

HEAL Council Meeting

MAY 23, 2019, 3:00PM – 7:00PM ~ MDH OLF B145

HEAL Councilmember Attendees: Va Yang, Abiola Abu-Bakr, Sameerah Bilal, Camille Cyprian, Alexandra Griffin, Laurelle Myhra, Therese Genis, Jennifer Nguyen Moore, Melanie Plucinski, Cassandra Silveira, Joann Usher, Tamiko Morgan

Minutes

Welcome, Check-in, Review of Notes, and Brave Space

- HEAL Co-Chairs met with Commissioner Malcolm and AC Jordan Baechler to discuss the memo

Commissioner Malcolm and Assistance Commissioner Jordan Baechler Response to HEAL Memo

- There is a strong and growing history of a focus on health equity at MDH
- Emphasized the importance of the relationship between MDH and the HEAL Council
- There are great opportunities for MDH to learn from the HEAL Council
- Responses to questions:
 - There were some successes for health equity in the legislative session, including the provider tax, more funding for opioid programs, more funding for suicide prevention, and additional funding to add prenatal care as a new priority health area for the Eliminating Health Disparities Initiative grants.
 - Health equity will continue to be a part of the next MDH strategic plan
 - Governor Walz' One Minnesota Council will collect data from across agencies on hiring and retention, business with communities most impacted by inequities, and participation in governance processes and advisory councils.
 - Narrative work is being done in areas to address cross-sector issues that Minnesotan families face, such as family separation due to opioid addiction

I-HEALTH Co-Chairs, Christine Smith and Maggie Dreon, Response to HEAL Council Memo

- I-HEALTH is working to bring more colleagues and supervisors into the work
- The slow process is a key part of equity work
- I-HEALTH is working to bring all of the right people to the table and connect them to HEAL

Response to HEAL Council Memo by Subject Area Experts: Data Practices

- Dan Fernandez-Baca, Center for Health Statistics (dan.fernandez-baca@state.mn.us)
 - Sexual Orientation and Gender Identity (SOGI) and Race, Ethnicity, Language (REL) data collection standards
 - July HEAL meeting: opportunity to share ideas about SOGI data standards
 - September HEAL meeting: sharing and reviewing a draft of SOGI data standards
 - November HEAL meeting: Review second draft of SOGI data standards
 - Developing a publications library that will include searchable health equity tags

- Denise McCabe, Health Policy Division (denise.mccabe@state.mn.us)
 - Team worked with Voices for Racial Justice to gather disaggregated data on quality measurement in Minnesota, according to new requirements, and then publish Public Use Files
- Kim Edelman, Health Equity Data Analysis (HEDA) (kim.edelman@state.mn.us)
 - Partnership with local public health to use quantitative and qualitative data to determine living conditions that impact health. Local public health agencies are using the data to better serve their populations. MDH is compiling summaries of each project

Response to HEAL Council Memo by Subject Area Experts: Community Engagement

- Jeannette Raymond, Community Engagement, Public Health Practice (Jeannette.raymond@state.mn.us)
 - Developing a new Community Engagement Plan in 2019
 - Success of the Health MN Partnership
- Marisol Chiclana-Ayala, Community Engagement, Public Health Practice (marisol.chiclana-ayala@state.mn.us)
 - Conducting internal community engagement training
 - Working across agencies to improve community engagement policies
 - Convening community engagement practitioners group to share strategies and explore what is possible
 - Involvement in civic engagement initiative under Governor Dayton
 - Advancing the practice of bringing conversations to communities where they are
- Danushka Wanduragala, Infectious Disease Epidemiology, Prevention and Control (danushka.wanduragala@state.mn.us)
 - Framing community engagement efforts as projects that should make us all stronger, including communities involved
 - Co-writing every manuscript with community members
 - Changing the way to write requests for proposals
 - Changing model of putting money back in community instead of into programs or state staff
- Helen Jackson Lockett-El, Center for Health Equity (helen.jackson.lockett-el@state.mn.us)
 - Leading African American Infant Mortality project, which includes a community leadership team, Community Voices and Solutions (CVAS)
 - If you're a person that builds relationships you are a person who does community engagement
 - Conducted a root cause analysis from the community
 - Black Birth Summit is being planned for fall to remove silos to promote sustainability of work and avoid competing for funding

Response to HEAL Council Memo by Subject Area Experts: Structure and Systems Change

- Theresa Hill, Human Resources Director (Theresa.A.Hill@state.mn.us)
 - Emphasizing efficiency and diversity at the HR level
- Sarah Herder-Lewis, Office of Inclusion Director (Sarah.Herder.Lewis@state.mn.us)
 - Monitoring workforce demographics including data on retention, separation, and dismissals in a report that will be shared with HEAL
 - We have an affirmative action plan, current one has not yet been approved by MMB

- Can work with HEAL to come up with ideas for better recruitment
- Chelsie Huntley, Center of Public Health Practice Director (Chelsie.huntley@state.mn.us)
 - Manager and supervisors coming together to break down silos and develop skills in equity, transparency, and respect
 - Performance Forums designed to improve transparency about the performance of our programs
 - Working on state and local partnership
- LuAnne McNichols, Community Health Division Assistant Director (luanne.mcnichols@state.mn.us)
 - Health Operations Team works to review and maintain policies, standards, and procedures
 - New Health Equity Review process for all new and reviewed policies
- Bridget Roby, Grants and Equity Workgroup (bridget.robby@state.mn.us)
 - Equity and Grants Workgroup with 3 subcommittees
 - Strategic RFP Outreach
 - Equity Language in RFPs
 - Bias Training in Grant Review Process
- Christine Godwin, Grants Development Committee (christine.godwin@state.mn.us)
 - Developing 2019 Roadmap for improving grants at MDH

Remaining Questions

- Is the Office of Inclusion involved in the Health Equity Review?
- What are the practices that are being promoted by PHP?
- How will equity be incorporated into a new performance management system?
- What is the accountability for measuring people's work and progress in racial equity?
- How do we keep people healthy and motivated to keep doing equity work? How do you care for employees who are doing equity work?
- Does the Office of Inclusion measure intersections of identities? Women of Color? Or People of Color with disabilities?
- Do you give technical assistance to people who are doing the grant application process?
- What happens after identifying an equity issue with a policy?
- What is being put into place at a manager level to ensure that they are adopting an inclusive lens right away when an employee is interviewed and hired?
- Are there employee resource groups at MDH?
- Can data be collected about LGBTQ individuals on hiring and retention as well?
- Are there breakdowns by leadership level in the hiring and retention data?
- How will HR respond to managers that aren't effective?
- How do we shift the mentality from people coming to MDH for information to MDH going out to people?
- Is the team working on creative or so-called disruptive ways to engage community members in the conversation, especially those who are traditionally left out due to various barriers, such as incorporating the use of digital technology? (for Community Engagement panel)
- Does the commissioner have any feedback on how the HEAL council is framing the narrative of health equity prioritization to our stakeholders? For example, are there additional conversations we should be having right now (in addition to our 3 priority areas) and with whom? (i.e. incorporating more economic data in an effort to present a business/financial case which may be more effective in engaging certain stakeholders)

- Does the commissioner have any feedback on how the HEAL council is framing the narrative of health equity prioritization to our stakeholders? For example, are there additional conversations we should be having right now (in addition to our 3 priority areas) and with whom?

Next Steps

- Remaining questions will be shared with panelists and responses will be shared back via email
- Council business will be discussed via email
- Next meeting: July 11, 2019, 12-4pm, at EMERGE