

# Community Action Planning Tool Kit

## An Upstream Approach for Shifting Social Determinants of Health to Improve Infant Health Equity



**Backstory:** In August 2021, 21 Healthy Start grantees received Infant Health Equity supplement grants of up to \$80,000 to design action plans aimed at shifting social and structural determinants of health that impact infant mortality and perinatal outcome inequities. The NICHQ [Healthy Start Technical Assistance and Support Center \(TASC\)](#) is supporting grantees to design action plans by March 2022. Grants may be available to implement action plans at a future date.



**Purpose:** We created this Toolkit to help Healthy Start grantees design *a navigational blueprint to action*.

- ✓ Make smart decisions about which social determinants of health to tackle.
- ✓ Choose upstream strategies potent enough to shift structural barriers that hold inequities in place.
- ✓ Lay out concrete steps to effectively implement those strategies.
- ✓ We designed this Toolkit by lifting up the best ideas, practices, and tools designed by others who are seeking similar goals – taking action to dismantle existing community conditions that hold inequities in place.

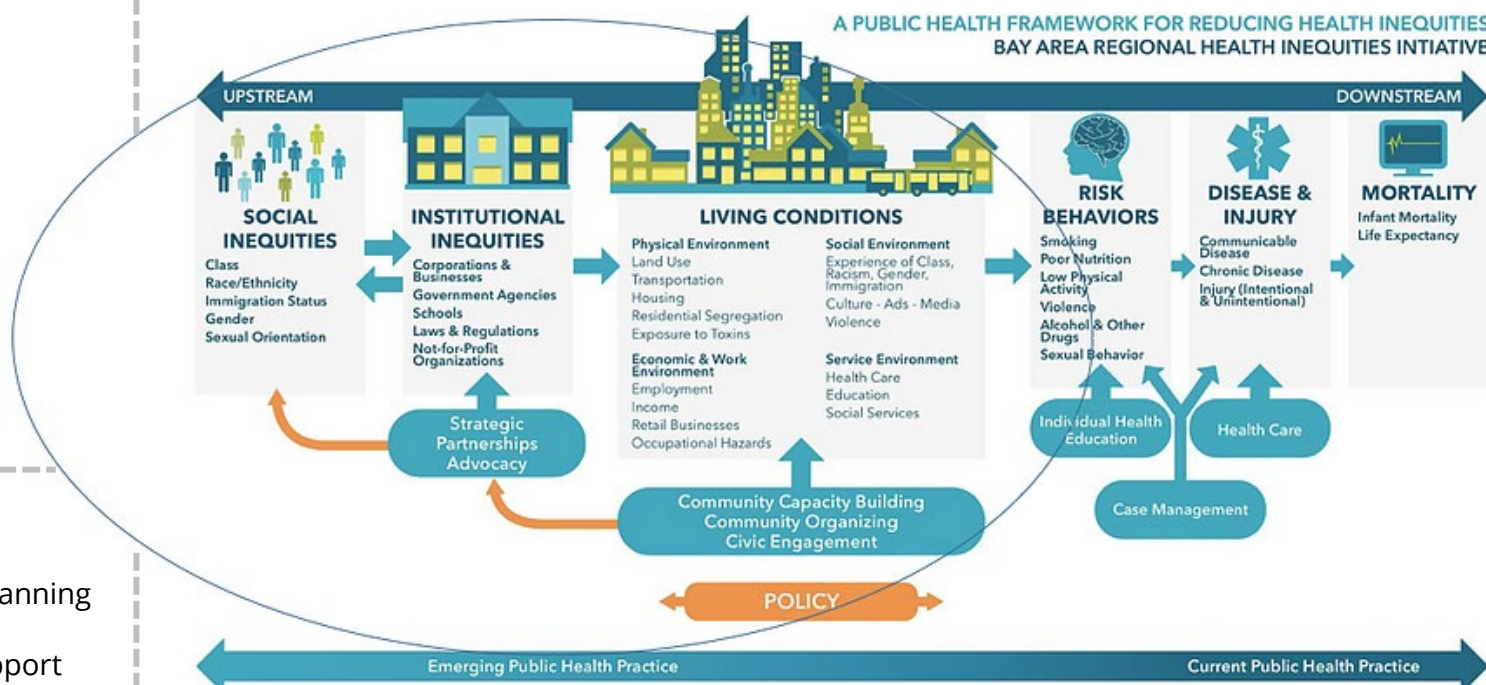


**What's Inside:** The Toolkit contains the following.

- ✓ Worksheet Packet: Eight worksheets to support action planning process
- ✓ Resource Compendium: Eight resources and tools to support the action planning process.

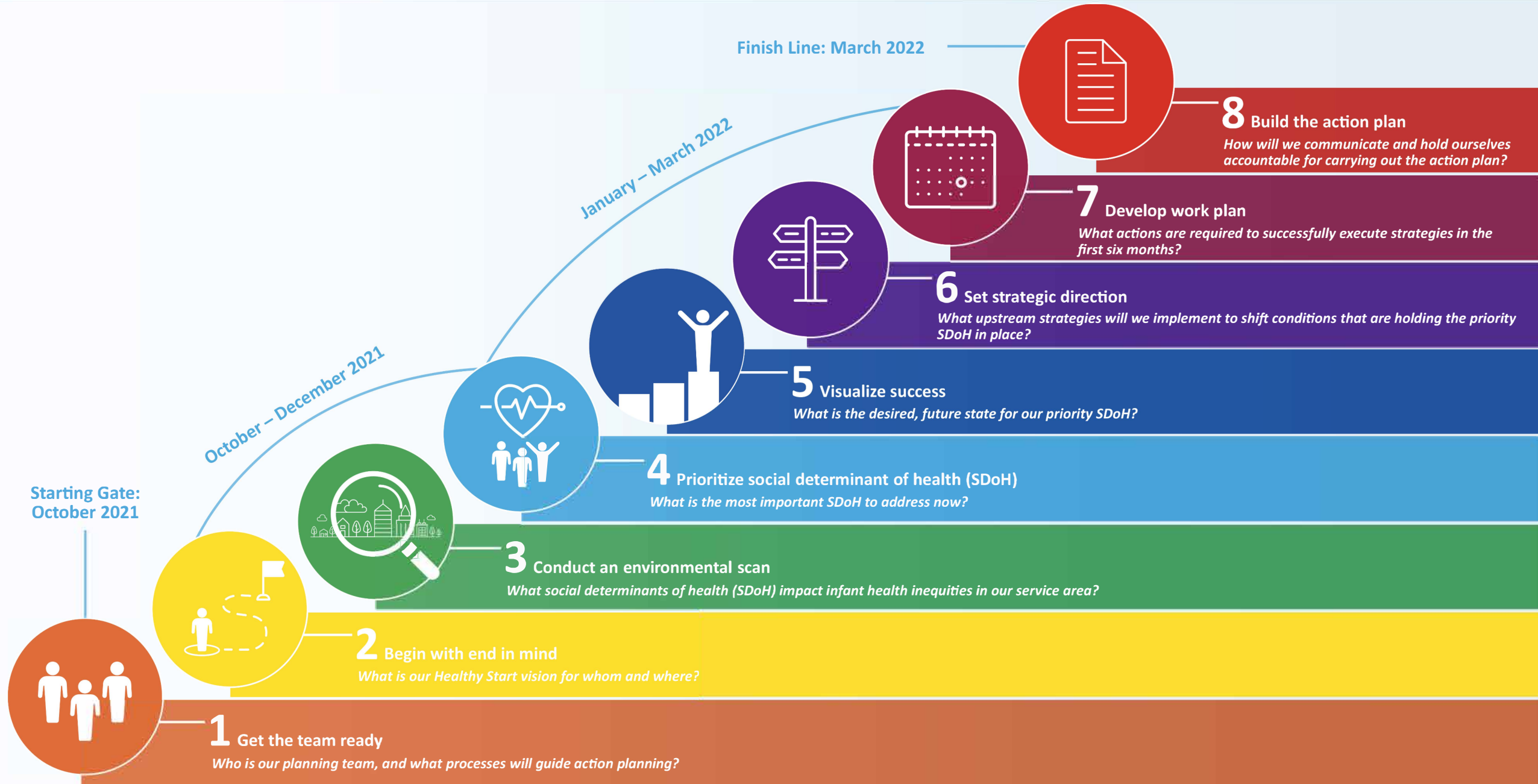


**Social Determinants of Health:** A person's zip code is the best predictor of their health. The places where we live, work, play, and learn shape conditions that allow us to thrive – or not. Social inequalities such as racism, classism, anti-immigrant sentiment, and gender-based oppression drive institutional inequities that shape our living conditions. "Good health" emerges from the social determinants of health, upstream factors as diverse as early childhood development experiences, employment opportunities, food availability, air and water quality, transportation access, public safety, housing, and myriad others. Uprooting long-held, inequitable conditions calls for upstream, innovative, and systems change approaches.





# ACTION PLANNING STEPS





Step	Key Question	Worksheets with suggested planning activities	Resources in Compendium
<b>1</b>	Who is our planning team, and what processes will guide our action planning?	<b>Worksheet ① Get the team ready</b> Reflect upon multiple questions to agree how the team will carry out the action planning process.	<b>①</b> Community Engagement Resources <b>②</b> Group Decision-Making Tool <b>③</b> Learning Card Tool
<b>2</b>	What is our Healthy Start vision for whom and where?	<b>Worksheet ② Begin with the end in mind</b> Confirm the vision, long-term goal, priority population, and service area using information from grant proposal and needs assessment	<b>④</b> Vision Statement Tool
<b>3</b>	What social determinants of health (SDoH) impact infant health equity in our service area?	<b>Worksheet ③ Conduct an environmental scan</b> Identify a list of social determinants of health (SDoH) that are holding infant health inequity in place by gathering data.	
<b>4</b>	What is the most important SDoH to address now?	<b>Worksheet ④ Prioritize SDoH – The Power of One</b> Determine which SDoH to address now by identifying the root cause and assessing potential impact and community readiness.	<b>⑤</b> Understanding social determinants of health and health equity resources
<b>5</b>	What is our desired, future state for the priority SDoH?	<b>Worksheet ⑤ Visualize success</b> Visualize what the priority SDoH would look like when supporting infant health equity rather than holding infant health inequities in place.	
<b>6</b>	What upstream strategies will we implement to shift conditions that are holding the priority SDoH in place?	<b>Worksheet ⑥ Set strategic pathway</b> Identify a core set of strategies designed to shift the priority SDoH by conducting a force field analysis, creating a power map, and designing a strategy map (template offered).	<b>⑥</b> Upstream Strategies Resources
<b>7</b>	What actions are required to successfully execute upstream strategies in the first six months?	<b>Worksheet ⑦ Develop work plan</b> For each strategy, identify who will do what by when by creating a six-month workplan (template offered).	
<b>8</b>	How will we communicate and hold ourselves accountable for implementing the action plan?	<b>Worksheet ⑧ Build the action plan</b> Lift up key elements of the planning process into a 2-page action plan (template offered).	To support action plan implementation: <b>⑦</b> Adaptive Action Cycle Tool <b>⑧</b> Milestone Tracking Journal