

Health Equity Toolkit

Implementation Readiness

This is a self-assessment tool to help you determine if both your facilitators and your organization have the capacity to undertake implementing the Toolkit with fidelity.

Undertaking implementation is a large project and demands both capacity and specific skills of the facilitators, and the organization must be ready to undertake this process. Implementing this Toolkit without the appropriate readiness can cause harm within your relationships, your organization, and perpetuate the very issues we are working to address. Please use this assessment to think critically about whether your facilitator and your organization are ready to implement the toolkit successfully.

Self-Assessment Scoring

Please answer the below questions **to all three sections** honestly. For each question, give yourself/ your organization a score corresponding to the following answers:

Strongly Disagree (1), Disagree (2), Neither Agree nor Disagree (3), Agree (4), Strongly Agree (5).

When finished, tally your score and find your corresponding score range below to learn more about your organization's readiness to use the Toolkit.

Self-Assessment for Facilitator 1

1. You as the facilitator have foundational knowledge and a personal commitment to health equity and equity in general. ____
2. You as the facilitator have received training and have experience in effective facilitation. ____
3. You as the facilitator feel confident in your skills in creating and holding a safe space for participants to discuss challenging and emotional topics. ____
4. You as the facilitator are committed to facilitating from a heart-centered perspective and modeling vulnerability. ____

Self-Assessment for Facilitator 2

1. You as the facilitator have foundational knowledge and a personal commitment to health equity and equity in general. _____
2. You as the facilitator have received training and have experience in effective facilitation. _____
3. You as the facilitator feel confident in your skills in creating and holding a safe space for participants to discuss challenging and emotional topics. _____
4. You as the facilitator are committed to facilitating from a heart-centered perspective and modeling vulnerability. _____

Implementing Organization Assessment

1. The leadership of your organization is committed to engaging in health equity focused conversations and activities. _____
2. The leadership of your organization is willing to commit consistent time and resources for health equity focused efforts for at least 6 months. _____
3. The staff in your organization are prepared to take time to engage with the health equity learning process, typically minimum of 1-1.5 hours per month. _____
4. The organization is not undertaking any other large projects concurrently that take up time and resources (i.e. a capital campaign, or new program launch). _____

Scoring Guidelines:

1-29

If you scored 1-29, you have identified you may not be ready to implement the toolkit right now. Don't be discouraged! More important than implementing this specific toolkit, you have already identified some key areas for growth to improve your capacity around equity, which is an essential part of equity work as a whole. So, even if you are not implementing this Toolkit, you will be doing important groundwork for your organization in regards to equity. There are many next steps you can take to move forward. We are offering a few here, but you know your organization best, so please don't limit yourself to just the action items offered below.

30-44

If you scored 30-44, you have some readiness to implement the toolkit, but may want to consider building your readiness in the specific areas in which you scored lower before implementing the Toolkit. Please think critically about what you have read about the toolkit, how you scored yourself on readiness, and your understanding of the capacity of both your organization and your facilitators. Taking the time to increase your readiness in the areas you identified will improve your experience of the Toolkit and set both your facilitators and your organization up for success. Plus, addressing these areas for improvement is extremely valuable work towards equity even if you are not yet implementing the toolkit. There are many next steps you can take to move forward. We are offering a few here, but you know your organization best, so please don't limit yourself to just the action items offered below.

45+

If you scored 45 or above, you have identified that you have strong readiness to complete the Toolkit. However, please think critically about your scores and any gaps you may have identified before you begin. The more you build readiness for both your facilitators and the organization before you embark on this process, the more your organization will gain. We are offering some suggestions for building your readiness, but you know your organization best, so please don't limit yourself to just the action items offered below.

Action Items

If you discovered that you do not have two people that are currently ready to facilitate this work within your organization, you may choose to:

- Hire an outside facilitator with equity experience to lead your organization through this work. The OMNI Institute is available to provide this service, and will do our best to meet your budget. The OMNI Institute is also available to help you screen potential facilitators.

- Support two or more staff members in dedicating a portion of their time to education and skills building to increase their capacity to facilitate this toolkit. Please see the Resources document in the folder for opportunities for both self-directed and more formal learning opportunities.

If you have discovered that your organization needs to build its' readiness, you may choose to:

- Engage organizational leadership in conversations about the benefits of this work as well as the trends in the field of moving towards a stronger focus on health equity,
- Identify a time in the future in which you will have greater capacity for both your organization or staff to engage in this work, or identify and mitigate current barriers that prevent your organization or staff from having time and capacity to engage in this work,
- Work towards completion of any large projects your organization is undertaking to free up additional capacity.