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**Competencies and organizational standards: How can they be leveraged to advance health equity?**

# Promising Practices for Health Equity

## Competencies

- Knowledge, skills and attitudes
- Individual practitioners require competencies to intervene on the determinants of health and advance health equity

## Organizational Standards

- Internal guidelines outline expected levels of service and provide benchmarks for performance and accountability
- Standards have the potential to support organizations take action on health equity



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# Core Competencies for Public Health in Canada: An Assessment and Comparison of Determinants of Health Content

- Explicit inclusion of determinants of health in public health competency statements ensures that action on the determinants is a visible and concrete part of public health practice
- ***Core Competencies for Public Health in Canada: Release 1.0***



FIVE...  
DIVERSITY AND  
INCLUSIVENESS



SEVEN...  
LEADERSHIP



PARTNERSHIPS,  
COLLABORATION AND  
ADVOCACY



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National Collaborating Centre for Determinants of Health. (2012). Core Competencies for Public Health in Canada: An Assessment and Comparison of Determinants of Health Content. Available at: <http://nccdh.ca/resources/entry/core-competencies-assessment>



- The determinants of health are throughout PHAC's *Release 1.0*
- The references are often general, implicit, and contained in sections other than the Core Competency Statements (e.g., values; examples)
- International sets of competencies were sometimes more explicit in their inclusion of health equity work



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# Organizational Standards as a Promising Practice for Health Equity: Conversations with Public Health Experts



- Four public health experts were interviewed to share their experiences and reflections



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*We've been able to leverage the requirements and the societal goals as a conversation starter to say, 'we need to work together on this'*

– Dr. Rosana Pellizzari, Peterborough County-City Health Unit, Peterborough

*“... addressing health inequities needs to be considered as an overall systems performance issue. It cannot be something that is viewed as the sole responsibility of one group, or simply as an additional factor in a list of public health priorities.”*

- Dr. Benita Cohen, Associate Professor, Faculty of Nursing, University of Manitoba



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