

Phase II: Action and Learning Community

OVERVIEW

The Equity in OC Initiative (EiOC) continues its commitment to making health equity a reality in Orange County (OC) by addressing the social determinants of health (SDoH) most relevant in communities. EiOC Phase I started in February 2022 and wrapped up in May 2022. Through the EiOC Taskforce, Phase I was focused on a community- and data-driven approach to arrive at three prioritized SDoH action areas. Moving from planning to collective action, the EiOC Phase II is anchored by the Action and Learning Community. Starting in June 2022 and over the span of 16 months, the Action and Learning Community will catalyze action and learning across the health and health care ecosystem in Orange County.

Goals

The Action and Learning Community is centered on a commitment to achieving health equity through a series of three Community Health Improvement Leadership Academies (CHILAs) and three Action Periods. Over a span of 16 months, these CHILAs are facilitated to help members of the community and the Equity in OC Initiative strengthen and accelerate their skills and leverage their individual and collective assets to create meaningful goals and achieve them by:

- Understanding how health and well-being are generated through the relationships we have and the way we live together;
- Identifying issues that are important to them, assets that each participant can bring to the table, and opportunities for meaningful work together;
- Developing tools, skills, and behaviors to equitably address the prioritized social determinants of health topics; and
- Helping communities develop the relational trust and resources needed to participate in any change effort or improvement that arises.

Participants in the Action and Learning Community will consist of equity improvement teams (e.g., EiOC Taskforce participants, EiOC Population Health Equity Collectives, other community collaboratives/alliances) that will be selected on a first come first serve and as needed basis. Teams will learn and create projects addressing specific SDoH and/or health inequities. Teams will work to advance health equity in Orange County in ways that are meaningful to the populations they serve.

CORE VALUES

Equity

Enabling everyone to reach their full potential by removing the social and structural obstacles driving inequity.



Inclusion

Acknowledging the inherent dignity and value of each person and their voice in their community.



Co-design

Lifting up and working with people with lived experience of inequity.



COMPONENTS

Equity Improvement Teams

Teams working together towards a common goal. Includes internal HCA teams, community teams working on SDoH priority areas, and Population Health Equity Collective teams.



CHILA Sessions

Multi-day learning and relationship-building events for equity improvement teams. These include interactive capability-building and planning activities.



Action Periods

The heart of the Action and Learning Community, when teams work to achieve their aims by testing and refining their plans and integrating what they have learned into their daily work.



Equity Action Labs

A framework of action that involves setting an ambitious goal, designing and testing potential solutions, and developing an action plan.



Improvement Coaches

Advisors who will provide general improvement and measurement support, coaching, and training to equity improvement teams.

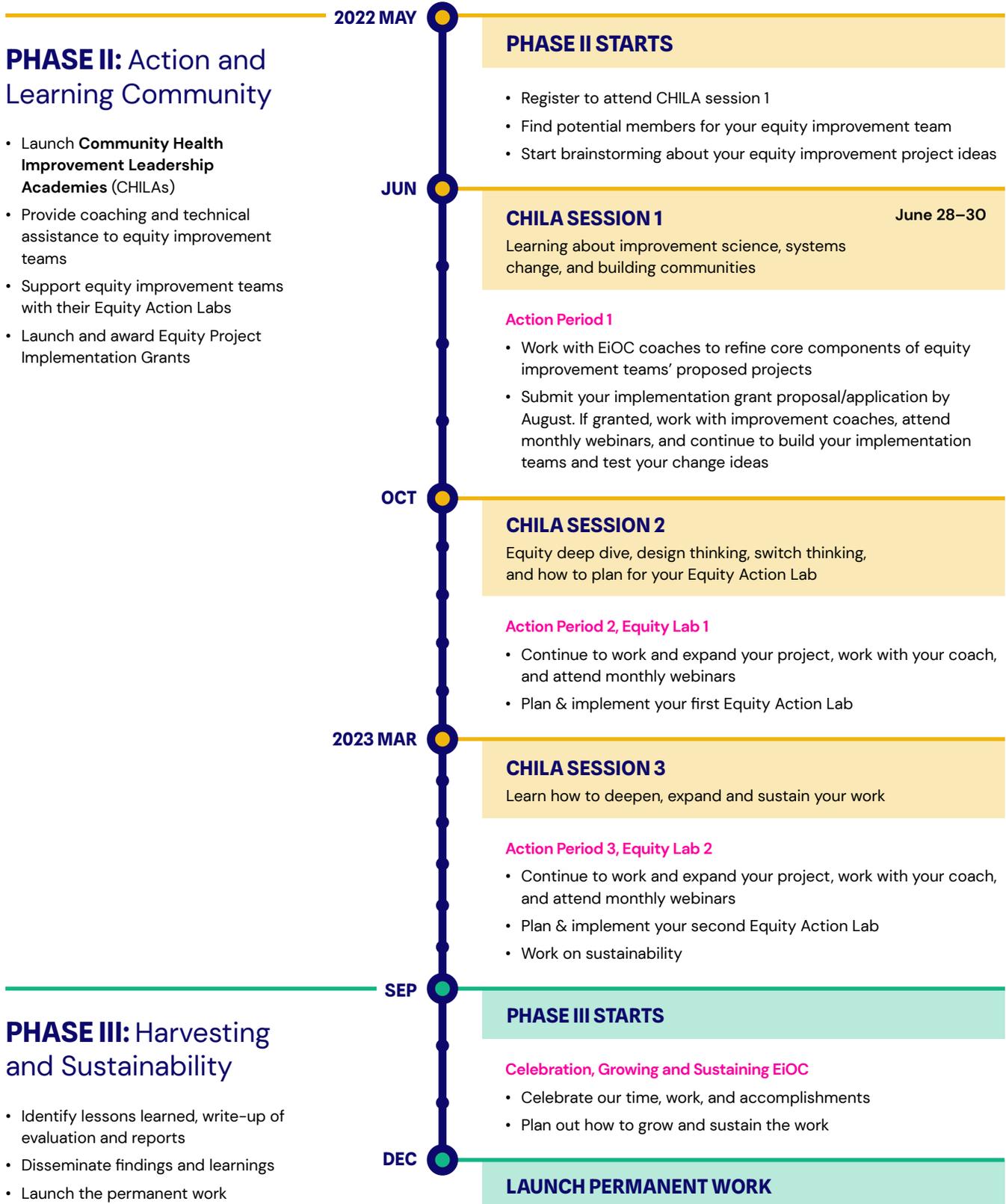


Equity Project Implementation Grants

Grants of up to \$500K will be available to support team projects addressing the SDoH priority areas.



Phase II and III Milestones and Timeline



Frequently Asked Questions

What is a CHILA? What makes it different from other workshops?

Community Health Improvement Leadership Academies (CHILAs) are dynamic, engaging, and empowering. Although there are practical components to creating a CHILA-like experience, there are elements that are ingrained throughout the entire process that set CHILAs apart from any other learning session. It is the embodiment of our shared core values and the infusion of Community of Solutions (i.e., Leading for Outcomes, Leading for Equity, Leading Together, Leading from Within, and Leading for Sustainability) skills into each learning session that give them a feel that is unmatched elsewhere. The CHILAs include several interconnected activities to ensure transformation and progress towards equity improvement goals.

What to expect at CHILAs? Core components include:

- Relationship- and community-building activities and exercises
- Capability-building training, presentations, discussions, and group activities across all improvement teams
- Time for equity improvement teams to:
 - Concretely advance their work (e.g., community partner and asset-mapping, diving into team-specific content, or preparing teams for the next Action Period)
 - Begin the Action Period (e.g., setting goals, preparing for tests of change or developing simple yet robust measurement systems)
 - Leverage and align their work so that the sum of their combined work will add up to more than the sum of the individual improvement projects. This can also include tackling common challenges together as a combined team (rather than struggling individually)
- Baseline assessments to identify assets, define opportunities, and refine the approach to the work

What kind of equity improvement projects should I consider/propose for the Equity Improvement Project Implementation grants opportunities?

A total of 6 million dollars in equity improvement projects implementation grants will be awarded for projects that seek to identify and close equity gaps in health outcomes, social determinants of health impacting a neighborhood/population/community, clinical care delivery for a population, and/or address systemic and structural racism.

What kind of support will equity improvement teams receive?

Activities and support provided across the equity improvement teams include:

- Monthly calls and learning sessions
- Topic-specific workgroup calls
- Equity Action Labs to quickly pursue action on complex health equity topics
- Collaboration across teams to share learnings and troubleshoot shared challenges; the strength of the network will catalyze new action in your team
- Teams will receive support, guidance, and coaching from Institute for Healthcare Improvement (IHI) and other contributors, and share their action journey in the Equity in OC Taskforce and other collaborative forums across the Action and Learning Community for 18 months
- Through in-person and virtual engagement, teams learn from each other, test improvements, and employ measurement strategies to guide their improvement efforts

How can I apply for Equity Improvement Projects Implementation Grants? Is attendance and participation in the CHILAs a requirement?

Yes, attendance of all the CHILAs is a requirement of grant recipients. Specifically, attendance of the first CHILA (June 28–June 30, 2022) is a requirement to apply for the equity projects implementation grants. During the first CHILA, teams will have time to begin, expand, or refine their equity improvement project ideas/proposals, learn from experts and other partners, and receive coaching and support.

Make sure your equity improvement team attends the first CHILA and applies for the grants and proposed equity improvement projects, and if selected continues to participate in CHILA #2 and CHILA #3 and their related anchor activities (i.e., equity action labs, coaching/technical assistance, and trainings).

Equity improvement projects will be selected based on the projects/solutions identified, team composition, team readiness and willingness, resources identified/aligned/leveraged, and capacity within the Action and Learning Community.

Frequently Asked Questions

Who should be considered as part of an equity improvement team?

Teams may come from within a participating organization or may represent multiple organizations who want to partner on an equity project of shared interest. Regardless, the composition of an equity improvement team should include the following:

	Compelling Leader Someone who is accountable for moving the work forward and/or help remove barriers encountered by the team.
	Design Skills Someone who excels at creating visual content and thinking like a designer.
	Measurement Skills Someone with experience identifying information to measure and track progress toward your aim(s).
	Community Engagement Skills Someone who can help recruit people with lived experience or bring community members into the process.
	Diverse Participants Participants with wide ranging perspectives and lived experiences to plan, design solutions, and implement changes in the Action Periods.

What are some important dates I should plan ahead for?

2022	
May	Registration for CHILA Session #1 Attendance to CHILA Session 1 is mandatory for grant applicants.
Jun 28–30	CHILA #1 Community-building introduction to improvement methods, and begin working on equity improvement projects.
Jul	Grants Open Grants open for equity improvement project proposals from equity improvement teams.
Aug	Grants Due Grant proposals are due to OC United Way. Independent grant panel reviews.
Sep	Grants Awarded Equity improvement projects implementation grants are awarded and announced.
Oct	CHILA #2 Continue community-building, further develop skills and refine improvement projects.
2023	
Mar	CHILA #3 Continue community-building, further develop skills and refine improvement projects, and develop sustainability plan.

What is an Equity Action Lab?

A framework of action that involves setting an ambitious goal, developing an action plan, designing potential solutions, and testing those solutions. Involves co-designing with a full range of people (especially those with lived experience) and organizations. While each Equity Action Lab is different, the basic structure follows:

