Kent County Health Department's (KCHD) mission is to serve, protect, and promote a healthy community for all. KCHD has worked diligently over the past several years to make staff and our community aware of the inequities in health. Health equity, diversity and inclusion are integrated into our programs, services, policies and strategic plan. A guiding principle of the Kent County Health Department is: *Focus on Equity. We believe in a commitment to achieving health equity in the Kent County community.* This includes Health in All Policies (HiAP), which is defined as a change in the systems that determine how policy decisions are made and implemented to ensure beneficial or neutral impacts on the determinants of health.



Human Impact Partners.

What is Health in All Policies? Why Does it Matter?

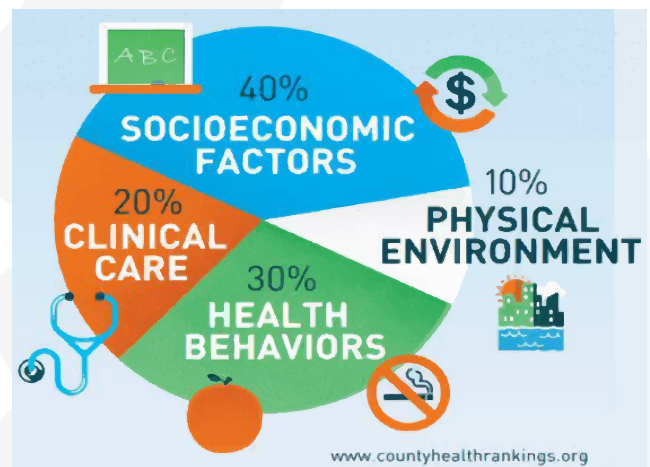
Health in All Policies is not a new concept. It builds on a long public health trajectory of successful collaboration (e.g., improved sanitation and drinking water quality, reduced tobacco exposure, reduced lead exposure, water fluoridation, requiring the use of seatbelts and child car seats). HiAP efforts are consistent with the 3 core functions of local public health and the 10 Essential Public Health Services. HiAP aligns with public health's role in assuring population health through policy, systems and environmental change. HiAP can be implemented as a community or public health practice. Health begins where people live, work, learn and play. The factors affecting community and individual health go beyond access to care and individual choices. The choices people make are often shaped by the choices people have. Over 50% of our health is determined by social and environmental conditions (County Health Rankings).

Health in All Policies is an integrated and comprehensive approach to bring health, well-being, and equity considerations into the development and implementation of policies, programs and services of traditionally non-health-related government systems or agencies.

Inspired by the above definition and other research, communities across the U.S. have started implementing a HiAP approach to improving health through areas of policy, funding decisions and initiatives untraditionally connected to health.



The 10 Essential Public Health Services.
Centers for Disease Control and Prevention.



www.countyhealthrankings.org

County Health Rankings.

What is Health in All Policies? Why Does it Matter?

There is no one right way to implement HiAP. It is dependent upon each community and what suits its needs best. The Five Key Elements of HiAP serve as a guide for discussion and execution:



Promote health, equity, and sustainability.

Health in All Policies promotes health, equity, and sustainability through two avenues:

- (1) incorporating health, equity, and sustainability into specific policies, programs, and processes, and
- (2) embedding health, equity, and sustainability considerations into government decision-making processes so that healthy public policy becomes the normal way of doing business.



Support intersectoral collaboration.

Health in All Policies brings together partners from the many sectors that play a major role in shaping the economic, physical, and social environments in which people live, and therefore have an important role to play in promoting health, equity, and sustainability. A Health in All Policies approach focuses on deep and ongoing collaboration.



Benefit multiple partners.

Health in All Policies values co-benefits and win-wins. Health in All Policies initiatives endeavor to simultaneously address the policy and programmatic goals of both public health and other agencies by finding and implementing strategies that benefit multiple partners.



Engage stakeholders.

Health in All Policies engages many stakeholders, including community members, policy experts, advocates, the private sector, and funders, to ensure that work is responsive to community needs and to identify policy and systems changes necessary to create meaningful and impactful health improvements.



Create structural or process change.

Over time, Health in All Policies work leads to institutionalizing a Health in All Policies approach throughout the whole of government. This involves permanent changes in how agencies relate to each other and how government decisions are made, structures for intersectoral collaboration, and mechanisms to ensure a health lens in decision-making processes.

An Introduction to Health in All Policies A Guide for State and Local Governments. Public Health Institute.
<http://www.phi.org/resources/?resource=hiapguide>

Resources are provided for further research and brainstorming on how to implement HiAP in the *Tools for Advancement of Health Equity and HiAP* and in the *Resources and Acknowledgement* tabs.

Five Key Elements of Health in All Policies

HiAP emphasizes the importance of all members of a community being actively included in the processes of planning and proposing new developments, projects and initiatives. Any role within a community can make significant contributions to the Five Key Elements of HiAP. Community organizations and groups, government agencies, businesses, elected officials and residents can work together to promote HiAP.

What can I do?

Please see the table below for a listing of different stakeholder positions within a community and examples of actions to promote HiAP. This is not an exhaustive list of community roles or next steps.

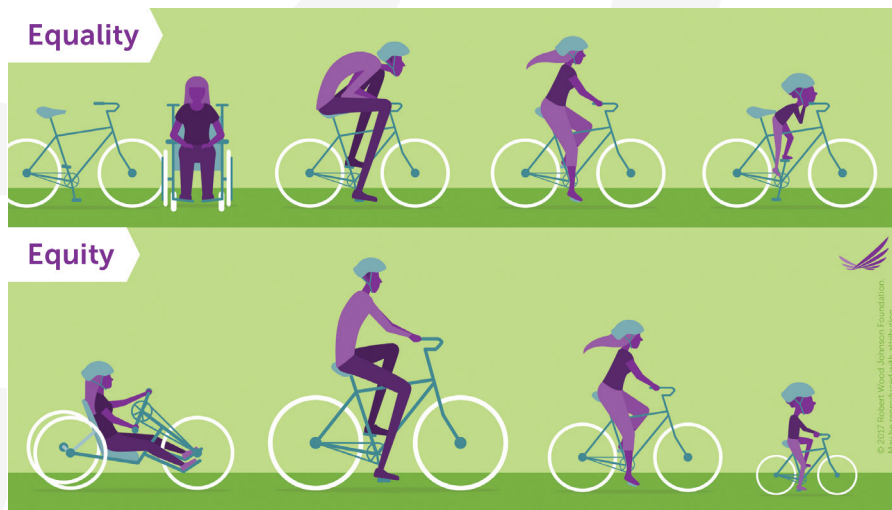
What is your role in the community?			
Government Agency Worker or Elected Official	Community Organization or Group	Business Owner or Manager	Resident
Ideas for Next Steps			
<ul style="list-style-type: none"> • Engage in HiAP or equity learning opportunities • Participate in community engagement opportunities • Establish a HiAP task force • Propose a Health Impact Assessment • Use the Health Lens Checklist • Consider adoption of HiAP or an Equity Ordinance • Pass a County, City or Township HiAP Resolution 	<ul style="list-style-type: none"> • Engage in HiAP or equity learning opportunities • Participate in community engagement opportunities • Convene or join a HiAP task force • Propose a Health Impact Assessment • Use the Health Lens Checklist • Adopt a HiAP framework for practices, programs or services 	<ul style="list-style-type: none"> • Engage in learning opportunities • Participate in community engagement opportunities • Support or propose a Health Impact Assessment • Use the Health Lens Checklist • Adopt a HiAP framework for practices, programs or services • Apply a health equity lens to decision-making processes 	<ul style="list-style-type: none"> • Engage in HiAP or equity learning opportunities • Participate in community engagement opportunities • Use the Health Lens Checklist • Advocate for HiAP to agencies, community leaders, or elected officials • Champion HiAP where you live, learn, work and play

Equity Learning Opportunities

Kent County Health Department's Health Equity team offers learning opportunities surrounding health equity, social determinants of health, and HiAP.

Health Equity and Social Justice Dialogue Workshops

Kent County Health Department partners with Strong Beginnings and Healthy Kent to offer a Health Equity and Social Justice Dialogue Workshop. The two-day workshop addresses multicultural self-awareness, perspectives on oppression and privilege, social determinants of health, root causes of health inequities, the historic role of public health in social change and how these factors affect community health today. Enrollment is open for anyone who is interested. For more information, please visit: <https://www.accesskent.com/HealthEquity>



Robert Wood Johnson Foundation.

Health in All Policies Learning Lab

[Accesskent.com/HiAP](https://www.accesskent.com/HiAP) is your online destination for information, resources and learning opportunities.

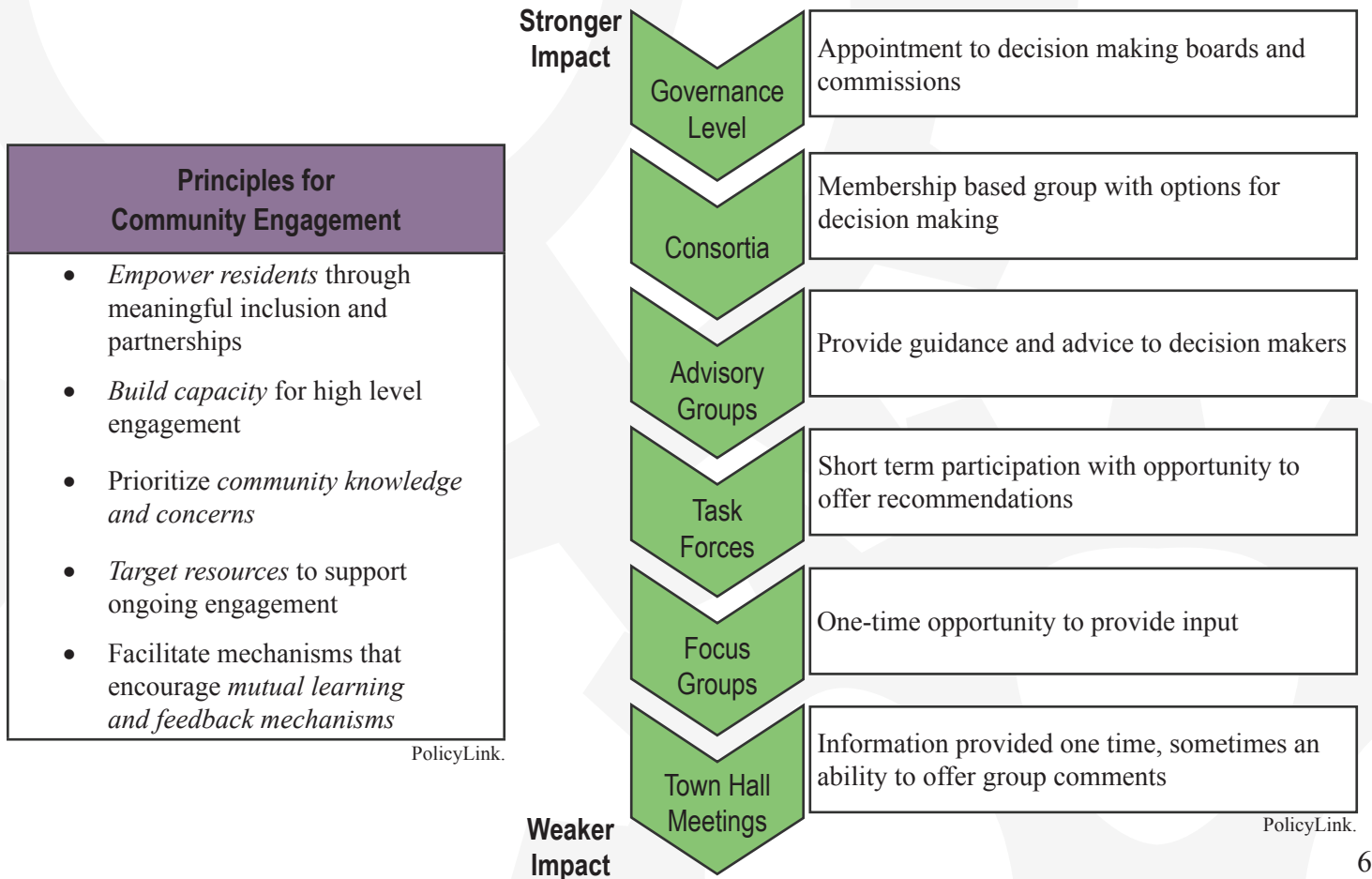
This robust and relevant website provides ways to both start and scale the HiAP conversation. You may have your questions addressed by public health professionals or request a HiAP presentation by email at:

HIAP@kentcountymi.gov

Tools for Advancement of Health Equity and HiAP

Community Engagement

Grassroots organizations and community initiatives are working to promote equity in Kent County. Building intentional relationships with leaders and members of the community promotes strategic learning and much needed alliances to further equity work and HiAP. Individuals and institutions that desire to improve population health or implement HiAP need to understand the communities they serve and the impact that some policies and practices have on health inequities. This begins with authentic community engagement and listening to the voices of community residents.

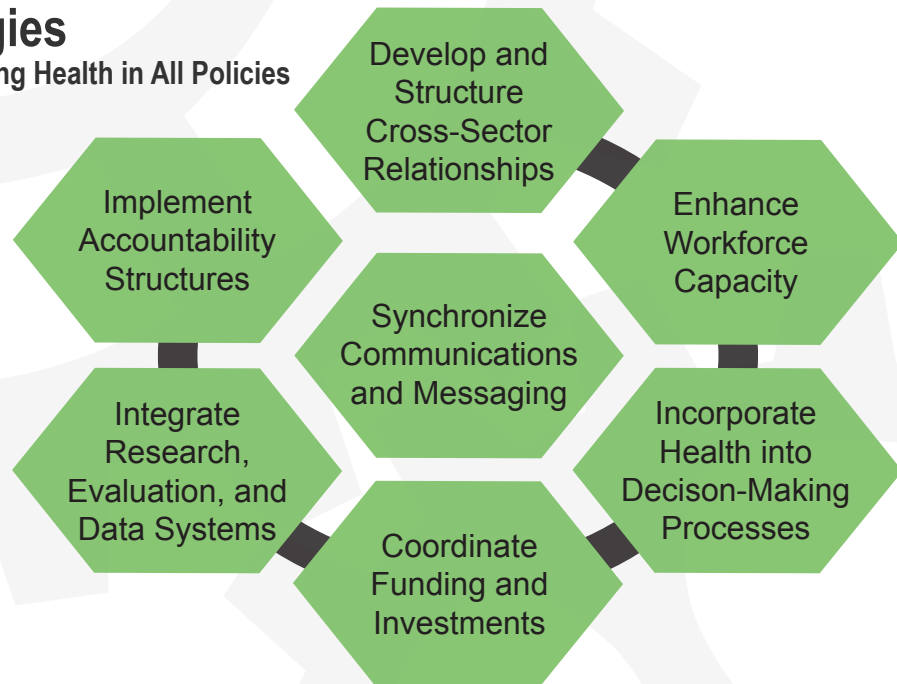


Tools for Advancement of Health Equity and HiAP

Health in All Policies Task Force

The creation of a multi-agency HiAP task force is a commonly-used method for incorporating HiAP into government and community work. A HiAP task force promotes the Five Elements of HiAP, with a focus on cross-sector collaboration. A task force can keep agencies and other stakeholders accountable and streamline initiatives or programs working to improve community health and outreach. Often there are groups of people and organizations whose experience and mission align with a HiAP approach, but there's a lack of opportunity and connection for shared goals and objectives to transpire. Some communities have gone as far as creating task forces through legally binding ordinances (see *Ordinances and Resolutions* for more information). The *Resources and Acknowledgements* tab contains links to sources with guidelines for creating a HiAP task force under the Health in All Policies General Information heading.

7 Strategies for implementing Health in All Policies



National Association of County & City Health Officials (NACCHO) created the seven strategies specifically for local health departments to use for implementing HiAP.

Ordinances and Resolutions

HiAP work begins before any legislation is passed. However, ordinances and resolutions can help institutionalize HiAP into government and other community work. King County, Washington implemented an ordinance stating that equity and social justice impacts will be considered in all decisions made. A task force and an “Equity Impact Review Tool” were established to assure this happens. Change Lab Solutions also offers a model ordinance for local municipalities to adapt as they see fit.

Resolutions are another way to institutionalize HiAP. Though resolutions do not hold the power of the law behind them, they give accountability to elected officials to follow-up on the HiAP initiatives. Typically, resolutions are a more accessible option. Public Health Institute has extensive experience with HiAP and successfully worked with the State of California to establish a HiAP task force and HiAP resolution. As a local Michigan example, the Ingham County Board of Health passed a resolution asking the Board of Commissioners to consider HiAP. Change Lab Solutions also gives a sample HiAP resolution, similar to their sample ordinance. If you are interested in the sample ordinances and resolutions mentioned, the *Resources and Acknowledgements* tab will direct you to some examples.

Ordinances vs. Resolutions

Ordinances are legally binding policies and laws for local level governments and its constituents.

vs.

Resolutions are official government policy. Resolutions do not have the power of the law but express the intent of a government to follow a policy.

Change Lab Solutions.

Examples of Community Ordinances with a focus on HiAP or Equity

City of Richmond Ordinance

<http://www.ci.richmond.ca.us/ArchiveCenter/ViewFile/Item/6999>

King County Ordinance

A copy of the “Fair and Just Ordinance” can be found at:

<http://www.accesskent.com/HiAP>

Health Impact Assessments

Health Impact Assessments (HIA) are the most comprehensive procedure for implementing HiAP. HIA's provide a systematic strategy for implementing HiAP into the proposal, deliberation and execution of a project or policy. The main goal of a HIA is assuring health inequities are considered in the decision-making process and to promote sustainable development. Other communities have used HIA's to guide decision-making and planning with projects in transportation, street design, housing and other community development topics.

HIA's six-step procedure uses qualitative and quantitative evidence to analyze the possible long term effects of social determinants of health, including environmental and physical risks. HIA's add a new dimension to decision-making in the hope of reducing adverse health effects and promoting beneficial ones. A HIA will preferably be completed before a project or policy is finalized, allowing for informed and data-driven decision-making. If you are interested in learning more about HIA's, the *Resources and Acknowledgements* tab will direct you to further information.

6 Steps for a HIA

- 1 Screening**
Identifying plan, project, or policy decisions for which an HIA would be useful.
- 2 Scoping**
Planning the HIA and identifying what health risks and benefits to consider.
- 3 Assessment**
Identifying affected populations and quantifying health impacts of the decision.
- 4 Recommendations**
Suggesting practical actions to promote positive health effects and minimize negative health effects.
- 5 Reporting**
Presenting results to decision makers, affected communities, and other stakeholders.
- 6 Monitoring**
Determining the HIA's impact on the decision and health status.

Healthy Places: Health Impact Assessments. Centers for Disease Control and Prevention.
<https://www.cdc.gov/healthyplaces/hia.htm>

Tools for Advancement of Health Equity and HiAP

In order to promote health equity, it is vital to ask questions that consider the impacts a policy, proposal or project may have on members of a community. These questions serve as a launching point to guide questions and further conversation. The Health Lens Checklist does not replace a complete Health Impact Assessment or another form of equity impact review, such as racial equity. If you are interested in equity impact assessments, the *Resources and Acknowledgements* tab contains community examples and toolkits used to develop the Health Lens Checklist under the Equity Promotion heading.

Health Lens Checklist

- ☐ What is the intended outcome of the proposed policy, practice, project, program or grant?
- ☐ Have possible unintended consequences or outcomes been recognized and solutions proposed?
- ☐ Were the intended and unintended effects on social determinants of health assessed and were the root causes on health inequities taken into consideration?
 Examples include but are not limited to:
 - Employment opportunities
 - Livable wages
 - Access to quality education
 - Community connectedness
 - Crime and incarceration
 - Violence and safety
 - Access to healthy, affordable food
 - Access to quality healthcare
 - Access to transportation
 - Pedestrian friendly streets
 - Safe, affordable and healthy housing
 - Residential displacement
 - Racism, discrimination and other forms of oppression
- ☐ Will the proposed policy, practice, project, etc. improve health disparities and increase equitable outcomes for individuals, the community or jurisdictions as a whole?
- ☐ Have the community perceptions of the proposal been assessed?
- ☐ Have affected communities been authentically engaged?
- ☐ Have the possible burdens and benefits of communities been weighed?
 Do the benefits outweigh the burdens?
- ☐ Have the anticipated burdens been resolved to the affected communities' satisfaction?
- ☐ Is there a system of accountability and review to address any unintentional outcomes from the decision?

Community Examples

HiAP began as a global movement through the World Health Organization. Today, communities across the U.S. are beginning to use HiAP as a guiding philosophy.

California

In 2010, the State of California passed an executive order creating an 18 agency Health in All Policies task force. The task force promotes programs affecting the health of California residents with a focus on environmental and climate factors. Local level communities are implementing HiAP within the state as well. The City of Richmond has developed a HiAP toolkit, ordinance and a strategy for community development with HiAP. Monterey County is doing similar work.

California Task Force: <https://oag.ca.gov/environment/communities/policies>

City of Richmond HiAP: <http://www.ci.richmond.ca.us/2575/Health-in-All-Policies-HiAP>

Monterey County HiAP: <http://www.co.monterey.ca.us/government/departments-a-h/health/hd-initiatives/health-in-all-policies>

Minnesota Center for Health Equity

In 2013, after finding some of the largest health disparities in the country, the State of Minnesota created the Center for Health Equity. The center's approach focuses on the implementation of what affects health and strengthening communities. HiAP is promoted to legislatures with published reports on determinants of health and recommended remedies. For more information on Minnesota's Center for Health Equity, please see:

<http://www.health.state.mn.us/divs/che/about/index.html>

Ingham County, Michigan

Ingham County uses Health Impact Assessments (HIA) for multiple projects and has a nationally renowned Health Equity and Social Justice Workshop, inspiring Kent County's own Health Equity and Social Justice Workshops. Ingham County has also worked to pass a HiAP resolution.

<http://hd.ingham.org/DepartmentalDirectory/CommunityHealth,Planning,andPartnerships/HealthEquityandSocialJustice.aspx>

Michigan Power to Thrive (MPTT)

Michigan Power to Thrive is a network of local health departments, partners and community organizing groups dedicated to creating health equity in Michigan communities.

<http://michiganptt.org/>

Health in All Policies (HiAP) is an integrated and comprehensive approach to bring health, well-being, and equity considerations into the development and implementation of policies, programs and services of traditionally non-health-related government systems or agencies (National Association of County and City Health Officials).

Social Determinants of Health are the complex, integrated, and overlapping social structures and economic systems that are responsible for most health inequities. These social structures and economic systems include the social environment, physical environment, health services, and structural and societal factors. Social determinants of health are shaped by the distribution of money, power and resources throughout local communities, nations and the world (Centers for Disease Control and Prevention).

Equity is the just and fair inclusion into a society in which all can participate, prosper, and reach their full potential (W.K. Kellogg Foundation).

Sustainability is the ability to meet present needs without compromising ability to meet the needs of people in the future (Public Health Institute).

Vulnerable Communities include, but are not limited to, women, racial/ethnic population groups, low-income individuals and families, individuals who have been incarcerated, individuals with disabilities, individuals with mental health conditions, children, youth, and young adults, seniors, immigrants and refugees, limited-English proficient, and lesbian, gay, bisexual, transgender, queer (LGBTQ) communities or any combinations of these (City of Richmond, CA City Ordinance).

Oppression is the act of using power to empower and/or privilege a group at the expense of disempowering, marginalizing, silencing, and subordinating another. Oppression can be personal, interpersonal, institutional or cultural.

Health Equity is a fair, just distribution of the social resources and social opportunities needed to achieve well-being (Ingham County).

Health Inequity is a difference or disparity in health outcomes that is systematic, avoidable, and unjust (Centers for Disease Control and Prevention).

Health Disparities are preventable, unnatural, and unjust differences in health outcomes or access to health across distinct segments of the populations. This may include differences that occur by race or ethnicity, gender identity, sexual orientation, socioeconomic status, immigration status, disability or functional impairment, geographic location or a combination of any of these (Healthy People 2020, City of Richmond, CA Ordinance).

Health Impact Assessment (HIA) is a structured process that uses scientific data, professional expertise, and stakeholder input to identify and evaluate public health consequences of proposals and suggest actions that could be taken to minimize adverse health impacts and optimize beneficial ones (National Research Council).

Population Health is the health outcomes of a group of individuals including the distribution of such outcomes within the group. The approach aims to improve the health of an entire population.

There is an abundance of excellent information concerning all aspects of Health in All Policies. Here are some of our favorite resources as well as sources used in this toolkit.

Kent County Information

- Kent County Health Department's Health in All Policies Learning Lab
<http://www.accesskent.com/HiAP>
- Email to request Health in All Policies information or a presentation email
HIAP@kentcountymi.gov

Health in All Policies General Information

The HiAP homepages and resources of the following established organizations provide more details on the concepts and implementation tactics of HiAP:

- Public Health Institute (PHI)
<http://phi.org/resources/?resource=hiapguide>
 - Health in All Policies: Improving Health Through Intersectoral Collaboration
<https://www.phi.org/uploads/application/files/q79jnmqx5krx9qiu5j6gzdn16g9s41165co2ir1kz0lvmx67to.pdf>
- National Association of County & City Health Officials (NACCHO)
<http://www.naccho.org/programs/community-health/healthy-community-design/health-in-all-policies>
 - Local Health Department Strategies for Implementing Health in All Policies
http://www.naccho.org/uploads/downloadable-resources/Programs/Community-Health/factsheet_hiap_dec2014-1.pdf
- Association of State and Territorial Health Officials (ASTHO)
<http://www.astho.org/HiAP/>
- American Public Health Association (APHA)
<https://www.apha.org/hiap>
- Change Lab Solutions
http://www.changelabsolutions.org/publications/HiAP_Start-to-Finish

Population Health and Social Determinants of Health

These links will help clarify the direct relationships between health outcomes and the social determinants of health:

- Kent County Community Health Needs Assessment and Community Health Improvement Plan
<http://www.kentcountychna.org/>
- County Health Rankings
<http://www.countyhealthrankings.org/our-approach>
- Healthy People 2020
<https://www.healthypeople.gov/2020/topics-objectives/topic/social-determinants-of-health>

Ordinances and Resolutions

Here are two examples of HiAP legislation that can be made to fit your community's needs:

- Change Lab Solutions Sample Ordinance
http://www.changelabsolutions.org/sites/default/files/HIAP_ModelOrdinance_FINAL_20150728.p
- Change Lab Solutions Sample Resolution
http://www.changelabsolutions.org/sites/default/files/HIAP_ModelResolution_FINAL_20150728.pdf

Health Impact Assessments

Comprehensive details on how to complete a HIA along with opportunities to learn from and partner with experts are available at the following pages:

- Human Impact Partners
<http://www.humanimpact.org/>
- CDC Healthy Places: Health Impact Assessment
<https://www.cdc.gov/healthyplaces/hia.htm>
- UCLA Health Impact Assessment Clearinghouse Learning & Information Center
<http://hiaguide.org/>
- National Academies Press' *Improving Health in the United States: The Role of Health Impact Assessment*
<https://www.nap.edu/catalog/13229/improving-health-in-the-united-states-the-role-of-health>

Equity Promotion

HiAP and equity go hand-in-hand. These resources provide information on health equity including equity impact assessments and the communities that are using them:

- Kent County Health Department's Health Equity Page
<https://www.accesskent.com/HealthEquity>
- Human Impact Partners Health Equity Guide
<http://healthequityguide.org>
- Government Alliance on Race and Equity (GARE)
<http://www.racialequityalliance.org>
- King County Website
<http://www.kingcounty.gov/elected/executive/equity-social-justice.aspx>
- Seattle Racial Equity Toolkit
<https://www.seattle.gov/rsji/>
- Center for the Study of Social Policy Race Equity Impact Assessment
<https://www.cssp.org/policy/2015/Race-Equity-Impact-Assessment-Tool.pdf>

The Kent County Health In All Policies Toolkit was developed by:
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A special thanks for the design of the Kent County Health In All Policies Toolkit goes to:
Nicole Batway, CHES, CPST, Public Health Educator, Kent County Health Department

A copy of this toolkit is available online at: <https://www.accesskent.com/HiAP>. Please share.
This toolkit may be reproduced or redistributed in whole or in part without
further consent from the Kent County Health Department.

More information on Health in All Policies can be obtained by contacting:
Kent County Health Department
700 Fuller Avenue NE
Grand Rapids, MI 49503
(616) 632-7100

Health in All Policies Pledge

I, _____, as a stakeholder in the health of Kent County, am committed to using a Health in All Policies (HiAP) approach and mindset when making decisions affecting population health, the social determinants of health and to promote health, equity and sustainable growth for all members of the Kent County community. To keep this commitment, I will (check all that apply)...

- ☐ Engage in HiAP and/or equity learning opportunities
- ☐ Participate in authentic community engagement
- ☐ Establish, join and/or aid in development of a HiAP task force
- ☐ Complete a Health Impact Assessment for a proposal, project, practice, policy or grant
- ☐ Commit to using the Health Lens Checklist in decision-making
- ☐ Propose, advocate or support a HiAP ordinance or resolution
- ☐ Champion HiAP where I live, work, learn and play
- ☐ Other: _____

What is your role in the community (check all that apply)?

- ☐ Government agency worker
- ☐ Elected official
- ☐ Community organization or group member
- ☐ Business owner or manager
- ☐ Resident
- ☐ Other: _____

We want to know what you are doing in the community to improve population health and opportunities for all!
Please complete the HiAP Pledge at: <http://www.accesskent.com/HiAP>



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DEPARTMENT
Caring today for a healthy tomorrow

We also invite you to email us at HIAP@kentcountymi.gov to share your HiAP stories, successes and efforts to improve the health of our community through policy, systems, environmental, programmatic and infrastructure change.



<http://www.accesskent.com/HiAP>

HIAP@kentcountymi.gov

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