

FSSA Equity Teams: Structure and Details

The Office of Healthy Opportunities equity teams aim to integrate and address racial and social equity-related issues throughout FSSA. The teams will balance skills, interest, and capacity among all FSSA divisions.

Each team will be responsible for collaborating to execute identified projects. This document outlines details on expectations, activities, and skills needed for each team.

Benefits to joining a team:

- Collaborating across FSSA divisions to learn about other efforts
- Networking across divisions about areas of internal change
- Opportunity to represent division and your work
- Channel frustration about lived experiences to action items and outcomes for the agency
- Ability to build skills in equity, inclusion, and opportunity

Overall needs:

- Lived experience as a member of an underrepresented or minoritized population
- Possess any of the skills identified for the team you're interested in
- Knowledge of your program, day-to-day work
- Interest in improving outcomes for vulnerable populations and/or employee experiences

Time expected:

- Varies, but ranges from 2-5 hours per month, including team meetings
- Ability to roll off team after one year

Community Engagement Team

Purpose: Work across OHO teams and workgroups to ensure representation of community voice in FSSA's work, with an emphasis on minoritized and vulnerable populations.

Skills sought (at least one):

- Experience:
 - Working directly with FSSA's service populations
 - Working with external organizations, other State of Indiana agencies
 - Communicating (listening and speaking) complex information and experiences with residents and stakeholders
 - Linking existing work with broader agency goals

Activities and key projects:

- Identifying service populations: Identify key populations whose perspectives should be consistently represented in the development of FSSA strategies
- Collecting community feedback and empowering FSSA: Develop and conduct listening sessions and/or surveys with community residents across the state to identify gaps in service provision
- Communicating efforts and action to communities: Supporting action sessions to share how ideas are moving forward and potential roadblocks
- Network building: Build on local and statewide partnerships that work in community for different populations

Education Team

Purpose: Provide ongoing education to inform decisions to FSSA staff about issues related to racial and social equity.

Skills Sought (at least one):

- Creative and curious thinkers
- Willingness to learn about issues across different social experiences
- Ability to work across division teams

Activities:

- Repository of learning materials: Identify language and terminology appropriate to achieve health equity
- Cultural campaigns and celebrations: Develop and inform campaigns and cultural celebrations relevant to the promotion of racial and social equity
- Ongoing education efforts: Identify and help communicate equity-related issues relevant to Indiana and FSSA through webinars, speaker series, and other events

Capacity Building Team

Purpose: Ensure FSSA ability, skills, and capacity to 1) meaningfully engage with service populations in equitable ways and 2) to foster an environment supportive of minoritized staff within the agency.

Skills sought (at least one):

- Training others in specific skills
- Ability to lead and navigate difficult conversations
- Knowledge of HR systems and processes
- Confidentiality and sensitivity toward individual or group experiences

Activities:

- Training development: Identify and categorize existing and relevant training modules for FSSA staff
- Manage and incorporate staff experiences: Support listening sessions for FSSA employees to share experiences that inform action steps
- Affinity groups: Identify and support employees who will benefit from engaging with others with shared experiences, backgrounds
- Reporting system: Develop meaningful and effective reporting system for FSSA staff to report concerns in ways that reflect opportunities to advance racial and social justice

Policy Team

Purpose: Update and assess division policies, programs, and practices that may directly or inadvertently exacerbate racial inequity.

Skills sought (at least one):

- Working directly with program participants, contractors to implement programs
- Division-level experts who are knowledgeable about the specifics of federal policy
- Knowledge of processes and activities that take place within your division or office

Activities:

- Division equity goals: Help divisions set program goals related to racial and social equity
- Training in policy gaps: Identify state or federal efforts that may complicate internal efforts to be more racially equitable to FSSA service populations
- Solution mapping and implementation: Find and help implement unique solutions to connect Hoosiers to services and programs that address social needs

Accountability Team

Purpose: Provide initial and ongoing oversight in equity-related issues in data management, collection, and assessment.

Skills sought (at least one):

- Data entry and collection with FSSA clients, members
- Data analysis
- Program evaluation and assessments

Activities:

- Equitable data management: Identify initial issues in data collection and management and develop strategies to create consistency in division data collection and management efforts
- Infrastructure development: Create system to track and assess data regarding FSSA program outcomes, as well as promotion, growth track opportunities, work performance, and dismissals to ensure equity in the span of employment with FSSA
- Metric development: Integrate equitable evaluation metrics in funding opportunities, existing, division efforts, and future programming
- Evaluation and assessment: Support ongoing analysis to assess and provide feedback about equity-related activities

Social Equity Workgroup

Purpose: Provide oversight and conduct activities to promote and remedy issues of social equity within FSSA.

Skills sought (at least one):

- Expertise working with specific populations (e.g. refugees, persons with disabilities, LGBTQ+, rural location, domestic violence survivors, etc.)
- Lived experiences as a member of a certain populations
- Ability to advocate for communities
- Training in how to navigate different experiences

Activities:

- Meet regularly to update OHO team of social equity-related efforts
- Advise and support respective equity teams, as appropriate
- Serve as a resource or connect FSSA to others who have similar experiences or expertise