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| **Health Equity Competency Assessment** | | |
| **Equity Knowledge** | |  |
| **Health Equity** | Comfortable with the basic understanding of health disparities, terminology, and concepts of health equity and social justice |  |
| **Intersectionality** | Basic understanding of intersectional social categorizations and adopting an intersectional approach to health equity and prevention efforts |  |
| **Network Building** | |  |
| **Recruitment** | Build a network of individuals and organizations that are comprised of and/or serve populations most impacted by substance use related disparities |  |
| **Engagement** | Actively engage individuals and organizations that are comprised of and/or serve populations impacted by substance use related disparities in network planning, decision making and implementation |  |
| **Policy, Systems and Environmental Change** | |  |
| **PSE Impact** | Assess potential and existing PSE strategies impact on health equity |  |
| **PSE Education** | Educate decision makers, and decision-making bodies on health equity and how potential and existing policies, systems and environments that contribute to health equity or health disparities |  |
| **Facilitation** | |  |
| **Conflict Management** | Facilitate effective, proactive, and healthy conversations, address unhealthy conflicts, and create an inclusive space for network partners |  |
| **Power Dynamics** | Acknowledge interpersonal, institutional, and systemic power differentials and address them within network and workplan activities |  |
| **Youth Leadership** | |  |
| **Youth Informed** | Ensure youth including representation from youth impacted by substance use related disparities inform and guide network activities |  |
| **Youth Collaboration** | Build spaces for youth leadership development and collaboration with youth, youth led organizations and/or coalitions to implement network prevention efforts |  |

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| Beginner | Novice | Capable | Confident | Expert |
| This concept is new or unfamiliar. I need a lot of education and guidance putting it into action. | I am starting to understand this concept. I need some support and practice | I understand this concept but still need some support putting it into action | I understand this concept and can put it into action with little to no support | I understand this concept and can put it into action. I could teach someone else about this concept and support them in putting it into action. |