This document summarizes HIA, HiAP, and equity trainings offered by Human Impact Partners. We describe the objectives, audiences, and costs associated with two-day, one-day, and half-day models. For more information, please contact: lili@humanimpact.org.

Two-Day HIA Action Training

Objectives: Familiarize participants with the goals and process of HIA, begin work on an HIA, and bring together a group of diverse stakeholders who will be involved in the HIA. The training provides participants with experience and knowledge about procedures and tools available to effectively conduct HIA and use HIA findings, including how to ensure that equity is considered throughout each stage of the process. It also offers an opportunity for diverse stakeholders to develop a shared understanding of how they might participate in and use HIA, and build new relationships or collaborations.

Over two days, the training:
- Covers the essential steps in the HIA process, with an explicit focus on equity at each stage;
- Offers participants the opportunity to practice moving through the steps of an HIA in the context of a local case study example;
- Provides information about HIA tools and methodologies for each step of HIA;
- Facilitates discussion about stakeholder and community engagement in HIA and the variety of roles for stakeholders in the HIA process;
- Highlights intervention points in decision-making processes where HIA can be applied;
- Helps participants develop a workplan to conduct an HIA project; and
- Encourages participants to strategize about opportunities and challenges as they consider conducting an HIA.

A significant amount of advance work is done with training hosts/sponsors to identify training participants, prepare case study-related materials for use at the training, and to train small group facilitators.

Audience: This training is ideal for groups who are actively considering conducting an HIA project, or who are interested in building capacity for a specific HIA project. The training materials are tailored to the local context of each unique audience; however, a strong emphasis is placed on equity and community engagement. We encourage those interested in hosting an HIA training to engage a diverse group of stakeholders to participate, as the training itself provides a unique opportunity to build relationships and collaborations for future work to increase the consideration of health and equity in decision-making. Maximum number of participants: 35. The first part of the training, however, which is a bit more didactic, could be opened up to a larger group.

Cost: $15,000-$18,000

One-day HIA Training

Objective: Familiarize participants with the goals and process of HIA, provide examples of HIA case studies and their impacts, and work through the Screening and Scoping steps of HIA. A greater emphasis will be placed on group work to identify topics that could be the subject of an HIA and work to scope out the impacts of those proposals on health and health determinants. While this all-day training is customized to address the priorities of the host, it does not get beyond the Scoping stage of HIA in significant depth and participants may need support around the remaining steps of HIA should they move forward with a project. This training would be best paired with post-training technical assistance.

Over the day, the training:
- Covers the essential steps in the HIA process, with an explicit focus on equity at each stage;
- Offers participants the opportunity to practice moving through the Screening and Scoping steps of an HIA; and
- Includes an additional module focusing on the interests/needs of the audience. Could be focused on any of the remaining stages of HIA.
or on stakeholder and community engagement in the HIA process. Little advance work is done with the training hosts and no local case study is included.

**Audiences:** This workshop is ideal for those who want to begin planning a future HIA, want to apply for a grant to do an HIA, or are seeking some limited knowledge and capacity around HIA. Maximum number of participants: 35. *The first part of the training, however, which is a bit more didactic, could be opened up to a larger group.*

**Cost:** $10,000

**Half-day HIA Workshop**

**Objective:** Familiarize a wider audience with the goals and process of HIA, provide examples of HIA case studies and their impacts, and, through small group exercises, identify topics that could be the subject of an HIA (i.e., Screening). This 4-hour workshop may be used to: 1) generate a list of potential topics for an HIA that can then be prioritized further; or 2) expose a wide variety of stakeholders to an HIA being started and to how they can be involved in and benefit from this HIA.

**Audiences:** This workshop is ideal for those who want to start using HIA in their work, but would like to familiarize a broader audience of stakeholders with HIA before doing so, and work with them to identify a good project. Maximum number of participants: Unlimited.

**Cost:** $3500. Can be combined with the half-day HiAP workshop to be a full-day workshop.

**Half-day Health in All Policies Workshop**

**Objective:** Familiarize participants with the field of Health in All Policies, examples of HiAP in practice (including the types of collaborations, activities, and projects embodied in HiAP), how to begin to institutionalize HiAP, and discuss how equity and engagement can be incorporated into this nascent field. This workshop includes a module on HIA/health lens analysis as a core HiAP strategy and includes some examples of how HIAs have been used.

**Audiences:** This workshop is ideal for those interested in implementing a HiAP approach in their institution/organization, and who want to understand examples of how to do this. Given that the field (and its examples/approaches) is so varied, workshop content is tailored to meet the needs of sponsor/hosts, and some advance work is needed to accomplish this. Maximum number

**Cost:** $4500. Can be combined with the half-day HIA workshop to be a full-day workshop.

**One-day Health Equity Workshop:** Using an Inside-Outside Strategy and Building Power to Address the Social Determinants of Health

**Objective:** Familiarize and deepen participants’ understanding of the theoretical underpinnings of public health equity practice, including power, structural racism, intersectionality, narrative/worldview, inside-outside strategies, and community organizing.

Through the workshop and subsequent technical assistance, participants will build the skills necessary to advance health equity by providing practical examples and hand-on exercises that demonstrate how these theoretical underpinnings can be applied to public health practice.

**Audience:** Public health agency staff and their allies, who are interested in building their understanding of, leadership in support of, and skills for advancing health equity. Agency allies, for example, in other public agencies or community organizations, would be welcome participants.

**Cost:** approximately $12,000

HIP also conducts webinars to introduce audiences to HIA, HiAP, and how to advance equity — which are best suited for those exploring these tools and perspectives. Depending on the number of webinars and how much planning is required, costs can range from $500–$750.