Health in All Policies
Health Lens Analysis Tool

Tacoma-Pierce County
Health Department
Healthy People in Healthy Communities

What is Health in All Policies?

Policies have health effects—positive and negative—on the communities and the people they affect. In fact, social, economic and environmental factors influence up to 55% of a person's health. Health in All Policies (HiAP) is an approach that integrates health into decisions and policy-making. When decision makers adopt this approach and use tools such as this Health Lens Analysis Tool, they advance health by tackling the root causes of poor health outcomes— the social, economic and environmental conditions that contribute to health.

Who should use the Health Lens Analysis Tool?

Local elected officials and appointed commissioners, City Managers and leaders, planners, engineers and architects, and Non-Government Organizations can use this tool to improve health in Pierce County by consistently assessing the health impacts of potential policies and decisions.

What can can the Health Lens Analysis Tool help you do?
1. Assess the potential health impacts of a proposed policy or decision.
2. Identify opportunities within the proposal to improve its impacts on the social, economic and environmental causes of health.

Name of Proposed Policy or Decision *(ex. Any City, WA Paid Family and Medical Leave Policy)*

Health Lens Analysis Questions

1. What is this proposal trying to achieve or address?

(ex. This policy is aiming to ensure that all employees in Any City have the opportunity to take care of family and medical emergencies without sacrificing their ability to earn their needed income.)

2. Which groups of people will be most affected by this proposal?   * *see Appendix 2*

Positively affected: *(ex. Low-income employees of small businesses and large businesses not offering sick leave, families and children of these employees, customers at food establishments, etc.)*

Negatively affected: *(ex. Small businesses who are financially unable to offer such benefits, etc.)*

3. Which groups of people who may be affected have you consulted when developing the proposal? Who have you not consulted that might be affected?

Consulted with: *(ex. Consulted with Restaurant Association, City Council, Citizens at town halls, etc.)*

Have not consulted with: *(ex. Have not consulted with people who do not speak English, restaurant workers, etc.)*

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4. **How would this proposal improve or impair the social conditions of the community?**

Examples of social conditions include education, crime and safety, social connections, and access to opportunities, including health care, affordable housing, healthy foods, parks, green space, community services, transit, sidewalks; etc.

5. **How would this proposal improve or impair the economic conditions of the community?**

Examples of economic conditions include employment, income, property value, housing and transportation cost, and cost of living, etc.

6. **How would this proposal improve or impair the environmental conditions of the community?**

Examples of environmental conditions (both natural and built environments) include water quality, air quality, soil quality, main street or mixed use environment, complete streets,, etc.

7. **What are some possible unintended negative health effects of this proposal?**

(ex. Implementing this policy could leave food establishments short-staffed, which could lead to additional food safety violations and potential food-borne outbreaks)

8. **What actions do we need to take to ensure this proposal supports health in Pierce County? Whom might you need to work with to accomplish these actions?**

(ex. This policy would need to include a funding pool acting as insurance to safeguard small businesses from fronting all of the costs of policy up front, ensuring staffing remains stable and businesses don't suffer.Would need to work with..)

9. **What actions will be taken to make this proposal supportive of health in Pierce County?**

No change (please explain:)	
Remove the following from the proposal:	
Amend the following in the proposal:	
Add the following to the proposal:	

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Appendix 1:

Health Lens Analysis Tool Guide

This guide provides a brief explanation for each of the questions in the Health Lens Analysis Tool.

1. **What is this policy or decision trying to achieve or address?**
   Articulating the purpose of any policy or decision is the first step in identifying what aspects of it are most important to achieving that vision, and how health costs and benefits relate to that purpose.

2. **Which groups of people will be most affected by this policy or decision?**
   Health risks are higher for people living in poverty, the unemployed, minority populations, young children and seniors. *Please see Appendix 2* for a reference on who may be differentially affected.

3. **Who have you consulted (or not) in helping to shape the proposal?**
   People's health improves when they have some control over their circumstances and can help shape decisions and policies that affect them. Those most affected should be meaningfully involved.

4. **How would this proposal or decision improve or impair the social conditions of the community?**
   Social conditions such as education level, race, disability status, housing stability and connection to the community are root causes of health. Policies and decisions that support health provide opportunities for quality education, social inclusiveness, and community support for people of all backgrounds.

5. **How would this proposal or decision improve or impair the economic conditions of the community?**
   Income, employment, and affordability are also root causes of health. Health promoting decisions and policies support growth of local businesses and living wage jobs near transit and homes.

6. **How would this proposal or decision improve or impair the environment?**
   Health of the natural and built environment supports overall health. Health promoting decisions and policies help balance protecting natural resources with creating safe and resilient neighborhoods, making it convenient for people to be physically active, eat healthy food and interact with neighbors.

7. **What are some possible unintended negative health affects of this policy or decision?**
   We should avoid doing harm. For example: Will economic investment force some businesses to close and vulnerable people to move because rents are too high? Loss of income and housing add stress to already vulnerable people and negatively affects health.

8. **Who actions would need to be taken to ensure this policy or decision supports health?**
   How could the decision minimize potential negative consequences and support positive health? Who else in the community is working on the same issues? Consider an inter-local agreement or joint resolution to achieve mutual goals.

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9. What actions will be taken to make this proposal supportive of health in Pierce County?
What will you remove, change or add to the policy or decision to support health in Pierce County? If no change is necessary, explain why.

Appendix 2:

Population Groups Reference Worksheet

Population Impacted	Positive Impacts for Population	Negative Impacts for Population	Potential Actions to Improve Impacts
Low Income			
People of Color (AA, PI, AI, Latino, etc)			
Non-English Speakers			
People with Disabilities			
LGBTQ			
Gender (M/F)			
Elderly			
Youth			
Rural			

Low Education			
Single parents living in poverty			
Current residents living in subsidized or rental dwellings			