

# Practical Steps to Advancing Health Equity and Minimizing Bias

in Health Related Programming Efforts

## Why should we discuss health equities?

Having a greater ability to engage in complex conversations about disparities, inequities, race, and race-related issues is one step to help communities work toward health equity. However, conversations surrounding race and racism can be very difficult. As a trusted resource, Cooperative Extension Services are well-positioned to offer help in organizing these conversations within their communities by shifting the goal of these conversations away from debate and towards dialogue and understanding.

## Shifting conversations about equity from

### Debate

- One right answer
- Goal is to be right, win, or persuade
- Evaluating and critical
- Plan your rebuttal

### Dialogue

- Multiple valid perspectives
- Goal is to understand
- Curious and open
- Reflect instead of react

Flick, D. L. (2006). From debate to dialogue: Using the understanding process to transform our conversations. Orchid Publications.

## How can Extension help?

Creating an environment for open conversations about these complex issues is an important step to achieving health equity and reducing bias in health related programming efforts.

The [2021 National Extension Framework for Health](#) focuses on targeting groups that are experiencing social, economic, demographic, or geographic barriers to improve health equity.

Determining health equity for specific groups using data and structured processes can help Extension personnel engage in challenging conversations to identify populations of focus. To learn more about these methods, be sure to view the SCCAHS webinar on [practical steps for advancing health equity](#).

Scan with smartphone camera to view the full framework



2021 National Extension Framework for Health

