

# Health Equity & Trauma Informed Evaluation: What is Required?



## Health Equity Evaluation Requires a Systems Lens

- Include evaluation questions that seek to understand **racial and geographic inequities**.
- Pay attention to further understanding the **system and social infrastructures** when ever possible
- Include questions that seek to uncover **policy gaps** whenever possible.
- Avoid inquires that are framed in ways that **pathologize groups of people** as the cause for social conditions.



## Trauma Informed Evaluation Requires Mindful Awareness

- Hold the **intention of understanding and learning** as a key part of the evaluation experience.
- Pay **attention to the current context** and what is occurring in the present moment.
- Have an **attitude** that is **non-judgmental, curious, and kind**.
- **Acknowledge** how **trauma/historical trauma, culture, and gender** are infused into the current context.



## Health Equity Interactions Require Facilitative Leadership

- Design meeting processes to accomplish a **wide range of goals and objectives**.
- Help stimulate creative thinking through **brainstorming and other idea-generation processes**.
- Lead or design **inclusive group processes** that honor individuals' different learning and participation styles.
- Manage **contrasting perspectives** and opinions that might result in conflict among members of a group.



## Health Equity Design and Analysis Require Inclusive Participation

- Include in **decision-making and analysis activities the people most affected** by questions being asked and answered. Meaningfully **share power and decision-making** among stakeholders.
- **Promote choice** as there is often more than one right answer.
- Collect, analyze, and report **data disaggregated** by age, race, ethnicity, gender, disability, neighborhood, and other sociodemographic characteristics when ever possible.

## Resources

### Health Equity Principles for State and Local Leaders

<https://www.rwjf.org/en/library/research/2020/05/health-equity-principles-for-state-and-local-leaders-in-responding-to-reopening-and-recovering-from-covid-19.html>

### 6 Guiding Principles To A Trauma-Informed Approach

[https://www.cdc.gov/cpr/infographics/6\\_principles\\_trauma\\_info.htm](https://www.cdc.gov/cpr/infographics/6_principles_trauma_info.htm)

### The Art Of Facilitative Leadership: Maximizing Others' Contributions

<https://thesystemsthinker.com/the-art-of-facilitative-leadership-maximizing-others-contributions/>

### The 12 Mindfulness Leadership Principles

<https://www.themindfullleader.net/post/the-mindfulness-leadership-principles>

