

MIDD Advisory Committee
Equity Framework (DRAFT *for Approval*)
 January 2021

Goal	Proposed Advisory Committee Actions/Activities	Indicator/ Measurable Result	Outcome	Value
<p>A. <i>Education and Awareness</i></p> <p>Deepen AC members understanding of equity, historical oppression, and bias in current policy and systems</p>	<ul style="list-style-type: none"> ● Hold state of behavioral health equity and inequity briefing at MIDD AC meetings ● Include member led discussions and/or readings at MIDD AC meetings ● Integrate under-represented communities to expand effective community-driven/responsive strategies ● Include an equity grounding exercise on monthly agendas ● Hold formal trainings, inviting experts to present and having member led discussions and readings at MIDD AC meetings 	<ul style="list-style-type: none"> ● [Number of] Community partners/under-represented community groups engaged in MIDD AC work ● Established community engagement approach in development of MIDD strategies and programming 	<ul style="list-style-type: none"> ● Expansion and sharing of cross knowledge from member organizations ● Build AC member capacity to bring learnings from AC meetings back to their organizations 	<ul style="list-style-type: none"> ● Foster cultural humility and safety ● Focus on equity and dismantling systemic racism
<p>B. <i>Build Equity through Member Collaboration</i></p> <p>Increase member-to-member collaboration/discussion opportunities</p>	<ul style="list-style-type: none"> ● Identify and schedule MIDD AC member presentations on areas of expertise and knowledge regarding racism; inequitable systems and system change ● Establish time for discussion of how to apply presentation information to MIDD 	<ul style="list-style-type: none"> ● [Number of] Equity-focused presentations during AC meetings ● [Amount of] Time allocated in monthly meetings towards 	<ul style="list-style-type: none"> ● Increase collaboration opportunities among members ● Increase knowledge and utilization of resources that members can 	<ul style="list-style-type: none"> ● Cross-system partnership and collaboration

	strategies/initiatives, funding guidelines and program evaluation	application of resources	leverage to improve equity skills	
<p>C. <i>Make informed recommendations related to MIDD initiative impacts</i></p> <p>Develop recommendations and tools for decision making to assure equitable outcomes and funding</p>	<ul style="list-style-type: none"> ● Review and assess equity opportunities in MIDD programs, services, and operations ● Make recommendations to improve equity and reduce inequities throughout MIDD programs, services, and operations ● Develop an equity tool to apply to MIDD funding recommendation guidelines ● Develop and implement strategies to integrate MIDD AC, agency providers, and community voices to develop data informed equity related decisions and budget recommendations 	<ul style="list-style-type: none"> ● Equity recommendations developed and integrated into MIDD programs, services, and operations ● Established equity tool kit for initiative funding and evaluation decisions ● Evaluation-focused equity subcommittee or approach developed ● Equity impact goals for providers and scopes of work 	<ul style="list-style-type: none"> ● Increase opportunities to collaborate on policy and system change, development and improvements 	<ul style="list-style-type: none"> ● Focus on equity and dismantling systemic racism
<p>D. <i>Strengthen and build stakeholder and community partnerships to inform and maximize MIDD priorities</i></p>	<ul style="list-style-type: none"> ● Develop and implement standing community ad hoc workgroup ● Engage community partners in participatory budgeting and policy development processes ● Prioritize centering community voices by inviting community to share ● Add regular community led briefings to agenda 	<ul style="list-style-type: none"> ● Increase opportunities for people with lived experience to contribute ● Community and consumer workgroup established and integrated into budget process 	<ul style="list-style-type: none"> ● MIDD policy goals and initiatives represent community and stakeholder priorities 	<ul style="list-style-type: none"> ● Commitment to transparency ● Integration of under-represented community voice and their recommendations

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