

**Partnership for a Healthy Durham  
Racial Equity Task Force  
Zoom  
August 25, 2020  
MINUTES**

**Facilitator: Natalie Rich and Marissa Mortiboy**

**Meeting Outcomes**

- Outcome 1: To check in and see how folks are doing
- Outcome 2: Review and discuss Partnership Member Survey Results
- Outcome 3: Determine how to put racial equity principles into action

<b>Present:</b> Natalie Rich, Marissa Mortiboy, Kimberly Alexander, Mel Downey-Piper, Lara Khalil, Najla McClain			
Project/Topic/Goal	Major Discussion Points	Recommendations	Action Steps
<b>Welcome &amp; Introductions</b> <i>Natalie Rich</i>	What is one thing that has brought you a surprise joy moment?		
<b>Partnership Member Survey Results</b> <i>Marissa Mortiboy</i>	<p>The Partnership Members survey was done between July and October 2019, online and at Quarterly and committee meetings. There were a little over 100 respondents. The purpose of the survey was to understand the makeup of the Partnership.</p> <p>There is a lot of rich data from the survey. Most members are between the ages of 25 and 44 years. A few were over 65 or under 25. The racial makeup of the Partnership is 61% white, 35% Black or African American, 9% Latinx, 3% Native American and 2% Asian or Pacific Islander. The typical members is a white, heterosexual woman with a graduate degree. The majority of members come from households making \$85,000 or more. About a third of member households make \$40,000-\$65,000 and 12% below \$40,000. Seventy-five percent of members live in Durham.</p> <p>Eighty-two percent of Partnership members represent organizations but also identified as community members. A small number identified as community members only. There are differences between highly</p>		

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	<p>active and less active members. Highly active members are typically white woman, aged 25-44, has a graduate degree and has been involved with the Partnership for two years or more. Nine out of ten of highly active members represent an organization. The occasionally active member is equally likely to be Black as White (44% each), and is a woman aged 35-54 with less than a graduate degree. Eight out of ten occasionally active members represent an organization. The occasionally active people tended to be newer to the Partnership.</p>		
<p><b>Partnership August Steering Committee Meeting Recap</b> <i>Marissa Mortiboy</i></p>	<p>The Racial Equity committee identity recommendation was accepted by the Steering committee- The Partnership is a coalition representing organizations and implementing the priorities of the community and centering their voice.</p> <p>The Steering committee asked the Racial Equity Steering committee to turn the recommendation into action. Steering committee members will join the Racial Equity Task Force. The task force discussed that confirming an identity helps the Partnership own it and determine how to best use our resources and privilege uplift those who are most impacted by the issues.</p> <p>The Robert Wood Johnson Foundation (RWJF) is offering a Community Solutions for Equity grant opportunity. Gina Upchurch with Senior PharmAssist is hosting a meeting on August 25, 3:30 pm to discuss the grant with partners. Ideas that have been discussed are looking at a model around community care with community focus that is community led, community health worker (CHW) focus and support racial equity work in Durham. The goal of the RWJF program is to make local health care systems more responsive to the needs of the community by elevating the voices, stories, priorities, and knowledge of consumers.</p>		<p>Marissa will keep the task force and Steering committee updated on the RWJF grant.</p>
<p><b>Putting Racial Equity Principles into Action</b> <i>Natalie Rich</i></p>	<p>There is overlap between the Steering committee and task force in how to apply the principles internally.</p>	<p>Lara Khalil suggested using a consultant to do a racial equity audit for</p>	<p>Marissa will reach out coordinators of local</p>

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	<p>The task force should articulate what accountability looks like. Is it to identify leadership seats for community members? Bring community members as decision makers as part of the Partnership? Pay community members for their participation? Be clear about what the strategies are.</p> <p>Next steps identified by the Steering committee:</p> <ul style="list-style-type: none"> <li>• Equity audit for the Partnership- Get a consultant to do one instead of doing internally. Funds are set to contract with the Racial Equity Institute and could potentially be used for this purpose.</li> <li>• Map what the Partnership is doing and what activities/meetings/groups it is involved in- Give context for how the Partnership fits into the community, see where involved and where the gaps are, understand what groups active members are part of, figure out who we aren't serving- Latinx, refugees, etc.             <ul style="list-style-type: none"> <li>○ Mel Downey-Piper suggested making Partnership participation a more formalized process. Orange County years ago had partners sign a memorandum of understanding (MOU) to share information from the meetings with their organizations</li> </ul> </li> <li>• Find out from local partnerships who have made intentional process of MOU and whether they have research or measures to show? How are they living out values of equity in their Partnership and tools for community accountability.</li> </ul>	<p>the Partnership such as <a href="https://www.opensourceleadership.com/about.htm">https://www.opensourceleadership.com/about.htm</a>.</p> <p>Keep the equity assessment and mapping efforts separate. Find grad students to help with the mapping project.</p> <p>Mel will share how the two-day online REI trainings go.</p>	<p>partnerships to find out more about community accountability and tools.</p> <p>Marissa will send out the links to the FHI360 report and NC State mapping study to the group.</p> <p>Marissa will reach out to Branda Nowell, PhD at North Carolina State University to see if they would be interested in mapping Durham partnerships again.</p>
<p><b>Next Steps</b> <i>Natalie Rich</i></p>	<ul style="list-style-type: none"> <li>• Action items for the September meeting-             <ul style="list-style-type: none"> <li>○ Review information from FHI360 and NC State mapping study. Think about gaps and what can come out of that.</li> <li>○ Discuss funding for an equity audit.</li> <li>○ Establish a timeline for the task force</li> <li>○ Task force recommendations can include suggestions for cultural changes for the Partnership such as mentorship for</li> </ul> </li> </ul>		

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	<p>new attendees, when people join a meeting late allowing them to introduce themselves and catch them up, how committees can committees add information to the Partnership website</p> <ul style="list-style-type: none"> <li>○ Makeup of the Racial Equity Task Force- Think about how we want that to look and does it currently look the way we want to. The task force membership list is split between Black and white. Latinx and other races are not represented. Why is that and how do we go about changing that?</li> </ul>		
<b>Announcements</b>	<p>Marissa and Kimberly are presenting at the October North Carolina Public Health Association about the development of the Partnership's racial equity principles. Marissa will post the presentation to YouTube after the October conference is over. Let Kimberly and Marissa know if you have ideas to share about the presentation.</p>		