



Healing Through Policy: Creating Pathways to Racial Justice

Community of Practice

Healing Through Policy Community of Practice Application

Background

Across the country, there is growing acknowledgment of the impact of racism on the health of individuals and communities. Through resolutions, executive orders, and other mechanisms, many local leaders are declaring racism a public health crisis and are committing to addressing systemic health and racial inequities. Leaders are exploring the policies and practices that are most needed to move from commitment to action and how to best use policy to effect meaningful change toward health, racial equity, and justice.

Healing Through Policy: Creating Pathways to Racial Justice is an initiative of the de Beaumont Foundation, the American Public Health Association, and the National Collaborative for Health Equity, in collaboration with Results for America. Using the Truth, Racial Healing, and Transformation framework (TRHT), Healing Through Policy offers local leaders a suite of policies and practices that are being implemented across the country to promote racial healing and address social inequities. TRHT recognizes that advancing racial equity and justice requires repairing past harms, addressing the underlying beliefs that fuel racism, and facilitating healing within and across communities.

Community of Practice (CoP) Overview

The Healing Through Policy Community of Practice (CoP) will engage public health professionals, local government officials, and community members in the United States to harness the collective intelligence of their community; lead and advance the public health profession and local leaders to better address racism as a public health crisis and achieve impact; and create opportunities for collaboration to identify, plan actions, and disseminate the local steps needed to pass and implement policies and practices from the Healing Through Policy suite.

CoP participants can expect convenings twice per year and monthly one-on-one coaching. In addition, on a monthly basis, workshops with subject matter experts or peer learning labs will be offered. Participants will also have exclusive access to the CoP resource library, which will include a member directory, toolkits, templates, and more to be used by CoP members to advance their racial equity and public health goals.

Eligibility

CoP teams must consist of at least three (3) individuals, including two (2) co-leads. Team members must include at least one (1) representative from the local entity that made or has accountability for the declaration of racism as a public health crisis. Additional team representatives can include the following (but are not limited to this list):

- Public health officials or other government officials who have accountability for the declaration of racism as a public health crisis;
- Governmental officials who are leading the equity work in the jurisdiction;
- Community partners;
- Mayors' offices;
- Executive offices;
- Equity officers; or
- Budget and finance professionals who support budgeting and resource allocation for the health equity work in the jurisdiction.

Co-leads will be expected to be a point of contact between their organization/jurisdiction and the Community of Practice, and to lead and disseminate the work being done within the CoP.

Timeline

Email of Intent to Apply Due: January 13, 2023, 11:59 pm Eastern Time

Office Hours: January 13, 2-4 pm ET and January 25, 2023, 1-4 pm ET

Applications Due: February 2, 2023, 11:59 pm ET

Notification of Acceptance: March 10, 2023

CoP Launch Event: April 2023

CoP Participation Period: April 2023 – April 2024

Application Instructions

Space for the CoP is limited to 8-10 local teams, and applications are due by February 2, 2023, at 11:59 pm ET. Your progress in the application will be automatically saved.

Our team will review your application, and participants who are formally accepted will be notified via email by March 10, 2023

If you have any questions, please contact Lawrence Haynes at lawrence.haynes@apha.org.

Community of Practice Application

1. Which jurisdiction (County or City and State) are you from?
2. Who will be representing your jurisdiction? Please provide the following information for all team members.
 - a. First Team Member, Co-lead and team's point of contact
 - Full Name
 - Phone Number
 - Email
 - Title, Organization, and Department (if applicable)
 - Pronouns (he/him, she/her, they/them, other)
 - b. Second Team Member, Co-lead
 - Full Name
 - Phone Number
 - Email
 - Title, Organization, and Department (if applicable)
 - Pronouns (he/him, she/her, they/them, other)
 - c. Third Team Member
 - Full Name
 - Phone Number
 - Email
 - Title, Organization, and Department (if applicable)
 - Pronouns (he/him, she/her, they/them, other)
3. Would you like to add additional team members?
 - a. Yes
 - b. No
4. Please provide the contact information for additional team members (name, email address, phone number, title, organization, and department (if applicable)).
5. What is your city's or county's current strategic goals or key priorities to advance racial equity? *(Max characters: 3000)*
6. Summarize key initiatives or progress your jurisdiction has accomplished since declaring racism as a public health crisis. *(Max characters: 3000)*
7. Identify one **short-term goal** (6-8 months) that you would like to achieve to advance the city or county's declaration of racism as a public health crisis. *(Max characters: 3000)*

8. Identify one **longer-term goal** (12-24 months) that you would like to achieve to advance the city or county's declaration of racism as a public health crisis. *(Max characters: 3000)*
9. Identify at least two **metrics** and a **timeline** to measure progress towards each of your goals. *(Max characters: 3000)*
10. Briefly describe what role each Team Member has in contributing to or advancing the above goals. *(Max characters: 3000)*
11. What barriers have you identified to advance your goals? How might the Community of Practice help mitigate these barriers? *(Max characters: 3000)*
12. What resources (e.g., funding, staffing, community partnerships) are available to you to advance this goal in the next 6-12 months? *(Max characters: 3000)*
13. Small grants may be available to teams to support the implementation of their local action plans. Please describe if your team might use this supplemental funding. *(Max characters: 3000)*
14. Why is your city or county applying to participate in the Community of Practice? What is it that you hope to gain from the experience and how do you intend to bring what you learn back to your community? *(Max characters: 3000)*
15. Please upload an attachment that includes letter(s) of support from at least one (1) government entity on their letterhead. The letter should document their support for the local team's participation in the Healing Through Policy CoP, provide examples of past collaborations with the applicant organization, and discuss specific resource commitments they plan to make to support and sustain the team's goals (e.g., staff time, funding). This letter of support can come from the mayor or a county executive, the health director/executive, or from a community partner organization.
16. Healing Through Policy has identified a suite of policies and practices aligned with the Truth, Racial Healing, and Transformation (TRHT) framework. Review the list and **select up to five policy and practice areas you are most interested in learning more about through the Community of Practice.** (Please refer to the [Healing Through Policy suite](#) for more information)
 - a. **Narrative Change:** Creating more complete and accurate narratives to better understand how racial hierarchy has been embedded in our society.
 - Redesigning public spaces to equitably honor shared histories

- Mapping, data collection, and analysis to understand and address inequities,
 - Racial impact assessments, frameworks, or systems to achieve accountability
 - Elevating or creating new narratives which portray the full humanity of all populations through settings which include literature, exhibits, journals, schools, executive orders, ordinances, radio programs, music, art, social media, theater, and movies/television
 - Other: _____
- b. **Racial Healing and Relationship Building:** Finding ways we all can heal from the wounds of the past and build mutually respectful relationships across racial and ethnic lines, and relationships that honor and value each person's humanity.
- Resolutions, dialogue models, racial healing circles, and restorative justice practices aimed at understanding historical harms and repairing relationships
 - Training and capacity-building around overcoming bias and healing for decision-makers, educators, service providers, and community leaders
 - Local truth commissions promoting healing
 - Acknowledgement of historical harms, such as through public apologies
 - Other: _____
- c. **Separation:** Addressing segregation, colonization, and concentrated poverty. Dismantling systems and structures that sustain and create the physical, social, and psychological separation of people by racial categories and the subjugation of particular cultures, values, and languages as embedded in health and mental health systems, and in immigration and migration policies and practices.
- Zoning innovations for health and equity
 - Displacement and eviction protections to preserve the right to housing,
 - Equitable transportation and planning to improve access to opportunity
 - School integration to promote social justice and social mobility
 - Other: _____
- d. **Law:** Producing a more just application of the law by recognizing and redressing the inequities in our legal system that have been created by the belief in a hierarchy of human value, in order to cherish the value of full civic participation by all communities.
- Reclassification of violations; decriminalization; bail, probation, and fees reform to address racial and socioeconomic biases

- Diversion of police funding to support alternatives to policing and prevention programs
 - Immigrant-friendly policies and practices to promote equitable opportunity
 - Other: _____
- e. **Economy:** Creating economic democracy where every person, family, and community of all racial, ethnic, and cultural backgrounds can individually and collectively participate and thrive in the U.S. economy.
- Income and asset strategies to promote economic mobility of individuals and families
 - Equitable investment and development that builds on community assets
 - Compensatory redress to rectify historical policies that economically disadvantage communities of color
 - Other: _____

17. Please rank the Healing Through Policy Community of Practice offerings that would provide the most value, with [1] = most valuable, and [4] = least valuable.

- a. Peer-to-peer Learning Lab (1 hour every other month)
- b. 1:1 Coaching (1 hour once a month)
- c. Resource Library (Member directory, shared tools, and resources identified by HTP partners and CoP participants)
- d. Workshops (90 minutes every other month)

18. Please use this space to provide any comments about why the above offerings would or would not be valuable to your team. Your feedback will help shape the format of the Community of Practice. *(Max characters: 3000)*

19. Will any of your team members require any accessibility accommodations to participate in the CoP (e.g., transcription, translators, closed captioning services)? Please note: the answer to this question will not be used in evaluating applications.

- a. We do not require accessibility accommodations.
- b. We do require accessibility accommodations.

20. Please list any accessibility needs or accommodations necessary to facilitate your team's participation in these offerings (e.g., transcription, translators, closed captioning services).

21. Photo/Video Consent & General Release Disclaimer:

We understand that these meetings will be conducted through video conferencing technology and some components may be recorded. We agree that application for, and participation in, any and all activities related to the Community of Practice constitutes permission for the American Public Health Association, de Beaumont Foundation, National Collaborative for Health Equity, and Results for America (*Healing Through Policy* team) permission to photograph and record us. We further give the *Healing Through Policy* team permission to use any such photographs, recordings, or materials that might be created from them, in whole or in part, and with or without our names, in publications, presentations, websites, social media services, digital streaming, or any other types of communications to advance its goals, which include, but are not limited to, education, training, research, public relations, marketing, and use by or for the news media. I agree that I will not have the right to inspect or approve the use of any such photographs, recordings, or materials that may be created from them, now or in the future, and we release any and all legal claims against the *Healing Through Policy* team or third parties related to the photographs, recordings, or materials that may be created from them.

A. I agree

B. I decline