



Human Impact Partners’ COMMUNITY OF PRACTICE MODEL

Human Impact Partners transforms the field of public health to center equity and builds collective power with social justice movements.

Our Capacity Building Team envisions a future where all communities are thriving, healthy, and liberated from oppression. To achieve our vision, we must shift the way public health organizations work with communities and dismantle the unjust power imbalances at the root of health inequity. To that end, we strengthen the capacity of city, county, state, tribal, and territorial health departments, as well as other public health organizations, to transform their systems, policies, practices, and relationships toward equity and racial justice.

Our training and technical assistance help public health organizations:

- Deepen relationships and integrate the head and the heart
- Advance equity and racial justice through structural solutions
- Transform dominant narratives that impede true health equity
- Build, shift, and share power with communities
- Align with social movements
- Cultivate visionary and strategic leadership to guide liberation culture
- Connect to our nationwide health equity network

What is a Community of Practice (CoP)?

HIP's Community of Practice (CoP) is a space where public health practitioners come together to explore, discuss, and develop capacity and strategies to advance health equity across multiple stakeholders (e.g., intra-organizational, community, field of public health). The goal is to help participants build authentic partnerships, work intentionally with the communities they serve, and act as meaningful partners to advance health and racial equity.

We pair our CoP sessions with foundational workshops, technical assistance, and coaching on various topics to help public health practitioners learn new ways of being together and advance health equity more effectively.

In our Communities of Practice, we help participants:

- Foster deeper relationships and collective ownership over their work
- Develop a shared understanding of frameworks and strategies to advance health equity
- Engage in conversations to support building community power, integrating the head and the heart, and applying transformative narratives
- Practice deep analysis and inquiry into the issues impacting their public health practice



Communities of Practice Structure

We honor the time, expertise, and lived experience of all participants in our sessions, cultivating the collective wisdom and diversity of the group. To that end, we aim to create dialogues that generate new awareness and opportunities for people to build relationships that center and sustain equity practices.

During the CoP, participants will develop their practice through:

- Problem solving
- Reviewing case studies and applying concepts to their work
- Reading, watching, and discussing relevant content
- Practicing new concepts and strategies

Number of sessions depends on our partners' needs, though we recommend at least eight sessions to establish trust and dive deeply into issues. Sessions typically meet a minimum of 90 minutes bi-weekly or 2 hours monthly.

Expectations of Participants

Our CoP sessions are highly interactive and engaging spaces for inquiry, alignment and meaning making. It's our hope that participants will:

- Nurture reflection and action on their roles within larger systems
- Balance power dynamics
- Create opportunities to learn and build community
- Center dialogue, exploration, and relationship building



DESIGN YOUR COMMUNITY OF PRACTICE EXPERIENCE WITH HIP

To learn more or discuss a potential partnership, please contact cbinfo@humanimpact.org.