New Human Services Partnership Framework – background and key points

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OVERALL GOALS OF HUMAN SERVICES FUNDING:

- Desire to make impact and move the needle for those facing institutional inequities, while also supporting the safety net

- Incorporate Equity throughout the process including

    - Accessibility to the application process

    - Community-inclusive review process

    - Equity review of applicants prior to award / contracting

    - Equity in service delivery

- Focus on addressing institutional racism, poverty, and trauma as root causes of institutional inequity

- Redevelop strategic framework for investing resources to be focused on an Equitable grant making and process while achieving high impact outcomes

    - Outcomes/goals co-created with experts and community
    - Incorporate lessons learned from COVID-19 response and previous COFU model
    - Accessibility for grantees – allow for under-represented, new, or growing groups to access funding
        - Ease of process – for applicants and staff
    - Flexibility in funding/programming to allow for pivots and learning, including emerging needs

- Partnership continues to allow for shared communication, links to community partners, ongoing need, support in place, etc.

DEFINITIONS OF KEY COMPONENTS OF THE MODEL: (NARRATIVE)

Equity: According to the World Health Organization (WHO), as... "the absence of avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically or geographically."

Racial Equity: is a process of eliminating racial disparities and improving outcomes for everyone. It is the intentional and continual practice of changing policies, practices, systems, and structures by prioritizing measurable change in the lives of people of color.

(Institutional) Racism: Institutional racism, also known as systemic racism, is a form of racism that is embedded in the laws and regulations of a society or an organization. It manifests as discrimination in areas such as criminal justice, employment, housing, health care, education, and political representation.

Poverty: is a state or condition in which a person or community lacks the financial resources and essentials for a minimum standard of living.

Trauma: is the response to a deeply distressing or disturbing event that overwhelms an individual's ability to cope, causes feelings of helplessness, diminishes their sense of self and their ability to feel a full range of emotions and experiences.

Intersectionality: the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

Institutional Oppression: occurs when established laws, customs, and practices systematically reflect and produce inequities based on one's membership in targeted social identity groups. If oppressive consequences accrue to institutional laws, customs, or practices, the institution is oppressive whether the individuals maintaining those practices have oppressive intentions.

EXAMPLES TO GROUND COMMUNITY IN THE NEW HUMAN SERVICES FRAMEWORK:

I identify as LGBTQI. How will my community benefit from this new funding model?

Issues of the LGBTQI community are often considered intersectional in that the community is oppressed not only based on sexual orientation but also because of gender nonconformity, race, income, religious orientation, etc. The LGBTQI community have also experienced many years of oppressive and exclusionary social and political policies and treatment, resulting in trauma due to lasting harm to one's mental and physical health. As a result, organizations and initiatives that aim to serve LGBTQI communities could likely be addressing issues of racism, poverty, and/or trauma within that community.

There are many intersectional identities that are impacted by intuitional inequity and the identified roots causes of it. While they are not specifically named, we welcome proposals and initiatives that seek to intentionally eliminate the barriers to their success in Washtenaw County. Other examples (not intended to be an exhaustive list):

- Aging Population
- Immigrants/Undocumented Citizens/Refugees
- Returning Citizens
- Differently Abled community members

What is meant by "[systemic] Racism, Poverty, Trauma as a root cause of Institutional Inequity?"

In the new Human Services framework, we identified Racism, Poverty and Trauma as roots causes of institutional inequity by conducting a root cause analysis of the previously funded COFU programs. After asking ourselves a series of why questions, three core reasons continuously arose, systemic racism, poverty, and trauma were the reason behind many of the opportunity gaps, education disparities, health disparities, food insecurity, lack of resources for the aging population, and homelessness that Washtenaw County residents face. We consider the before-mentioned, symptoms of institutional inequities. To truly address the outcomes of those who face such disparities and negative outcomes permanently, we must address the root causes of institutional oppression and not just the obvious symptoms.

What is an equitable funding process? How does that relate to me?

Please refer to these articles: https://www.washtenaw.org/3422/New-Human-Services-Partnership-Planning. We will be requiring grantees to undergo an equity evaluation of their services and ask that they build capacity around equitable organizational practices. We will be involving community and those that receive services in both the grant evaluation process as well as the program evaluation process. Funders will be undergoing a continual equity review to assure that the funding and contracting processes are equitable throughout. As community member, grantee, funder, or receiver of services we hope to include you in many aspects of this process.

Why aren't we starting with outcomes first?

In an equitable funding process that hopes to achieve high impact sustainable outcomes, funded programs must be supported by and able to create tailored outcomes that fit the unique aspects of the funded program and those they serve. A one size fits all approach does not create equitable outcomes. To create equitable evaluation process and outcomes, considerable time and intentional relationship and capacity building between the evaluator and the grantee must be created. To start with pre-prescribed outcomes would not allow for the individualized approach that ultimately sustains high impact programs and outcomes.

Key resources on the framework of the New Human services partnership can be found https://www.washtenaw.org/3422/New-Human-Services-Partnership-Planning.
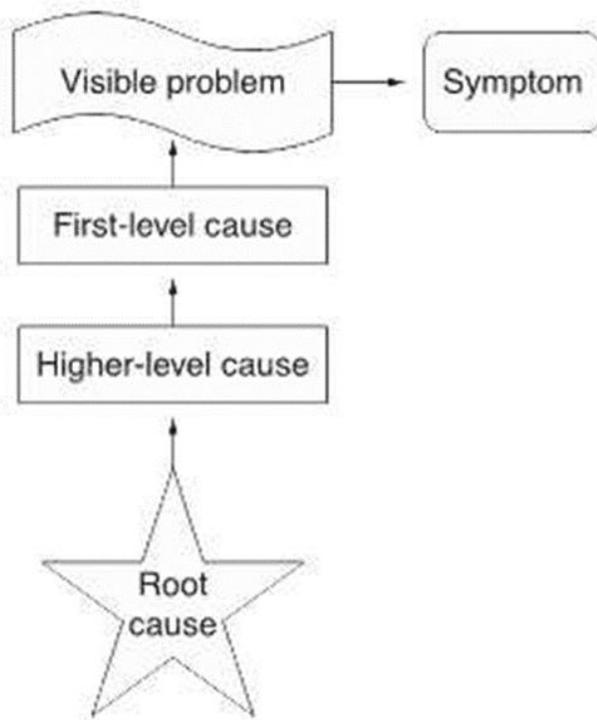
Root Cause Analysis Diagram

1. **Racism (Institutional)**= inequitable policy, underfunded programs, privilege, adherence to dominate culture norms ([Racism as a Root Cause Approach: A New Framework | American Academy of Pediatrics (aappublications.org)](#))
2. **Poverty**= *institutional racism, land ownership, affordable housing, education inequality, graduation rates, employment opportunity's, health disparities (http://www.opportunitywashtenaw.org/)
3. **Trauma**= *institutional racism, Adverse Childhood experience: physical, sexual, emotional abuse; neglect, losing a parent to divorce or incarceration; exposed to mental illness; household member is addict; exposure to violence; disenfranchisement form community, lack of access to social determinates of health (https://www.cdc.gov/violenceprevention/aces/index.html)