



**STEP 1:
Adopt the terminology**

- Define the concept of health inequities to be adopted in the organisation.
- Recognise explicitly that health inequities cannot be tackled without fully understanding and addressing their intersectional nature and upstream social and economic causes.

**STEP 2:
Develop a HE strategy to ensure that commitment to HE is internalised through the organisation and reflected in all the activities**

- Clearly articulate how health inequalities will be embedded across all levels and all activities.
- Spell out which resources, support, tools and processes will be developed to support mainstreaming.
- Be explicit about roles and responsibilities for mainstreaming across the organisation and among those who receive support from your organisation.
- Develop a monitoring and evaluation plan across levels and activities.

**STEP 3:
Translate institutional level commitment to the development of infrastructure**

- Identify dedicated resources and tools to support researchers and members of the public.
- Appointment specialist staff.
- Put in place procedures to build capabilities for research and action to reduce health inequities across staff and partners.
- Reward those who lead HE mainstreaming processes.
- Develop processes to monitor and feedback progress across all levels and activities.
- Embed the Health Inequalities Assessment Toolkit (HIAT.org.uk) in institutional and project level processes.
- Allocate specific budget for training and resources.



KEY ACHIEVEMENTS

- ✓ Awareness raised about the ways in which socio-economic inequities lead to inequities in health.
- ✓ Staff and Partners staff have built capacity to integrate health inequalities concerns in the design and analysis of activities.
- ✓ Skills developed to collect better data on the upstream processes that generate inequities.
- ✓ Capacity built to address the socio-economic determinants of health inequities through advocating for a focus on health equity within and outside projects, organisations and developing local partnerships.
- ✓ Generalised appreciation of the value that public involvement can make to enhancing the equity sensitivity of research/policy and practice.

**STEP 4:
Implementing health inequalities mainstreaming**

- Health inequities sensitisation activities.
- Mainstreaming through toolkits and reporting.
- Developing health equity sensitive evaluations.
- Fostering local collaborations that include members of the public, healthcare and policy practitioners to address local social inequities in health.
- Embedding public involvement in all activities and levels.



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