Assessing the Landscape

Refer back to how you defined your scope in the Building Your Foundation section to provide context for your interpretation of the domain elements and statements.

FOUNDATIONAL ELEMENTS

Understanding Facilitators and Barriers
The key factors that may facilitate or impede the success of internal equity efforts have been identified. These include a) internal policies, b) internal and external funding requirements, c) the political climate, and d) leaders and decision-makers outside the health department who influence efforts and provide varying levels of support.
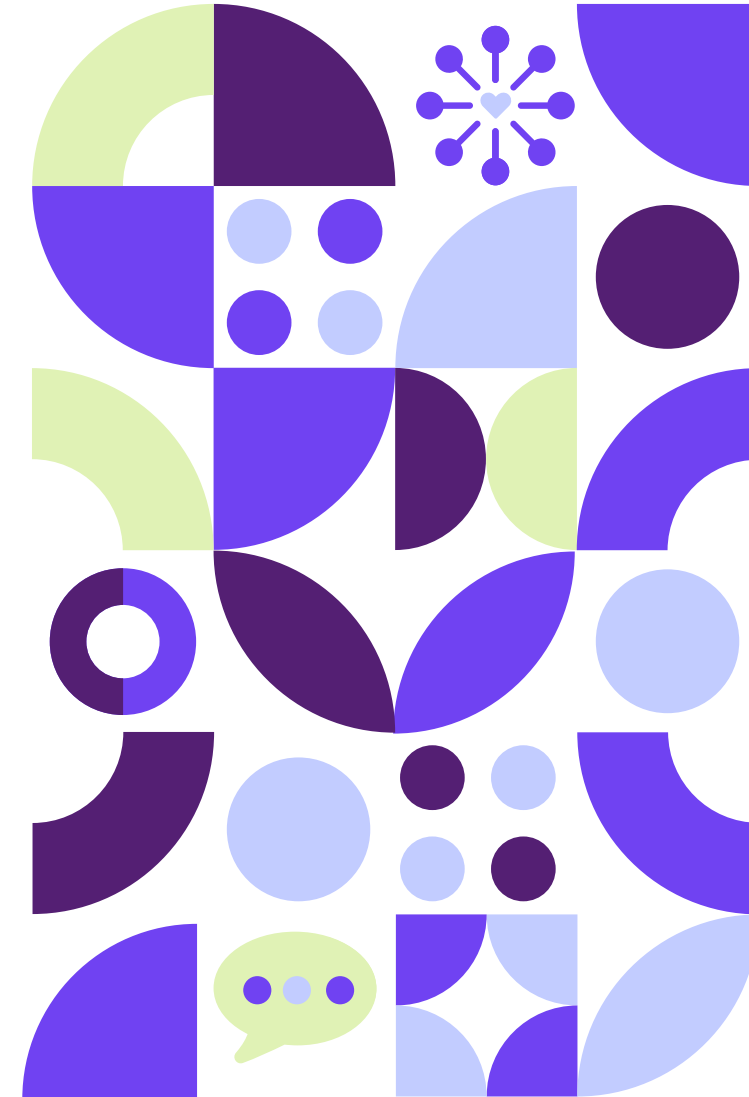
Internal Staff Data
Internal data is periodically gathered and reviewed to inform equity efforts and measure progress. Data can include staff experiences with a) organizational culture, b) recruitment, hiring, and retention, and c) development and compensation. Data sources can include Human Resources data, staff engagement or satisfaction surveys, staff focus groups, and beyond.

External Population Health Data
External data is periodically gathered and reviewed to inform equity efforts and measure progress. Data sources could include national, state, and local public health databases, and beyond.

Data Informed Planning
Decision-making and planning processes are driven by available data.

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STATEMENTS

Using the scale, please rate how much you disagree or agree with the following statements. Consider overall impressions when responding.	Do not know /Unsure 0	Strongly disagree 1	Disagree 2	Agree 3	Strongly agree 4	Score (Optional)
Understanding Facilitators and Barriers: An assessment has been conducted to understand how the following key factors may influence or limit the success of internal equity efforts:						
Internal policies and practices						
Internal and external funding requirements						
Political climate						
External leaders and decision-makers						
Internal Staff Data: Internal data is periodically gathered and reviewed to inform equity efforts and measure progress.						
External Population Health Data: External data is periodically gathered and reviewed to inform equity efforts and measure progress.						
Data Informed Planning Processes: Decision-making and planning processes are informed by available data.						
Domain Score (Optional) = Average of statement scores						
Notes:						

DISCUSSION GUIDE

Instructions: After responding to the statements above, review your responses as a team and consider the following discussion questions. Use the scope identified in [Building Your Foundation](#) to define the strengths and challenges referenced below.

What are your strengths related to assessing the landscape?

- How did these elements become strengths?
- How can these strengths be leveraged to support internal equity efforts?

What are your challenges related to assessing the landscape?

- What are the system-level factors or reasons these challenges emerged?
- What are the opportunities to address these challenges?
- What are the barriers to addressing these challenges?
- How can you leverage your strengths to address these challenges to supporting internal equity efforts?

NEXT STEPS

Considering the identified opportunities, barriers, and ways to leverage your strengths, where is there energy and momentum around assessing the landscape?

What are some immediate next steps you want to explore?

Who else should be involved to explore these immediate next steps?