

Members Present:

Camille Appling
Maria Gutierrez
Agnes Hayjek
Cherolyn Jackson
Kathryn Shade

Staff and Consultants Present:

Makenzie Farrimond, BTSD Consultant
Christy Rosenberg, BTSD

Welcome and Introductions

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

Forming the SD ACH Equity Tool

The group reviewed CREW's 2019 goal:

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.

While discussing 2019's goals, the group had a rich discussion around the future of the SD ACH, after the current grant period ends later in the year. Christy Rosenberg, Director of Programs for Be There San Diego, shared that the CACHI funders are discussing extending funding for another year as they realize this work takes time to build. Christy explained that the first couple years have been about building the infrastructure for this work to be meaningful and sustainable. This has included building a data infrastructure, creating strong partner relationships and effective SD ACH workgroups (Data and Metrics, Collective Action, Sustainability and Wellness Fund, and Community and Resident Engagement), and building the foundation for the SD ACH Wellness fund.

After discussion around the current work happening across all workgroups, it was suggested that Cheryl Moder, BTSD consultant who is heading the Collective Action Workgroup as well as the North County Pilot around nutrition, attend an upcoming CREW meeting to share the details on some of the current ACH activities.

Kathryn Shade introduced the progress the CREW subcommittee has made so far on 2019's goal of developing a SD ACH equity tool, including reviewing Stakeholder feedback, putting together a list of key components the SD ACH equity tool must have, as well as a list of criteria to keep in mind when evaluating existing equity tools.

Key Components:

- Shared guidance for all workgroups
- Guidance specific to each workgroup
 - **Stewardship:** Equity in decision making and policy
 - **Collective Action:** Equity in Portfolio of Interventions; Equity in capacity building, training, and technical assistance opportunities

- **CREW:** Equity in community engagement
- **Data and Metrics:** View data with equity lenses; identify and address disparities in data
- **Sustainability and Wellness:** Equity in finding criteria
- Designed to start with equity and expand to other SD ACH values
- Include reference to work composition so that workgroups ask, “is our workgroup diverse?” “what are we doing to ensure and maintain diversity among our workgroup?”

Criteria for Evaluating Equity Tools/Materials:

- Simple and easy to use
- Includes broad definition of equity
- Inclusive of social determinants of health (SDOH)
- Incorporates best practices seen in other communities
- Shared guidance for all workgroups
- Can be customized for each SD ACH workgroup

Kathryn shared a table of various existing equity tools and resources that the CREW subcommittee has been compiling over the last couple months. The group reviewed a handful of the tools looking at formatting and content to identify elements that would fit the needs of the SD ACH equity tool. The following tools were reviewed during the meeting:

- Seattle Race and Social Justice Initiative’s “Racial Equity Toolkit”
- Center for Disease Control and Prevention’s Health Equity Guide
- Government Alliance on Race and Equity’s “Racial Equity Toolkit”
- Bridging Health and Community’s “Tool for Reconceiving Health Care’s Relationship with Communities”

While reviewing existing tools, feedback from the group included the following:

- Race should not be called out for the SD ACH tool because health equity is for anyone
- Some of this foundational work has already been done so we should be careful not to make groups rehash these conversations
- It will be important to incorporate Stakeholder feedback while also identifying ideal existing tools
- The CDC’s Health Equity Guide provides a range of questions that can be used for the overall SD ACH as well as the individual workgroups
 - The following questions were identified by the group as a good fit for one or all of the workgroups:
 - **Data & Metrics:** What type of data can we use to support the case for health equity? What are some creative ways to capture and highlight lived experience of health inequities in our community? How can we integrate health equity principles in

- the data gathering process?
- **Collective Action:** How can we build diverse and inclusive partnerships? What existing partnerships do we have with organizations serving populations experiencing health inequities?
 - **Sustainability & Wellness Fund:** How can funding decisions advance our health equity efforts? How do the funds we're seeking align with identified health equity needs in the community? When distributing funds, what funding requirements need to be in place to ensure recipients address health equity?
 - **Community & Resident Engagement:** What approaches can we use to effectively engage community members? Are we using language that facilitates or creates barriers to engaging the intended communities? What is our initiatives history with the community?
 - **Stewardship Group:** How do our current partnerships reflect the populations experiencing inequities in our community? What is each partner's role in addressing health equity?
 - **All workgroups:** How can we ensure that all partners meaningfully participate and influence decision making? What partners are we missing in our group that should be included? How can we create dialogue around health equity among community members and key stakeholders? How can we identify and communicate our health equity success stories?

After gaining vital feedback from attendees, Kathryn informed the group that a subcommittee would meet before the next CREW meeting to continue identifying appropriate elements for the tool and to develop a first draft to present to Stewardship Group on April 9. All members were invited to participate in the subcommittee and Kathryn agreed to follow up with those who volunteered. CREW will share a draft of the equity tool with Stewardship in April and the final version will be shared at the May 29 Stakeholder meeting.

Kathryn shared dates to remember:

- April 9: Equity tool draft shared at Stewardship
- April 11: CREW meeting
- May 9: CREW meeting
- May 29: SD ACH Stakeholder meeting

Before adjourning the meeting, announcements were made by attendees. Cherolyn Jackson announced the Multicultural Health Foundation's new grant from the Prevention Alliance geared towards prediabetes. They will be training 350 lifestyle coaches over the next three years and she invited referrals from CREW for those who are interested in becoming a life coach. Agnes Hajek announced the UPAC Gala happening on May 14 and agreed to send invitations out to CREW members. Kathryn Shade announced an upcoming community conversation on intergenerational trauma on March 29 hosted at the Center for Community Cohesion.