

## Wellesley Health Equity Lens for Policy Makers

To help policy makers quickly and effectively identify how planned policy changes or program initiatives could affect health and health inequities

Step 1: Initial scoping analysis	Step 2: Analyze the potential equity impact for the affected population or community	Step 3: Change policy or program to enhance equity
<p><b>1.1 Could the planned policy, budget decision, program or initiative affect health?</b></p> <p>Examples:</p> <ul style="list-style-type: none"> <li>• Could indexing the minimum wage to inflation affect health?</li> <li>• Could implementing user fees at community centres affect health?</li> </ul>	<p><b>2.1 How could the planned policy, budget decision, program or initiative affect the identified community or population?</b></p> <p>Examples:</p> <ul style="list-style-type: none"> <li>• Women and racialized populations are more likely to earn minimum wage</li> <li>• People with low income could face barriers to using community centres.</li> </ul>	<p><b>3.1 How can you maximize the positive equity impacts of the planned policy, budget decision, program or initiative?</b></p> <p>Example:</p> <ul style="list-style-type: none"> <li>• Inflation-adjust thresholds for income-tested benefits (like child benefits) to ensure that minimum wage earners continue to receive these benefits.</li> </ul>
<p><b>1.2 Could some populations be particularly affected by the planned policy, budget decision, program or initiative?</b></p> <p>Examples: people who are homeless or precariously housed; recent immigrants; those in precarious and low paid work, people with low income and economically vulnerable people; people with disabilities; racialized populations; Aboriginal people; others facing social inequality and exclusion.</p>	<p><b>2.2 Could the planned policy, budget decision, program or initiative improve or worsen inequities between different groups or communities?</b></p> <p>Examples:</p> <ul style="list-style-type: none"> <li>• Scheduled increases to the minimum wage could reduce income inequality across the population, with greater benefits for women and racialized populations</li> <li>• Implementing user fees in community centres could prevent people with low income from accessing health-promoting services and worsen inequities between lower and higher income populations.</li> </ul>	<p><b>3.2 How can you mitigate or eliminate the inequitable effects of the planned policy, budget decision, program or initiative?</b></p> <p>Examples:</p> <ul style="list-style-type: none"> <li>• Do not implement user fees</li> <li>• Do not implement user fees in community centres in low income neighbourhoods</li> <li>• Waive user fees for specific populations, e.g. children, seniors or people with low income. Any program to waive user fees should be adequately funded to meet actual need.</li> </ul>
	<p><b>2.3 What more do you need to know? And how will you get the necessary data and information?</b></p> <p>Examples: information from people who would be affected by the policy, external experts, stakeholder groups, other ministries/departments and/or other levels of government.</p>	<p><b>3.3 How will you know when the initiative is successful? What equity indicators and objectives will be used to measure impact?</b></p> <p>Examples:</p> <ul style="list-style-type: none"> <li>• Reduction in the percentage of households with income below the Low Income Measure (LIM)</li> <li>• Maintained or increased enrollment in community centres with user fees waived.</li> </ul>