# Equity Champion role and responsibilities

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| Name of Equity Champion |  |
| Signature |  |
| Date |  |

While equity is a practice-wide responsibility, it is important to have at least one person in the practice to drive equity initiatives, and to consistently provide an equity perspective.

Leadership is essential if there is to be a closing of health equity gaps.

## Key requirement for the role

Advanced knowledge/experience in promoting equity, cultural safety, and an understanding of bias and racism in all forms.

## Responsibilities

**Orientation of new team members:**

* Discuss what equity is and the goals of the practice
* Provide a breakdown of marginalised/underserved groups including Māori within the enrolled population, and any initiatives the practice is running to promote equity within these groups.
* All new staff to watch Equity videos, complete Cultural Safety & Competency training, complete Treaty of Waitangi

**Promoting and progressing equitable outcomes within the team**

* Provide mentoring for members as required
* Keep the team updated of their performance in key areas of focus.
* Inform the team of available training and CPD which provide skills to reduce health inequities.

**Team and clinical governance meetings**

* Provide information on the equity initiatives and any new areas of concern.
* Discuss and display equity data and audits at team meetings.