



Community of Practice –
Equity Considerations for Conducting Needs Assessments
Discussion

September 29, 2022



Timing

- 3:00 – 3:10: Overview/Introductions
- 3:10 – 3:40: Small Group Discussions
- 3:40 – 3:55: Sharing Out
- 3:55-4:00: Wrap –Up

Grounding

- This webinar is not open to discussions that question or challenge the existence of racism, injustice, and inequity.
- This webinar is not a place to question the validity of learning about race, racism, equity, or white supremacy.
- Share your learning, reflections, and truths using “I” statements, in your poll answers, focusing on your own experiences and understandings.
- Treat each other with respect, honesty, appreciation, and grace, as many of you will be in different “places” along your learning path.

Guiding Principles

- Do no harm
- People whom we serve who have been most harmed from disinvestment, discrimination, and disenfranchisement are in the best position to inform solutions.
- People are the experts of their own lives.
- Impact over intent.
- We are ultimately accountable to the communities we serve.
- Start with the opportunity.
- Be transparent.
- We believe that healthy food access is a right, not a privilege, and all people no matter gender, ethnicity, race, class, sexual orientation, national origin, disability, or age hold this right.
- Our work centers the lived experiences of communities and honoring their strengths and knowledge. Policies, programs, and interventions must be planned, delivered and evaluated through community-based participatory methods.
- Acknowledging the intersection of food insecurity with economic and social injustices, we involve cross-sectoral partners in our work and collaborate at the local community level.

Group Agreement

- Participate fully but evenly
- Share ideas not names, places, identifiers
- Be fully present and open to new learning
- Place tech (phones, tablets, TVs, etc.) on silent and stay checked-in
- Share using “I” statements

ASNNA Race, Health + Social Equity Committee's Working Definition of Equity

- Equity is not equal; it is unique to each need and circumstance ¹
- Essentially, it is to treat everyone fairly. An equity emphasis seeks to render justice by deeply considering structural factors that benefit some social groups/communities and harm other social groups/communities. Sometimes justice demands, for the purpose of equity, an unequal response. ²

ASNNA Race, Health + Social Equity Committee's Working Definition of Equity

- Equity
 - Process-
 - Inclusive workplaces, programs, processes
 - Equitable program outreach
 - Policies, procedures, and attitude that shifting decision-making power to community members
 - Centering marginalized communities in decision-making

ASNNA Race, Health + Social Equity Committee's Working Definition of Equity

Equity

Outcomes –

- Co-defining success- developing a shared definition of success and using the shared definition to measure program effectiveness
- Equitable program results – reducing disparities and improving dietary quality, food resource management, and physical activity outcomes
- Diversifying workforce
- Shared benefits from programing
 - Material benefits – changes to environmental, systems, institutions, that facilitate better nutrition and physical activity choices
 - Intangible benefits – Creating environmental that support community relationship building, community leader skill development, creating transparent institutional process, building collective efficacy and community power

Recommended equity-focused practices in community assessments

- Recruit a variety of organizations, partners, organizers at the onset
- Prioritize organizations that tailor their services to people from racial/ethnically marginalized group, people that speak another language than English, people from urban, suburban, and rural location, etc.
- Create a plan to center community voices from marginalized people
- Consider the questions asked, the information gathered and how the information is used
- Create inclusive spaces for focus groups, listening sessions, town halls, visioning sessions
- Consider timing, location, interpreters, disability accommodations, geographic
- Create a system for making decisions and specific decision points for community members i.e. majority rule, consensus
- Build capacity such as trainings, learning circles for community members to build skills
- Invest in ongoing discussions with community members
- Create internal processes to respond to community concerns
- Identify an appropriate facilitator

Today's Discussion

- How to incorporate equity practices into planning and implementing a community assessment
- Focus on ideas and concepts discussed in the webinar held on September 22, 2022
- The core of our discussion will be about how we might see these practices in our own work and collectively think through pain points.

Three Discussion Cohorts

- Cohort 1 –Those who have never participated in a needs assessment.
- Cohort 2- Those who have participated in a needs assessment (activities include designing methods, community engagement, recruitment, data collection and summary of findings).
- Cohort 3 – Those who have led a needs assessment.

Cohort 1/New to needs assessments

- Group introductions, who will be note-taker?
- Review working definition of equity from the Race, Health, Social Equity Committee (slide 6-8)
- Review summary of training (Slide 9)
- Questions for discussion
 1. What is your agency's relationship with community partners and community leaders?
 2. What might be a feasible first step to advancing equity in community assessments?
 3. How might you center community members in a community assessment/in the data collection, interpretation or analysis of needs assessment results?
 4. What activities would be helpful in advancing equity through inclusive spaces? (ex. community listening session, town hall, coalition meeting)

Cohort 2/Participated in a needs assessment

- Group introductions, who will be note-taker?
- Review working definition of equity from the Race, Health, Social Equity Committee (slide 6-8)
- Review summary of training (Slide 9)
- Questions for discussion:
 1. What might be some first steps to advancing equity in community assessments?
 2. How did your agency center the voices of community members in an assessment?
 3. Did you reimburse any participant for their time? If so, can you share what language you used in the state plan or proposal?
 4. What training, TA, external contractors did you procure to facilitate a community assessment?

Cohort 3/have led needs assessments

- Group introductions, who will be a note-taker?
- Review working definition of equity from the Race, Health, Social Equity Committee (slide 6-8)
- Review summary of training (Slide 9)
- Questions to consider
 1. How did you or your agency prioritize strategies for completing an assessment
 2. What steps, if any, have you taken to advance equity in community assessment?
 3. What resources or key elements do you need to advance equity in community-based driven and guided needs assessment?
 4. Did you reimburse any participant for their time? If so, can you share what language you used in the state plan or proposal?
 5. Have you encountered any roadblocks? If so, how did you navigate them?

Share back...

1. What were some key take-aways from your discussion?
2. What were some next steps to advance equity in carrying out needs assessments?
3. What training and/or resources do you need?

Resources

- Hilliard-Boone, T., Lavelle, M., DePatie, H., Adhikari, S., Ali, Maliha, Childers, T., Firminger, K., Ogletree, A., Pathak-Sen, E., Powell, W., & Schultz, E. (2021). *Aligning Systems with Communities to Advance Equity through Shared Measurement: Guiding Principles*. (Prepared for the Robert Wood Johnson Foundation). Crystal City, VA: American Institutes for Research. Available at www.air.org/sharedmeasurement
- The Praxis Project (2022, September). *From Food Justice to Liberation: Building Community Power through Community Gardens & Urban Farms*. Retrieved from <https://www.thepraxisproject.org/resource/2022/from-food-justice-to-liberation>
- The Praxis Project. **The Language Justice Toolkit**. Retrieved from <https://www.thepraxisproject.org/resource/2012/languagejustice>
- **Gonzalez, Rose and Toloui, Minna. 2022, September. Greenlink equity map:Process Guide for City-Community Partnerships.** <https://www.equitymap.org/>
- *Aligning Systems with Communities to Advance Equity through Shared Measurement* <https://www.air.org/sites/default/files/AIR-Shared-Measurement.pdf>
- *The Role of Culture in Basebuilding Community Organizing for Health, Justice, and Racial Equity* <https://www.thepraxisproject.org/resource/2022/role-of-culture-in-basebuilding-community-organizing>
- 1-Marceline Dubose, <https://dueeast.org/educational-equity-defined>
- 2-YWCA, “Our Shared Language: Social Justice Glossary” (2016, accessed July 2022)

Thank You for attending!

- Race, Health, Social Equity Committee –

<https://asnna.us.org/race-health-and-social-equity-committee/>

<https://snapedtoolkit.org/>