

Health in All Policies

Health Lens Analysis Tool



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 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.

Save Completed Health Lens Analysis Tools

1. Sharing the results of the completed Health Lens Analysis Tool with the Health In All Policy Committee by saving it to the ["Completed Health Lens Tools" folder](#) on the HUB.

Name of Proposed Policy or Decision

Any City, WA Paid Family and Medical Leave Policy

Health Lens Analysis Questions

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

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: *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: *Small businesses who are financially unable to offer such benefits to their employees*

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

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

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

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This policy would improve the social conditions of the x,000 number of jobs in Any City, WA that currently do not receive the benefits of Paid Family and Medical Leave through their employer. The ability to access medical care for emergencies or for family members, including children or parents, in need will improve social conditions. Additionally, the ability to take care of family will improve social connections.

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

Economic conditions for the x,000 number of jobs in Any City, WA that currently do not receive the benefits of Paid Family and Medical Leave through their employer will improve. 50% of homes in the U.S. have less than \$1,000 in savings, preventing adequate leave. Employers that have implemented such policies have seen an x% decrease in staff turnover due to increased stability of staff. Any City Chamber of Commerce estimates x number of job losses based on current proposal.

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

Implementation of this policy will result in fewer food-borne outbreaks in Any City, WA. Jurisdictions that have implemented similar proposals have seen an x% decrease in such outbreaks largely due to food service workers being able to stay home with illnesses rather than report to work sick.

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

Implementing this policy could leave food establishments short-staffed, which could lead to additional food safety violations and potential food-borne outbreaks. Additionally, any financial burdens on smaller businesses could produce unintended negative impacts for businesses struggling to make ends meet under current conditions.

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?

If possible, this policy could 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. Alternative strategies to reducing near-term risk for small businesses should be explored. Would need to work with.. Could also partner to implement a short-staff procedure to help aid those businesses with low numbers of staff.

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:	Add an insurance pool of funding for small businesses to be able to tap into to prevent small business costs up-front, support small businesses with guidance no short-staffing procedures.

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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.

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.

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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			
Genders			
Elderly			
Youth			
Rural			
Low Education			
Single Parents in Poverty			
Renters/ Subsidized Housing			
People who are Undocumented			
People Experiencing Chronic Homelessness			
Any Other Potentially Affected Groups			