



# Equity Action Items for FY 2022-2023

The NCLHD Accreditation Program team completed an internal equity audit in Summer 2022 in order to identify opportunities to improve the program's diversity, equity, and inclusion. The program worked with Awa by Beloved to conduct this audit and reflect on action items. Results of the audit demonstrated that the program holds many "emerging" opportunities to advance equity. This audit process was complemented by Equity in Accreditation focus group discussions with health department staff. Action items identified throughout these processes will directly inform the program's 2022-2023 strategic workplan aligned with strategic priority 4 to "lead efforts to improve diversity, equity, and inclusion through the accreditation program."

Action items are broken down into four operational categories: quick wins, actions aligned with current work, new items that don't require new resources, and new items that require additional resources. Our intention is to move forward on all of these items as resources allow; however, we recognize the need for flexibility and iteration. As such, we consider this a living document to inform our work.

## Quick Wins

- Internal operations: Track health department engagement across program offerings
- Program Policy: Share equity audit takeaways with Standards Workgroup
- Program Supports: Incorporate an "equity corner" within monthly highlights

## Actions aligned with current work

- Internal operations: Revise questions we ask during annual survey to incorporate questions of belonging
- Program Policy: Integrate equity recommendations into Phase 3 program revisions

## New Items that don't require new resources

- Internal operations: Assess NCLHDA Program internally according to the equity-related activities in the HDSA Interpretation Document for health departments
- Program Supports: Strengthen network of regional workgroups to foster peer learning opportunities

## New Items requiring further resources

- Internal operations: Work within larger North Carolina Institute for Public Health to create better structures to collect data on and improve staff inclusion and belonging
- Program Policy: Partner with equity consultants to provide expertise during standard workgroup revision of Phase 3 changes
- Program Supports: Develop new relationships with training providers and partner organizations