**Monroe County Community Health Improvement Plan (CHIP)**

**Inequity Discrimination and Bias Workgroup**

**Date/time**: April 13th, 2023, 11 am - noon

**Location**: Monroe County Public Library room 2A and Zoom

**Facilitator**: Rebecca Nunley

**Notes**: Melanie Vehslage

**In person:** Melanie Vehslage– Monroe County Health Department (MCHD), Rebecca Nunley – IU Health Bloomington; Avery Thomas - MCHD, Steven Coover – Monroe Fire Protection District, Nick Philbeck – CJAM and BTCC

**Online:** Marlee Case – Youth Services Bureau (YSB), Lasaundra McCoy – Social Worker at Bloomington Police Department, Liz Stauth – Anthem Medicaid, Tonda Radewan – Housing and Eviction Prevention Project and Bloomington Human Rights Commission, Lori Kelley - MCHD, Hannah Lencheck – BTCC/YSB

**Agenda**

* **Welcome/Introductions** - Rebecca (5 min)
* **Review/summary of previous meetings** – Rebecca (5 min)
* **FindHelp** – Rebecca (10 min)
  + Set goal for percentage increase of claimed programs on Helping Bloomington Monroe
    - Currently have 25% claimed on FindHelp – local programs we have 34% claim rate in Monroe County
    - 10% would be adding 16 programs to be claimed (this will be our goal to be done by December 31, 2024)
    - Some folks have worked to add to the timeline already
    - Reach out to Rebecca if there is a snag on getting folks claimed to ensure folks have support on the platform
  + Check progress/how to continue momentum?
* **Implicit Bias training/toolkit**
  + Survey types/examples and discussion - Nick (25 min)
    - See shared folder from BTCC <https://drive.google.com/drive/folders/1fsym-FlYOGTprV7Qe0y39u4jfxzW0D42?usp=share_link>
    - What kind of project do we want to undertake
      * Sample DEIA Tools and Resources is helpful in terms of where different tools fall, whether we are assessing trainings, versus individuals versus programming/policy all of which are two very different things
      * Implicit bias primer covers individual a little
      * Different organizations have different goals (individual to systemic)
      * Activities/prompts can be supportive in building culture
      * How do we communicate about the second set of how to describe to others and understand training options
    - Assessment? If looking at an assessment – how do we address each individual component?
    - Educating providers?
      * Could look like focus on your knowledge about the concepts as they apply to your work and how are coalitions fostered
    - Changing organizational practice?
      * There are lots of resources linked above that can also be adapted
    - Policy change? Are we able to help people talk about things in a way that would influence policy?
    - **Any thoughts or questions?** 
      * What tools are lacking the most in the community?
      * Might want something that’s ready to go that is good enough for the purposes identified.
      * CJAM worked on accountability principles
    - **Take the temp of the room on moving forward on this as a project – yes/no?** 
      * Interest in being able to connect the end user or the person who is experiencing the inequity a resource as well as from a provider lens.
        + Compile resources for folks experiencing discrimination?

For example, one can file a complaint with FHEO or a complaint with HRC and then facilitate discussion from there, but what are other resources to guide in complaint filing?

If you felt being discriminated related to housing and because you didn’t have sufficient documentation, what other documentation do you have?

Step by step guide rather than a list of resources

Not necessarily a navigator, but more of a how-to

* + - * + This kind of brings together the projects – need to know what resources are available and how to move people in the moment
      * What are the ways that a person can address those issues?
        + To do: Everyone take one resource and add it to the spreadsheet and how to address the complaint
        + Is there a way to document challenges with accessing resources in Finding HBM as well?
      * Develop tools to help 102 level after IDB group members trained, those interested trained as trainers, and then can work on participating in enhancing 102 level cohort for orgs already trained
        + FYI: Organizations who have already taken [Primary Prevention](https://docs.google.com/document/d/12gYheGtjHvkEg0Jm68_Ywxt6thB6FpIy/edit?usp=sharing&ouid=104921433098158791415&rtpof=true&sd=true) training with BTCC
  + Explore implicit bias training for the CHIP group  - Nick (10 min)
    - Are there folks that would be interested in becoming trained? Could split it between existing IDB meetings or could do all at once and open it up to others in the community?
      * Folks in the room would prefer to do all in one session. 20-30 would be max number
      * Could be good to collaborate with some of the orgs that did the candidate forums – if we are keeping it at MoCo should reach out to Ellettsville as there are more housing developments where there will be more challenges with discrimination as well.
      * Early fall as suggested time for hosting the event
* Next IDB meeting: May 8 at 11 am, MCPL and via Zoom
  + Please bring feedback and thoughts on how to move these projects forward using SMART goals and [the IDB timeline](https://docs.google.com/document/d/1zh8DPgIs9TIqznaAsHgMqVYdS5S4t-z6/edit?usp=sharing&ouid=104921433098158791415&rtpof=true&sd=true)