Centering Equity Workgroup

A Conversation about our Shared Work

Our Time Together Today

- Brief Update on Centering Equity Work to Date

- Introduction to proposed Race Equity Impact Assessment Tool and Process
  - DRAFT Centering Equity Work Group recommendations
  - Group Discussion

Addressing the Root Cause of Racial Health Disparities

- Responsive to Michigan Coronavirus Task Force on Racial Disparities E.O. No. 2020-55's charge to the Task Force numbers 1, 6, and 7

- Proposed work focuses on how to put in place policies, programs, and practices that contribute to the ending of systemic racism

- First meeting was July 6th

- Standing meeting is Mondays 4-5

This Work is Happening Fast

- **Identify best practices for race equity impact assessments** in order to:
  - Develop or amend policies or practices to assure that all are responsive to root causes of health disparities and inequality.
  - **Create a framework and expectations for implicit bias trainings**

- Provide guidance from the state on **actions that can be associated with declarations of racism as a public health crisis**

What is a Race Equity Impact Assessment?

- Designed to integrate explicit consideration of racial equity in decisions, including policies, practices, programs, and budgets.

- It can help to develop strategies and actions that reduce racial inequities and improve success for all groups.

Nelson and Brooks (2016) Government Alliance for Race Equity Racial Equity Toolkit An Opportunity to Operationalize Equity
https://www.racialequityalliance.org/wp-content/uploads/2015/10/GARE-Racial_Equity_Toolkit.pdf

How Can a Race Impact Assessment Process Combat Systemic Racism?

- To transform government, we must normalize conversations about race, operationalize new behaviors and policies, and organize to achieve racial equity

- Without intentional intervention, institutions and structures will continue to perpetuate racial inequities. Government has the ability to implement policy change at multiple levels and across multiple sectors to drive larger systemic change. Routine use of a racial equity tool explicitly integrates racial equity into governmental operations.

Nelson and Brooks (2016) Government Alliance for Race Equity Racial Equity Toolkit An Opportunity to Operationalize Equity https://www.racialequityalliance.org/wp-content/uploads/2015/10/GARE-Racial_Equity_Toolkit.pdf

What Have We Done In Michigan?

- GARE projects in local municipalities and government entities:
  - City of Grand Rapids, City of Ann Arbor, City of Detroit, Macomb County
  - MDHHS, MDCR

- MDHHS' work to develop and pilot a tool and related process
  - 2018 Diversity, Equity, and Inclusion Strategic Plan
  - Diversity, Equity, and Inclusion Council
  - Social Determinants of Health Strategy

Step 1. Proposal	• What is the policy, program, practice or budget decision under consideration? • What is the desired result/outcome? • Describe this proposal's intended audience.
Step 2. Data	• Are you using both quantitative as well as qualitative data, including storytelling? • What are the audience's social determinants of equity indicators? What types of disparities and inequities have historically and contemporarily affected the intended populations?
Step 3. Community Engagement	• How will you ensure communities of color and those who are marginalized are engaged, from start to finish, in the decision making as equal partners at the table? • How will you guarantee and empower community to use their voice and autonomy?
Step 4. Analysis and Strategies	• Who will benefit or be burdened by your proposal? • What strategies will you promote to advance racial equity or mitigate consequences? • What determinants of equity will be affected? Are strategies culturally and linguistically competent?
Step 5. Implementation	• How will you identify and reduce institutional barriers to achieve intended audience buy-in during implementation? Did you involve audience in this roll out plan? • Is your implementation equitable, sustainable and culturally and linguistically competent?
Step 6. Accountability and Communication	• How will you engage intended communities in guiding the review, communication, and evaluation of the final product and outcomes? • How will you guarantee trust is being built and maintained with intended audience?

DRAFT Workgroup Recommendations

- Required online training modules for all staff on core equity concepts

- Cohort model for Technical Assistance

- Invest in development of more staff who can provide TA

- Clear and consistent support and participation from leadership

- Campaign to promote and normalize use of the tool and process – shifting organizational culture

- Baseline and longitudinal data to track implementation progress

- Dedicated line item in budgets to sustain the work over time

- Develop model in state government and then support use in counties and local government

Based on your knowledge and experience with EIA or similar tools (e.g. Health Impact Assessment), what are your recommendations for how the state can begin to formalize the use of an EIA tool for all decision-making?