

Health Equity Impact Assessment (HEIA) Tool

This HEIA Tool is a flexible and practical assessment tool that can be used to identify potential health impacts (positive or negative) of a plan, policy or program on vulnerable or disadvantaged groups within the general population.

Preamble: Differences in access to health care and health outcomes for communities and people are the result of both individual factors and structural barriers in the health care and other systems, and the complex, multi-dimensional way that these root causes intersect means that reducing health disparities and enhancing health equity starts with a comprehensive, holistic approach.

Note: This tool is designed to be used with the accompanying Workbook, which provides definitions, examples and detailed information to aid completion.

Organization Name:

Contact Name and Details:

Project Name:

Project Summary:

Using this HEIA Tool: The numbered steps in this tool correspond with sections in the accompanying Workbook. The Workbook is designed to lead assessors through conducting an HEIA step-by-step.

1. How does your program/service affect health equity for these vulnerable or disadvantaged populations? ¹	2. Potential Impacts			3. Mitigation Strategy	4. Monitoring
	Positive Impacts	Negative Impacts	More information needed		
Aboriginal					
Age-related groups, e.g., children, youth, seniors					
Disability, e.g., physical, deaf, deafened or hard of hearing, visual, intellectual/developmental, learning, mental illness, addictions/substance use					
Ethno-racial, e.g., racial/racialized or cultural minorities, some immigrants and refugees					
Francophone					
Homeless, marginally or under housed people					
Linguistic communities, e.g., people not comfortable receiving care in English or French or whose literacy affects communication					
Low income, underemployed, or unemployed people					
Religious/faith communities					
Rural/remote, inner-urban populations, e.g., geographic isolation, social isolation, under serviced areas					
Sex/gender, e.g., women, men, transsexual, transgendered					
Sexual orientation, e.g., lesbian, gay, bisexual, two-spirit					
Other ²					
Impacts on Social Determinants of Health, e.g., Income/Social Status; Social Support Networks; Employment; Education; Social Environments; Physical Environments etc. ³					

¹ This list is not exhaustive and uses terminology that may or may not be preferred by members of the communities in question. It is important to consider the range of populations an individual could be a part of.

² This list is not definitive. There may be other populations you wish to add, such as people without health insurance or a family doctor.

³ For more information on SDOH please refer to the Definitions section and Step 2 of the Workbook.