

BARRIER TO CHANGE:

→ **Funding systems perpetuate lack of accountability for funded programs to achieve results and/or meaningfully engage the impacted community**

This document describes actions from the [Birth Equity Action Map](#) that can help to shift system structures that perpetuate a lack of accountability for funded programs to achieve results and meaningfully engaged people with lived experience, which was identified as a barrier to change using the [Iceberg Model of Systems Thinking](#). Click [here](#) to view these actions in the interactive Birth Equity Action Map.



ACTION



DESCRIPTION



RESPONSIBLE SYSTEM ACTORS

ACTION	DESCRIPTION	RESPONSIBLE SYSTEM ACTORS
Engage and compensate people with lived experience^{3,4,5}	Recognize and create a structure for compensating the invaluable insights gathered from people with lived experience. Specifically, this might look like developing a mechanism to pay people with lived experience for serving on advisory boards or revising job descriptions to recognize lived experience as relevant job experience.	State and local health agencies, Community-based organizations, National non-profits, Health systems, Hospitals
Invest in building grantee capacity³	Invest in building capacity among current and potential grantees. Specifically, this might look like: <ul style="list-style-type: none"> • Providing technical assistance (e.g., webinars, workshops, grant-writing support) to aid diverse organizations in applying for funding • Support the wellness and restoration of birth equity leaders and organizational staff to sustain the current critical work underway (e.g., support for spending funds on wellness activities, retreats, staff mental health, flexibility in reporting requirements, etc.) • Develop grantee learning networks to share emerging insights and support/incentivize cross-organizational strategies to strengthen the birth equity ecosystem 	State and local health agencies, Federal agencies, Private funders
Translate data into action with communities³	Lead efforts to translate data into action with communities (e.g., using methods like Results Based Accountability, supporting learning communities, providing technical assistance to community organizations, etc.).	State and local health agencies, National non-profits



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Sources

Actions were synthesized from a two-part Systems Mapping to Advance Birth Equity workshop with 48 diverse actors representing federal, state, local, community, and family birth equity partners as well as the following recommended recent sources that have called for specific actions to advance birth equity.

1. Black Mamas Matter Alliance (2023). Black Mamas Matter: In Policy and Practice: A policy agenda for the Black maternal health, rights, and justice movement.
2. Institute for Medicaid Innovation (2023). Innovation in Perinatal and Child Health in Medicaid.
3. National Birth Equity Systems Mapping Workshop (2023). AMCHP Virtual Workshop, May and June 2023.
4. National Partnership for Women and Families (2023). Raising the Bar for Maternal Health Equity and Excellence.
5. New Jersey Health Care Quality Institute and The Burke Foundation (2022). Delivering Better Care: Midwifery Practice in New Jersey.

Participating Organizations (in the workshop or feedback sessions)

- Alliance for Early Success
- Birthing Cultural Rigor, LLC
- BirthMatters
- Black Mamas ATX
- CityMatCH
- Family Solutions: A Program of the SC Office of Rural Health
- Funders for Birth Justice and Equity
- Georgetown University Center for Children and Families
- Giving Austin Labor Support
- Greater Newark Health Care Coalition
- Hand to Hold
- Healthy Mothers, Healthy Babies Coalition of Georgia
- HRSA's Maternal and Child Health Bureau
- Institute for Women and Ethnic Studies
- Intermountain Health RMOMS Program
- Mama Sana Vibrant Woman
- Mamatoto Village
- March of Dimes
- Maternal Health Equity Collaborative
- Maternal Mental Health Leadership Alliance
- Merck for Mothers
- Minnesota Indian Women's Resource Center
- National Healthy Start Association
- National Institute of Children's Health Quality
- National Partnership for Women & Families
- Our Journ3i
- Philadelphia Department of Public Health
- Preeclampsia Foundation
- Rhode Island Department of Health
- Sedgwick County Health Department
- St. Joseph County Department of Health
- Starting Out Right
- The BEE Collective
- The Reilly Group
- Trenton Health Team
- The U.S. Department of Agriculture
- U.S. Department of Labor
- Utah Pacific Islander Health Coalition
- University of Washington's Parent-Child Assistance Program