

Tarrant County Unity Council

Kick-Off Meeting

Thursday, February 10, 2022, 9 a.m. – 11 a.m.

Present

Alfonso Chacon – TCPH – Emergency Preparedness
Brenda Shuttlesworth – Alzheimer’s Association, North Central Texas Chapter
Carlos Valencia – Iglesia Victoria en Cristo
Charles M. Harper – My Health My Resources Tarrant County
Christina Brooks – City of Fort Worth
Christopher Plumlee – Catholic Charities Fort Worth
Donna James-Harvey – North Texas Community Foundation
Harrison Smith – Tarrant County Bar Association
J’Vonnah Maryman – TCPH – Family Health Services
Jeannette Johnson – Tarrant County Organizational Development
Laura McEntire – Alzheimer’s Association, North Central Texas Chapter
Linda Fulmer – Healthy Tarrant County Collaboration
Lionetta Wilson – TCPH – Adult Health Services
Marguerite Jones – Tarrant County Community Development
Matt Dufrene – Blue Zones Project
Marjeta Daja – JPS Health Network
Mervil Johnson – Fatherhood Coalition of Tarrant County
Monica Tipton – TCPH – Emergency Preparedness
Monroe Solomon III – Tarrant County Criminal Defense Lawyers Association
Pablo Calderon – Hispanic Wellness Coalition
Patricia Bailey – She Ages Well
Quinton Phillips – Community Frontline
Schavion Graham - LVTRise
Shelly Young – Alzheimer’s Association, North Central Texas Chapter
Tuyetminh Argabright – Vietnamese American Community
Wini King – Cook Children’s Health Care System
Yolanda (No Last Name)
Caller 1 (Unknown)
Caller 2 (Unknown)

Tarrant County Public Health – Health Equity Team

Yvette Wingate
Lauren Donnell
Barbara Young
Kylie Brooks
Nicos Elzy
Tanisha Stanford
Tonia Teal

Agenda	Discussion	Action
Welcome (14:31)	<i>Presented by J'Vonnah Maryman</i>	
Introductions (15:46)	<p><i>Presented by Lauren Donnell</i></p> <p>Attendee Introduction</p> <ul style="list-style-type: none"> • Provide name, position, and organization in the chat • Take note of who is not in attendance and provide their contact information to Health Equity (HE) team <p>Tarrant County Public Health –HE Team Introduction</p> <ul style="list-style-type: none"> • Lauren Donnell, Health Equity Supervisor • Dr. Yvette Wingate, Health Equity Coordinator • Tanisha Stanford, Health Equity Specialist – Communication Sector • Barbara Young, Health Equity Specialist – TCPH Internal Sector • Tonia Teal, Health Equity Specialist – Health Sector • Kylie Brooks, Health Equity Specialist – Housing Sector • Nicos Elzy, Health Equity Specialist – Transportation Sector <p>Housekeeping</p> <ul style="list-style-type: none"> • Brief rounds of discussion throughout meeting where attendees may speak freely or put their thoughts in the chat • Show respect and empathy at all times, as some topics may be sensitive in nature <p>Partnership Benefits</p> <ul style="list-style-type: none"> • Your time, expertise, knowledge, ideas, critiques, and abilities are valuable and amplify the voices of your communities • Comprehensive equity plan to address racial and health disparities will be developed using feedback from impacted communities • Action-based plan with pre-established timeline • HE Specialists are available to provide free trainings and staff development opportunities to organizations, and can provide assistance with policy review, development, and implementation 	<ul style="list-style-type: none"> • Provide contact information for those who are doing equity-focused work or have expressed interest • Be courageous in your sharing

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Successful Equity Plans (21:51)	<p><i>Presented by Lauren Donnell</i></p> <ul style="list-style-type: none"> • Seattle's King County Equity and Social Justice Strategic Plan (2016-2022) focuses on equity impacts on communities of color, low-income populations, and limited English-speaking residents • Arlington Unity Council Report provides short-, medium-, and long-term recommendations for change in their community • City of Dallas identified a list of equity indicators in the Dallas County Equity Indicators 2019 Report • City of Fort Worth's Diversity, Equity, and Inclusion Department convened a taskforce on race and culture to address disparities faced by minority communities, with a final report presented to City Council in 2018 • United Way of Tarrant County is working to address racial equity in 76104 zip code in BRAVE/R Together project • HE team seeks to build a strong coalition with community stakeholders, partnering with representatives that can lend their experience and expertise as the Tarrant County Unity Council (TCUC) builds a plan that incorporates their work 	<ul style="list-style-type: none"> • Share your experiences and the barriers that you have faced while implementing your own plans
Discussion (25:12)	<p>What issues have you seen or experienced during the COVID-19 pandemic that you would like to address through this work?</p> <p>Lack of access to technology and internet, lack of access to healthy food, increased social isolation, inequitable testing site locations and hours, inequitable vaccination appointment scheduling and availability, lack of diversity in elected officials, few programs for aging population, poor mental health, misinformation, attacks on voting rights, healthcare staffing, language barrier, inconsistent communication, access to legal services, view that equity has a negative impact on society</p>	
Key Terms (28:25)	<p><i>Presented by Lauren Donnell</i></p> <p>Health Equity</p> <ul style="list-style-type: none"> • Health Equity – achieving the highest level of health for all people, regardless of differences in social, economic, or environmental conditions • Health Disparities – health difference that adversely affect people who have systematically experienced greater obstacles to health based on race or ethnicity, religion, socioeconomic status, gender, age, mental health, ability, sexual orientation, geography, and more 	

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	<ul style="list-style-type: none"> Health Inequities – unjust and unavoidable differences in health outcomes <p>Racial Equity</p> <ul style="list-style-type: none"> Racial Equity – intentional process of eliminating racial disparities Racial Disparities – difference that adversely affects people who have systematically experienced greater obstacles based on race or ethnicity Social Vulnerability – potential negative effects on communities caused by external stresses on human health 	
Discussion (37:06)	<p>How should we address disparities in Tarrant County that do not depend on individual changes in behavior? How do we create change and reduce disparities?</p> <p>Sharing information in a variety of ways, educating elected officials, education, advocacy, citizen engagement, available and affordable healthcare, taking services into neighborhoods and homes, creating scalable plans for next public health crises, environment and transportation, gather and analyze data, communication, identifying biases, identifying most vulnerable communities by zip code</p>	
National Initiative to Address COVID-19 Health Disparities (40:21)	<p><i>Presented by Lauren Donnell</i></p> <p>Centers for Disease Control (CDC) OT21-2103 Grant Purpose</p> <ul style="list-style-type: none"> CDC National Initiative to Address COVID-19 Health Disparities seeks to address COVID-19 related health disparities and advance health equity Focused on high risk, underserved, and rural populations <p>Strategy 3: Build, leverage, and expand infrastructure support</p> <ul style="list-style-type: none"> Improve state and local health departments and community capacity services to prevent and control COVID-19 and reduce related health disparities Establish, enhance, and implement equity workgroups, taskforces, and positions Convene and facilitate multi-sector coalitions and advisory groups, which include members of underserved communities and organizations that serve those communities Develop jurisdictional health equity plans and systems that can support communities at high risk for COVID-19 and future emergency response 	

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<p>Population Data (43:32)</p>	<p><i>Presented by Lauren Donnell</i> COVID-19 in Tarrant County</p> <ul style="list-style-type: none"> 76104 zip code has a high social vulnerability index (SVI), lower life expectancy, and is primarily African American (36%) and Hispanic (45%) 76022 zip code has a low SVI, higher life expectancy, and is primarily white (60%) <table border="1" data-bbox="537 477 1398 667"> <thead> <tr> <th>Measure</th> <th>76104</th> <th>76022</th> </tr> </thead> <tbody> <tr> <td>Population</td> <td>~18,000</td> <td>~24,000</td> </tr> <tr> <td>COVID-19 cases</td> <td>5,616</td> <td>3,501</td> </tr> <tr> <td>COVID-19 deaths</td> <td>108</td> <td>44</td> </tr> <tr> <td>COVID-19 death rate per 100,000</td> <td>589</td> <td>326</td> </tr> <tr> <td>Vaccination rate (at least two doses)</td> <td>56.4%</td> <td>56.7%</td> </tr> </tbody> </table> <p>Transportation in Tarrant County</p> <ul style="list-style-type: none"> Transportation has historically been untimely, unavailable, and unreliable COVID-19 exacerbated pre-existing problems and created new ones, including reduced capacity due to social distancing, longer travel times, threats to health and safety, and increased cost <p>Communication</p> <ul style="list-style-type: none"> Communication has historically been impacted by internet access, digital literacy, general literacy levels, and the lack of cultural awareness and sensitivity COVID-19 exacerbated pre-existing problems and created new ones, including an extreme reliance on technology, ability/inability to work from home, rise of news and information on digital platforms, increased spread of misinformation (“infodemic”) that makes it difficult to discern fact from fiction <p>Housing</p> <ul style="list-style-type: none"> Housing availability and affordability has disproportionately placed a housing burden on lower-income and minority communities Racial homeownership gap is larger today than in 1960, when it was legal to refuse to sell or provide a loan for a home to someone based on the color of their skin COVID-19 exacerbated pre-existing problems, but offered relief from eviction, increased access to and funding for rental assistance programs (national, state, regional, and local), and a reduction in homelessness <p>Health in Tarrant County</p> <ul style="list-style-type: none"> Prior to COVID-19, top causes of death were heart disease, cancer, and accidents 	Measure	76104	76022	Population	~18,000	~24,000	COVID-19 cases	5,616	3,501	COVID-19 deaths	108	44	COVID-19 death rate per 100,000	589	326	Vaccination rate (at least two doses)	56.4%	56.7%	
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	<ul style="list-style-type: none"> • African-American, Hispanic, and Native American populations are most impacted by COVID-19 in total cases, hospitalizations, and deaths • Hospital capacity has ranged from 49% (April 2020) to 91% (February 2022) 	

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Discussion (1:00:15)	<p>What other sectors (or areas of focus) do you think should be prioritized in an equity plan for Tarrant County?</p> <p>Criminal justice, education, employment opportunities, healthcare (services for undocumented community, access, cultural competence, mental health), legal system, stigma, recidivism, youth services, older adults, stress reduction, racial divide in churches</p>	
Tarrant County Equity Plan (1:03:11)	<p><i>Presented by Lauren Donnell</i></p> <p>Stakeholder Feedback</p> <ul style="list-style-type: none"> • Data-driven decision making using community needs assessments, community surveys, and listening sessions • Prioritize stakeholder feedback and successful plans and policies <p>Development and Implementation</p> <ul style="list-style-type: none"> • Highlight historical background of Tarrant County, including the unsavory pieces like redlining, segregation, and gentrification • Identify purpose of the plan moving forward, beyond just advancing health and racial equity • HE Specialists will host focused, smaller meetings (subcommittees) covering communication, health, housing, and transportation • Develop short-, medium-, and long-term goals and strategies <p>Evaluation</p> <ul style="list-style-type: none"> • Evaluation measures will assess long-term sustainability and accountability, and will be built into the planning process • Ensure forward progress toward long-term goals throughout 	
Discussion (1:09:24)	<p>How do we hold each other accountable in this work to create equitable change?</p> <p>Frequent communication, time tables, share our wins, offer support, ask questions, commitment to action, SMART goals, detailed reporting, engagement from all civic levels and stakeholders, build relationships, collaborate, maintain transparency</p>	
Call to Action (1:17:30)	<p><i>Presented by Yvette Wingate</i></p> <ul style="list-style-type: none"> • Incorporate equitable practices in all policies, services, and budgets/funding allocation • Contributing to inclusive and equitable solutions in an intentional, sustainable way 	<ul style="list-style-type: none"> • Shift your thinking

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	<ul style="list-style-type: none"> The key to the racial equity work we will be conducting is the development of strategies to dismantle racism across organization and communities 	
Next Steps (1:20:18)	<p><i>Presented by Yvette Wingate</i></p> <ul style="list-style-type: none"> Materials will be sent following the meeting and will include the slides, meeting recording, a brief survey link for contact information and interest, and discussion prompts for the March meeting (TBD) TCUC meetings will be held virtually and on a monthly basis 	<ul style="list-style-type: none"> Complete the brief contact information and interest survey

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<p>Open Forum (1:23:24)</p>	<p><i>Question from Patricia Bailey, answered by Lauren Donnell</i> There are many disparities in Tarrant County, and weighing them on overall importance is complicated. How are you weighing them? Which and where to start first? Communication, health, housing, and transportation were pre-identified as needing priority by a community needs assessment and local COVID-19 data. Additional sectors may need to be addressed, and the HE team requests your assistance in identifying and prioritizing those focus areas.</p> <p><i>Question from Donna James-Harvey, answered by Lauren Donnell</i> How long do you anticipate these group meetings lasting? The TCUC will meet through May 2023. There may not be a need to meet on a monthly basis. The intention is to meet as often as necessary during the development phase of the equity plan, then perhaps scale back to a bimonthly or quarterly schedule in the evaluation phase. HE Specialists will be out in the community working with your organization, too. Updates can be distributed via an e-newsletter to keep all TCUC members informed between meetings.</p> <p><i>Comment from Linda Fulmer</i> Often, the policymakers are Mayors and Councils. Those positions are basically jobs in most municipalities with limited to no compensation. The bond in the upcoming May election would increase Mayor and Council salaries to a livable wage, which would enable regular people in the community to run for and serve in those positions. They may come from a community experiencing inequities and may be able to be a voice for that community in the decisions that are made.</p> <p><i>Comment from Christina Brooks</i> The policy recommendations for equity came from the City of Fort Worth's Department of Diversity & Inclusion. The Human Relations Commission is an elected body from the Fort Worth community that is working on race and cultural initiatives across criminal justice, economic development, education, governance, health, housing, and transportation. Fort Worth has an established department specifically devoted to the issues presented in the project today.</p> <p><i>Contact Information</i> Contact information: Lauren Donnell, Health Equity Supervisor, Tarrant County Public Health ledonnell@tarrantcounty.com (817) 753-0535</p>	

