

**Partnership for a Healthy Durham
Racial Equity Task Force
Zoom
January 26, 2020
MINUTES**

Facilitator: Marissa Mortiboy

Meeting Outcomes

- Outcome 1: Discuss accountability and model for the Partnership
- Outcome 2: Determine next steps

Present: Marissa Mortiboy, Natalie Rich, Kimberly Alexander, Don Bradley, Pam Diggs, Lara Khalil, Najla McClain, Jeff Howell, Tekeela Green			
Project/Topic/Goal	Major Discussion Points	Recommendations	Action Steps
Welcome & Introductions <i>Marissa Mortiboy</i>	Where do you want to travel to post COVID and why?		
Review November meeting <i>Marissa Mortiboy</i>	<p>At the November 2020 meeting, Dr. Branda Nowell made a presentation on different structures of community collaborations. There are pros and cons to each. One question Branda posed to the group is why does the Partnership want community members to be involved?</p> <p>There was discussion whether there are funds to pay a facilitator to help with this work of defining the Partnership? Marissa Mortiboy can build funds into the fiscal year 2022 budget and/or use non-County Partnership funds. Build a plan for long-term budget to support the Partnership.</p> <p>The Duke School of Nursing (DUSON), Community Health Workers (CHWs), Partnership for Seniors and More are looking at accountable care communities, funding to include racial equity as well. Kimberly Alexander said conversations around sustainability have been occurring among partners.</p>	Don suggested finding outside funding to sustain the Partnership at the level we want.	

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	<p>Jeff shared that United Way opened an RFP to support a healthier community. There are \$10-\$150,000 grants available due March 1. Grantees will be announced in early May 2021 and funds distributed in July. There is a one-year grant for under \$100,000. Over \$100,000 grants are two-year commitments. The dollars are unrestricted.</p> <p>Anti-racism capacity building grant is \$25,000 one year. Community collaboration and serving as a model for others are selling points. The United Way of the Triangle has multiple funding opportunities available- https://www.unitedwaytriangle.org/apply-for-funding-2/. Some of the opportunities may align with the Partnership.</p> <p>Don Bradley asked about the Partnership becoming a 501 c3 non-profit. This could be challenging because it would then need its own board, raise funds for positions and compete with other nonprofits in Durham for funding. The Partnership is respected. The Cabarrus Health Alliance could serve as a model. This would be a Steering committee level discussion.</p>		
<p>Accountability and Engagement <i>All</i></p>	<p>The group discussed the following questions:</p> <p>What does accountability to the community look like and what model(s) would work best?</p> <ul style="list-style-type: none"> • Sharing information back to the community, making sure community members are at the table making decisions (United Way of the Triangle grant opportunities graded by community members) • Building on community data collection, what are we doing to let the community know that we've made strides in the priority areas? Have community member voices after the CHA process and look at what communities are doing. Are we tackling the priorities? 	<p>Pay people to be at the table who aren't paid through an organization.</p> <p>Hold conversations with people outside of the organization, talk to the Steering committee, potentially hire a facilitator. Build on what we're trying to shift to.</p>	

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	<ul style="list-style-type: none"> • What is most feasible- advisory board or find a way to compensate folks. Partnership for Seniors and More have connections and resources. Feedback from community members serving as CHWs and promotoras are already working with Partnership for Seniors and More to create an advisory board. • Reflecting back the CHA report, results and progress back to the community. Have constant feedback loops built in. Staying in touch between CHA years and what we are doing. Need thoughtfulness and resources to plan • CHA listening sessions and health system community benefit dollars report. Set metrics for community benefit and report on those. • Need community members to be involved to help make decisions on how to get community members involved. Lean on community members as experts and pay them as consultants. See if community members will volunteer expertise for community benefit. • Think of who is missing. What does advisory mean?- taking feedback or not and the Steering committee makes decisions. Does Steering committee change to include community members? Examples of community members votes outweigh other votes. • Ask other people in addition to this group, what does it mean for the audience? • Conversations with Steering committee about power sharing, changing the culture within to change the existing structure. <p>Why do we want community engagement for the Partnership?</p> <ul style="list-style-type: none"> • Nothing about us without us is for us. Without engaging the community, we won't have folks who want to participate. • Make sure we have folks who are experiencing inequities developing the solutions so we aren't deciding for them. We miss 	<p>Engage community leaders in the grant writing process and pay them to be consultants.</p> <p>Do an assessment of current culture to see where we are: https://www.nijn.org/uploads/digital-library/AssessingOurOrganizations_RacialJustice%20(1)%20(1).pdf</p> <p>Dr. Tekeela Green will look at the United Way grant opportunities and send out a sketch of ideas compared to what is discussed on the call.</p> <p>Marissa will reach out to Lara Khalil about how to pay people to assist with the grant.</p>	
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	<p>context in community when we only have organizational representatives doing the decision-making.</p> <ul style="list-style-type: none"> • Accountability- We need to have representatives of Durham County if we say we're for Durham County. Compensate community members who aren't paid by another organizations. They would drive innovative solutions, things that professionals with organizations may not see. • Partnership spearheaded CHW work on action plan years ago. CHWs may be the best way to coordinate this work with funding for a CHW coordinator. CHWs are the best boots on the ground for decision-making power. The Partnership should get in the coordination and training business and let non-profits continue to support CHWs. • CHWs go with economic mobility and funding jobs. Provide intensive support to those who need it the most as a job opportunity. How are we impacting people's lives and livelihoods in Durham? Look at power imbalances in Durham. Whose concerns are being raised and whose aren't? • Leveraging opportunities for people to participate in Partnership meetings. Get technology into people's hands to participate. • Opportunity to reinvigorate what we do and bring back past members. Lift up the work of other organizations. <p>How do we take these conversations to the Steering committee because the culture needs to shift? Are Steering committee members ready for change? Anchor statements in what the Partnership has decided with racial equity principles. Be ready to answer questions about people getting paid to be on committees.</p>		
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<p>Participation in Dr. Nowell's Research Project <i>All</i></p>	<p>Dr. Branda Nowell has a research project she would like to see if the task force would be interested in. From Dr. Nowell:</p> <p>I'm teaching a doctoral qualitative research methods class this coming semester. We generally take on a joint qualitative project. One idea I had that I thought may be useful to the workgroup is to look at health partnerships in North Carolina who are seeking to engage community representation about the models they are using, the challenges, lessons learned, etc.</p> <p>Commitment- Partnership leadership participate in key informant interviews to assess partnerships that have engaged community members. The focus would be in understanding the experiences, insights, best practices, etc.</p> <p>Is this something you think the working group might be interested in?</p>		
<p>Next Steps <i>All</i></p>	<p>Discuss where to start and what are feasible next steps.</p>		