

# TABLE OF CONTENTS

Acknowledgements .....	2
Letter from Chair Jeff Cogen .....	4
Letter from Lillian Shirley, Health Department Director .....	5
Introduction .....	6
Definitions.....	14
Lens Overview .....	19
Organizational Readiness Summary .....	25
<b>Equity and Empowerment Lens</b>	
Lens at a Glance .....	28
Lens at a Glance Worksheet.....	31
In-depth: Resource Allocation Questions .....	39
In-depth: Policy and Decision-making Questions .....	41
Moving Into Action Guide.....	43
Evaluation Summary.....	51
<b>Concept Papers</b>	
🔍 Social Determinants of Health and Inequity .....	56
🔍 Hierarchy and Root Causes .....	64
🔍 Relational Worldview .....	72
🔍 Empowerment Theory and Practice .....	77
🔍 The Lens as a Quality Improvement Tool and Process .....	81
🔍 Sustainability, Climate Health and Equity .....	85
🔍 Positive Mental Health and Equity .....	91
🔍 Six Outcome Areas for Advocacy and Policy Work.....	96
References and Other Helpful Resources .....	100
Appendices.....	107