

## Healthy Chicago 2025

### *Health Equity Capacity Assessment*

Reviews the ability of the of public health system to improve health equity based on the following areas: Community Engagement & Civic Involvement, Organizational Processes, Power & Influence, Structural Inequities, Funding & Resources.

#### **Key Takeaways**

##### *Community Engagement & Civic Involvement*

Many organizations and local government should fully engage community members in planning efforts. We should learn from those organizations doing this work well.

##### *Organizational Processes*

Organizations and local government should train their staff on health equity and racism. They should review their policies and procedures to support fair hiring and workforce development. Public health organizations need to evaluate their efforts to learn how they can improve.

##### *Power & Influence*

More organizations should include community members in the decision-making process. The public health system can help to empower people, including youth, to understand their ability to improve the health of their communities.

##### *Structural Inequities*

In order to combat racism, organization and local government leaders must be able to talk about racism and historical inequities for which their organizations may be responsible. The local public health system has improved in this area and has been supporting work to make change. We have the opportunity and responsibility to bring communities and organizations together to design these changes.

##### *Funding & Resources*

While some funders are working more closely with members of the public health system, many current grants do not support public health's efforts to increase community participation and advocacy. We should educate grant makers on better ways to support these efforts. Organizations should also work together more often to be most effective.