



# Kansas Maternal and Child Health Council (KMCHC) Meeting Minutes

Wednesday, September 13, 2023

Members Present: Carrie Akin, Lauren Alexander, Deborah Alliston, Antje Anji, MD, Brenda Bandy, Kourtney Bettinger, Kayzy Bigler, Heather Braum, Kristi Cain, Lisa Chaney, Jaquita Clark, Stephanie Coleman, Amy Dean Campmire, Sridevi Donepudi, Lisa Frey Blume, Holly Frye, Shalae Harris, Elaine Johannes, Jamie Kim, Jeni McDonald, Jennifer Miller, Jill Nelson, Onyenagubo Oluwakemi, Karen Perez, Jessie Piper, Katie Roggenbaum, Cari Schmidt, Heather Schrotberger, Christy Schunn, Pam Shaw, Cassandra Sines, Juliet Swedlund, Cora Ungerer, Stephanie Wolf

Guests: Amber Brown, Derik Flerlage, Lina Gomez Valencia, Kristianna Guerrero, Carissa Jonak, David Jordan, Douglas Neal, Shirley Payne, Zachary Ray, Suzanne Richards-Eckhart, Michael Sauter, Brandi Turner

Staff: Denise Cyzman, Denae Hart

Agenda Items	Discussion	Action Items
<p><b>Welcome &amp; Recognize New Members/Guest</b></p>	<p>Elaine Johannes welcomed everyone to the meeting. New members and guests introduced themselves.</p>	
<p><b>Palliative Care 5-Year Plan</b> Douglas Neal, KDHE Palliative Care Program Manager</p>	<p>Doug Neal presented KDHE Palliative Care Program Executive Summary which can be found <a href="#">here</a>.</p>	<p><b>Action Item:</b> Program details should be shared with community health workers.</p>
<p><b>Diversity, Equity, and Inclusion Discussion</b> David Jordan Kayzy Bigler and Jennifer Miller Brandi Tuner Heather Braum</p>	<p>Governor’s Commission on Racial Equity and Justice – David Jordan from United Health Ministries Fund served on the governor’s task force for racial equity and justice. He highlighted key items from the task force report that directly relate to healthcare and the MCH population. His presentation can be reviewed <a href="#">here</a>.</p> <p>Integrating Recommendations from the Governor’s Commission into Title V Work – Kayzy Bigler, Children, Youth, Special Healthcare Needs Director; and Jennifer Miller, State MCH Director/Title V Director presented their crosswalk of how they are integrating the recommendations from the governor’s commission into Title V Work. Their presentation can be reviewed <a href="#">here</a>.</p> <p>How DCF has integrated DEI Training into their Work – Brandi Turner, DEI Officer at DCF presented changes DCF has made to examine their processes and procedures from an equity lens. Her presentation can be reviewed <a href="#">here</a>.</p>	<p><b>Action Item:</b> KMCHC members can help spread the word about Medicaid beneficiaries by updating their information through the KanCare clearinghouse and responding to communication from KanCare. (Medicaid Unwinding message)</p>

	<p>Kansas Action for Children – Heather Braum, the Health Policy Advisor for KAC updated the group on legislative goals and priorities KAC has for the upcoming legislative session that have an impact on diversity, equity, and inclusion. The focus for the legislative session will be expanding Medicaid and pushing for the child tax credit. These would greatly improve equitable access to care in Kansas.</p>	
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**Small Group Discussion by Domain & Focus Area**

**Small Group Discussion (See Attachment A for an analysis of the responses to these questions for all four groups combined).**

- How is your organization integrating Diversity, Equity, and Inclusion in your work?
- How can the State or other state groups help you and other organizations in this work?
- What have you heard during today’s presentations that excites and energizes you to act?
- What needs to be continued or expanded by the State, state agencies, or other stakeholder organizations?
- Summary Question: What are our recommendations for state agencies as they work to promote diversity, equity, and inclusion?

Key takeaways for each group are listed below

<b>Women/Maternal</b>	<ul style="list-style-type: none"> <li>• Need agency acceptance of DEI. Question the status quo and assumptions.</li> <li>• Use data to identify areas of need and assess if/how we are serving the priority population(s).</li> <li>• Increase diversity in hiring.</li> <li>• Focus on systemic issues for a more proactive approach.</li> <li>• Consider who we need at the table when making policy or programmatic changes. Ensure people who are impacted by the project are part of the planning and implementation process.</li> <li>• KBEN Fourth Trimester Initiative and using doulas to facilitate conversations around benefits of LARC were exciting to learn about.</li> </ul>	
<b>Perinatal/Infant</b>	<ul style="list-style-type: none"> <li>• Use CHWs and other peer-supporters from the community support DEI, including communities served in the planning and implementation of projects.</li> <li>• Fund and pay for services to support efforts that promote DEI, such as pilot projects, paying people for their time when representing a community, better pay for CHWs and other peer support positions, and funding community-based organizations led by people of color.</li> <li>• Provide and continue Implicit bias and other DEI-related training.</li> <li>• Institutionalize DEI efforts through changes in organizational bylaws and improved policies.</li> <li>• Expand the DCF DEI program.</li> <li>• Use the Racial Impact Score tool to assess intended and unintended consequences of policy.</li> <li>• Recognizing data is essential.</li> </ul>	
<b>Child</b>	<ul style="list-style-type: none"> <li>• Make the effort to overcome barriers, whatever they may be, and recognize when barriers are systemic in nature.</li> <li>• Hear from diverse groups, ensuring representation from those being served or affected.</li> <li>• Have top leadership buy-in and ensure participation across all levels of the organization.</li> </ul>	

	<ul style="list-style-type: none"> <li>• Be authentic in building partnerships, engaging unique perspectives, and doing what you say you will do. Seek to understand, and if you do not, ask questions.</li> <li>• Be ok with small wins.</li> <li>• Those providing services should have commonalities with those being served.</li> <li>• Keep efforts going – don't allow them to stall.</li> </ul>	
<b>Adolescent</b>	<ul style="list-style-type: none"> <li>• Add "B" to DEI, to reflect diversity, equity, inclusion, AND BELONGING.</li> <li>• Commit to promoting diversity, equity, and inclusion through organizational DEI plans.</li> <li>• Understand how overcoming barriers can lead to success.</li> <li>• Foster collaboration, sharing data and sustaining DEI efforts.</li> <li>• Write an easily understood definition for health equity.</li> <li>• Expand DCF's DEI efforts into other state agencies.</li> <li>• Do not be afraid of the challenges or the "ugly" aspects of the journey.</li> </ul>	

### Member Announcements

	<p>Multiple members felt the meeting was beneficial and wanted more time in groups for further discussion.</p> <p>Jennifer Miller announced that they will be surveying KMCHC members for meeting topic ideas for next year and to get feedback on meeting logistics.</p> <p>Doug Neal discussed the Office of Broadband's initiative to improve the mapping of internet connectivity in Kansas. To test your internet connection, you can visit the website <a href="http://www.broadbandks.com">www.broadbandks.com</a>. You can follow this <a href="#">link</a> to a folder containing images in both English and Spanish, designed for nonprofit organizations, local governments, and engaged citizens. We encourage you to share these images on both your organizational and personal social media pages to encourage people to take the test. This initiative aims to gain a better understanding of the areas in Kansas that have internet coverage and those that do not. The results of these speed tests will help the Office of Broadband Development identify immediate needs for the 5-year strategic infrastructure plan and narrow the digital divide.</p>
Future Meetings	<p><b>2024 Meeting dates: January 10, 2024; April 10, 2024; July 10, 2024; October 16, 2024</b></p> <p>*Subject to change</p>

## Themes from Workgroups (combined) for each of the Four Small Group Discussion Questions

### 1. How is your organization integrating Diversity, Equity, and Inclusion in your work?

Organizations use a variety of approaches to integrate diversity, equity, and inclusion into their work:

- Secure ongoing commitment to promoting DEI and implementing related initiatives by ensuring leadership buy-in (at the top levels), creating DEI action or strategic plans, and establishing DEI committees.
- Build authentic community partnerships and make sure the populations served are represented and actively engaged when planning, implementing, and evaluating DEI initiatives.
- Provide DEI education and training for employees and integrate into onboarding new employees.
- Use inclusive hiring and promotion strategies by prioritizing hires and promotions among the population groups served. Some examples given were people of color and individuals with disabilities. As helpful, offer training and education to build skills and enhance knowledge among populations served.
- Use data to drive decisions and evaluate progress, have realistic expectations, address barriers, and be transparent.
- Have policies and procedures that require assessing diversity, equity, and inclusion efforts regularly.
- Implement projects and offer services to priority populations that reflect DEI principles.

### 2. How can the State or other state groups help you and other organizations in this work?

Cross-cutting Ideas:

- Recognize systemic issues to proactively address problems.
- Sustain and build upon initial efforts. Do not let them stall.
- Promote equity opportunities and funding for pilot projects, organizations led by communities of color.
- Advocate for fair compensation and job security for positions filled by people coming from the communities they serve (e.g., CHWs, doulas, peer support)
- Improve support provided to individuals who are representative of the communities they serve, including paying for their time.
- Increase transparency and collaboration with data collection and sharing. Clarify the purpose for data collection.
- Encourage collaboration by breaking down silos and avoiding duplication of efforts.

Equity in Foster Care:

- Recruit foster families that resemble the children in the system.
- Address the privilege of foster families and the lack of support for children in the foster care system.
- Emphasize that poverty is not equivalent to abuse or neglect.

KDHE - Health Equity and Education:

- KDHE should clearly define health equity, including incorporating factors such as geography, disability, and other factors.
- Educate on what health equity entails, as there can be different interpretations.

### 3. What have you heard during today's presentations that excites and energizes you to act?

#### Learning and Collaboration:

- High praise for DCF's DEI initiative and the desire to learn more.
- Acknowledgment of the value of research-based education and the need to avoid unintentional pressure on marginalized communities.
- The significance of fostering collaborations, partnerships, and connections with external organizations and experts in the field.

#### Data and Equity:

- Emphasis on data access and analysis to ensure equitable change.
- The call for clear and understandable data presentation to assess outcomes and make necessary adjustments.
- Mention of desegregated data for maternal mortality, highlighting the importance of examining data by different demographics.

#### Diversity, Equity, and Inclusion (DEI):

- Recognition of the need to address inequities and challenges in DEI work.
- Concerns about the potential impact of upcoming elections on DEI initiatives.
- Encouragement to educate the next generation about population changes and continue expanding DEI efforts.
- Excitement about the potential expansion of the DCF initiative to other state agencies.

### 4. What needs to be continued or expanded by the State, state agencies, or other stakeholder organizations?

#### Education and Community Engagement:

- The importance of research-based education and evidence-backed programs.
- The call to listen to the community and avoid putting unintended pressure on historically disenfranchised communities.
- Emphasis on clear and understandable data presentation.
- The need for civic education, especially for young people, and how organizations like Loud Light advocate for it.

#### Data:

- The need for access to clear data to ensure equitable change.
- The goal of making sure outcomes are equitable.

#### Diversity, Equity, and Inclusion (DEI):

- Discussion about the Department of Diversity, Equity, and Inclusion at the state level and the need to expand and continue the Commission.
- Recognition of the impact of legislative ambiguity on agency responses to DEI initiatives and the potential for toxicity in organizations that are not ready to address DEI.

**5. Summary Question: What are our recommendations for state agencies as they work to promote diversity, equity, and inclusion?**

- 1) Fund community-based orgs led by people of color.
- 2) Draw down more federal dollars.
- 3) Having additional opportunities to fund HEOP locally.
- 4) Increase capacity to review and apply for grant funding.
- 5) Add “Belonging” to “Diversity, Equity, and Inclusion.”
- 6) Don’t be afraid of the ugly. Allow it as part of the journey.
- 7) Expand the DCF DEI initiative to other state agencies, e.g., KDHE, KDADS.

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