

**Tarrant County Disproportionality and Disparities Advisory Committee**  
**2014 Strategic Plan with Roundtable Additions & Advisory Committee Final Approval**  
**To Be Presented to System Leaders**

- **Problem:** Disproportionality and disparities are affecting children and families of color at higher rates compared to other groups
- **Strategic Plan Pilot** starts the collective work to address systemic issues related to disproportionality and disparities
- **Goal:** To build collaborative action steps towards eliminating disproportionality and disparities through focusing on a road towards equity in Tarrant County
- **Objectives:**
  - To involve community in decision making process
  - To increase the trust between community and systems
  - To assist in accountability of community and systems
- **How does this benefit your system?**
  - Cross collaboration and exposure to new networks
  - Community involvement and participation in decision making process to increase community support
  - Access to additional resources that focuses on equity
- **What is going to be done with Strategic Plan?**
  - The 2014 Pilot Plan will allow us to begin identifying helpful action steps towards equity in Tarrant County.
  - The results of plan will be used to inform a larger 5 year plan for Tarrant County which will request participation from additional systems.
  - All work related to building equity in Tarrant County will be accessible on the website: [texasdispro.com](http://texasdispro.com)
  - The website serves the purpose of bringing awareness of the issue of disproportionality and disparities while providing avenues for other areas to adopt effective strategies towards equity in their communities.
  - The results of the plan will be collapsed into a comprehensive report to present to Health & Human Services Commissioner Kyle Janek and Associate Deputy Commissioner of the Center for Elimination of Disproportionality and Disparities (CEDD) to move the work forward consistently and effectively in Texas.
- **What other methods of social marketing will be used?**
  - The Advisory group will work diligently in continuing Town Hall meetings for the community and systems to be apart of.
  - The Advisory group will work diligently to involve healthy and positive outlets who can assist in the education and advocacy of the work.

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- The Advisory group will rely on the systems and communities currently involved to promote activities related to building equity.

<b>COMMITMENT ASKED BY COMMITTEE</b>	<b>FREQUENCY &amp; TIME FRAME</b>
1. Anonymous Assessment of Staff awareness of Equity	Distributed beginning January 1 <sup>st</sup> and collected by April 16 <sup>th</sup> (Evaluation Tool developed by Universities)
2. Provide Decision Maker to contact for information	January 31 <sup>st</sup>
3. Identify resources available from your system to other systems and available to the community	January 31 <sup>st</sup>
4. Provide brief overview of your system (mission, objectives, demographics of the system staff; Board; senior mgmt; units. Divisions, leaderships, etc.)	January 31 <sup>st</sup>
5. Identify a list of scheduled events for the public to participate in	January 31 <sup>st</sup>
6. Identify how you will develop and nurture leadership within your system about equity	January 31 <sup>st</sup>
7. Why Are People Poor? By HHSC CEDD Specialists for entire leadership/decision makers	1 <sup>st</sup> Quarter
8. Introduction of the Texas Model by HHSC Specialists for leadership	1 <sup>st</sup> Quarter preferably same date as Why Are People Poor?
9. In House Staff Dialogues on Equity with Tarrant County HHSC CEDD Specialist	2 <sup>nd</sup> Quarter (scheduled after Why Are People Poor?)
10. Evaluation Results of Staff Dialogues	2 <sup>nd</sup> Quarter (same date as Staff Dialogues) Tool developed by Universities
11. Advisory Committee Presentation to available staff	1 <sup>st</sup> , 2 <sup>nd</sup> , or 3 <sup>rd</sup> Quarter (Sign Up Sheet)
12. Participation at monthly advisory meetings	Monthly: Wednesday, January 15 <sup>th</sup> Wednesday, February 19 <sup>th</sup> Wednesday, March 19 <sup>th</sup> Wednesday, April 16 <sup>th</sup> Wednesday, May 21 <sup>st</sup> Wednesday, June 18 <sup>th</sup> Wednesday, July 16 <sup>th</sup> Wednesday, August 20 <sup>th</sup> Wednesday, September 17 <sup>th</sup> Wednesday, October 15 <sup>th</sup> Wednesday, November 12 <sup>th</sup> Wednesday, December 17 <sup>th</sup>
13. Provide data points by ethnicity and stages of service	April 16 <sup>th</sup>
14. Provide Annual Status Report of all aforementioned	October 15 <sup>th</sup>

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items	
15. Staff evaluate their systems/office environments, etc. for how they relate to their clients to avoid perception of “talking down” to clients (more interpersonal/welcoming reflects an understanding of the community); awareness of use of language and acronyms	Evaluation Tool developed by Universities with community assistance (prior to October 15 <sup>th</sup> )
16. Evaluation Results of the Equity Activities	Evaluation Tool developed by Universities with community assistance (prior to October 15 <sup>th</sup> )
17. Provide education and training around disproportionality and disparities to new employees	
18. Staff Involvement in Equity Activities: Undoing Racism Workshop, Courageous Conversations, Dialogues on Race, Cultural Connections, University opportunities, etc.	
19. Involve community volunteers and/or students in any activities	
20. Community participation as part of decision making process within system (stakeholders and participants)	
21. Identification and/or Development of Innovative Approaches used to address equity within system/agency (Are the <i>Innovative approaches culturally specific not blanket programs and do they have a do no harm clause?</i> )	
22. Participation in community activities: Annual Health Expos, Town Hall meetings, etc.	
23. Leadership/Decision Maker to Provide status update on equity work (the Pilot) to Advisory Committee	Quarterly: Wednesday, March 19 <sup>th</sup> Wednesday, June 18 <sup>th</sup> Wednesday, September 17 <sup>th</sup> Wednesday, December 17 <sup>th</sup>
<b>24. Leadership Roundtable participation</b>	<b>Semi quarterly: Wednesday May 7<sup>th</sup> from 9:00-1:00pm Wednesday November 5<sup>th</sup> from 9:00-1:00pm</b>
25. Leadership Town Hall meeting representation	Semi quarterly: Tuesday, May 6 <sup>th</sup> from 6:00-8:00pm Tuesday, November 4 <sup>th</sup> from 6:00-8:00pm
26. System presentation to Advisory Committees	April 16 <sup>th</sup> -Data Points & Stages of Service

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	October 15 <sup>th</sup> –Annual Status Report
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