



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



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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?**