

# Health equity series to inform strategic planning: health equity strategy for funders

5 of 5 | November 17, 2020

The goal for this last summary is to highlight other philanthropic and funder strategic plans and other guidance that prioritizes health equity.

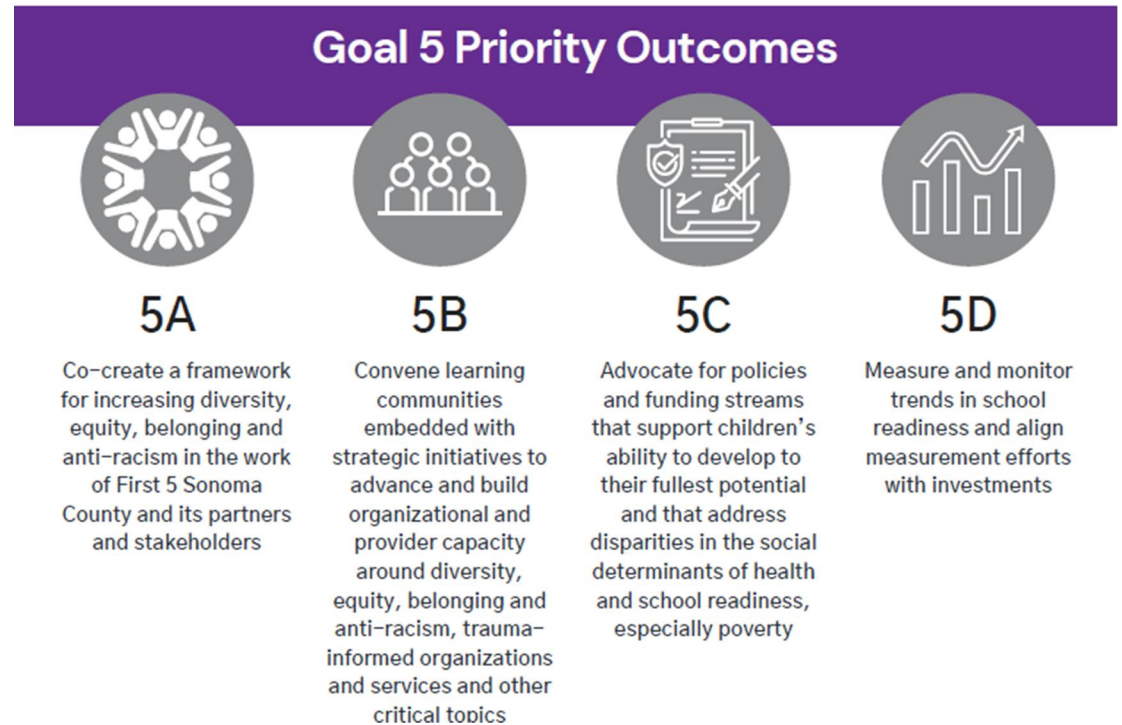


## 1. First 5 Sonoma County 2021-2025 Strategic Planning (report attached)

First 5 Sonoma County will be investing about \$14 million dollars to support five Goal areas over the next four years. **About \$1.2 million will be invested toward Goal 5: Cross-Cutting Strategies, that focus on advancing equity** (figure below). The Healthcare Foundation could partner with First 5 Sonoma County on these goals and outcomes, and/or initiate similar work focused on northern Sonoma County.

“There is a growing evidence and recognition that institutionalized discrimination and segregation based on race are detrimental to early childhood development and that policies and practices that create systemic barriers to opportunities and resources are the true root causes of most disparities in children’s health, well-being and readiness to succeed in kindergarten.”

*STRATEGIC GOAL 5: Leverage, maximize and connect efforts to advocate, build capacity, increase equity, measure results and manage change*



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To learn more about **targeted universalism strategies**, see page 21 of the First 5 Sonoma County strategic plan.

To see the **Equity Index for Sonoma County schools**, see page 22.



2. [Reimagining Philanthropy](#): From the *Chronicle of Philanthropy*, a five-part opinion series exploring what's next for foundations and nonprofits.

[The Chronicle of Philanthropy, September 1, 2020 Issue](#)

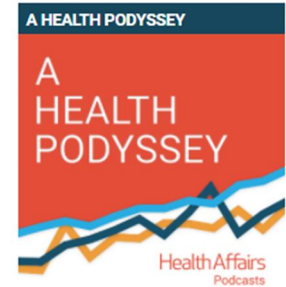
NOTE: The Chronicle of Philanthropy may limit the number of free articles you can read.

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3. [Health Affairs podcasts](#): With the Health Affairs podcasts, we offer a nonpartisan forum to promote analysis and discussions on improving health. We go beyond the papers to bring you insightful discussions on the latest news and research affecting health policy today.

[This, Too, Is What Racism Feels Like](#) After George Floyd’s killing, a physician reflects on how the health effects of racism become embodied for her and other Black Americans.



Tells stories behind the research and shares policy implications

4. [Together Toward Health: 13 funders join the Public Health Institute in COVID equity initiative](#): Thirteen major philanthropic foundations have pooled resources to launch *Together Toward Health*, a **\$20 million initiative to stop the spread of coronavirus and strengthen health and resilience in California’s most impacted communities**. Supporting foundations include: The Ballmer Group, Blue Shield of California Foundation, The California Health Care Foundation, Genentech, Gordon and Betty Moore Foundation, the Conrad N. Hilton Foundation, Heising-Simons Foundation, The James Irvine Foundation, The Sierra Health Foundation, The California Endowment, The California Wellness Foundation, Chan Zuckerberg Initiative, and the Weingart Foundation.
5. [Building a Race Equity Culture](#) (report attached; figures below)

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## HOW TO GET STARTED

There is no singular or 'right' way to engage in race equity work. Even if you don't yet know the precise path your organization will take towards a Race Equity Culture, there are actionable steps to get started:

1. **Establish a shared vocabulary.** Ground your organization in shared meaning around race equity, structural racism, and other terms related to this work. The [Glossary](#) found in the Appendix is a helpful starting point.
2. **Identify race equity champions at the board and senior leadership levels.** Select those who can set race equity priorities, communicate them broadly, drive accountability, and influence the speed and depth at which race equity is embedded in the organization.
3. **Name race equity work as a strategic imperative for your organization.** Define and communicate how race equity connects to your mission, vision, organizational values, and strategies.
4. **Open a continuous dialogue about race equity work.** Use research and learnings from other organizations to start the conversation with your team or individuals who are invested in your organizational cause.
5. **Disaggregate data.** Collect, disaggregate, and report relevant data to get a clear picture of inequities and outcomes gaps both internally and externally.

## ENVISIONING A RACE EQUITY CULTURE

When your organization has fully committed to a Race Equity Culture, the associated values become part of its DNA — moving beyond special initiatives, task force groups, and check-the-box approaches into full integration of race equity in every aspect of its operations and programs. Organizations that demonstrate this commitment exhibit characteristics, including the following:

- Leadership ranks hold a critical mass of people of color
- Staff, stakeholders, and leaders are skilled at talking about race, racism, and their implications
- Programs are culturally responsive and explicit about race, racism, and race equity
- Communities are treated as stakeholders, leaders, and assets to the work
- Evaluation efforts incorporate the disaggregation of data
- Expenditures reflect organizational values and a commitment to race equity
- Continuous improvement in race equity work is prioritized

6. **Black Philanthropy Month: [10 Global Black Funding Principles](#).** Consider adopting some of these principles for communities of color and other populations with health inequities in northern Sonoma County.

*“We encourage all philanthropy, social investment, and venture funders to sign the Black Funding Equity Pledge to ascribe to BPM’s principles for more fair, effective and transformative impact on racial equity and social justice.”*