

10 Promising Practices to reduce social inequities in health:

What does the evidence tell us?

Promising Practice #6: Competencies/Organizational Standards

Competencies and organizational standards guide our daily practice. The Public Health Agency of Canada¹ identifies 36 core competencies for public health encompassing essential knowledge, attitudes, and skills. Most importantly, these competencies were developed for practice within the context of the values of public health and include, for example, equity, social justice, community participation, and determinants of health. The core competencies for public health offer a solid foundation for local public health staff recruitment and skill development.

As building blocks for effective public health practice, organizational standards provide benchmarks for public health units. They help promote organizational excellence and establish the foundation for effective and efficient program and service delivery.²

Organizational standards that are rooted in health equity enable public health organizations to build a workforce and allocate resources to prioritize work to reduce social inequities in health.

The “**10 Promising Practices**”
to Reduce Social Inequities in Health at
the Local Public Health Level

1. Targeting With Universalism
2. Purposeful Reporting
3. Social Marketing
4. Health Equity Target Setting
5. Equity-Focused Health Impact Assessment

6. Competencies/Organizational Standards

7. Contribution to Evidence Base
8. Early Childhood Development
9. Community Engagement
10. Intersectoral Action

As part of a Canadian Health Services Research Foundation Fellowship (Executive Training in Research Application – EXTRA), the Sudbury & District Health Unit conducted a review and analysis of the literature for practices to reduce social inequities in health. These fact sheets present the 10 practices, relevant at the local public health level, that were found to be “promising” in their potential to “level-up” and reduce health inequities.

The complete EXTRA Fellowship reports are available at www.sdhu.com.



