



Council, Committee or Workgroup Meeting Snapshot

Meeting: Regional Equity Advisory Committee for Health (REACH)

Meeting Date: 3/21/2022

KEY DISCUSSION TOPICS

Members:

- Ricardo Bowden
- Debbie Edokpolo
- Afaf Humayun
- Jean Lee
- Shelly Milligan
- Feliz Rodriguez
- Anna Winters

MSHN Support Staff:

- Dani Meier
- Skye Pletcher

MSHN Other:

- Joe Sedlock
- _____

Other:

- _____

Agenda:

1. Hand-off to Shelly Milligan as REACH Facilitator
2. Introductions for new members
3. Review of DEI self-assessment tools
4. Projects in the works: Access/treatment disparities, DEI definitions
5. REACH Member concerns, questions, priorities
6. Next steps

✓ KEY DECISIONS

- Shelly Milligan led the meeting as new Chair/Facilitator
- Welcome to new member - Feliz Rodriguez, DEI Officer for Ingham County
- Review of the DEI assessment tools that were shared
- Committee member feedback that best practice in DEI assessment is to use an external/3rd party evaluator rather than a self-assessment tool to mitigate potential for organizational self-bias

	<ul style="list-style-type: none"> • Not helpful for self-assessment to be too broad, however it is important to start at the beginning, ie: <ul style="list-style-type: none"> ○ How does MSHN define things like equity and inclusion? ○ Does the organization's mission statement include its values about inclusion? • Importance of creating safe space as an organization for employees and stakeholders to be heard in the DEI assessment process without fear of being further marginalized. • Be prepared to respond and take action on results of assessment; Lean into uncomfortable/hard/unexpected feedback • Committee member consensus around recommendation to use an external/3rd party DEI consulting organization to administer organizational assessment • Dani and Skye provided an overview of some current regional initiatives related to identifying and addressing health disparities • Debbie Edokpolo shared information about an upcoming DEI training she is facilitating on April 13th. Committee members are invited to attend and/or share the information with other individuals who would be interested in participating. Link to register is here.
<p>✓ ACTION/INPUT REQUIRED</p>	<ul style="list-style-type: none"> • Please share any recommendations of external/3rd party DEI consultants to administer organizational assessment <ul style="list-style-type: none"> ○ Hanover Research A New Model for Information Research (Previously used by Okemos Schools) ○ Dialogue-Based-Needs-Assessment-6_25_2018.pdf (mph.org)
<p>✓ KEY DATA POINTS/DATES</p>	<ul style="list-style-type: none"> • N/A

Next 3rd Monday Meeting: April 18, 2022, 3 – 4:30 PM via Zoom [here](#).