



Equipped and Supported Leadership Team

Respond to the two questions below as a team. The responses to these questions will inform how you respond to the statements for this domain.

For the purposes of completing this tool, how are you defining “leaders and decision-makers”?

What role(s) do your defined leaders and decision-makers play in advancing internal equity efforts?

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



FOUNDATIONAL ELEMENTS

Committed

Leaders and decision-makers are champions for health equity efforts.

Invested

Leaders and decision-makers are prepared to support and invest in equity efforts.

Responsive

Leaders and decision-makers are responsive to the outcomes of an equity process (e.g., assessment, strategic planning).

Knowledgeable

Leaders and decision-makers have:

- a baseline understanding of concepts like systems, structural racism, implicit bias, and social determinants of health,
- have begun to examine their own power and privilege, and
- are committed to furthering their knowledge base and understanding of key concepts.



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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)
Committed: Leaders and decision-makers are committed to internal equity efforts.						
Invested: Leaders and decision-makers have made investments to support internal equity efforts (e.g., financial, dedicated staff, accreditation).						
Responsive: Leaders and decision-makers are responsive to recommendations for change that emerge from assessments, surveys, strategic planning, and/or equity processes.						
Knowledgeable: Leaders and decision-makers have built their knowledge base around key equity concepts (e.g., structural racism, implicit bias, power, and privilege).						
Domain Score (Optional) = Average of statement scores						
Notes:						



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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 an equipped and supported leadership team?

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

What are your challenges related to an equipped and supported leadership team?

- 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

Consider the identified opportunities, barriers, and ways to leverage your strengths. Where is there energy and momentum around building an equipped and supported leadership team?

What are some immediate next steps you want to explore?

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