



Healthy Mendocino Roundtable September 10, 2020 1PM-3PM Zoom Call

Roundtable Discussion

Given the national conversation on dismantling structural racism and what we know about the Social Determinants of Health, please describe how your organization is engaged in addressing structural racism and equity internally.

Roseanne Ibarra, Adventist Health: The Well-being division within corporate is in the process of defining equity and equity measures locally. Adventist is looking at programs across the 3 hospitals and considering what we can do to assist our vulnerable populations. We are looking at the Safe Haven program—the concept of having all services under one roof. The project will be located in Ukiah, but Adventist is thinking about how it can be replicated at other sites. Adventist is in the process of exploring a strategy on ACE screenings and embed trauma informed care and create a referral system. Roseanne thanked the Board of Supervisors for approving a county-wide Equity Task Force. At the September 18th Mendocino Latinx Alliance meeting, the group will highlight the current state law enforcement encounters in our community and identify where areas can be strengthened and where there could be some inequities in the way law enforcement interacts with our communities of color.

Jennifer O'Donnell—United Way of Wine Country: Staff and board went through a 21-day equity challenge in which they received an email every day explaining different issues of racism in a digestible way (short articles, podcast, videos). United Way of Wine Country is in talks with United Way World-Wide to see if this “crash course” in racism and equity could be offered to community partners because it was so well done. United Way is making sure their value of equity is reflected in their practices. They are also looking at regional equity and focusing on supporting families to make ends meet and reviewing the disparities between the counties they serve (Sonoma, Mendocino, Lake, Humboldt and Del Norte). Their goal is to help close those gaps around financial stability.

Tim Karas- Mendocino College: Equity inclusion and social justice are core beliefs of the community colleges. The state chancellor's office has established equity measures to show our education is closing equity gaps as part of our funding. The Chancellor's office has also created a call to action for social justice which requires MC to review policies and procedures and changes to pronouns. Faculty and staff are going through more levels of training including CORA trainings. MC is looking at how they deliver education in a remote environment because not everyone has equal access to broadband. MC was designated as a Hispanic Service Institution by the federal government.

Julie Fetherston-First 5 Mendocino: First 5 is going through their strategic planning process for the next 5 years which includes equity analysis and plans to address disparities. They are looking at data, geographic and racial inequities. They are conducting an internal capacity mapping exercise, equity questions, how they are delivering to various populations. Broadband is a big problem, and they are looking for data on what connectivity issues mean and what are some of the solutions. Internally, staff is working to dismantling their own biases. Julie is new

and said those types of conversations take a lot of trust and relationship building. She looks forward to putting everything in writing and having a framework that holds First 5 accountable.

Richard Matens—Consolidated Tribal Health: Consolidated received a 1.1 million grant from CDC. And dedicating a huge portion to communications which can be defined in a broad way. The website now has culture-specific health information with imagery. Some of the funding will be used to increase broadband and add 4 mobile hotspots for rural tribal members who don't have strong Wi-Fi. Consolidated has noticed a sharp spike in suicidal ideation among tribal youth, partly associated with isolation during COVID. The board has approved another behavioral health clinician to do outreach, therapy, and intervention services.

Sage Sangiacamo—City of Ukiah: As a multi service agency, they provide a number of services and diversity and equity has been a major application in those services. Where they sometimes lack is consistency of evaluation with an equity lens and review of services and programs. A diversity and equity ad hoc committee was formed in June to work with the community to develop an action plan to foster equity in community, enhance participation and access to resources and life opportunities. The ad hoc will also ensure they have strategies that promote an organization that accurately reflects the community. The City envisions that the ad hoc will develop into a standing committee.

Megan Barber Allende—The Community Foundation: The Community Foundation moved into a short-term version of a strategic plan because it is hard to do a 3-5-year plan right now. Included in that version is a plan for the board to enter a deep learning process on equity, disparities and system racism. The staff will do some version of this training alignment and examine how this learning fits into a more strategic framework and apply it to the way they do grant programs.

Tammy Moss Chandler—HHSA/ County: The County has had a part in Healthy Mendocino since the beginning based on the equity lens of the Social Determinants of Health (SDOH) and they have done presentations with HM from earliest days to education the community about health equity and the SDOH, e.g. education, income equality, where we live, build environments, and social and community contexts. Buried in SDOH are race, racial injustice, and cultural responsiveness. Recently, HHSA sent out an agency-wide call to action about racism as a public health crisis with an urgency to focus more directly on racial injustice and inequality. They are expanding cultural competency trainings behind mental health, creating a safe place for people to share. Employees are also looking at policies and hiring practices. HHSA is helping support the BOS in a Latinx workshop that will set a framework for an action plan to implement recommendations from Latinx leaders. The County is also looking at health equity metrics and how to measure it in new ways.

Dina Polkinghorne Project Sanctuary: Project Sanctuary received a grant for a cultural responsiveness self-assessment. Part of the process is to create an equity team that reviews survey results and creates policy recommendations and changes the agency should take to become more culturally sensitive.

Ryan - RCHDC: The nature of RCHDC was founded on the principles of equity. They serve the most vulnerable populations. Race and gender are not a factor in whether someone receives housing. Some of the integral projects RCHDC has been a part of is home ownership opportunities which helps low-income individuals get out of poverty.

Lucresha Renteria – Mendocino Coast Clinics: The mission of community health centers is to be the safety net of the primary care system. MCC is participating in county-wide discussions about the County's ability to take care of its people of color and its cultural appropriateness within the agency. MCC is culturally and linguistically appropriate in every policy they write and helping to hold other agencies accountable as well.

Meetings will be the second Thursday on the last month of the quarter. Next meeting is December 10th