Introducing HIA into your organisation

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Introducing HIA: a challenge

Many people find this

the most difficult task when using HIA

Introducing HIA: How?

- There is no single "right" way to introduce HIA into an organisation
- There are many different ways that can be used
- It is probably best to use a combination of several but within the context of a strategy

Introducing HIA: How?

It is vital:

- **to liaise with and involve politicians and/or senior staff at an early stage**

- **to integrate HIA into the everyday business of your organisation**

Introducing HIA: Where to get started

- **Find at least one champion among the politicians and/or senior managers**
- **Brief them fully about HIA**
- **Discuss ways to introduce HIA into the organisation**

Introducing HIA:
What are the options?

Working with politicians or senior managers

- Run a seminar for politicians and/or senior managers: brief them, give them an opportunity to ask questions, identify their needs with respect to HIA, and explore how to introduce HIA into your organisation

- Conduct a pilot, and involve some of the politicians/senior managers but keep them all informed

Introducing HIA:
What are the options?

Working with officers and managers

- Map skills, knowledge and experience within the organisation

- Draft a training and skills development programme

- Identify ways to integrate HIA into already existing processes or procedures

- Explore whether partner agencies and organisations would be willing to support you

Introducing HIA: Choosing a pilot

Choose a proposal:

- that is relatively uncontroversial
- that is the responsibility of relatively supportive politicians and/or senior managers
- about which there is the possibility of making changes or negotiating changes
- for which there is research information available on impacts and/or interventions
- the timescale for the HIA is not too brief

Introducing HIA: Conducting a pilot

- Ensure there is a Steering Group for the HIA
- Establish an HIA Management Team
- Pay attention to Scoping the HIA properly
- Unless your organisation has a good history of community participation and community development, do not involve the community
- You could consider involving other stakeholders in the public and/or voluntary sector
- Use the pilot as a way of training officers and building capacity in the organisation
- Do not neglect Process Evaluation after the pilot

Introducing HIA: Getting support

- **Network in Northern Ireland**
- **Formal network in the island of Ireland**
- **Informal support from organisations who already have experience, e.g. Belfast Healthy Cities, & Southern Health and Social Services Board, Armagh**

Introducing HIA: Getting support

Possibilities through the WHO Healthy Cities Sub-Network in HIA

- Expert support
- Training
- Tool development
- Dissemination of promising and good practice
- Innovation

Introducing HIA : Getting support

External support

- Academic institutions
- Regional and national government
- Independent practitioners
- E-mail lists
- Web sites
- Other networks in Europe, e.g. Eurocities