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## Health Equity in Workplaces

1 Health equity and social justice are foundational principles that shape care delivery and access to health resources. This is because health equity ensures that everyone has a fair opportunity to attain their highest health level (Prentice et al., 2024). On the other hand, social justice addresses the wider societal factors such as education, poverty, and racism that contribute to health disparities. 2 At my previous workplace, a community health clinic serving low-income individuals, health equity and social justice were central to the organization's mission. This is because we employed multi-lingual staff, hosted outreach programs, and provided sliding-scale fees to historically underserved populations. We also focused on closing the gap in outcomes for marginalized populations by addressing the social determinants of health.

If I were asked to develop a new initiative to reduce health disparities in such a setting, I would propose implementing a Community Health Advocate Program (CHA). This means that community advocates will be hired from the local community and trained to support patients navigate the healthcare system, access social services, and improve their health literacy (Shankar et al., 2022). Consequently, the model leverages cultural competence, peer support, and community trust to foster better health outcomes. However, implementation challenges include staff shortages, systemic barriers such as insurance complexities, and limited funding. For this reason, the initiative would need strong interdisciplinary collaboration, leadership commitment, and grant support to facilitate long-term structural change.

## References

Prentice, K. R., Beitelshes, M., Hill, A., & Jones, C. H. (2024). Defining health equity: A modern US perspective. *iScience*, 27(12). <https://doi.org/10.1016/j.isci.2024.111326>

Shankar, S., Phinney, R., Krapek, A., & Surapaneni, V. L. (2022). Building a community-centered public health advocacy training program for medical students. *Journal of Public Health Management and Practice*, 28(4), E692-E701.  
DOI: 10.1097/PHH.0000000000001486