

## **Building Evidence with a Health Equity Lens**

### **March 7, 2019 1:00 pm**

Speakers:

Gabriela Alcalde, Richmond Memorial Health Foundation

Brandon Coffee-Borden, Community Science

Vivian Tseng, William T. Grant Foundation

Samantha Tucker, Healthcare Georgia Foundation

# Richmond Memorial Health Foundation: Collaboration, Community and Peer Learning to Promote Health Equity

**Gabriela Alcalde**

Managing Director for Equity and  
Health

Richmond Memorial Health Foundation

**Brandon Coffee-Borden**

Managing Associate  
Community Science

***Initiative Goals***

- Develop and/or nurture multi-entity, cross-sector collaboration (new or existing)
- Meaningfully include community members while working on a project that promotes health equity
- Advance and increase health equity
- Use an intersectional approach that acknowledges race and racism
- Inform RMHF's learning
  - Effective grantmaking through a health equity lens (process)
  - Integrating community voice
  - Capacity-building for racial equity analysis
  - Multi-sector and multi-entity collaboration
  - Supporting organizational learning

***RMHF needed to find a mission-aligned evaluation partner who would use the right tools for this equity-focused initiative***

## Initiative and Evaluation Alignment: Racial Equity Lens

### Explicit in RFQ for **evaluation partner**:

- Experience and understanding of equity framework
- Experience with working at community level
- Ability to work collaboratively with funder and TA provider; grantees as partners
- Developmental, participatory and qualitative approaches preferred
- Willing and able to adopt an iterative and adaptable approach
- Mission-aligned and learning-focus, beyond “measurement” approach
- “How” as important as the “what” is measured
- Shared values and commitment to equity in our relationships with grantees, community members and each other

### In **grantmaking process**:

- Webinar, community sessions, English and Spanish, FAQs, post-funding decision feedback
- Collaboration
- Community members as team members (paid stipends)
- Capacity-building and shared analysis (racial equity, power and collaboration, racial equity impact assessment tool)
- Explicit racial equity approach
- General operating support
- Funding can be used for increasing community access/removing barriers: childcare, language access, transportation,
- Committed to creating authentic partnerships with grantees by learning with and from each other
- Commitment to relationships not projects

## Initiative and Evaluation Alignment: Relationships

- Grantmaking that moves from transaction to transformation requires new forms of relationships
  - Relationships exist between funder, evaluator, TA-provider, grantees
  - Funder learning with and from grantees, evaluators and TA provider
- Embracing complexity, built-in flexibility
- Acknowledging nonlinear nature of social change
- Ongoing communication and openness to course-corrections
- More focused on process and systemic changes than projects and programmatic outcomes

## Clarify and ensure fit in philosophy about racial equity

- Equity, not disparities
- Systemic change, not programmatic change
- Realistic outcomes, not equity within a year
- Value for qualitative and quantitative data, not just quantitative



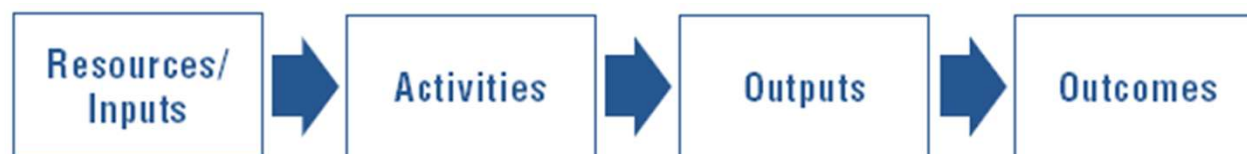
## Clarify and ensure shared understanding of evaluation

- Iterative, developmental, and part of overall strategy
- Sufficient budget for reflection and process time
- Learning to inform grantmaking and technical assistance
  - Difficulty of certain concepts
  - Default to programs



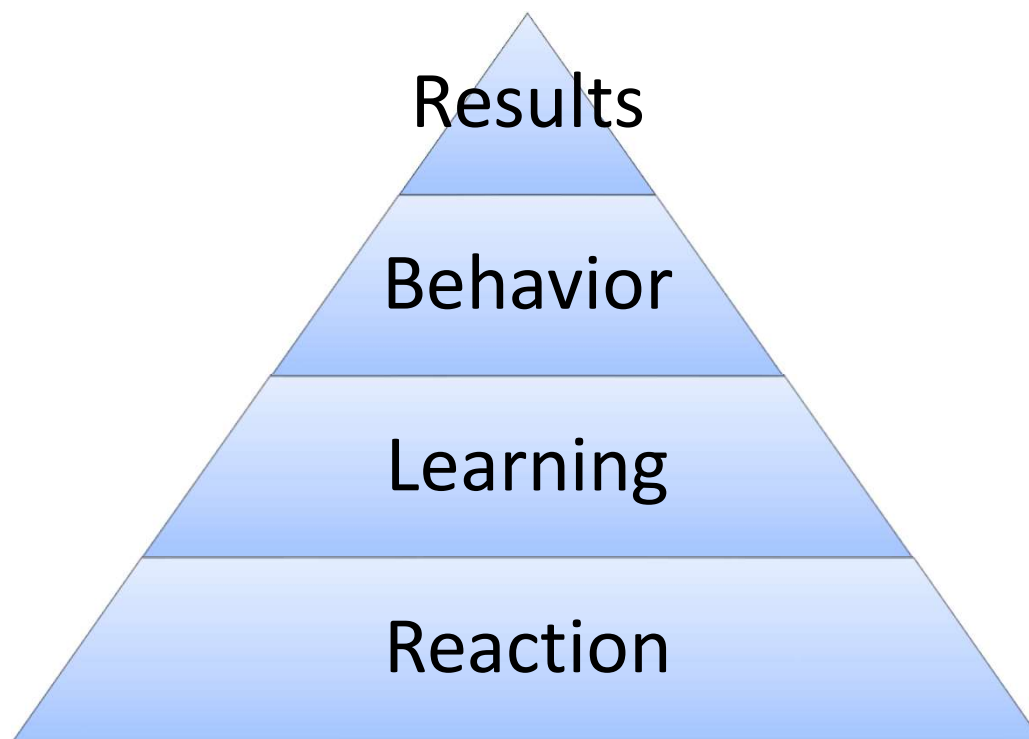
# Evaluation and Learning Approach

- Pathway of change
- Training assessment
- Peer learning sessions
- Focus groups
- Collaboration survey
- Ongoing dialogue and learning



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**Facilitation:**

- Setting for learning
- Vigilant of cultural norms
- Respectfully recognize discomfort
- Listening to what was and was not said, and who said or did not say it
- Challenge grantees

**Going above and beyond:**

- Commitment to the cause
- Balance between flexibility and practicality



## Lessons, Insights, And Next Steps

- Willingness to redefine roles, shared definition of success, mission-alignment, commitment to shared values, transparency and learning from all by all essential to partnership model
- Equity must be evident in concept, content and structure of grant initiative, evaluation and capacity-building
- Flexibility is not optional when working on equity and with community
- 1 year time frame is very short

### Next steps:

- How best to share lessons, processes, impact from perspective and experience of
  - Grantees (8 teams, multiple organizations, community members)
  - Funder
  - Evaluator
  - TA provider
- How to integrate lessons into grantmaking, future evaluations, capacity-building?
- Yes, process is important, but what about the projects?

# Thank You!

**Gabriela Alcalde**

[galcalde@rmhfoundation.org](mailto:galcalde@rmhfoundation.org)

Managing Director for Equity and Health  
Richmond Memorial Health Foundation

**Brandon Coffee-Borden**

[bcoffeeborden@communityscience.com](mailto:bcoffeeborden@communityscience.com)

Managing Associate  
Community Science



Georgia

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Evaluation Resource Center

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[georgiaerc.org](http://georgiaerc.org)

# *The Two Georgias Initiative:* Evaluating with an Equity Lens

Grantmakers In Health Webinar Series

March 7, 2019

# Healthcare Georgia

Our mission is to advance the health of all Georgians and to expand access to affordable, quality healthcare for underserved individuals and communities.

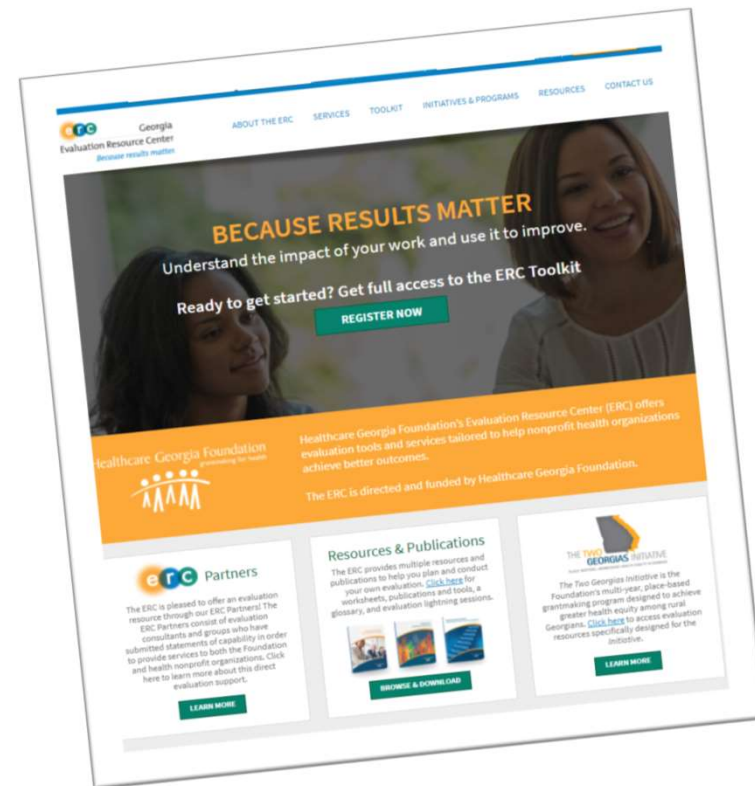
[www.healthcaregeorgia.org](http://www.healthcaregeorgia.org)





# Evaluation Resource Center

- Continuous improvement
- Coaching and technical assistance
- Website and toolkit
- ERC Partners





# *The Two Georgias Initiative*

Background, Goals, Partnerships, Technical Assistance



# Background

- County health rankings & data mining
- Listening tours, forums, public opinion polls, national perspectives
- Flexibility & choice
- Trust & relationships

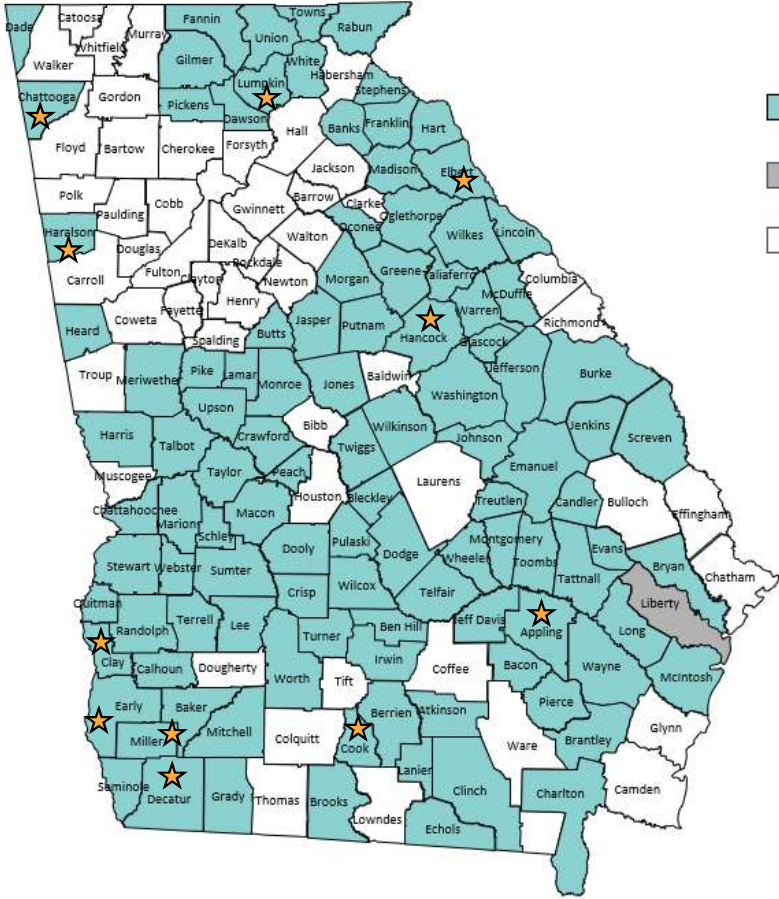


# Initiative Goals

- Achieving greater health equity
- Improving health and healthcare for rural Georgians
- Building healthier communities
- Improving social conditions that impact health
- Building community and organizational capacity



# Rural County Partnerships



- Rural Counties (108)
- Legislatively Designated (1)
- Urban Counties

Source: State Office of Rural Health

# Technical Assistance Team



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Role	Organization
Community Coaches	Georgia Health Decisions
Health Equity Technical Assistance	Partnership For Southern Equity
Initiative Evaluator	Emory University
Online Data Portal	Georgia Institute for Technology
Policy	Mathews and Maxwell, Inc
General Technical Assistance	Porter Novelli
Event Planning & Meeting Support	JLH Consulting

Healthcare Georgia Foundation  
grantmaking for health





# Evaluating with an Equity Lens

Process and Outcome Evaluation, Health Equity Metrics



Emory Prevention  
Research Center

# Site-Specific Evaluation

- Local evaluator
- Capacity building
- Tools & resources
  - Evaluation plan and logic model template
  - Healthy equity metrics list
  - Evidence-based interventions
- Additional funding





# Health Equity Metrics

- Economic
- Education
- Social
- Health & healthcare
- Neighborhood
- Built environment
- Health behaviors
- Health outcomes



# Health Equity Metrics



Education Factors		
Academic	High school graduation/rate	abfgh
Achievement	Proportion HS completers enrolled in college the following October	a
	Some college	b
	Graduated bachelor degree	fh
	Academic achievement (composite)	d
	Math attainment	g
	Adequate yearly progress	h
	Hope eligibility, overall and by household income	h
	Subpar English language arts, reading scores	h
Language/ Literacy	Language and literacy	a
Early Childhood	Early childhood education and development	af
Infrastructure & capacity	Funding for early education	g
	Child care	g
	Teachers per student in public schools, student-teacher ratio	gh
	Number of public school teachers	h
	Educational attainment of teachers with a PhD	h
School Environment	School poverty	c



# Cross-Site Evaluation

- Focusing the outcome evaluation worksheet
- Data collection methods
  - Partnership survey
  - Key informant interviews
  - Community-based survey
  - Community change tracking system



# Key Themes & Takeaways

- Time & patience
- Definition of success
- Capacity building & learning community
- Absence of best practices  
in measuring equity





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**Samantha Bourque Tucker, MPH**

Evaluation Manager, Healthcare Georgia Foundation

Email: [stucker@healthcaregeorgia.org](mailto:stucker@healthcaregeorgia.org)

Phone: 404-653-0990

[www.healthcaregeorgia.org](http://www.healthcaregeorgia.org)

**April Hermstad, MPH**

Senior PH Program Associate, EPRC, Emory University

Email: [ahermst@emory.edu](mailto:ahermst@emory.edu)

Phone: 404-712-8408

[web1.sph.emory.edu/eprc/](http://web1.sph.emory.edu/eprc/)

# Evidence Matters in Democracy: Research-Practice Partnerships and the Journey to Evidence-Informed Policy

Vivian Tseng

@VivianT88

@wtgranfdn



# Research-Practice Partnerships

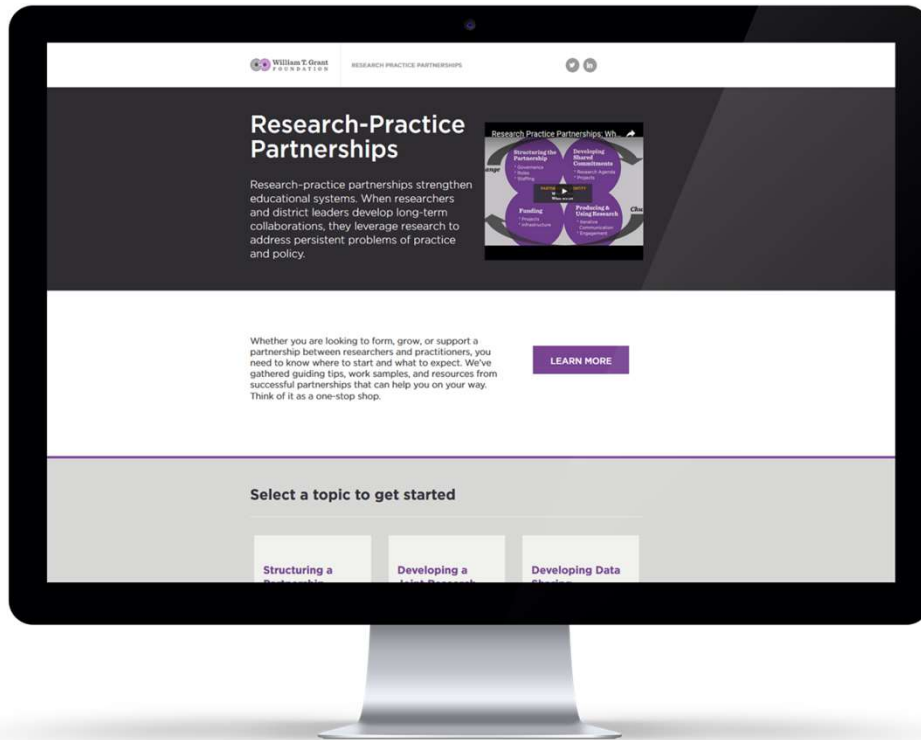


- ✧ Jointly defined agenda
- ✧ Long-term commitment
- ✧ Trusted relationships



[rpp.wtgrantfoundation.org](http://rpp.wtgrantfoundation.org)

Guiding tips, work samples,  
and resources for partnerships



## TOPICS

- Structuring a partnership
- Developing a joint research agenda
- Developing data sharing agreements
- Communicating research & engaging stakeholders
- Using research
- Staffing
- Funding
- Evaluating partnerships

*Participation*

*Co-Defined  
Agendas*

*Responsive*

## **DEMOCRATIZE EVIDENCE**

*Inclusion*

*Informed Public*

*Engaged Public*

*Empower*

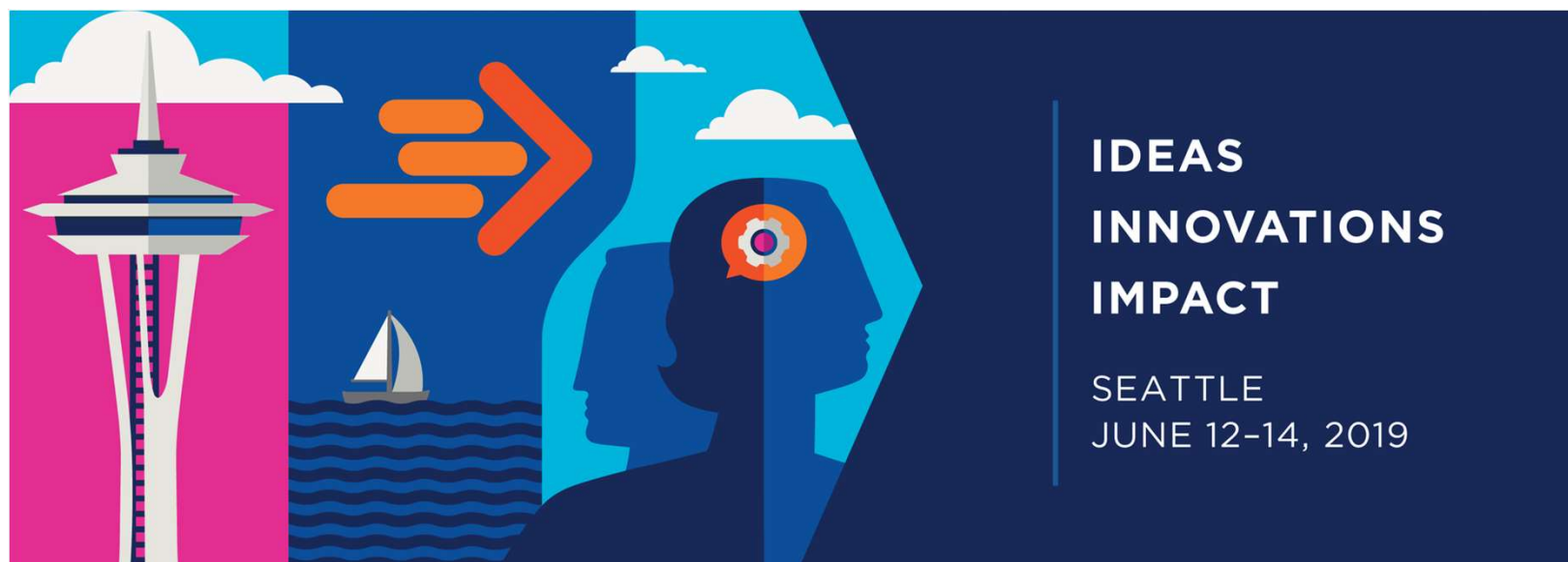
Learn more @

<https://sites.google.com/edgepartners.org/democratizing-evidence-in-educ>

- More webinars on this topic?
- New topics you want to tackle or learn more about?
- Innovative work that you want to share?
- A question you want to pose to your colleagues?

Contact GIH at [equity@gih.org](mailto:equity@gih.org).

## GIH Annual Conference on Health Philanthropy



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