

CHIP Inequity, Discrimination and Bias Group

Week One

8.26.22

What would it look like if Monroe County (did \_\_, had \_\_\_\_\_, provided \_\_\_\_\_ etc.)?

Easy access to all people for healthcare

bigtn businesses had to required DEI training

Reduction in health disparities as related to race

equitable policy (down to school districting and things that play into education)

more person centered

tiny home village

more effectively telling the story of people with lived experience in any category to better impact change

way to identify veterans across multiple types of resources

follow up that isn't an automated phone survey but personal connection - did they get the care they needed?

Policies to support sustainable housing in development plans

Thorough DEI education

homes for those unhoused

flexible for understanding transportation problems happen and it's not the individual's/patient's fault

ease process for people to get help by making it more safe

More intentional attempts to connect folks traditionally not heard in public meetings to decision makers

If people filing a discrimination complaint with the Human Rights Commission felt that they would be protected from retaliation.

If Implicit Bias training was mandatory for property management companies that receive HUD/LIHTC funding.

home share program to match older adults w/space in their home and younger adults

affordability in general to increase access (livable wage)

feeling of belonging

remove bias in healthcare by identifying educating and holding accountable

better ways to integrate veteran organizations to sit at the table with bigtn leadership

# Why are we not there now?

Marginalized communities do not have a voice and are often placated and cast aside - unless it's a publicity moment.

gatekeeping (people in charge of access not willing to hear the person)

too many initiatives to focus on one area

communities are not a priority

Lack of knowledge of what he needs of the community are

people think that they do not deserve to receive services

making a stance labels you (both sides)

the issues are large and labor intensive to overcome

over-focus on policing versus underlying causes of crime (reactive vs pro-active)

funding is going to where there is already power in play (decision makers etc.)

building the system intentionally to flip perspective to support those most vulnerable vs. those with most supports

policies being chosen for fiscal reasons vs. longevity of the community

Grant funding for initiatives that could tackle this issues on a grassroots level (and are already there providing services) require audits, 501c3 status and staff that may have other financial means so they can "afford" to do this work.

policies rooted in fear or scarcity based model rather than a rich interactive equity focused community

balancing business needs to make money with needs to provide equitable inclusive services

high level restrictions like living wage pre-emption rules

microlending model

not sufficient support for folks already doing the work (too many hoops)

media coverage always goes to same perspectives, insufficient coverage from the people working with and living in the communities

who owns the story, and how to intentionally give greater agency to the person whose story it is; platforming appropriately

What are the opportunities/ideas on how to get there?