

1.) Committing to Act for Equity	
Activity	Resource
Commit to acting for equity by signing up for the Rise to Health Coalition	Join the Rise to Health Coalition
Sign up for the Fireside Chats	<p>Sign up for a cohort of our groundbreaking series of Fireside Chats tailored for the pharmaceutical, research, and biotechnology industries. The Fireside Chats aim to mobilize and equip individuals and organizations with concrete skills and tools needed to advance equity and racial justice. The Fireside Chats include the opportunity for participants to attend an all-expenses paid in-person anti-racism training with the Groundwater Institute.</p> <p>Register for an information session on February 21, 2024.</p> <p>Cohort 2 begins on April 17, 2024.</p>

2.) Getting Grounded	
Activity	Resource
Facilitate increasing knowledge among all staff and board members about the history of racism and other forms of oppression (sexism, ableism, classism, ageism, xenophobia, anti-Semitism, etc.) at the national, local, and organizational levels.	<p>Courses:</p> <p>IHI TA 104: Building Skills for Anti-Racism Work: Supporting the Journey of Hearts, Minds, and Action</p> <p>The Groundwater Approach: Building a practical understanding of structural racism</p> <p>AMA Basics of Health Equity</p> <p>Webinars:</p> <p>National Health Equity Grand Rounds</p>

<p>Examine and identify historical and contemporary examples of inequitable harms in national, local, and organizational policies and practices, including reviewing organizational archives</p>	<p>REIA: Race Forward's Racial Equity Impact Assessment</p>
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<h3>3.) Identifying Opportunities for Improvement</h3>	
Activity	Resource
<p>Regularly assess your top 5-10 revenue-generating products for accessibility, affordability, and relevance to marginalized people</p>	<p>REIA: Race Forward's Racial Equity Impact Assessment</p> <p>Readings:</p> <ul style="list-style-type: none"> • Health Disparities in Pharmacy Practice Within the Community: Let's Brainstorm for Solutions • WHO's guideline on country pharmaceutical pricing policies 2020
<p>Advance access to drug coverage and health care affordability through pricing, distribution channels, and alternatives to commercial pharmacies for at least one illness/condition that disproportionately impacts marginalized communities</p>	<p>Making Medicines Affordable- NCBI Bookshelf (nih.gov)</p> <p>WHO's guideline on country pharmaceutical pricing policies 2020</p>

<h3>4.) Taking Initiatives with Others</h3>	
Activity	Resource
<p>Apply design and data justice approaches that value and foster accountability to marginalized community members who will be impacted by solution implementation</p>	<p>We All Count Data Tools</p>

Develop processes to ensure that a proportionally representative population of potential users and stakeholders are engaged in an equity-centered participatory design process	In Full Health Equitable Health Innovation Solution Development Toolkit - In Full Health
Invest in accessible and plain-language communications, language interpretation, and translation services	Multi-Regional Clinical Trials Health Literacy in Clinical Research

5.) Making Equity a Strategic Priority	
Activity	Resource
For C-suite leaders: know your workforce (equity) data	2021 CEO Blueprint for Racial Equity Government Racial Equity Alliance Tools & Resources
Set and align performance incentives to organizational equity goals	2021 CEO Blueprint for Racial Equity Government Racial Equity Alliance Tools & Resources
Assess the organization's budget model and ensure it will advance health equity	Government Alliance on Race and Equity Racial Equity Toolkit: An Opportunity to Operationalize Equity
Identify and engage key community-based organizations as partners for planning and implementing initiatives designed to address social and structural drivers of health	Government Alliance on Race & Equity: Racial Equity: Getting to Results Resource Guide

6.) Advocacy and Accountability for Thriving Communities	
Activity	Resource

<p>Align organizational priorities with those of community partners</p>	<p>PolicyLink Equity Development ToolKit</p>
<p>Advocate for reforms to address social and structural drivers of health at the national, state, and/or local levels</p>	<p>People Power Health's Health Equity Activism and Refection Training (HEART) ACPM Learning and Using the Policymaking Process to Serve Minoritized Communities</p>
<p>Make investments that support thriving communities by hiring locally and create career pathways to build wealth, invest in built environment and purchase locally to support marginalized people and businesses</p>	<p>Rush Univeristy Medical Center: The Anchor Mission Playbook</p>