

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

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

	<ul style="list-style-type: none"><li>• Add regular community led briefings to agenda</li></ul>	<p>integrated into budget process</p> <ul style="list-style-type: none"><li>• [Number of] community presentations in AC meetings</li><li>• Community briefing integrated into agenda</li></ul>		
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