Community Health Improvement Plan – Inequity, Discrimination & Bias Workgroup

8.26.22

Location: Monroe County Public Library room 2A

Time: 10:10-11 am

Facilitator: Emily Carrico – City of Bloomington Parks and Recreation

Notes: Melanie Vehslage – Monroe County Health Department

Introductions for all in person and online attendees including icebreaker of ‘what is your claim to fame?’

Emily facilitated a brainstorming activity using Jamboard to allow for virtual sticky notes to be used both by virtual and in-person participants.

Melanie has categorized the notes from Jamboard for both of the questions posed below. Category labels are bolded and were not generated during the meeting itself. These are only draft categories for how to organize the information based on the conversation that surrounded each of the virtual sticky notes.

**What would it look like if Monroe County (did\_\_\_, had \_\_\_ provided \_\_\_ etc.)?**

* **Housing** 
  + Tiny home village
  + Homes for the unhoused
  + If implicit bias training was mandatory for property management companies that receive HUD/LIHTC funding
  + Policies to support sustainable housing in development plans
  + Home share program to match older adults with space in their home and younger adults
* **Healthcare**
  + Easy access to all people for healthcare
  + Flexible for understanding transportation problems happen and its not the individual/patient’s fault
  + Follow up that isn’t an automated phone survey but personal connection – did they get the care they needed?
  + Remove bias in healthcare by identifying educating and holding accountable
  + Ease process for people to get help by making it more safe
  + Reduction in health disparities as related to race
* **DEI** 
  + Thorough DEI education
  + Blgtn businesses had to required DEI training
* **Connecting with policy makers** 
  + Equitable policy (down to school districting and things that play into education)
  + More effectively telling the story of people with lived experience in any category to better impact change
  + If people filing a discrimination complaint with the human rights commission felt that they would be protected from retaliation
  + More intentional attempts to connect folks traditionally not heard in public meetings to decision makers
* **Veteran** 
  + Way to identify veterans across multiple types of resources
  + Better ways to integrate veteran organizations to sit at the table with Bloomington leadership
* **Other/General**
  + Feeling of belonging
  + More person centered
  + Affordability in general to increase access (including living wage)

**Why are we not there now?**

* **Stories/Messaging/representation**
  + Marginalized communities do not have a voice and are often placated and cast aside unless it’s a publicity moment
  + Gatekeeping (people in charge of access not willing to hear the person)
  + Lack of knowledge of what the needs of the community are
  + People think they do not deserve to receive services
  + Making a stance labels you (both sides)
  + Media coverage always goes to the same perspectives, insufficient coverage from the people working with and living in the communities
  + Who owns the story, and how to intentionally give greater agency to the person whose story it is – appropriately platforming
* **Structural**
  + **Government Policy** 
    - Policies being chosen for fiscal reason s vs. longevity of the community
    - Policies rooted in fear or scarcity based model rather than a rich interactive equity focused community model
    - Funding is going to where there is already known power in play (decision makers etc.)
    - Building the system intentionally to flip perspecvite to support those most vulnerable vs. those with most supports
    - The issues are large and labor intensive to overcome
    - High level restrictions like living wage pre-emption rules
    - Over-focus on policing versus underlying causes of crime (reactive vs. proactive)
    - Communities with needs are not actually a priority
  + **Grant/Funding Policy/rules**
    - Grant funding for initiatives that could tackle this issue on a grassroots level (and are already providing services) require audits, 501c3 status and staff that may have other financial means so they cant ‘afford’ to do this work
    - Balancing business needs to make money with needs to provide equitable inclusive services
    - Not sufficient support for folks already doing the work (too many hoo9pes)
    - Micro-lending model (potential solution)
* **Other**
  + Too many initiatives to focus on one area

**To Do:**

* Fill out meeting scheduler when sent out to select a regular meeting time/day. We will do our best to meet the needs of the group.
* Let Emily/Melanie know if the hybrid format with Owl technology worked for you (or if there are any ways to improve the hybrid experience).
* Continue thinking about the questions posed – ‘What would it look like if Monroe County successfully addressed inequity, discrimination and bias?’ and “Why aren’t we there now?’.
* Are there things missing from the notes above?
* Let Emily/Melanie know and bring your considerations to the next meeting.