Equitable Community Engagement: An Address to Racial and Health Inequities

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Community Engagement Plans
What’s in the plan?

Community Engagement Framework

- Community Engagement Policy
  Sets the standards of equitable community engagement at BPHC.

- Community Engagement Objectives & Strategies
  Outlines in detail BPHC’s actions for practicing equitable community engagement.

- Community Engagement Toolkit
  Provides staff with templates and resources to guide a coordinated and consistent approach to engagement practices.
Process to develop the Community Engagement Plan

- EXTERNAL PARTNERS
- INTERNAL COMMUNITY ENGAGEMENT WORKGROUP
- COMMUNITY ENGAGEMENT SURVEY
Cultivate an institutional culture and consistency in community engagement practices across all service areas within BPHC

Create opportunities for communities to participate in public planning and decision-making

Hold BPHC accountable to community input and feedback

Enhance communication to engage a broad range of populations and stakeholders
Integrate community engagement principles within all programs and service centers

Provide tools and resources to support application, evaluation and reporting

Build trust through transparency and commitment to building long-term relationships with communities

Include staff as residents in decision-making
BPHC Community Engagement Framework

- TRANSPARENCY
- ACCOUNTABILITY
- INCLUSION
- EQUITY
- TRANSFORMATION
- SUSTAINABILITY
Community Engagement Spectrum

**COMMUNITY ENGAGEMENT SPECTRUM**

BPHC will engage communities by using the following methods:

- **INFORM**
  Share information, listen for understanding, and answer questions for clarity.

- **CONSULT**
  Two-way communication to obtain feedback on existing issues, projects, processes, or ideas.

- **COLLABORATE**
  Partner in each aspect of decision-making, including development of alternatives and identification of preferred solutions.

- **TRANSFER DECISION-MAKING**
  Place final decision-making in the control of the community.

- **COMMUNITY DRIVEN & LED**
  Support the priorities and ideas identified and led by the community.

BPHC is invited to participate in decisions that are:

**COMMUNITY DRIVEN & LED**
Communities identify important community issues and take action to implement change.

**INFORM**
Communities keep BPHC informed of community issues.

**CONSULT**
Communities obtain feedback from BPHC on issues and report back on how it influenced decision-making.

**COLLABORATE**
Communities partner with BPHC on identified issues for support and resources.

**TRANSFER DECISION-MAKING**
Communities supply BPHC with content or real-time data for testimony or policy development.

Building A Healthy Boston
May 2022
Assessment:

Does our initiative have potential environmental, economic, safety and/or health impacts on the community?

Have community members voiced interest, concern, or opposition to our initiative?

Would public participation help our initiative achieve equitable outcomes for community members?
Application & Accountability
Key Strategies

- Racial Health Equity Advisory Committee
- Anti-Racism Advisory Committee
- Language in RFI/RFRS
- Community Conversations
- Budget Requests
- Equity Plans

Building A Healthy Boston
Make an Impact

Serve as a member of the Racial Health Equity Advisory Committee

We need people like you!
Members are Boston residents representing diverse cultures and communities. Community leaders with a range of life experiences are encouraged to apply. Prior experience in public health is not necessary.

You know what works for your community!
Members inform equitable budget, communications, community engagement, and COVID-19 decisions to create positive change in our city.

All members receive a participation stipend.
To apply, visit bphc.org/RHEAC

Applications due July 2, 2021

Questions? Email Jannet Sanchez at jsanchez@bphc.org

Building a Healthy Boston

The Office of Racial Equity is seeking staff participation in the BPHC Anti-Racism Advisory Committee (ARAC)

CALL FOR MEMBERS!

Membership: All perspectives are needed.
ARAC is a collaborative team of staff from various work levels, functions, skill sets, talents, and levels of influence with a balanced representation of race, ethnicity, and gender.

PURPOSE: ARAC helps advance the BPHC Anti-Racism Policy, the Workplace Improvement Initiative (WIIN), and more.
Click here to see a timeline of ARAC’s accomplishments.

Commitment: ARAC meets online on the 1st Wednesday of every month from 3-5 PM.

Interested in applying? Submit an interest form at: bit.ly/ARAC-Interest-Form
For more information, email ARAC@bphc.org

Building A Healthy Boston
Racial Health Equity Advisory Committee 3rd Cohort

Abby Burkland is a non-binary, Korean American adoptee living in Dorchester. They support environmental justice in frontline communities through the New England Grassroots Environment Fund.

Angel Moran was born in Mexico, raised in Connecticut, lives in Dorchester, and speaks Spanish. He is a literacy advocate and founder of PRIDE New England at JP Morgan Chase.

Anh Chung was born in Vietnam and is the rock of her immigrant family. She runs a social media page for the Vietnamese community. She lives in Dorchester/South Boston and speaks Vietnamese.

Deryck Reid is a father and human services professional with experience in the fields of homelessness and substance use disorder. He has a Southern heart and lives in Dorchester.

Icey Washington is a mother of 3 children and has worked in healthcare for 25 years. She is passionate about mental, maternal, and child health. She lives in Mattapan and speaks Haitian Creole.

Joseli Alonzo is a Dominican, licensed certified social worker, sister, and daughter and has lived in Boston since she was 5. She lives in the Bowdoin/Geneva neighborhood and speaks Spanish.

Lucille Culpepper-Jones is a dancer, activist, and advocate. She runs a food pantry and serves as Vice President of the Garrison Trotter Neighborhood Association. She lives in Dorchester and speaks Spanish.

Myrtise Maurice is a single parent, licensed clinical social worker, and public health professional. She established a behavioral health organization. Lives in Hyde Park and speaks Haitian Creole.

Talissa Adrien was raised in Haiti, lives in Roxbury, and speaks Haitian Creole & French. She dedicates herself to assisting cancer patients and helping new immigrants navigate the immigration process.

Tyshaun Perryman is a native of Boston and currently lives in Jamaica Plain. He is an HBCU alumnus with experience in mass communications. He is a Certified Addictions Recovery Coach.
In Action Cont.: Strategic Planning

2019 -2021 BPHC Strategic Plan

2019 Boston CHNA-CHIP

Racism a Public Health Crisis
In Action Cont.: Community Conversations

FOCUS GROUP PARTICIPANTS NEEDED!

We want to hear from you!
The Boston Public Health Commission invites you to share your opinions about the future COVID-19 vaccines.

Focus groups will be held online and last 1.5 hours. Participation is completely voluntary.

Participants will receive a $25 gift card to Amazon, Target, or Stop & Shop.

To participate, you must be:
- 18 years or older and
- Live in Boston

Sign up here: https://bit.ly/2ZwK0lc
Questions? Email healthyall@bphc.org

2020 COVID-19 Vaccine

2019 CHNA/CHIP Prioritization

2018 Mental Health & Community Violence

Building A Healthy Boston

May 2022
1. How does this requested budget advance achievement of racial justice and health equity as outlined in the BPHC’s Strategic Plan, the Mayor’s Declaration and/or your Bureau/Department specific Racial Equity Plan?

2. Describe how internal and external stakeholders, specifically those most impacted by COVID and/or racial inequities were involved in developing your requested budget?
   a. What will their involvement be in implementation and/or monitoring?

3. Based on last year’s submission, describe significant realignments or changes to your requested budget.
   a. What has changed in response to what was learned from internal/external engagement?
   b. What has changed to support COVID Recovery Plans and/or to serve those most impacted by racial inequities?

4. What are the anticipated racial impacts/outcomes and goals of the expense?
   a. How will racial impacts/outcomes and goals be measured and monitored and how often will they be measured?

5. What funding have you allocated for translation, interpretation, and ADA (American’s with Disabilities Act) accommodation including ASL (American Sign Language) interpretation and video?
We Asked
You Said
We Did &
What Changed

Community input is important to us. We want you to know how your input informs our work.
WHAT HAVE WE LEARNED SO FAR?
Q & A