

Steering Committee April 13, 2021 Meeting Summary

# Attendance

## Voting Steering Committee Members

## *Present (via Zoom):* Brent Williams, Sharon Moore, Alena Hill, Doug Strong, Julie Aronica, Dr. Tendai Thomas, Marti Walsh, Katrina Bozada, Greg Dill, Jeremy Lapedis, Ann Davis, Alfreda Rooks, Pam Smith, Angela Moore, Ginny Creasman, Jack Billi, Mashod Evans, Naomi Norman, Nancy Graeber

*Phone*: N/A

*Absent*: Paul Valenstein, Tony Denton, Krista Girty, Bill Manns, Leah Corneail, Juan Marquez, Sara Szcoztka, Curtis Thornton, Elisabeth Vanderpool, Doug Weaver, Joanne Grosh, Connie Conklin, Trish Cortes, Rosalie Tocco-Bradley, Jimena Loveluck, Ayse Buyuktur, Liz Conlin, Ann Davis, Alonzo Lewis, Mark Hausman

*Ex Officio* Steering Committee Members Present (via Zoom): Terrisca Des-Jardins, Maria Alfonso, Kim Hulbert

## CHRT staff (via Zoom): Deana Smith, Ryan Bartholomew, Matt Hill, Elizabeth Jahn, Sam Iovan, Gregory Powers, Jenna Combs, Erica Matti, Erin Horne

# Key Summary Points

* **Approval of past meeting notes:** April Notes Approved - not.
* **United Way’s journey to address Race Equity:** 
  + Pam Smith – Self examination strategies:
    - 2021 Equity Challenge – Starts June 18th (Juneteenth)
    - Internal Examples:
      * Business operations:
        + Investigating hiring processes and salary equity
        + Looking into certain positions within the organization and determining whether or not a Master’s degree is needed.
        + Comparing proposed salaries to the national and state-wide averages.
        + Partnering with Small businesses owned by POC/BIPOC
        + Getting catered lunches from businesses owned by underrepresented identities rather than the conventional and convenient restaurants that are already lucrative.
      * Board/Staff expectations:
        + Increase dialog about race equity in Board Meetings
        + Emphasized that these conversations need to be had at all levels of the organization
        + Integrate Diversity, Equity, and Inclusion in all facets of the organization.

Diversity/Equity/Inclusion Staff Survey, collecting feedback

* + - Jimena – Public Health Department decleared racism as a public health crisis
      * Impact of Internal examination strategies:
        + United Way raised $1.6 million to address community needs; Racial Health Disparity Taskforce (MPHI) granted another $500,000 to leverage community work to prioritize attending to racial and equity efforts
        + RFP –

Grant awards were prioritized to organizations led by color, in addition those serving 48197 and 48198 zip codes, rural communities, communities of color, communities in people with low incomes and other marginalized groups

99 grants were awarded but 73% of funding explicitly served communities and people of color and 52% of all the grants went to agencies led by people of color

Populations supported included formerly incarcerated workers, essential workers, Latino communities, and older adults

* **Self-Examination on Race Equity:**
  + Brent/Sharon – Four (milestones?) of an antiracist organization:
    - * Internal awareness and dialogue
      * Leadership and staff composition
      * Measuring internal and external current state
      * Bringing about (and measuring) change
    - Where is: a) WHI and b) your organization now?What are opportunities and challenges in moving forward?What are best next steps?
  + Julie Aronica – Examples:
    - Feedback from Director/Leadership teams – women of color on leadership team did not feel comfortable addressing issues or stating opinions
* **UNITE Request- 2021 CHNA Questions:** 
  + Alfreda Rooks - 2016 Joint Committee Health Needs Assessment (included St.Joe’s Ann Arbor, St.Joe’s Chelsea and Michigan Medicine)
    - Implementation plan - Identified priority areas:
      * Mental Health and substance abuse disorders
      * Obesity and related illness
      * Per-conceptual and Pre-natal health
  + 2019 Joint committee Health Needs Assessment (included St.Joe’s Ann Arbor, St.Joe’s Chelsea, Michigan Medicine and the Washtenaw Health Department)
    - Implenmentation plan –added priority areas:
      * Framework of Social determinants
      * Health Equity
  + 2021 Joint committee Health Needs Assessment (includes Trinity Michigan and Michigan Medicine) –to be published in June
    - Hoping to gather feedback from WHI Stakeholders to formulate foundation for furture implementation plan to be released in November 2021
* **Opioid and Substance Abuse Project Update:**
  + Matt Hill – COVID-19 update: Over the past year:
    - Increases in overdose deaths, social isolation as a contributing factor
    - Washtenaw County area drug supply has some new compounds and synthetic alternatives
    - Online Education Seminar (2 sessions) (Date: TOA)
      * Looking at different types of harm reduction services that are available in Washtenaw County
      * Looking at the criminal justice system and its approach to harm reduction
      * Looking at policy steps moving forward

# Action Items

Collect Unite 2021 CHNA Questionaire results – results to be presented at next Steering/Stakeholders meeting?

# Next Meeting Tuesday, June 8th, 2021 10:00 – 11:00 AM