

**Community Health Improvement Plan (CHIP)
Inequity Discrimination and Bias Workgroup**

Date: February 13th

Time: 11a-12p

Location: Monroe County Public Library room 2A

Facilitators: Melanie Vehslage and Rebecca Nunley

Notes: Melanie

Overview of Meeting:

- **Welcome and Introductions**
- **Review/summary of previous meeting minutes/presentations**
- **Review IDB Draft Timeline, Priority Area Template**
- **Editable/interactive version of timeline here:**

<https://docs.google.com/document/d/1zh8DPgls9TIqznaAsHgMqVYdS5S4t-z6/edit?usp=sharing&oid=104921433098158791415&rtpof=true&sd=true>

- Identify any additional objectives/strategies that need added
- Identify any objectives/strategies that need broken out of existing list
- Begin to fill in template with SMART goals
- Sign up for roles/responsibilities if applicable

Notes on conversation outside of collective review and filling in the Draft Timeline, Priority Area

Template:

- **Re: Toolkit development and enhancing IDB related trainings in the community**
 - Some groups have done gaps analysis for their program to identify the areas of diversity that they are expected to serve. There is a need to identify what kinds of diversity are we looking for in the context of developing a toolkit
 - When developing survey tools to understand effectiveness of trainings, found that there were a variety of people with lots of different goals. The way they will utilize the training and other services can be different depending on the context of the organization.
 - Thoughts on surveying those having gone through IDB trainings:
 - Evaluation and follow-up on how they felt about the work and how did it change after the training itself.
 - Note that it is harder to track policy change for an outside agency

- Could be a way to measure experiences of people receiving services for a pre and post training
 - Need to identify the specific diversities that are of interest in an evaluation to more effectively track changes (ie being specific about interest in diversity of race, gender, physical disability, socioeconomic diversity or other component)
 - Financial incentives to do surveys (either for CHIP members or for employees of agencies) would increase likelihood of engagement with survey
 - CAPS commission is working with IU on some survey information – may be a resource to tap into
 - Getting more feedback from recipients is best litmus test as to effectiveness of trainings. Where does the responsibility lie, is the agency responsible versus others. What can we actually change? And how do we affect the change significantly?
 - Receiving implicit bias training, especially if the training came with a toolkit for surveying our clients (specifically to understand our existing gaps and impacts of our improvements as they relate to the implicit bias/IDB training) would be extremely valuable, especially if that toolkit helped connect to IU research groups or others who could assist in orchestrating the data collection/processing
 - BTCC currently recommends in tools and interventions section that the trainees center those most impacted by decisions, share power, build relationships & get feedback, but BTCC doesn't currently have a good "and here's how to actually do that!" toolkit to share (gap identified!)
- Rather than looking at measurements of how many folks have received training, might pivot the goal to more of a helping support agencies figure out feedback systems instead.
 - A lot of places don't have programs in place for feedback from the people receiving services. Maybe our role would be to support the feedback process.
 - Might be more useful in terms of how well they're doing in terms of dealing with inequity and bias – what has been working, what hasn't been, by just developing a feedback process to better support after a training.

- Is there a list of places that had taken the training? Maybe start there instead of all of the possible groups. Human Rights Commission and Heading Home might be good networks to tap into as well
 - Heading Home does quarterly trainings – could be an opportunity offer these trainings and workshops to service providers
 - Would like to leverage more outside resources
 - Different trainings have different purposes, need to identify what our purpose is
- **Review/identify additional to-dos for next meeting**
 - **To Do (ALL):** Start on FindHelp Objective
 - **To Do (Melanie):** Make an editable google sheet to share and track collective process with FindHelp objective.
 - <https://docs.google.com/spreadsheets/d/1tgi0alfasWXFD2meuzp44M1GyC7pSJXPb0RZtOOnixs/edit?usp=sharing>
 - **To Do (ALL):** Add to editable IDB CHIP timeline before March meeting to clarify any points made during the discussion that didn't make it on the timeline OR fill in one of the blank tables below to draft language for an objective related to measuring experiences for people utilizing services from agencies who have gone through BTCC or other trainings
 - <https://docs.google.com/document/d/1zh8DPgls9TIqznaAsHgMqVYdS5S4t-z6/edit?usp=sharing&oid=104921433098158791415&rtpof=true&sd=true>
- **Closing**
 - Zoom versus Teams? **Zoom!**
 - Hybrid vs. Zoom only? **Hybrid**
 - **Please remember to cancel meeting link sent from Emily Carrico at City of Bloomington**
 - **Next meeting Monday, March 13th from 11a-12p @ MCPL Room: 2A**