

HEAL Council Meeting

JANUARY 17TH, 2019, 12:00PM – 4:00PM ~ MPLS AMERICAN INDIAN CENTER

HEAL Council: Jokho Farah, Va Yang, Sameerah Bilal-Roby, Cassandra Silviera, Melanie Plucinski, Laurelle Myhra, Houa Moua, Therese Genis, Jennifer Nguyen Moore, Migdalia Loyola, Carlos Guerca, Dylan Galos, Felicia Sy, Abiola Abu-Bakr

MDH I-HEALTH members: Sarah Lane, Betty Hiller, Jackie Dionne, Blair Harrison, Melanie Peterson-Hickey, Denise McCabe, Dan Fernandez-Baca

MDH Staff: Shor Salkas, Bruce Thao, Madison Olmsted, Jeannette Raymond

Other Attendees: Joy Benn (Minnesota Hospital Association), Vayong Moua (BCBS)

Minutes

Welcome (Dr. Jokho Farah and Va Yang, HEAL Co-Chairs)

Lunch, Networking and Sharing Priorities with I-HEALTH

Council Co-Chairs Presentations

- Highlights of 2018
 - Getting to know each other as a council and working together to define health equity for HEAL, leading to creating mission, vision, values, and a purpose
 - Using the strategic plan to find three priority areas where MDH could be more inclusive and create changes around equity, which lead to the creation of the memo
- What are you looking forward to in 2019?
 - More collaboration and synergy
 - Presenting the memo to Commissioner Jan Malcom at the end of January
- What are ways that you would like to see the councils collaborate in 2019?
 - Connect more with MDH about the Advancing Racial Equity training
 - Share information about how to contact people on committees of interest
 - Align with Department of Human Services as well
 - Provide I-HEALTH with more guidance on priorities for implementation
 - Break down silos of committees and councils
 - Create a way for MDH to share progress on the memo back to HEAL

Health Equity Updates and Announcements

- Updates on new administration, Commissioner Malcolm, and other MDH related announcements (Bruce Thao)
 - Sara Chute is on maternity leave
 - New Governor Tim Walz and reappointment of Commissioner of Health Jan Malcolm

- MDH I-HEALTH Update (Shor Salkas and Denise McCabe)
 - Created Scope of Work document
 - Worked on figuring out how to measure progress
 - Planning the Health Equity Showcase for February 12, 2019 11am-1pm
 - HEAL Council members are invited to attend and project submissions will be shared
 - Figuring out how to break down silos
 - Building off of shared energy around data
 - Sees the memo as a blueprint and looks forward to strategizing ways to make progress with it
 - Good for HEAL to have point people in the department for accountability
 - HEAL members are invited to attend I-HEALTH meetings

- DHS Cultural and Ethnic Communities Leadership Council (CECLC) Updates (Vayong Moua)
 - Encourages an Equity At All Levels approach to change hearts and minds as well as culture and structure
 - Encourages HEAL to seek a route to becoming permanent in statute
 - Find policy and systems change to address inequities in decision-making power

- MDH Health Equity Coaching (Shor Salkas, CHE)
 - Conducting Health Equity Policy Assessments for the agency

- HEAL Priority Area Updates from MDH Staff:
 - Data Inclusion
 - Pushing for more inclusive data and for it to be analyzed in more broad ways
 - Data release on vital events now extended traditional race categories
 - Created Hispanic data disaggregation brief, and disaggregation guidelines for African/African-American and Asian and Pacific Islander identities are in progress
 - Minnesota Student Survey
 - Race data substantially disaggregated and LGBTQ questions revised
 - Disability questions still need improvement and will be revised before the next survey in 2022
 - Data sovereignty workgroup with tribal health directors in partnership with Jackie Dionne, American Indian Health
 - If tribes are funded by the state then they are required to make the data public, so this project aims to provide technical assistance to tribal health departments so that they can collect their own survey data that MDH does not own
 - Starting a project to create sexual orientation and gender identity (SOGI) data guidelines and recommendations for MDH
 - MDH is working on compiling all data collection into one tool that will be language accessible

- Participating in the Complete Count Committee to ensure that all Minnesotans are counted in the census
- Always working to find the best ways to disaggregate data by race and checking in with communities for feedback at all stages
- Community Engagement
 - Co-learning community on Institutional Racism
 - Advisory groups
 - Over 100 advisory groups at MDH
 - Currently no overall policy for advisory groups and transparency, but agency is in talks about what that would look like and how to overcome the challenges of implementing that
 - Statewide Civic Engagement Initiative
 - Emphasis in One Minnesota council
 - Guide to evaluating civic engagement
 - More information on MDHR website
 - HEAL Comments
 - Need to begin to move past teaching communities and institutions and invest instead in making changes toward health equity in the communities
- Structure and System Change
 - MDH staffing
 - Director of Inclusion offer has been made
 - HR director has been hired and will start March 1, 2019
 - Filling these two positions will allow for a greater push for more inclusive hiring and retention practices
 - Advancing Racial Equity Training
 - Over 1300 staff trained with 200 left to train, then trainings will be ongoing for new employees
 - Evaluation data shows strong success and data will be reported in more detail soon
 - Grants Development Committee
 - Started by Commissioner Malcolm to work on aligning and tracking grantmaking across the agency
 - Agency-wide strategic planning for MDH is in progress
 - Health Equity Summit will be March 26, 2019 at Neighborhood House in St. Paul
 - Planning in progress with EHDI grantees, Health Equity Leadership Network, and Rainbow Research
 - HEAL council members will receive a Save-the-Date
 - Summit will be a convening of about 300 attendees from across sectors to work together at an equal table to activate networks to advance health equity and think about how to transform current systems to embed equity
 - MDH Community Conversation updates
 - LGBTQ Health in November 2018 hosted in partnership with JustUs Health

- 45 attendees with ample community input on priorities and hopes for MDH
- African American Infant Mortality - April 30, 2019
 - Helen Jackson Lockett-El from CHE is coordinating
 - Council raised concerns about also addressing American Indian Infant Mortality; CHE is in conversation with multiple partners to determine next steps and how best to approach this
- Disability Communities - Summer 2019
 - CHE is in the early planning stages with partners
- What happens after a community conversation?
 - Take feedback and implement it into strategic planning, then bring the data collected and the plan for implementation back to the community
 - To date past community conversations have already directly informed the re-writing of the 2019 EHDI RFP and several other initiatives
- Discussion
 - HEAL Council members shared a desire to be more involved in legislative priorities that drive action toward health equity and create systems-level change
 - Need more conversations on how to more thoughtfully fund community
 - This conversation will be part of the Health Equity Summit in March

Plan for Memo Release and Letters of Support (HEAL Co-chairs)

- Co-chairs will deliver hard copies of Memo on January 28th with letters of support
 - Keep sending letters of support, copy co-chairs and Shor
- Co-chairs will deliver e-mail version of the Memo on January 28th with letters of support
- Co-chairs will ask Commissioner Malcolm to meet by end of March 2019
 - As a council we will meet and decide what we are going to prioritize at this meeting
- Memo is a wonderful tool to hold MDH accountable. What are ways we can use this tool beyond meeting with the Commissioner?

HEAL Roles Review and Commitment Accountability (HEAL Co-Chairs)

- 2 year terms and review accountability decisions from last meetings
 - Billy Moua and Malissia Jones stepped down
 - Not going to replace during this term
 - How do we want to transition to the next term seamlessly?
 - Consider staggering terms of council members so that the whole council does not transition at once
- Update on HEAL membership and roster
 - Va is checking in with people who missed two meetings or more
- Considering options for joining meetings remotely

Breakout Groups

- What metrics from the Memo do we want to see MDH folks working on in 2019? How can we support that work? What do we need to hear from MDH staff at future meetings to know that there is movement on our metrics?
 - Data group
 - Need clarity on how priorities are chosen and how community members are involved in that process
 - More work on data presentation and its impact
 - Continue focus on disaggregation
 - There should be co-analysis with community to discuss why the disparities exist
 - Implement a process for community members to give feedback on data online
 - Community engagement group
 - Consider whether participants on advisory councils are an accurate representation of their communities
 - Need to hear more from MDH on how the agency distributes information with regards to language to the media
 - Systems group
 - Prioritizing HR and Communications
 - Need data on how diverse the workforce is and on retention as well as data on recruiting processes, applicant pools, and exit interviews
 - For job descriptions, is health equity focus or experience working with POCI communities included? How are required skills and preferred skills determined and what are they?
 - Need details on how bidirectional communication takes place between MDH and communities

Review of Logistics for 2019 (HEAL Co-Chairs)

- Meeting schedule

Adjourn