HEAC Committee Notes

02/09/2022

Agenda

1. Public Comment
2. Updates
3. Subcommittee Updates
4. Report Debrief
5. General Discussion
6. Review/Preview
7. Public Comment
   1. Representative Brian Cina (bill sponsor for the bill that created the commission): Acknowledge how special it is to see us all gathered after the bill has passed. Thanks for our willingness to serve. Let the legislature know if we feel that we don’t have real power over decisions and funding. One charge is going to be review the training of people who work in the healthcare system and there is an area to consider around philosophy around “harm reduction”. Clinical social work since 1988. Trained at that time in “harm reduction” and shadowed workers in Manhattan and applied those lessons that were learned. Have used harm-reducation and have expanded. Was used for risk of sexual transmitted disease and substance use. Believes that it can be used to address the structural harm that our structures. Philosophy on social change. Encourage us to look at this in the research phase. [bcina@leg.state.vt.us](mailto:bcina@leg.state.vt.us)
   2. Dr. Jackie Hunter, UVM Senior VP, Chief Diversity and Inclusion Officer: UVM for a little over 90 days. Diversity Equity and Inclusion work for some time. VT Health Network side. Excited to learn more about this group and some of the initiatives happening here and looks to be a collaborative partner.
      1. Speak to the network and goals: Variety of differently UVMC Hospital, Home Health/Hospice, CVMC, and network in NY as well. Set strategy across the network to filter down to those parts. Works within a group of people doing similar work throughout that network. Email: [Jacqueline.hunter@uvmhealth.org](mailto:Jacqueline.hunter@uvmhealth.org)
   3. Sam Peisch, Health Care Advocacy Office. Policy side of the work and wanted input from our commission. Folks call the Helpline, reporting racial bias and discrimination in health care context and they want help ensuring support and accountability. Calls around harassment, discrimination, info collected/not collected, accessing policies. Current process listen to the story and experience and comfort level advocating on their behalf. Share resources and referrals. They do trainings as well. Theme- individuals want change and they want to help support that change. Thought it would be good to get feedback from our group. What resources are they not thinking about? Email: [speisch@vtlegalaid.org](mailto:speisch@vtlegalaid.org)
8. Updates/Announcements
   1. Mark Hughes- Shout out to legislature passing the constitutional amendment this week. Entered the forth year and serves as a foundation systemic racism.
   2. Xusana has hired new staff person and Education and Outreach Associate and looks forward to introducing her soon.
   3. Sarah C. (VT Health Dept) several health equity positions at the health department. Ten full time positions opened recently and interviews coming up. Hoping that info got out to community partners.
9. Subcommittee Work
   1. Round of first meetings
   2. 1-3 sentence description of each subcommittee
   3. Meeting structure/frequency
   4. What’s needed in each group to do the work?
   5. Our website now has a web contact form and our engagement/outreach team can help route those inquires
   6. Have a data section and more in the works
   7. Is there some sort of ground work sessions to begin, for example making the work more trauma responsive.

* Mark Hughes- Want to flag- difference between HEAC state employee vs. working as a private citizen and how that plays out. Attendance in the committees, most of the people attending are… Some structural challenges and part of the work we are trying to resolve. About equity. How we make our decisions and how they are informed.
* Maybe the groups complete the work of defining the scope before we get to a merge discussion
* Kirsten M.- practical matter, by the time we have a mega meeting, maybe the written material is developed.
* Monica will draft for the upstream group and then we will meet moving forward with the policy and programming subcommittee
* Jeff- curious around so many subcommittee work, plays into the question overall. Time and energy and different people different roles, tripping over ourselves? Thoughts?
  + Sarah L. Having two emails, becoming overwhelming with joining all the groups
  + Leslie from DAIL, maybe unintentionally over representing voices on some committees and on both committees are the same people. Important to consider the structure of the committee has the intention that we have.
  + Xusana What can we be doing differently or additionally to support our participation on the commission? Maybe people need to think about the conversation. Timing/Evening/Weekend times, etc. We want that broader spectrum of voices overall.
    - Mark Hughes: Obstacles, share Sarah’s concerns as far as the technology and carving the time out. Don’t want to misstate the state employees’ position- state employee easier to pivot and technology is already there. Resources are already there and status quo. Appreciating hearing and mindful of this. Conversation on this and work to figure out how to be mindful of the equity we’re trying to deliver. Maybe not placing responsibility of leading the committee on a state employee. Something to be said about being a state employee in a leadership role, could be consequential. Something to consider.
    - Jeff: Important and valuable conversation we’re having. Collectively are trying to do things differently and break out of paradigms. E.g. Ground rules, decision making process. Valuable insight there. Process change can be powerful too. Opportunity to interrupt that process now.
    - Kirsten: How conduct and inclusive we can be. Talked about the “equalizer” role and showed that with Lehana.
    - Xusana- More thinking on technology, make sure we’re going slowly enough, consolidation of power and influence. Minimize the burden, without us feeling like we don’t have agency. Ok for us to take on more leadership rules, but without forcing that leadership.
    - Sarah L.: excitement and wanting so much to be part of all the conversations as we’ve been invited to the table. But then signing up for too much of the work because we have a seat at the table.
    - Xusana: Really feel this around equity and feel like this will be the best time. Don’t feel like we need to overload ourselves. Wondering if we all would be willing to do. Group projects; every small group and then go around and do a gallery work we could do a gallery wall and tour what the other ones are working on to get comments on without having to sit on the group.
      * HB Lozito: Teams, Sharepoint and tools we are using to collaborate with each other are making it hard to participate. On board with the idea and engage in this work overall. Been a real challenge in participating.
      * Jeff: Is a trap feeling like you’re missing out or not having influence if you’re not participating. Someone refresh why we have subcommittees? Scarcity mindset might be created around subcommittee work.
      * Monica: Small groups: Sometimes people might be able to engage more as opposed to the much larger group. Helps us have deeper conversations and then how do we trust and bring it all back to the
      * Maybe the subcommittee- maybe more casual? Drop in for this issues or topic area?
      * Andrea: we meet for month and half and use this format but then do breakout rooms and bring back to the last half hour. Utilize this time and space?
      * Leslie: maybe office hour times? Drop in and informally talk about ideas and thoughts, provide expertise and provide input.
      * What happens, members who aren’t here.
      * **Come back with some ideas and how to maximize participation within the group and how to manage that better. Homework.**
      * Justin: Email response. Maybe some training on technology. Big commission. Deliverables and need to have project organization around this.

**1. Go back and think about what’s been talked about.**

**2. Understanding on tech issues and training on the systems we’re using now**

Jeff P. DCF reported out

**Policy and Programming Subcommittee**

* Monica, Jeff, Kirsten
* Is this subcommittee redundant and can it go to the Upstream subcommittee?
* Monica will be drafting the purpose statement and after the second meeting can connect both subcommittees and bring back to the commission to make a decision.

Andrea Brett Updated

**Access to Care Subcommittee**

* Only three attended out of seven
* Still working on the brief statement and same discussion of should they fold into a couple of different committees?
* Brief conversation about combining with the upstream committee.

**Prevention, Upstream Services and Social Determinants of Health**

**Public Policy and Programming Subcommittee**

* Monica
* Proposing to both of those subcommittees how the social determinants of health can support and try to merge those groups in the scope of work.
* Andrea looks forward to seeing all that information
* Kheya Ganguly- naming trauma and resilience and work from a place of resilience and strength. Top of thought process.

Update on Report

Submitted report on Feb. 7th, to the committees, on the website and there is a plain language summary and audio summary- THANK YOU to Kirsten for doing that part.

What worked/didn’t work?

* Recommendations of the report, meeting of subcommittees
* Diving into the content and getting use to our process and comfort levels will be helpful as we move forward.

Next report

October and next time scheduling in advance and starting earlier.

Respectfully submitted,

Sarah Launderville