

Equity Commitment 2022/2023 Progress Report



Community Health Fund
John Muir Health Building Bridges to Better Health

Introduction

In 2021 the John Muir Community Health Fund (CHF) engaged in an extensive process to consider how to best advance its mission and improve health outcomes in Eastern and Central Contra Costa. This process included grappling with the huge health inequities correlating with race in the context of the CHF's longstanding commitment to address the root causes of poor health. Ultimately, the CHF Board of Directors adopted an equity statement in December 2021 which recognized that the CHF must address racial disparities if it is to carry out its mission effectively:

What we now know about the connections between health and BIPOC individuals in our Central and East Contra Costa communities teaches us that we cannot transform the health of our communities without focusing on the health inequities related to systemic racism.

To this end, CHF adopted three explicit organizational commitments as part of its equity statement. CHF's progress in carrying out these commitments is summarized in the report that follows.

Commitment One: Grantmaking

Our grantmaking will recognize and meaningfully act on the fact that systemic racism persists and is an important driver of health disparities and inequitable health care.

Training

CHF board and staff will undergo training in anti-racism.

Two trainings were conducted:

- ✓ March 2022: Presentation on historical overview of racial inequality in the USA and impact of racism on health equity. Follow up conversation about the effects of racism on health equity as they relate to the CHF's grantmaking guidelines and process.
- ✓ June 2022: Mapping presentation and discussion of areas of high need specific to race and ethnicity followed by a panel presentation "Voices from East Contra Costa Communities" including the Manager of City of Antioch Youth Services Network, Executive Director of People Who Care and, Manager of the East Contra Costa Community Alliance.
- ✓ 2023 trainings are scheduled for March and June.



Grant Guidelines

We will incorporate in our guidelines that grantees must include a description of how they are specifically meeting the needs of BIPOC populations in the development of their initiative.

- ✓ Grant guidelines were updated to include an expectation that partners will explicitly address racial equity needs in the community
- ✓ All funded community partners are now required to collect and report equity and outcomes data, including:
 - Efforts to diversify each partner’s board;
 - Description of how the partner is addressing inequity in the health care system;
 - Identification of which social determinants of health are being addressed by services¹;
 - Total number of people served, disaggregated by gender, race, ethnicity, and age;
 - Gender (female, male, non-binary, choose not to disclose)
 - Race (white, Black or African American, American Indian or Alaska Native, Asian, Native Hawaiian or other Pacific Islander, Mixed, choose not to disclose)
 - Ethnicity (Hispanic, Non-Hispanic, choose not to disclose)
 - Age (Early childhood, Youth, Adolescent, Adult, Senior, choose not to disclose)
 - Explanation of outcomes achieved.



Demographic Data

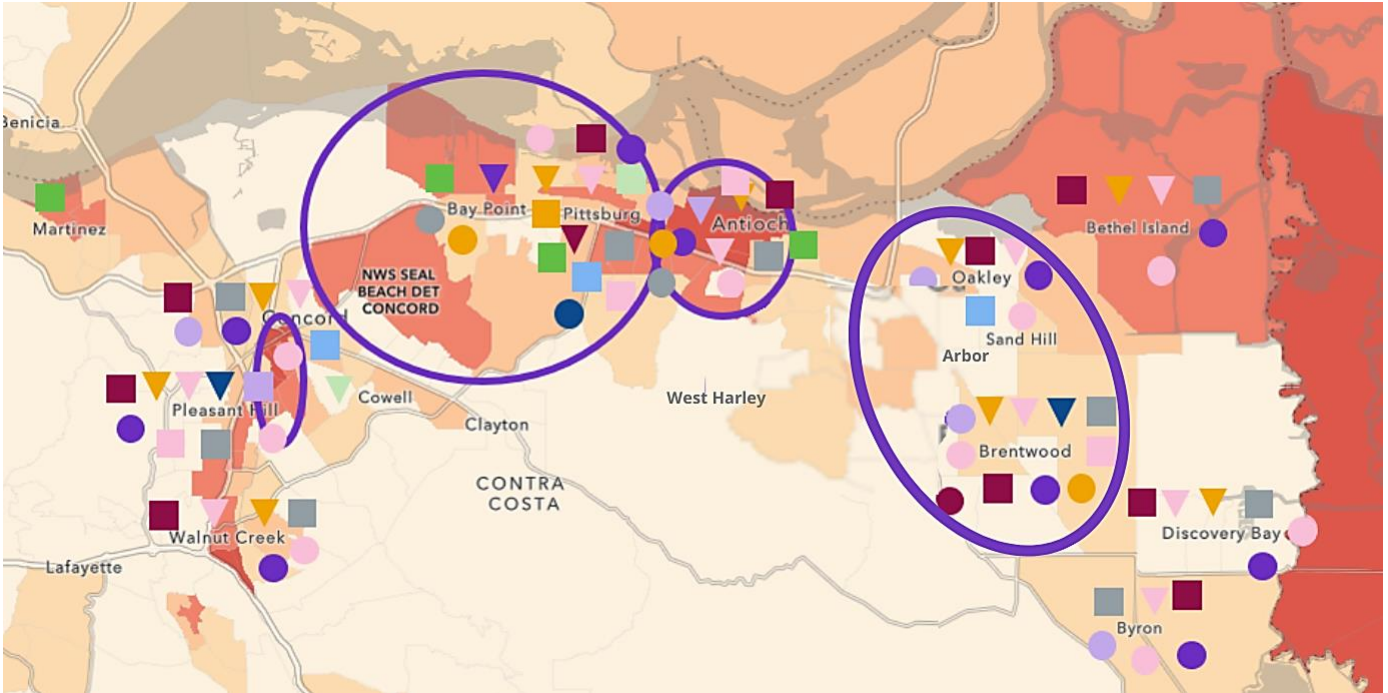
Our board and staff will find ways to understand the demographics of all those served by our grants and to use that information to reduce the effects of systemic racism on health while protecting the privacy of individuals accessing services.

- ✓ As mentioned, a Racial Equity Data Collection Report template for use by funded partners was developed and is currently being piloted. As of December 2022, the CHF requires the submission of Equity Data & Outcome reports at initial, interim, and final reporting periods.



























Although data from CHF’s partners is preliminary, a comparison with public data confirms that CHF community partners are, in fact, providing services in the areas of highest need in Eastern and Central Costa County. CHF developed a Heat Map to visualize this effort, which it shared in its Annual Report.

Over the course of 2022, CHF increased its data collection expectations in order to verify its success in carrying out its commitment to racial equity. The process to carry out this commitment began with an audit of all data the CHF had previously collected. We analyzed that data through an equity lens to inform the type of additional data the CHF should be collecting. We also updated processes for data collection from grantees. Grantees have just started reporting initial data that the CHF will use to inform its decision making. We will continue to collect baseline data for one year and discuss what we find with the board bi-annually. Once baseline data has been collected for over one year, the CHF board will consider how to use the data to understand its reach and gaps, and how to pivot appropriately.

¹ Identified social determinants include, but are not limited to, access to care, behavioral health, economic security and workforce development, social support, food access, and racial equity and social justice.



MAP LEGEND

<p>Diverse Areas (70% or above nonwhite) </p> <p>CHF Community Partners</p> <ul style="list-style-type: none">  Bay Area Community Resources  Bay Area Community Services  California State University, East Bay  Choice in Aging  Contra Costa Crisis Center 	<ul style="list-style-type: none">  Contra Costa Senior Legal Services  Dentists on Wheels  Diablo Valley College  Empowered Aging  Food Bank of Contra Costa & Solano  John Muir Land Trust  La Clínica de La Raza 	<ul style="list-style-type: none">  Loaves and Fishes of Contra Costa  Los Medanos College  Love Never Fails  Meals on Wheels Diablo Region  Mindful Life Project  Mt. Diablo Adult Education  Opportunity Junction 	<ul style="list-style-type: none">  People Who Care  Rainbow Community Center  St. Vincent de Paul of Contra Costa  Veterans of Foreign Wars, Post 10789  Village Community Resource Center  Village Keepers
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Areas shaded with darker red are considered the most difficult to count on the Census, and often the most marginalized relative to lightly shaded areas.

Commitment Two: Targeted Initiatives

To craft initiatives that optimally address the effects of systemic racism on health in our resilient, but under-resourced communities, we will continue to build on the trust of the people who live in our communities by forging lasting collaborations with them.



Racial Equity and Social Justice Community Advisory Council

We will identify and invest in a network of community voices and partners — a Racial Equity and Social Justice Community Advisory Council (RESCAC) composed of people of different races, cultures, and life circumstances — who understand the often unspoken codes, mores, and lived experiences of our communities.

- ✓ CHF convened a small group of BIPOC nonprofit and government leaders to explore options for creating the RESJAC. The key takeaway from this group was that any RESJAC must benefit the community and the participants, not only CHF.
- ✓ CHF provided critical support to resident and community leaders to embark on a planning process to establish the Contra Costa Office of Racial Equity and Social Justice (ORESJ).
- ✓ CHF is engaged in discussions to identify potential planning support to establish a Council that can serve the needs of a wide range of organizations including the nonprofit community, philanthropic organizations — including the CHF — and the Contra Costa Office of Racial Equity & Social Justice



Engage Community Partners

During the planning process before issuing grants, we will gather input from and fairly compensate our community partners and resident leaders to help ensure we are meeting the community's highest priority health-related needs in the most effective and sensitive ways possible.

- ✓ The CHF established a procedure to compensate grantees (mini grants) and resident leaders (gift cards) for their time serving as thought partners to the CHF.

Commitment Three: Document Actions

Words matter. Accountable actions matter more, so we will use these commitments as a guide in all of our work, document and evaluate how our work addresses systemic racism and make it available to the public through various outlets and platforms so our communities can assess the impact of our efforts.



Partner with Social Justice Organizations

We will seek ways to continue to partner with other organizations dedicated to social justice, health equity, and addressing the social determinants of health in the areas we serve.

- ✓ CHF has actively sought out organizations working in these areas and awarded targeted grants to start-up programs Village Keepers for the African American Family Wellness Center; Hijas Del Campo for the Migrant & Seasonal Farmworker Initiative; and People Who Care for City of Pittsburg Mental Health Roundtables.

- ✓ Board Members and staff conducted site visits to La Clínica de La Raza, Rainbow Community Center, Loaves and Fishes of Contra Costa, Pittsburg Family Harvest Farm, and Dentists on Wheels at St. Vincent de Paul.
- ✓ Community Partners were invited to set up resource information tables and were highlighted at the CHF's 25th Anniversary Celebration event.
- ✓ Board Members and Staff met with the City Managers of Concord and Pleasant Hill who oversee the appoint process of CHF governing board members to bring them up-to-date on CHF's equity work and highlight the priority to maintain a diverse board reflective of the communities we serve. The City Managers and staff agreed to work with CHF staff on outreach efforts to identify and recruit potential board members.



Annual Report

We will issue an annual report that documents the work we have done to address the effects of systemic racism.

- ✓ This report is the first of what will be an annual report that will be publicized every July. It has been developed with input from the full CHF board and with a group of community partners.

CHF also tracked and posted the diversity of the CHF board. As of January 2023, the 10-member board was 40% female (including the board Chair and Vice Chair), 30% Asian American, 20% African American, and 10% Latino.