



# JEDI Continuum Worksheet

## Worksheet Output

- Define the key concepts related to justice and health equity
- Establish what successful application of these concepts may look like
- Discover next steps to take action and move towards justice

## JEDI Continuum: Overview

The JEDI Continuum (Health Research Toolbox, 2020) is a model that illustrates such interconnectedness and progression towards justice—the ultimate goal of working to advance equity. While working on diversity and equity initiatives within teams or organizations, it is important to keep this transformation goal of justice across communities and systems at the forefront. Therefore, the goal of doing equity work is to consistently move towards justice.

## Instructions

1. Read through the definition of each principle.
2. Review the JEDI Continuum Worksheet Overview to see key differences with each principle.
3. Fill out the last two rows on JEDI Continuum for Our Public Health and Safety Partnership Worksheet. See completed example (following page) for guidance.
4. After filling out the worksheet, review suggested next steps. Decide how to take action and brainstorm on the final page.

## Definitions

- Diversity** The ways in which people, and groups of people, differ from one another. It includes all the characteristics that make us different, which are usually based on identities such as race, gender, religion, sexual orientation, ability, language, education, socioeconomic status, and so on. Also refers to differences in perspectives, beliefs, and values. Based on these differences, we may experience systemic advantages or face systemic barriers to opportunity.
- Equality** The idea of giving everyone the same, regardless of background, context, or starting point. It has to do with guaranteeing that all people are treated in the same way no matter what their identities are.
- Inclusion** The act of intentionally and authentically fostering a sense of belonging among diverse groups of people. This involves bringing traditionally marginalized individuals or groups into processes, activities and decision-making, sharing power, and amplifying the voices of those who experience more barriers based on their identities. It means recognizing the dignity of all and valuing individuals' unique qualities and strengths.
- Equity** The idea that everyone, no matter who they are or where they come from, has the opportunity to thrive (and not just survive). This requires removing barriers to health and wellbeing, such as poverty, discrimination, or lack of access to safe housing, as well as repairing systemic injustices across systems. Racial equity means that one's racial identity does not predict one's health, social, or economic outcomes.
- Justice** Justice is the condition when people of all backgrounds are systematically treated with dignity and fairness. It occurs when all individuals' inherent worth and value is recognized at the level of institutions, policies, and individuals and results in equitable opportunities and outcomes for all. Justice refers to the dismantling of barriers. However, justice is not just the absence of inequity but the presence of intentional systems, policies, and practices that serve to maintain equity and prevent future inequities.



See the [Examples of Activities and Next Steps](#) section at the end of this resource for how each of this might be part of your partnership's work.

## JEDI Continuum Worksheet (Overview)

**Diversity**

**Equality**

**Inclusion**

**Equity**

**Justice**

Key message:	Representation of differences	Treating everyone the same	Everyone belongs	Leveling the playing field	Addressing root causes; removing systemic barriers
<b>Features:</b>	Not always strategic – can be accidental	Policies and practices are universal in nature	Needs to be intentional – it is not automatic	Recognizes systemic inequities and that our starting place is not the same	Understand root causes and engage in multi-sector, long-term initiatives
	Does not guarantee inclusion	Everyone receives the same resources and treatment	Everyone is welcomed and valued	Identifies barriers to accessing resources and advancing due to inequities	Engage and partner with communities
	Does not address behaviors	Different needs may be masked	Emphasis on lived experiences and unique perspectives	Tailor policies, practices, solutions to address unique barriers	Repair harms caused by systemic barriers/ Remove systemic barriers
<b>Success may look like:</b>	Increased numbers of diverse staff	Implementation of institution-wide/universal policies	Increased staff retention, trust, engagement	Development of tailored practices or programs	Reduction in inequities across populations

## JEDI Continuum for Our Public Health and Safety Partnership Worksheet

Diversity

Equality

Inclusion

Equity

Justice

Key message:	Representation of differences	Treating everyone the same	Everyone belongs	Leveling the playing field	Addressing root causes; removing systemic barriers
Features:	<i>Not always strategic – can be accidental</i>	<i>Policies and practices are universal in nature</i>	<i>Needs to be intentional – it is not automatic</i>	<i>Recognizes systemic inequities and that our starting place is not the same</i>	<i>Understand root causes and engage in multi-sector, long-term initiatives</i>
	<i>Does not guarantee inclusion</i>	<i>Everyone receives the same resources and treatment</i>	<i>Everyone is welcomed and valued</i>	<i>Identifies barriers to accessing resources and advancing due to inequities</i>	<i>Engage and partner with communities</i>
	<i>Does not address behaviors</i>	<i>Different needs may be masked</i>	<i>Emphasis on lived experiences and unique perspectives</i>	<i>Tailor policies, practices, solutions to address unique barriers</i>	<i>Repair harms caused by systemic barriers/ Remove systemic barriers</i>
Success may look like:	<i>More diverse representation in our public health and safety partnership membership</i>	<i>Implementation of universal Naloxone leave-behind kits across ALL first responder agencies and agents</i>	<i>Public health and safety partnership meetings regularly include perspectives from people with lived experience of opioid addiction</i>	<i>Public health and safety partnership contributes to development of housing and employment re-entry program for people with OUD (i.e., specific to this high-risk population)</i>	<i>Advocating for policies and practices that endorse harm reduction approaches</i>

<b>For our public health and safety partnership:</b>					
<b>Progress:</b>					
<b>Success will look like:</b>					
<b>Steps we will take</b>  <b>Activities to make progress and reach success:</b>					

## JEDI Continuum for Our Public Health and Safety Partnership : Completed Example Worksheet



Key Message:	Representation of differences	Treating everyone the same	Everyone belongs	Leveling the playing field	Addressing root causes; removing systemic barriers
Features:	Not always strategic – can be accidental	Policies and practices are universal in nature	Needs to be intentional – it is not automatic	Recognizes systemic inequities and that our starting place is not the same	Understand root causes and engage in multi-sector, long-term initiatives
	Does not guarantee inclusion	Everyone receives the same resources and treatment	Everyone is welcomed and valued	Identifies barriers to accessing resources and advancing due to inequities	Engage and partner with communities
	Does not address behaviors	Different needs may be masked	Emphasis on lived experiences and unique perspectives	Tailor policies, practices, solutions to address unique barriers	Repair harms caused by systemic barriers/ Remove systemic barriers
Success may look like:	More diverse representation in our public health and safety partnership membership	Implementation of universal Naloxone leave-behind kits across ALL first responder agencies and agents	Public health and safety partnership meetings regularly include perspectives from people with lived	Public health and safety partnership contributes to development of housing and employment re-entry program for people	Advocating for policies and practices that endorse harm reduction approaches

			experience of opioid addiction	with OUD (i.e., specific to this high-risk population)	
<b>For our public health and safety partnership, progress/success will look like:</b>	Increased Black and Latinx membership on our public health and safety partnership	All public health and safety members feel comfortable speaking at our meetings	Our townhall speaker series includes perspectives from harm reduction, criminal justice reform, and people of color.	Consistently analyzing data by subgroups to identify their unique needs.  Using participatory methods to hear directly from affected communities.	Demonstrated reductions in the use of criminal justice system for addressing substance/opioid use disorder.
<b>Steps we will take/activities to make progress and reach success:</b>	Conduct targeted outreach for additional, qualified members on our public health and safety partnership.  Attend PDMP meeting to see if we can identify interested folks.	Experiment with stronger meeting facilitation techniques to ensure everyone's voice is heard.	Targeted social media and email outreach to determine who might feel left out and suggestions for who else should be invited.	Work with data analyst to identify what subgroup analysis can be conducted now.  Identify what other steps are needed to improve data collection/analysis.  Use participatory data methods activity in the upcoming quarter (prior to strategic planning session for next fiscal year).	Conduct sequential intercept mapping with public health and safety members.  Gather data on participants and outcomes of pilot drug court program.  Join social determinants of health working group.

## Activities and Next Steps

### Diversity

1. Invite at least one new community member with lived experience to be a participating member in your public health and safety partnership
2. Identify data and information sources that showcase diverse communities' lived experience and knowledge, including qualitative data sources. Consider how to incorporate those data into project planning and decision-making

### Equality

1. Identify a health equity or equity resource that is of interest to your public health and safety partnership, for example one that is related to the overdose crisis, and ask all public health and safety members to review this resource and discuss at a meeting (see NACCHO's resource: [Health Equity in the Response to Drug Overdose](#))
2. Implement a standing equity or JEDI agenda item, or pulse check, in your regular public health and safety partnership meetings to discuss equity practices, concerns, and successes



**Inclusion**

1. Assess public health and safety partnership meeting times, location, language, and structure to determine whether they are accessible and appropriate for all
2. Consult with community members with lived experience who are in your public health and safety partnership about their particular needs and perspectives when it comes to equity
3. Create a community advisory board to inform program planning and implementation

**Equity**

1. Assess public health and safety partnership decision-making practices and consider where changes could be made to advance equity (e.g. by including people with lived experience)
2. Create a workgroup in your public health and safety partnership that is devoted to advancing JEDI in your partnership and health equity in your community
3. Prepare ongoing reports, or revisit existing ones, with language that addresses structural or social determinants of health

**Justice**

1. Conduct a root cause analysis to identify upstream factors impacting opioid overdose in your community
2. Identify ways to engage community members with lived experience (e.g. people who use drugs or are in recovery and their families) in your partnership's activities, including inviting people with lived experience to be participating members of the public health and safety partnership
3. Plan for how to communicate data or intervention results back to affected communities in ways that are accessible to them
4. Create a mechanism for affected communities to share experiences and/or express grievances related to program implementation, with your public health and safety partnership



**Space for your public health and safety partnership to brainstorm and note down ideas for next steps and activities to move forward:**