

JOHS Provider Conference

May 29, 2024

Notes from Session: Equity Plans

Presenters: Emily Nelson, Claudia Sharygi

Moderators: None

Notetaker: Emily Gardner

-Key Points from Session Overview/Presentation (info not captured in presentation slide deck):

-

-Questions/Answers (summarization):

- **Do we have ways to identify ‘correct’ ways of doing outreach? Does JOHS have a recommended framework for ‘outreach’?** Can look different depending on community served and type of service provided. Important takeaway is to try and gather feedback from the folks you are serving. JOHS can provide tools and resources, we don’t have a specific prescriptive outline in mind.
- **How are equity plans funded?** Not in a particular budget line right now. JOHS can connect folks with training, technical assistance and support. If agencies identify gaps and share this with JOHS, JOHS can work to identify funding to support these needs.
- **Is it a concern for JOHS that some people don’t have easy access to a phone and therefore can’t call to get services?** Yes, that is a programmatic concern. The agency could propose using their funds to get phones for community members needing services, and bounce it off of their contract manager.
-

-Main Discussion Points:

- Community feedback should inform service improvements.
- JOHS can provide assessment tools to help agencies see where they are at right now in terms of barriers, disparities in service delivery, etc. From the assessment, a plan to address barriers/disparities can be developed.

- At NAYA, many Native identified clients are served by non-JOHS funded programs, because the JOHS funded programs don't serve them as well. The equity plan requirement doesn't ask agencies to specify which funding stream is serving their clients. Some culturally specific agencies may also have some opportunities to improve services for intersectional communities (LGBTQ for example).
-

Yellow = Roots = Current state or values

Purple = Trunk = Action steps and resources needed

Green = Leaves = Desired state or outcome

Blue = Clouds = Systemic or organizational barriers

-Takeaways or Follow-Ups for JOHS

(expectations/priorities/recommendations/etc):

- How to have equity plan conversations with boards of directors? How to 'move' a board of directors? Emphasize that the JOHS as a funder is identifying equity plans as being important for an organization to have.
- Set up a 'reparations' committee for the city and/or county. Poverty disproportionately impacts African American folks.