

How we define equity drives what we do

conditions for (in)equity: a forest metaphor

leaves and foliage

health and social outcomes
observable, measurable outcomes and opportunities

trunks and branches

policy, practices
bi-directional intermediaries between actions and outcomes

surface root systems

social determinants of health
conditions in which people live, grow, and work

soil systems

structural, political, commercial determinants
forces of political economy, global governance mechanisms, macro-economic policies, and contexts of colonization

climate systems

determinants of equity
flows of essential resources (nutrients) through systems of power and thought

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equity is a relational concept

it involves dynamic manifestations of power relationships among people, ideas, institutions; societal conditions and attentiveness to equity appear in health inequities

health equity is a principle

that asserts all people can live with dignity, and have opportunities to live their full health potential, regardless of social, geographic, or economic location

health inequities are

avoidable, predictable problems (outcomes) with solutions; consequences of relationships between our ideas and actions that distribute power or resources or reinforce systemic, unearned (dis)advantage *NCCDH Glossary: <http://nccd.ca>*

core equity practices

1. Recognize your role and responsibility
2. Unpack influential worldviews
3. Get clear about equity and its determinants
4. Align words with action
5. Align actions with evidence
6. Align task with tool to act on determinants of equity

Recommended Reading

Plamondon, K. & Shahram, S.Z. (2024). **Defining equity, its determinants, and the foundations of equity science**. Social Science & Medicine.

Plamondon KM. (2019) **A tool to assess alignment between knowledge and action for health equity**. BMC Public Heal.

Shahram, S. Z. (2023). **Five ways 'health scholars' are complicit in upholding health inequities, and how to stop**. International Journal for Equity in Health, 22(1), 15.).

Plamondon, K. & Shahram, S.Z. (2024). **Fishing with skis, digging with noodles: Resolving task-and-tool mismatches in efforts to advance equity**. Dialogues in Health.

three ways to think about equity

determined by normative (shared) ideas about justice

as a social construct

something societies aspire and work toward

as a goal or benchmark

lived, embodied

as experienced

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