

This document answers frequently asked questions (FAQ) about HCA's new health equity liaison role. Because our work with health equity is ever evolving, this FAQ will change over time.

## What's the role of health equity liaisons?

Liaisons will help bolster, support, and advance our agency's goal of exemplifying a culture of health equity. This new role, which serves as a bridge and connector, creates a new communication infrastructure where information is shared in multiple ways and between multiple people. For example, divisions will share with and receive information from their liaison. Liaisons will also share with and receive information from their division and other liaisons.

The liaison role does not diminish or take away from other's health equity work. **Everyone has a part to play in advancing health equity.** Liaisons will help connect our health equity work across the agency.

[See the health equity liaison roster.](#)

## What will a liaison do?

Liaisons will serve as a bridge and connector between divisions. They will continue to carry out their current job duties and those specific to being a health equity liaison. In this new role, liaisons are responsible for communicating, training, and aligning their division's equity efforts across the agency. They will:

- Keep track of health equity activities within their division and communicate those activities with other divisions.
- Learn how to apply an equity lens, become a peer educator, share information, and communicate feedback and their division's learning needs.
- Be responsible for ensuring alignment of HCA's mission, vision, goals, objectives, and activities with other divisions, and collaborate with each other to avoid duplication of efforts.

Read the [fact sheet](#) and [InsideHCA announcement](#) for more information.

## What won't a liaison do?

Within their role, a health equity liaison will **not**:

- Takeover or be involved in all health equity work happening within their division or outside their scope of work.
- Be a barrier to other's health equity work, progress, or journey.
- Hinder or disrupt existing health equity work.
- Exclude others from the HCA's health equity efforts.
- Be the only health equity expert in their division.

## How will a liaison work with their division?

How each liaison works with their division will be unique, as every division has their own processes and ways of doing things—including communicating with staff. **If your division needs help with developing a strategy and/or ways for your health equity liaison to be successful**, please contact Quyen at [doquyen.huynh@hca.wa.gov](mailto:doquyen.huynh@hca.wa.gov) or [HCAequity@hca.wa.gov](mailto:HCAequity@hca.wa.gov).

## How were liaisons selected?

Each division's leadership carefully considered those interested and selected the health equity liaison. Selection was based on a liaison meeting specific criteria (see [fact sheet](#)) and workload capacity. Each

division shared the name of their liaison(s) with Health Equity, Social Justice, and Strategy Manager Quyen Huynh, who leads this effort.

We will be sharing the list of health equity liaisons soon!

## Why are there a limited number of liaisons?

It takes time to build a strong foundation of health equity, and our agency is no exception. We're starting small with each division having one to two liaisons. This will help liaisons be effective and successful in their new role and complete tasks on time.

As we continue our health equity efforts, there *may* be an opportunity in the future for divisions to add an additional liaison(s). This will depend on workload, divisions' needs, additional support for the health equity manager, and other considerations.

## If someone wasn't selected to be a liaison, what can they do to stay engaged?

Although not everyone can serve as a liaison, we recognize and celebrate the role **all** staff play in advancing HCA's health equity efforts. There are many ways that staff can contribute and stay engaged in health equity. Here are some options:

- Join the Collaborative Community for Health Equity. This group is available to everyone and provides a platform for staff to share resources, ask questions, and learn from each other. To join or learn more, email [HCAEquity@hca.wa.gov](mailto:HCAEquity@hca.wa.gov).
- Become involved in an [Employee Resource Group](#).
- Start applying an equity lens to current work by using the [Health Equity Toolkit](#).
- Continue to work on the many programs, projects, initiatives, and efforts going on at HCA. Most our work is directly related to health equity.
- Communicate with and support their division's liaison(s).

## If I have other questions, who can I contact?

Please reach out to Quyen at [doquyen.huynh@hca.wa.gov](mailto:doquyen.huynh@hca.wa.gov) or [HCAequity@hca.wa.gov](mailto:HCAequity@hca.wa.gov).