



# TITLE V PARTNER MEETING

Centering equity in our internal work

# Learnings from our Past

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- Funding intended to invest in BIPOC communities, primarily community-based organizations
- Selection of most resourced institutions, rather than truly community-rooted organizations
- Agency practices and decision-making created harm to community
- Hired external consultant to help us understand how we could improve our culture, policy and practices

# Analyzing Power – underlying misconceptions

- We need to understand “The concept that communities are not experiencing adverse outcomes because they lack money, resources, or programs, they are experiencing this because they lack control and say over the money, resources, and programs in their community”
- We need to “shift our focus on not just investing resources and programs into these communities but working strategically to ensure that those in the community have decision making power over the resources and programs in their community.”

\* From People's Institute for Survival and Beyond and Jackie Vaughn, Principal, Vaughn Consulting.

# Having a Shared and Agreed Upon Definition of Racism

- “Racial Prejudice + Power = Racism”
- Systemic Racism = Policies, practices, and procedures that work better for white people than for people of color, sometimes unintentionally
- Currently asking ourselves: Do we agree that racism is inherently embedded in all institutions and systems? How does this influence health outcomes?

\* People's Institute for Survival and Beyond and Jackie Vaughn, Principal, Vaughn Consulting.

# Identifying the Impacts and Role of Gatekeeping

- “Persons who work in institutions often function as gatekeepers to ensure that the institution perpetuates itself. They do this by controlling the flow of resources, information and people.
- We are thinking about how as a gatekeeper, we can leverage our own opportunities for “discretion” to operate out of a framework to undo racism?”

\* Jackie Vaughn, Principal, Vaughn Consulting

# Barriers For Community to Work With Institutions

- “Institutions and systems maintain and perpetuate the power dynamics towards community by creating barriers for what can and can not be done. No matter if they are intentional or not, they exclude communities from working with institutions to have decision making power over their communities”.
- These barriers manifest as:
  - Time constraints
  - Policies
  - Resource distribution
  - Structure and hierarchy

\* Jackie Vaughn, Principal, Vaughn Consulting

**“Listening to the community, sharing power, and developing accountability models are necessary for the government to reduce harm. This is the framework we are building towards and measuring our impact by.”**

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# Qualities of Good Contract Management

- **Be Proactive** – By actively managing and monitoring your contract, you can address issues before they potentially become a problem.
- **Be Collaborative** – Work collaboratively with your contractor as well as other members of your team and stakeholders.
- **Be Focused on Risk** – Watch for increases and decreases in risk throughout the contact term – measure and mitigate.
- **Be Communicative** – With all members of your team, management, stakeholders and most importantly, with your contractors.

\* Jackie Vaughn, Principal, Vaughn Consulting

# Funding and Contracts

## Recommendations

- Developing a process to learn from the community their funding needs and priorities when developing an RFA.
- Work with the community to make the selection of grantees. Share power, community brings a level of insight to the process.
- Community to participate in ongoing evaluation of grantees
- TA to grantees and their project outcomes
- Use performance-based payment models or offering grantees options for invoicing in order to lower barriers for smaller organizations

\* Jackie Vaughn, Principal, Vaughn Consulting

# Recommendations for Sharing Power and Decision Making With The Community

- Facilitating opportunities to learn from community how organization's actions help or hurt
- Building process to develop accountability with communities when making decisions that will impact communities (e.g. advisory boards)
- Communicate clearly about guardrails and policies in order to not over promise to community
- Implementing the [Community Engagement Guide](#)

\* Jackie Vaughn, Principal, Vaughn Consulting

# Break-out Group Questions

- Does your agency have a shared definition of racism? Systemic racism?
- In what ways do internal processes in your institution perpetuate and/or circumvent gatekeeping? Think about recruitment, hiring, contracting, rules around eligibility for funding, timelines for program development, etc.
- What challenges and/or successes are you seeing in your organization to become more anti-racist? Share about the level of ownership and understanding your agency has around these issues. Are you early in the journey? Have you already seen substantial change?



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