

Activity Instructions

Together with your team take 30 minutes to complete the *Growing Your Equity Garden* handouts.



PHM INITIATIVE

Seed

Select one of the secondary drivers from the “Reduce Inequities for Populations of Focus” driver.

Name of Organization _____

Reduce Inequities for Populations of Focus

- Visit the observation, current practice, QIP, QIC, and other data through the unit and other data collected to identify strengths and opportunities.
- Review data collected to identify strengths and opportunities.
- Screen for social determinants of health and screen whether access to social services.
- Conduct a root cause analysis of the driver of inequity.
- Design and implement equity-focused care interventions that address the root cause in collaboration with patients and other partners.
- Integrate or re-orient existing knowledge and resources to maximize impact.

Our secondary driver of focus is... (seed)

Step 1: Identify a secondary driver from the “Reduce Inequities for Populations of Focus” driver that you’d like to focus on over the next two months. **~5 minutes**

PHM INITIATIVE

Nutrients

What assets does your team and organization have to nurture this seed? Identify what strengths and assets your team holds that can contribute to your work towards the secondary driver.

What elements of our CHC’s culture, practice, or individual approaches nurture this seed?	Are there external resources and/or partnerships that can help nurture your seed?	Reflect on your demographic data.
Example: We conduct interviews with patients to deeply understand their personal barriers and help us co-design improvement efforts.	Example: We partner with local CHCs to provide social supports (e.g., food, housing, transportation, employment).	Example: We know that our Black and Indigenous patients suffer the greatest burden around substance use disorder and we are implementing a targeted intervention.

Step 2: Identify organizational strengths and assets that will contribute to the advancement of your seed. **~13 minutes**

PHM INITIATIVE

Pests

What challenges might prevent your seed from growing? Identify challenges that may affect the success of implementing your secondary driver so your team can prevent and address them if they arise.

What challenges (pests) do you anticipate?	How will you prevent those pests from inhibiting your seed from growing?
Example: Administrative burdens	Example: Ongoing training, workflow optimization & team collaboration

Step 3: Identify challenges that may affect the success of implementing your secondary driver so your team can prevent and address them if they arise. **~5 minutes**

PHM INITIATIVE

Reflection

What are your team’s observations when looking at the seed, nutrients & pests together? Take some time to individually and collectively write down your reflections.

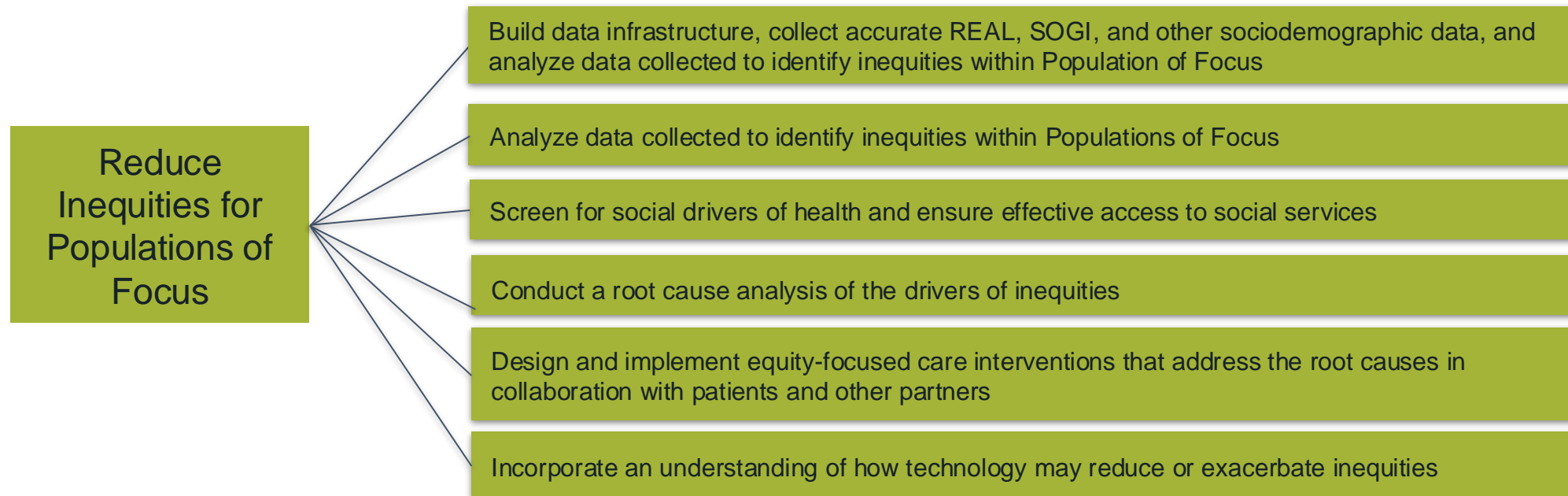
Observations & Reflections	What’s a next step or action your team can take?

Step 4: Spend some time individually reflecting on what you’ve just discussed with your team. Share your reflections with one another. Together as a team, think through some small and immediate next steps you can take over the next two months to advance this seed. **~7 minutes**

Seed

Name of Organization _____

Select one of the secondary drivers from the “Reduce Inequities for Populations of Focus” driver.



Our secondary driver of focus is... _____
 (seed)



Nutrients

What assets does your team and organization have to nurture this seed? Identify what strengths and assets your team holds that can contribute to your work towards the secondary driver.

What elements of our CHC's culture, practices, or individual approaches nourish this seed?

Are there external resources and/or partnerships that can help nourish your seed?

Reflect on your disaggregated data.

Example: We conduct interviews with patients to deeply understand their personal barriers and help us co-design improvement efforts.

Example: We partner with local CBOs to provide social supports (e.g., food, housing, transportation, employment).

Example: We know that our Black and Indigenous patients suffer the greatest inequities around substance use disorder and we are implementing x, y, z targeted interventions.



Pests

What challenges might prevent your seed from growing? Identify challenges that may affect the success of implementing your secondary driver so your team can prevent and address them if they arise.

What challenges (<i>pests</i>) do you anticipate?	How will you prevent those pests from inhibiting your seed from growing?
Example: Administrative burdens	Example: Ongoing training, workflow optimization and team collaboration.



Reflection

What are your team's observations when looking at the seed, nutrients and pests together? Take some time to individually and collectively write down your reflections.

Observations and Reflections

What's a next step or action your team can take?

