

Meeting: Regional Equity Advisory Committee for Health (REACH)

Meeting Date: 2/14/2022

KEY DISCUSSION TOPICS

Members:

- Ricardo Bowden
- Debbie Edokpolo
- Afaf Humayun
- Jean Lee
- Shelly Milligan
- Feliz Rodriguez
- Anna Winters

MSHN Support Staff:

- Dani Meier
- Skye Pletcher
- Amanda Slack
- Joe Sedlock

Agenda:

1. Introductions
2. Agenda changes/additions
3. Review of minutes
4. Adopt and finalize charter
5. SAMHSA grant opportunity
6. Organizational Self-Assessment
7. Membership
8. Best times to meet & Agenda prep process

✓ KEY DECISIONS

- Introduced REACH members and MSHN staff.
- Group approved agenda and did not suggest any changes.
- Group approved previous meeting minutes (1.24.2022).
- Dani reviewed the changes that were made to the charter. In summary, the purpose was updated to reflect the strengths and values each resident brings to our region while addressing the discrimination and challenges minorities may face in their daily lives and how that affects their health and wellbeing. Additionally, behavioral health was specifically mentioned as an area we would like to focus on as a group. Finally, the list of minorities was removed from the membership section in order to not accidentally leave out groups. Instead, we will focus on doing this work for all populations that have been historically marginalized. The group discussed the changes and approved the revised charter.
- The idea of a group chairperson was discussed in detail. Dani and Skye reviewed the expectations of the chairperson and emphasized MSHN's responsibility in meeting preparation. Specifically, the chair would be included in the agenda preparation discussion but would not be expected to create the agenda or determine what should be included. MSHN would also take on the responsibility of distributing meeting materials prior to the meeting. The chair's primary role would be to run the meetings and facilitate

discussion based on the agenda topics. Joe discussed the benefits of a more permanent chairperson rather than a rotating chair. He explained that the effectiveness of the group might be enhanced if one person chaired continuously for a year rather than rotating every meeting. Some group members agreed that a designated leader would have benefits. Dani and Skye emphasized MSHN's sensitivity to the time constraints on everyone's schedule, and that we do not want to pressure anyone into the role. The group will consider both the permanent and rotating chair options before the next meeting and will seek a decision when the group has had some time to consider both options. In the meantime, the chairperson discussion will continue to be an agenda item.

- Dani discussed the specifics of the SAMHSA grant opportunity. Shelly expressed concern that the grant seems broad and may be difficult to figure out how we fit in with it. Joe mentioned that if the group is looking for money, MSHN has it. The region's resources can be used to support the DEI work, and we don't necessarily need an outside source of funding to implement strategies. The group agreed that it was a little premature to consider a grant at this point and decided to not pursue the SAMHSA grant.
- Skye put out a proposal for starting with a DEI internal assessment at MSHN to help us clarify strengths and areas of need before we pick projects. Afaf spoke of her experience in connecting groups to anti-racist organizations and specifically mentioned NEW (Non-profit Enterprise at Work: new.org) as an organization we could look at further. She also suggested developing listening sessions to hear about DEI related issues in our region and determine where needs are not being met. Debbie agreed with a listening session or survey as a good starting point. Skye and Dani asked for feedback and recommendations on internal assessments that the group has used and had good experience with. Joe emphasized that he wants to start with seeing where MSHN employees are specifically in the learning process before branching out to our providers and consumers. He discussed his desire for clear definitions of terms and wants to make sure the employees are all on the same page. Afaf mentioned Race Forward and Michigan Health Fund as places to start considering Joe's comments. The group agreed that it would be most useful to start with a baseline assessment of MSHN staff and ensure that all staff members are on the same page with MSHN's expectations and goals before branching out. Dani and Skye asked for any recommendations and feedback to be sent to them before the next meeting, so MSHN can start compiling some possible tools for use.
- Dani and Skye discussed how to decide upon adding **additional members** to the group. We don't want to make a "list" and unintentionally exclude certain groups, but we do want people who have experiences and passion for this type of work. Dani asked the group to think about how membership should be approached and to seek out potential partners who might provide needed insight.

	<ul style="list-style-type: none"> The group agreed to meet regularly on the third Monday of each month from 3:00-4:30 until otherwise decided.
✓ ACTION/INPUT REQUIRED	<ul style="list-style-type: none"> Determine the best way to approach the chairperson position. Recommendations and feedback on internal self-assessment options. Send potential new group members to Dani or Skye.
✓ KEY DATA POINTS/DATES	<ul style="list-style-type: none"> Next meeting: March 21, 2022, 3:00-4:30 pm

Project Ideas from first Meeting:

Organizational/Infrastructure Development

- Policies/Procedures that support DEI
- Practice guidelines/Trainings around specific areas of competence for providers of behavioral health and SUD prevention/treatment services
- Organizational DEI self-assessment
- Workforce Diversity

Data-Driven Initiatives (Specific Disparities)

- Service Access/Penetration
- Follow-up After ED visit for mental health/SUD
- Gathering data on minorities that is lacking (i.e., gender identity and sexual orientation)