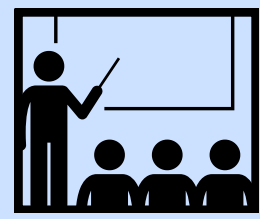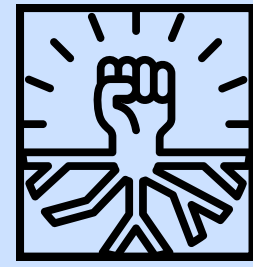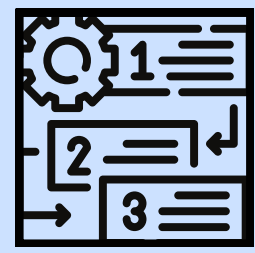# GREATER WORCESTER COMMUNITY HEALTH IMPROVEMENT PLAN

COMMITMENTS TO ANTI-RACIST INSTITUTIONS

- Adopt racial equity training for all staff, boards and commissions
- Co-lead with grassroots leaders and compensate them for their time
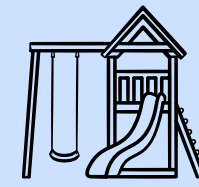- Use community-informed equity tools in all municipal planning and decisions

POLICIES FOR EQUITABLE QUALITY OF LIFE

- Eliminate the "Cliff Effect" for Public Benefits
- Promote Science-Based Sex Education
- Universalize access to affordable childcare
- Champion Mental Health Crisis Response Services
- Increase access to affordable housing
- Preserve free public transportation
- Raise reimbursement rates for mental health and human service contracts
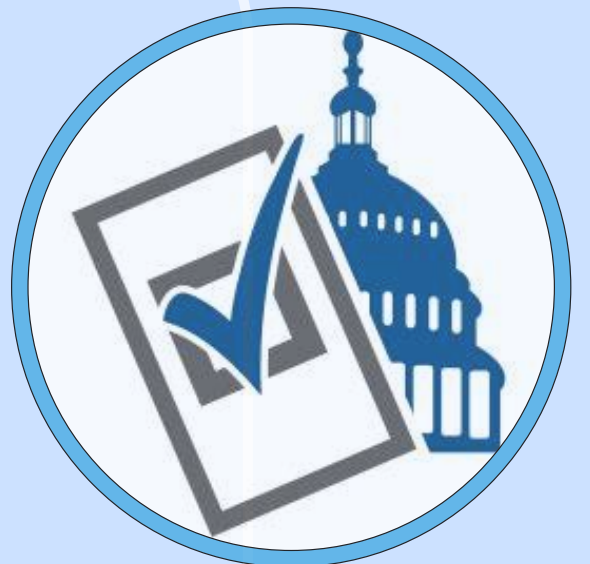- Universalize postpartum/newborn home visits
- Offer subsidized broadband internet
- Advocate for MassDOT Complete Streets Program
- Advocate Age Friendly Action Plan

IMPORTANT TERMS

Equity vs. Equality: "Equality is giving everyone the same pair of shoes. Equity is giving everyone a pair of shoes that fits." (Rise to Win)

Systems Change: "Confronting root causes of issues (rather than symptoms) by transforming structures, customs, mindsets, power dynamics and policies, by strengthening collective power through the active collaboration of diverse people and organizations. This collaboration is rooted in shared goals to achieve lasting improvement to solve social problems at a local, national and global level." (Catalyst 2030)

Why does this poster talk about racism? "Research shows that racism has had a profound and negative impact on communities of color. The impact is pervasive and deeply embedded in our society and affects where one lives, learns, works, worships, and plays and creates inequities in access to a range of social and economic benefits—such as housing, education, wealth, and employment. These conditions are key drivers of health inequities." (CDC)

PRACTICES FOR ACCESSIBLE HEALTH AND SOCIAL CARE

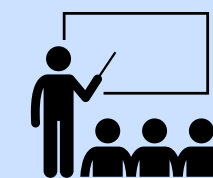- Increase Capacity for Public Benefits System-Navigation
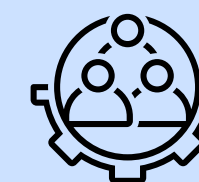- Bring Community Health Services to People
- Develop Easy to Access Data Dashboards for Monitoring and Evaluation
- Promote Community Led Information Campaigns
- Promote Anti-Racism and Anti-Bias Training
- Promote Equity in Recruitment and Hiring

Revised 2024