

QUARTER TWO

EQUITY IMPACT ASSESSMENT (EIA)

PROJECT UPDATE

Presented By:

Evaluation Team

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Programming Team Updates

E I A P R O J E C T

State and Federal Alignment

Michigan Coronavirus Racial Disparities Task Force (RDTF)



Executive Directive 2020-9

Addressing Racism
as a Public Health Crisis



MDHHS Social Determinants of Health (SDOH)

SDOH Strategy



Federal Government Executive Order

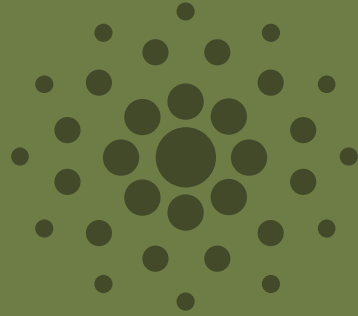
On Advancing Racial
Equity and Support for
Underserved Communities

What is EIA?

This framework has the following goals:

- **Assist**
To assist decision-makers in assessing and producing explicit equity considerations and outcomes.
- **Reduce**
To reduce bias in day-to-day decisions, such as when assessing and creating internal processes, practices, policies, and programs.
- **Evaluate**
To evaluate against potential adverse impacts and unintended consequences for adoption and implementation.





EIA Process

Adapted from the Local and
Regional Government Alliance
on Race & Equity (GARE)

Racial Equity Tool

1. **Proposal:**

What is the policy, program, practice or budget decision under consideration? What are the desired results and outcomes?

2. **Data:**

What's the data? What does the data tell us?

3. **Community engagement:**

How have communities been engaged? Are there opportunities to expand engagement?

4. **Analysis and strategies:**

Who will benefit from or be burdened by your proposal? What are your strategies for advancing racial equity or mitigating unintended consequences?

5. **Implementation:**

What is your plan for implementation?

6. **Accountability and communication:**

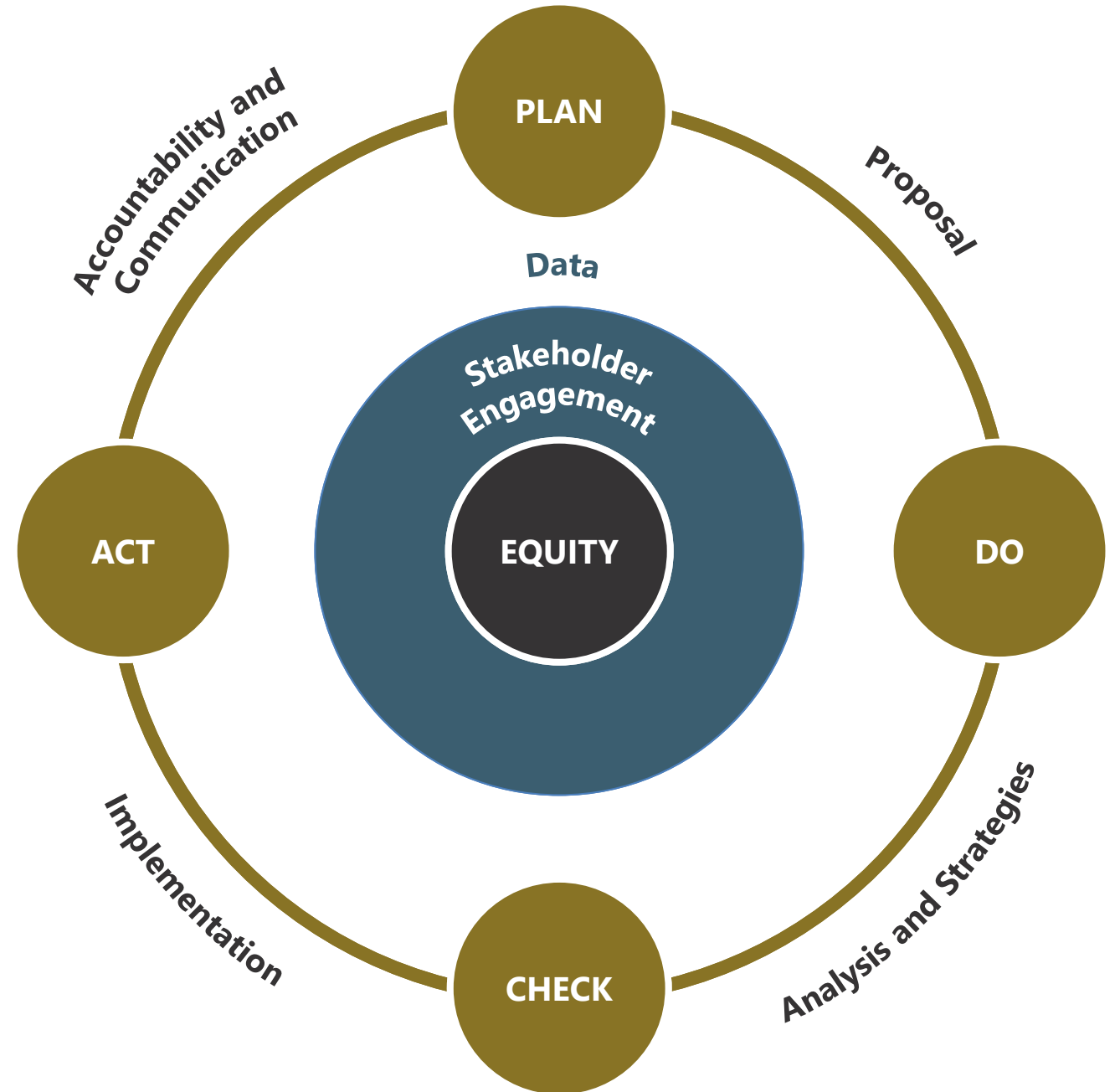
How will you ensure accountability, communicate, and evaluate results?



Business Case for EIA

“By 2050 our country stands to realize an \$8 trillion gain in GDP by closing the U.S. racial equity gap. ‘Closing the gap’ means lessening, and ultimately eliminating, disparities and opportunity differentials that limit the human potential and the economic contributions of people of color.”

W.K. Kellogg Foundation



MDHHS

Demonstration Areas



**Behavioral, Physical
Health and Aging
Services Administration
(BPHASA)**



**Bureau of Children's
Coordinated Health
Policy and Supports
(Children's Services)**



**Economic Stability
Administration
(ESA)**

Problem Statements

BPHASA



Black women are 2.8 times more likely to die as a result of pregnancy or childbirth.

CHILDREN'S SERVICES



Black children are underrepresented in the group receiving Trauma Focused Cognitive Behavior Therapy (TF-CBT).

ESA



SNAP participation is lower for Hispanics in poverty with a visual disability (41% compared to 53% for non-Hispanics).



Phase I: Leadership Commitment & Foundational Trainings

Establish EIA leadership buy-in. Sign leadership agreement form with expectations and timeline. Deliver EIA foundational trainings. Work areas must assemble internal EIA team and begin to hold internal EIA meetings to mobilize and progress EIA work.

Total Hours: 5.0

Time Frame: May 2021



Phase II: Evaluation Process Introduction

Determine work readiness through the administration of a work area assessment. Evaluation team will introduce their evaluation model and the programmatic team will introduce coaching structure. Work areas must continue to hold regular internal EIA meetings to mobilize and progress EIA work.

Total Hours: 2.5

Time Frame: June 2021



Phase III: Technical Assistance and Coaching

Deliver a total of six structured training and technical assistance sessions. Programmatic coaching occurs via open dialogue/check in sessions with each of the work areas. Each open dialogue session occurs two weeks after a structured training session. Conduct facilitated logic model sessions with an evaluator to develop measurement structure. Evaluation team delivers quarterly updates to stakeholders. Work areas continue to hold regular internal EIA meetings to mobilize and progress EIA work.

Total Hours: 100.0

Time Frame: July 2021 – October 2022



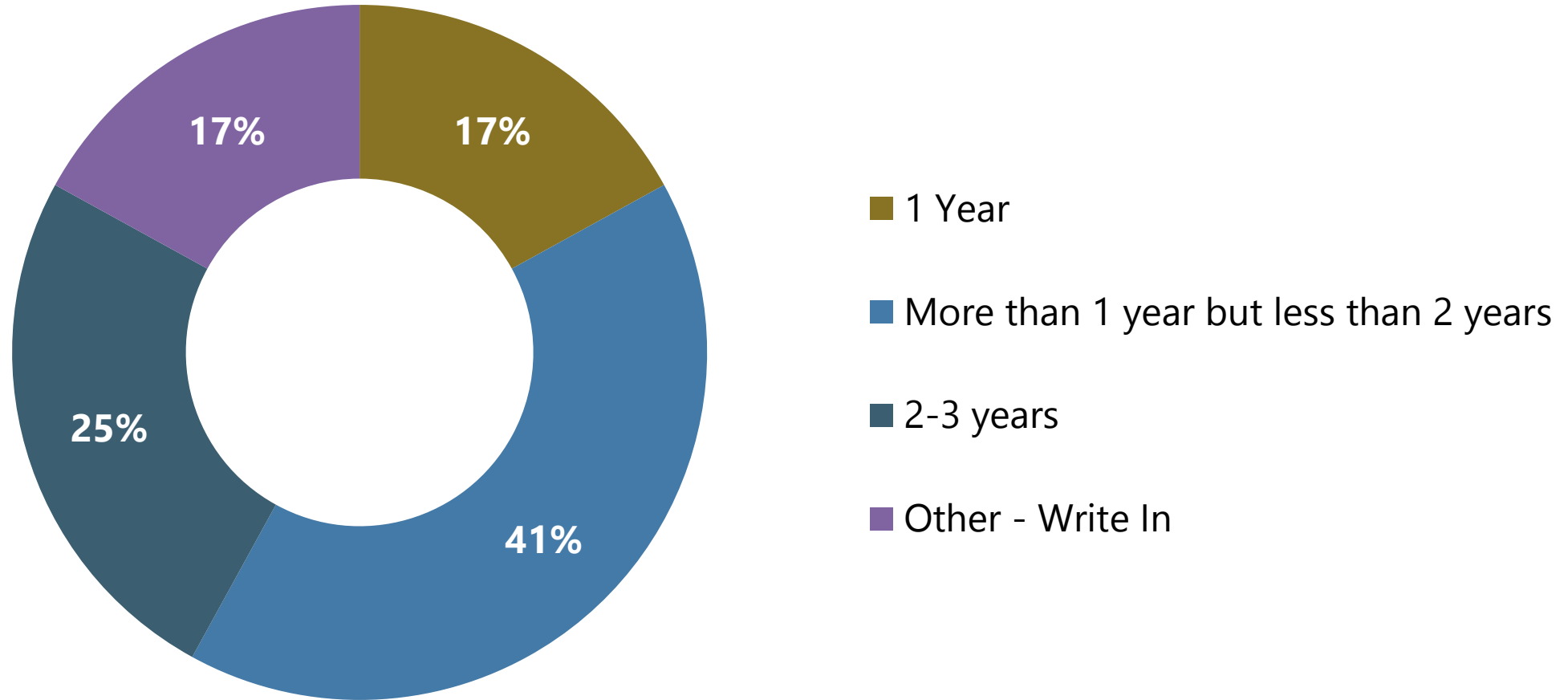
Phase IV: Final Evaluation and EIA Toolkit Publication

Evaluators develop final evaluation draft report. Programmatic leads disseminate EIA Toolkit in 2023. An EIA Train the Trainer Champion structure is developed to train staff who are passionate and/or knowledgeable to continue to operationalize the EIA process in their work area. Work areas can review and provide feedback on the draft report and EIA Toolkit.

Total Hours: 19.0

Time Frame: November 2022 – March 2023

How long do you think is realistic to complete the work required by the EIA process? (n=12)





Evaluation Team Updates

E I A P R O J E C T

EIA Logic Model for Programs



OUTCOMES

EIA increases objectivity by engaging authentically with state governmental leaders and community stakeholders to co-create and increase equitable outcomes for racial, ethnic and other marginalized populations.



Short-Term Indicators (Immediately After Post-Trainings)

Competency

Remember and Understand

Recall information about the history of privilege and oppression and systemic inequities, express this information in one's own words, and give examples.

Awareness, Knowledge, Capacity

Assess increases in awareness, knowledge, and capacity.

Attitudes, Beliefs, Perceptions

Measure changes in attitudes (approach), beliefs (acceptance) and perceptions (way you see it) following theory that reasoning predicts behavior change.



Long-Term Indicators (1-3 Years Post-Trainings)

Competency

Create

Create a personal workplan of behavior change based on one's own efforts to address the history of privilege and oppression and systemic inequities in one's own work area.

Behavior Changes/Decision Making

Practices

How something is carried out or performed; both individual and organizational level.

Procedures

An established way something is done.

Policies

A written and codified, high level overall organizational plan embracing the philosophy, general goals and acceptable procedures, to remedy an issue.



Medium-Term Indicators (3-6 Months Post-Trainings)

Competencies

Apply and Analyze

Report on and distinguish how policies and practices contribute to the history of privilege and oppression and systemic inequities.

Evaluate

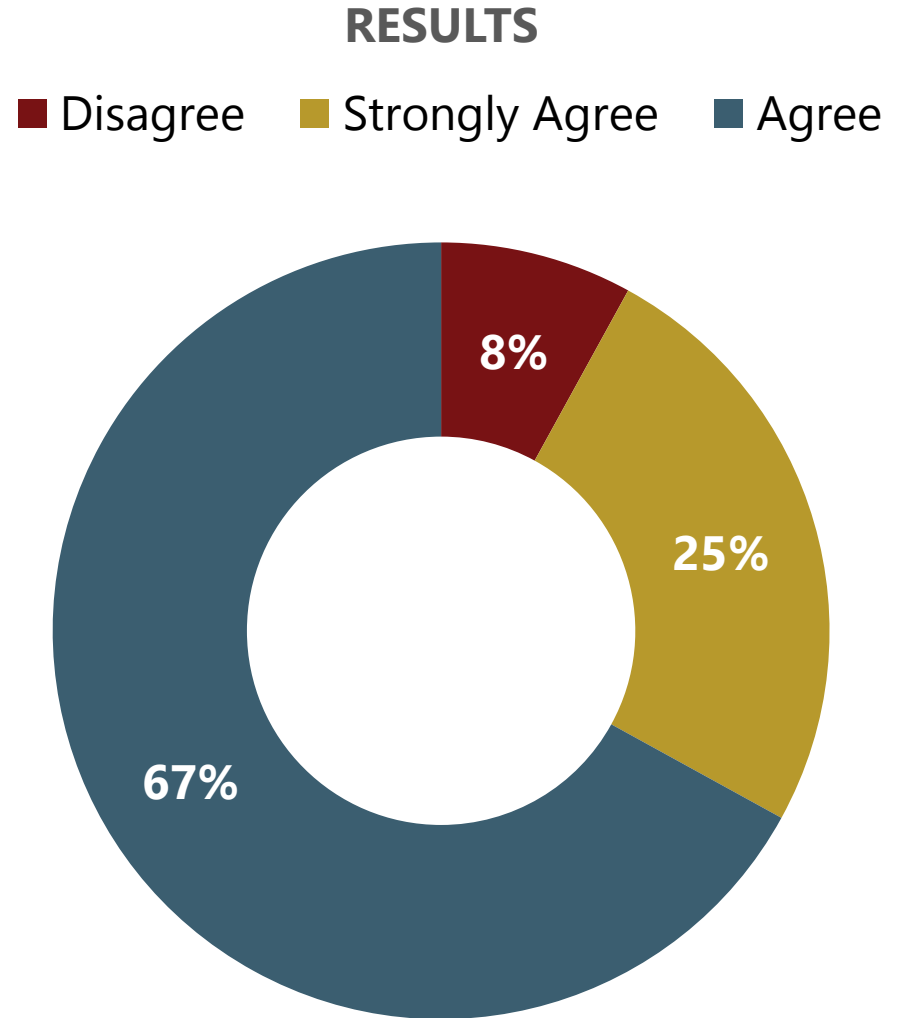
Self-evaluate one's own actions and experiences as they relate to the history of privilege and oppression and systemic inequities in one's own work area.

Skills

The ability to use one's knowledge effectively and readily in execution or performance.

EIA Addressing Racism As Public Health Crisis

Agreement that the EIA process is helping to accomplish the Governor's goal of addressing racism as a public health crisis? (n=12)



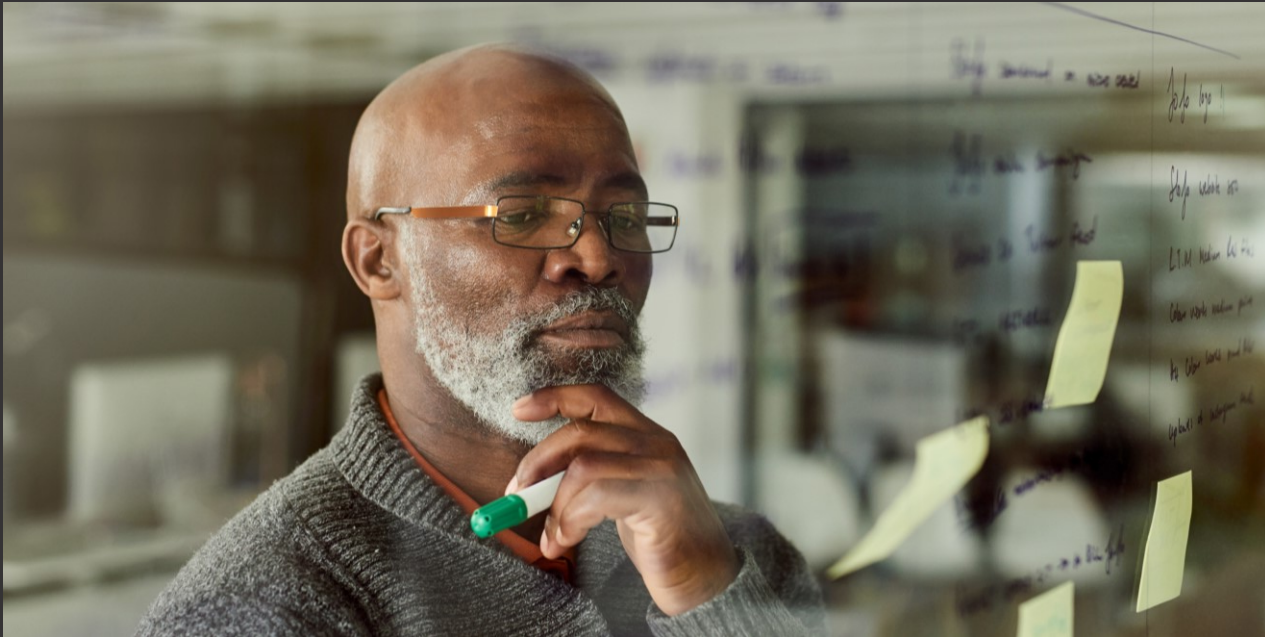
What The Evaluation Has Taught Us

Indicators (Awareness, Knowledge, Capacity)

Indicator	Findings
Increased AWARENESS of what equity means	92% Strongly Agreed or Agreed (n=12)
Increased AWARENESS of inequities that impact certain populations, and how to address them in my work	92% Strongly Agreed or Agreed (n=12)
Increased KNOWLEDGE of what equity means	92% Strongly Agreed or Agreed (n=12)
Increased KNOWLEDGE of inequities that impact certain populations, and how to address them in my work	83% Strongly Agreed or Agreed (n=12)
Increased my CAPACITY in my work to IDENTIFY inequities that impact certain populations	92% Strongly Agreed or Agreed (n=12)
Increased my CAPACITY in my work to ADDRESS inequities that impact certain populations	91% Strongly Agreed or Agreed (n=11)

What the Evaluation Has Taught Us

Indicators (Attitudes, Beliefs, Perceptions)



Competencies

Understand (believe) that engaging priority populations and those with lived experiences is a key component of the EIA process.

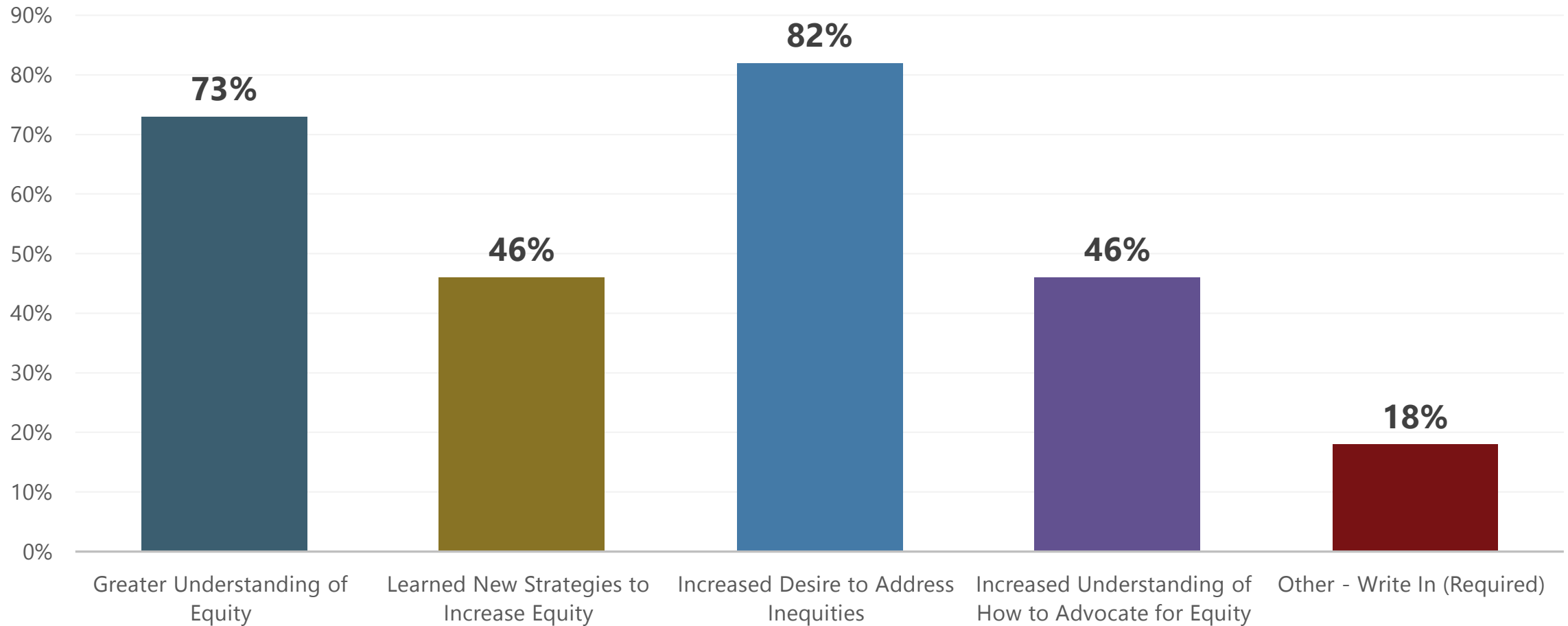


FINDINGS

100%

Strongly Agreed or Agreed (n=6)

What have you gained as a participant of the EIA process? (n=12)





Write-in Responses

What have you gained as a participant in the EIA process?

- “I think I’ve learned the tension of...being in this bridging type of space (and) helping support this work from a role that isn't solely focused on it. And the fact that this tension is required (and) necessary to effect change.”
- “Learned how to look for inequity in places that I did not think to look before.”

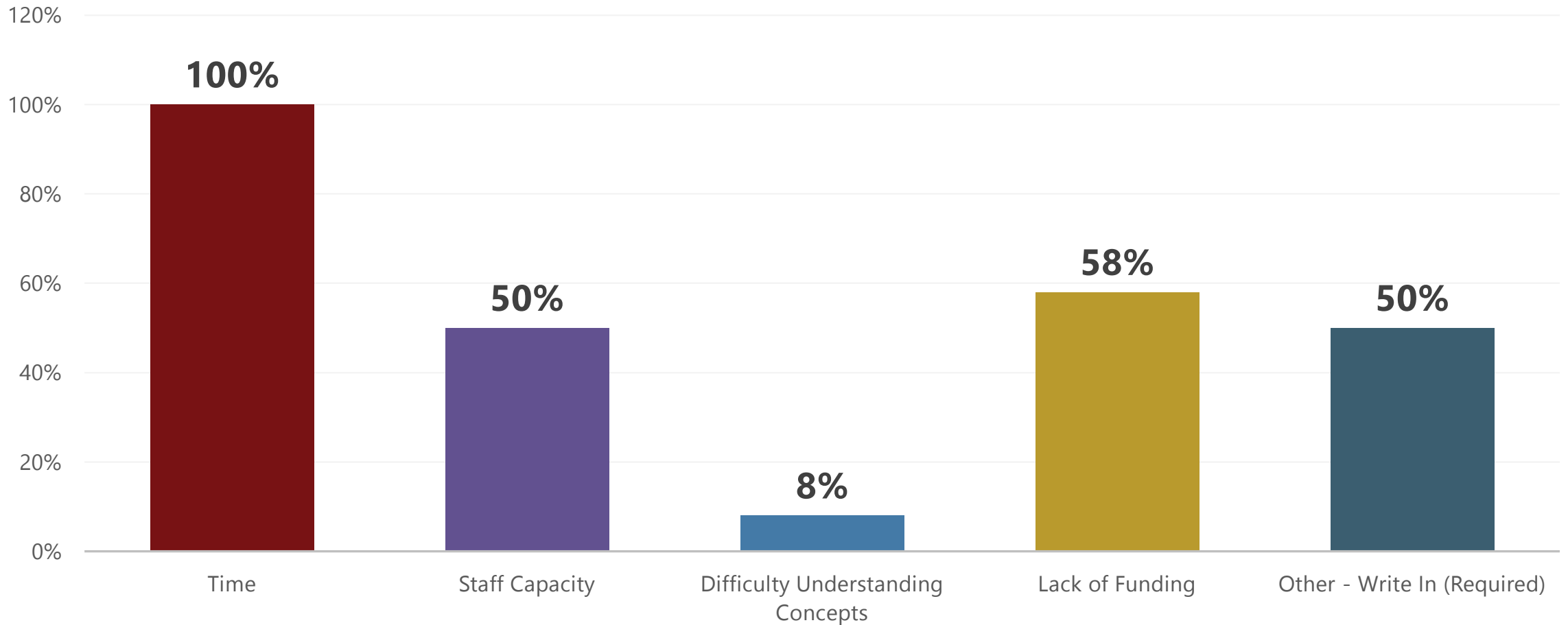


Successes Identified

by the EIA Programming Team

- Staff having time for equity; would not have time if not for EIA (n=1)
- Dedication to learning the process (n=2)
- Evaluation (n=1)
- Close guidance of EIA team providing training and technical assistance (n=2)

What barriers/challenges have you had as a participant of the EIA process? (n=12)



Write-in Responses

What barriers/challenges have you had as a participant of the EIA process?



- Difficulty understanding the process. (n=3)
- Difficulty implementing alongside COVID-19 response and return-to-normal activities. Of course, the EIA team did a great job working in such unique circumstances.
- EIA staff's understanding of our bureau's work and their understanding of effective training techniques.
- Time and staff capacity will likely always be a barrier and I believe can be worked around. I think the bigger barrier is changing our typical view of stakeholders, away from providers and toward beneficiaries. Especially changing leadership and staff views around this. What we do now isn't enough, but many think it is. (culture change!)



Barriers Identified

by the EIA Programming Team

- Funding unallocated or insufficient (n=1)
- Timelines and deliverables unknown, unclear, or changing (n=3)
- Participants' resistance or lack of time (n=2)
- Systemic barriers within MDHHS (n=1)
- Challenges with data collection (n=1)
- Evaluation being designed along the way (n=2)
- Lack of connections to communities being served (n=1)
- Workload required is much greater than time available to do the work (n=2)

What The Evaluation Has Taught Us

Summary of Evaluation Findings

Learning	Requests
EIA is not fully developed	Complete the design and evaluation of all components
Standards need to be established for participation (i.e., attendance & assignments)	Establish and communicate participation standards
Low response rates highlighted the need for participation standards	After quarter 2, evaluation requests are sent to session attendees only
Capacity challenges are evidenced by delays in task completion	Increased support may be needed
Quarter 4 evaluation tasks need to focus on measuring medium- and long-term outcomes	Fully developed timeline will support medium- and long-term evaluation



NEXT STEPS

Future Meeting Dates

OPEN DIALOGUE

How Would You Like to Be Updated?



Quarterly/Mid-Year
Meetings



Printed
Reports



Other
Methods

Other Questions and Answers...



THANK YOU

EIA PROJECT UPDATE QUARTER TWO

A group of people in business attire are gathered around a table, looking at various charts and documents. The scene is dimly lit with a blue overlay. The charts on the table include bar graphs, pie charts, and line graphs. Some charts have labels like 'REVENUE' and 'PROFIT'.

QUARTER TWO

ADDITIONAL SLIDES

EIA Demonstration Timeline	Hours	Initial Demonstration Period (2021)										Extended Demonstration Period (2022)										
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
<p>PHASE I: LEADERSHIP COMMITMENT & FOUNDATIONAL TRAININGS</p> <p>Summary: Establish EIA leadership buy-in. Sign leadership agreement form with expectations and timeline. Deliver EIA foundational trainings. Work areas must assemble internal EIA team and begin to hold internal EIA meetings to mobilize and progress EIA work.</p> <ul style="list-style-type: none"> Session 1: Kickoff EIA Leadership Meetings Session 2: EIA Foundational Training (Part 1) Session 3: EIA Process Overview Training (Part 3) <p>Total Hours: 5.0 Note: Each work area assembles internal EIA team and hold initial meeting</p>			<ul style="list-style-type: none"> • • • 																			
<p>PHASE II: EVALUATION PROCESS INTRODUCTION</p> <p>Summary: Determine work readiness through the administration of a work area assessment. Evaluation team will introduce their evaluation model and the programmatic team will introduce coaching structure. Work areas must continue to hold regular internal EIA meetings to mobilize and progress EIA work.</p> <ul style="list-style-type: none"> • Work Readiness Assessment: Submit Completed Assessment • MDHHS EIA Evaluation and Coaching Introduction Presentation <p>Total Hours: 2.5 Note: Each work area holds at least one internal EIA team meeting</p>				<ul style="list-style-type: none"> • 																		
<ul style="list-style-type: none"> • Indicates Key Deliverables <p>EIA Foundational Trainings</p> <p>Evaluation Updates</p>																						

EIA Demonstration Timeline

Hours

Initial Demonstration Period (2021)

Extended Demonstration Period (2022)

PHASE III: TECHNICAL ASSISTANCE AND COACHING

Summary:

Deliver a total of six structured training and technical assistance sessions. Programmatic coaching occurs via open dialogue/check in sessions with each of the work areas. Each open dialogue session occurs two weeks after a structured training session. Conduct facilitated logic model sessions with an evaluator to develop measurement structure. Evaluation team delivers quarterly updates to stakeholders. Work areas continue to hold regular internal EIA meetings to mobilize and progress EIA work.

- **Session 4:** PLAN – Data Collection and Interpretation
- Open Dialogue: Check-In (Submit Data Analysis)
- **Session 5:** PLAN – Root Cause Analysis and Problem Statement
- Open Dialogue: Check-In (Submit Root Cause Analysis)
- **Session 6:** PLAN – Engagement of Priority Populations and Stakeholders
- Open Dialogue: Check-In
- **Session 7:** PLAN – Proposal: Consensus Workshop (Part 1)
- **Session 8:** Implicit Bias in Decision Making Training (Part 2: Complete Training Form)
- Open Dialogue: Check-In
- **Session 9:** PLAN – Testing and Data Analysis (Part 1: Complete SMART Objectives)
- Open Dialogue: Check-In
- **Session 10:** EIA Peer to Peer Learning Cohort
- **Session 11:** PLAN – Engagement of Priority Populations and Stakeholders (Part 2: Submit Engagement Template)
- Open Dialogue: Check-In
- **Session 12:** EIA Peer to Peer Learning Cohort
- EIA Q1 Evaluation Presentation
- EIA Q1 Evaluation Update Presentation (Additional Stakeholders)

20.0

1.0

1.5

3.0

1.5

1.0

1.5

2.0

1.0

1.5

5.0

2.0

3.0

1.0

2.0

Total Hours: 47.0

Note: Each work area holds at least six internal EIA team meetings

- Indicates Key Deliverables

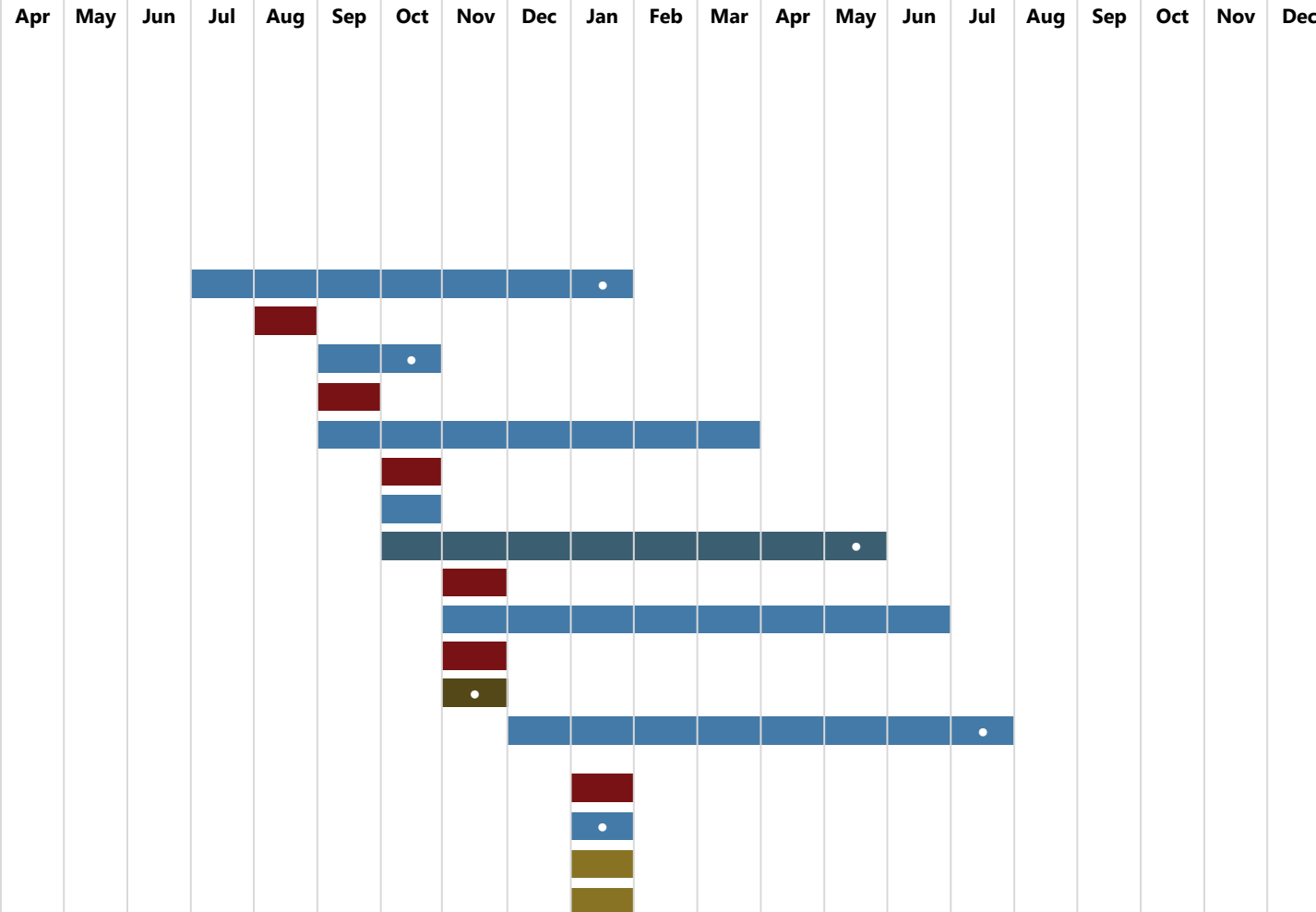
EIA Open Dialogue/Check In Sessions

EIA 6-Series TA/Training Sessions

EIA Foundational Trainings

EIA Peer to Peer Learning Cohort

Evaluation Updates



EIA Demonstration Timeline	Hours	Initial Demonstration Period (2021)										Extended Demonstration Period (2022)										
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
<p data-bbox="50 92 708 121">PHASE IV: FINAL EVALUATION AND EIA TOOLKIT PUBLICATION</p> <p data-bbox="50 178 152 199">Summary:</p> <p data-bbox="50 221 866 328">Evaluators develop final evaluation draft report. Programmatic leads disseminate EIA Toolkit in 2023. An EIA Train the Trainer Champion structure is developed to train staff who are passionate and/or knowledgeable to continue to operationalize the EIA process in their work area. Work areas can review and provide feedback on the draft report and EIA Toolkit.</p> <ul data-bbox="50 357 891 585" style="list-style-type: none"> • EIA Evaluators Only – EIA Demonstration Data Report (Q1-Q4), Analysis, and Interpretation • Pilot Areas – Review and Provide Feedback on Draft Report • Evaluation Team Publishes Final Report • Pilot Areas – Review and Provide Feedback on EIA Toolkit • Session 19: EIA Train the Trainer (1-2 Champions per Work Area) • EIA Toolkit Publication in Calendar Year 2023 <p data-bbox="50 614 216 635">Total Hours: 19.0</p>	<p data-bbox="1044 399 1082 421">2.0</p> <p data-bbox="1044 478 1082 499">3.0</p> <p data-bbox="1044 521 1082 542">14.0</p>																					
<p data-bbox="50 742 445 763">GRAND TOTAL: EIA DEMONSTRATION</p>																						
<p data-bbox="50 821 318 842">Estimated Total Hours: 126.5</p>																						
<p data-bbox="50 1342 305 1363">EIA Evaluation Final Report</p>																						

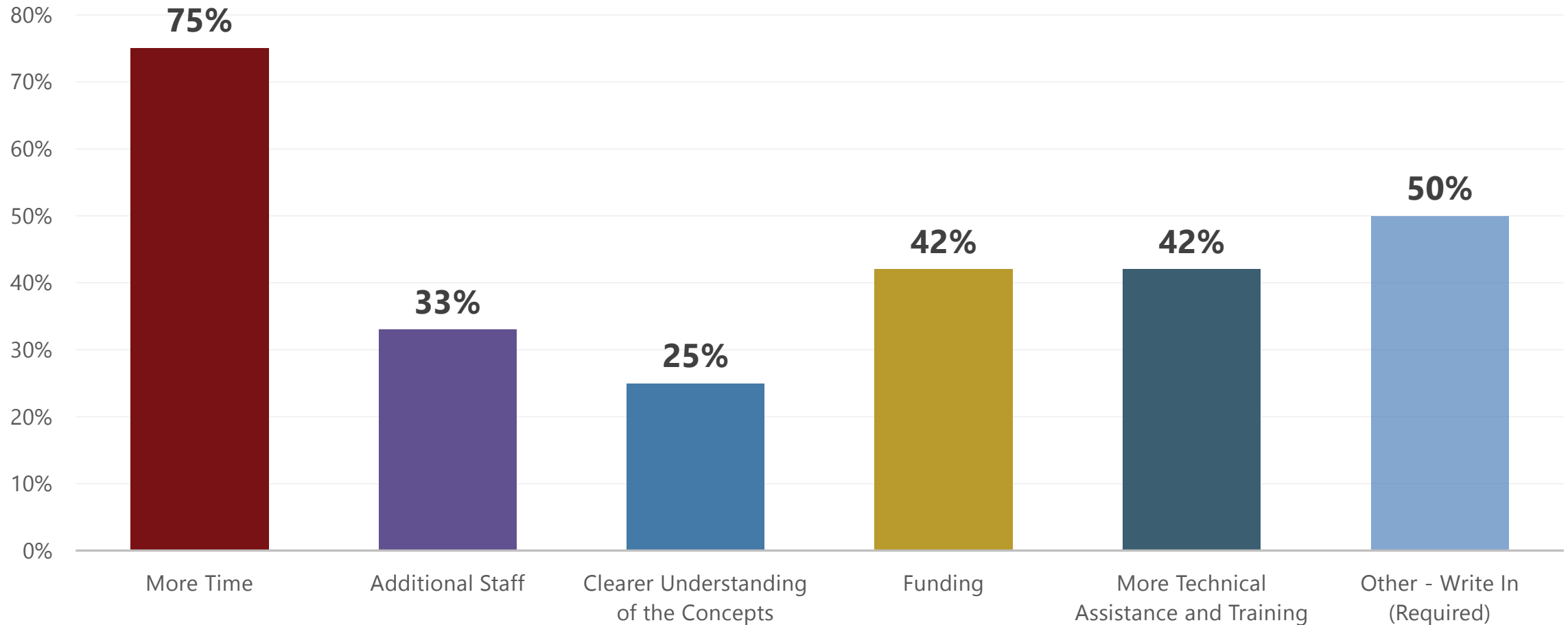
A group of people in business attire are gathered around a table, looking at various data charts and graphs. The scene is dimly lit, with a blue overlay. The charts include bar graphs, pie charts, and line graphs. The people are leaning over the table, and their hands are visible as they point at the data. The overall atmosphere is professional and collaborative.

QUARTER TWO SURVEY

ADDITIONAL DATA SLIDES

Demonstration Site Participant Feedback

Which of the following would help you better accomplish the work required by the EIA process? (n=12)



Write-in Responses

Which of the following would help you better accomplish the work required by the EIA process?



- “Clearer understanding of the timeline and/or process.” (n=3)
- “Data collection support.”
- “Ultimately - we got the most done when we worked as a group with the EIA facilitators. Because of the lack of time the TA/check-in meetings were extremely helpful.”
- “We focused, we got clear direction about what we needed to do next and would get a lot done in a short amount of time.”



Write-in Responses

How long do you think is realistic to complete the work required by the EIA process?

- “Depends on the population being studied.”
- “I think this depends on the breadth of what you’re looking at/evaluating.”



More Feedback

- “It would have been helpful to understand the entire process on a timeline from the beginning.”
- “It would have been helpful to better understand the entire process (timeline, goals, scope, purpose, etc.) from the start. The process often felt disorganized and without clarity.”
- “Most of my issues/concerns with this process has not been content focused but on process focused. I realize it was a pilot, but the process was tedious. The content needs to be translated from 'state speak' to lay person's language. It was clear that trainers were using script rather than being so familiar with the content that they could just talk about it.”
- “Participation in the pilot has been helpful but feel the long-term strategy has not been considered or communicated effectively.”

What The Evaluation Has Taught Us

Competencies (Remember and Understand)

Competencies	Findings
<p>Peer to Peer Learning Cohort: Examined lessons learned in the EIA process.</p>	<p>70% Strongly Agreed or Agreed (n=10)</p>
<p>Priority populations, directly impacted communities, gatekeepers, and other stakeholders: Specified ways to engage priority populations and directly impacted communities in the EIA process.</p>	<p>100% Strongly Agreed or Agreed (n=6)</p>