

Members Present:

Elizabeth Bustos
Maria Gutierrez
Margarita Holguin
Rosa Ana Lozada
Kathryn Shade

Staff and Consultant Present:

Makenzie Farrimond, BTSD Consultant

Welcome and Introductions

Kathryn Shade, CREW Chair, opened the meeting by welcoming attendees and each member introduced themselves. The group reviewed the January meeting summary and unanimously approved it as the final version to be posted to the SD ACH website.

Finalizing the CREW Charter

The group reviewed the final version of the CREW Charter which included the newly revised purpose statement. Kathryn informed the group that Stewardship Group approved the finalized charter at the February 12 meeting. The CREW Charter has been approved with the following purpose statement:

The purpose of the Community & Resident Engagement Workgroup (CREW) is to ensure the resident and community voice is integrated as an essential component of the ACH and is embedded in the program, policy, and practice of all workgroups, consistent with the core values of the ACH.

Kathryn also informed the group that the Code of Civil Discourse, which was adopted by CREW and the Collective Action Workgroup in January, has been adopted by the Stewardship Group and will be brought forward to the remaining workgroups as a recommendation from CREW so that they can decide whether or not to adopt the guidelines as individual workgroups. Attendees shared the sentiment that adopting these guidelines as a formal code for the workgroups creates safe spaces to have the necessary and meaningful but sometimes uncomfortable conversations.

Forming the SD ACH Equity Tool

Kathryn revisited the 2019 goal for CREW:

Develop, implement and share a best practices tool to guide all of the ACH work built on the core values of accountability, equity, inclusivity, and neutrality that encompasses social and racial justice.

To achieve this goal, CREW will lead the development of a tool, guide, or checklist for all ACH workgroups to utilize and to help ensure their work is consistent with ACH core values and an equity lens is applied to all ACH work. As a first step in gaining feedback, Stakeholders were asked a series of questions during a group activity at the January 29 Stakeholder meeting.

Stakeholders provided valuable feedback for consideration:

What does equity look like in our ACH work?

- Consider all regions of the county
- Include insured and uninsured populations
- Allocate funds to those who need it (identified through data)
- Diversity training for all workgroups
- Capacity building/health literacy training for the community
- Integrate equity in program, policy, and practice
- Meet people where they are so everyone can end in the same place
- Identify gaps in the data and get missing data from other sources
- Redistribute resources based on need
- Create a courageous, brave space for fearless conversations
- Not putting a band aid on something that is broken
- Adequate resources in areas where they are lacking
- “Equity does not mean equal”
- Everyone can see themselves in the ACH work

What will the evidence be that we are successfully applying an equity lens to our ACH work?

How will we know if we are being equitable?

- Wellbeing data will be our indicator
- Collect and analyze population health data
- Satisfaction survey between community and SD ACH workgroups
- Analyzing the percent of the Wellness Fund going to system-level work vs. program level work (we want to change the system, not put a band aid on it)
- Create and utilize an equity dashboard

Do you know of additional equity tools or best practices to share to inform our ACH work?

- Kaiser Family Foundation literature on embedding equity into work
- Centers for Disease Control and Prevention tool
- Create an equity dashboard for accountability
- Spread news equitably through channels such as newsletters and social media
- Incorporate trauma and resilience tools

CREW members reviewed this feedback and discussed next steps. A subcommittee comprised of willing CREW members will aim to meet twice before the next CREW meeting on March 14. The subcommittee will take a deep dive into the feedback from Stakeholders and examine existing tools to identify any ideal elements. A suggestion was made to include an outside expert guest in these subcommittee meetings who has specific knowledge in data and equity. Rosa Ana Lozada will connect Kathryn Shade with a contact who fits this description.

The group discussed potential formats for the tool, including a two-sided design with the front side containing uniform equity guidelines for all of the workgroups and the back side consisting of tailored equity guidelines pertaining to the work being done in each specific workgroup. For

example, the Data and Metrics Workgroup may require different equity guidance than the Collective Action workgroup. This approach will allow for collective understanding of how to keep equity at the center of the work while still ensuring each workgroup receives the specific guidance their work requires.

A timeline was shared, showing January through March as a time for gathering feedback, April as the target date for sharing a draft with the Stewardship Group, and May as the target completion date. By June, workgroups should be utilizing the tool.

Attendees discussed options for evaluating the impact on equity without a designated budget to use for this function. Ideas included providing parameters to the Data and Metrics Workgroup and having them identify data sources or looking ahead towards supplementary funding opportunities that can be designated for evaluation.

Next steps

Be There San Diego staff and consultants will work to categorize the feedback from Stakeholders so that it is more consumable and valuable for the subcommittee. Kathryn Shade will coordinate the next two subcommittee meetings and the subcommittee will bring back progress to the next CREW meeting. CREW will meet again on March 14.