



# Vibrant ONE Community Health Equity Self-Assessment

DATE OF INITIAL SURVEY: MAY AND JUNE 2022

12 RESPONSES

DATE OF FOLLOW-UP SURVEY: SEPTEMBER 23, 2023

17 RESPONSES

To what extent does Vibrant ONE *engage local residents* to support our efforts (e.g., by providing input, selecting priorities, co-designing strategies, taking action roles, etc.)?

1 - NOT AT ALL

**2 - STARTING  
TO MAKE  
PROGRESS**

3 - MAKING GOOD  
PROGRESS

4 - FULLY IN PLACE

What else could we engage residents/community members in? Who do we engage or want to engage? How do we want to engage?

- Discussion: Engaging meaningfully with community is new and it takes a while to build trust and that process. We can certainly keep involving the community in more surveys and specific projects moving forward.
- Considerations: Find a way to close the loop with community on projects they have contributed to. For example, finding ways to share the mapping deliverables and recommendations and asking for input from community about what resonates. Have community members been invited, publicly, to the table? Intentionally begin leveraging community partners and their strong ties to “captive” participants (i.e., NEKCA Headstart) in regions where other organizations and efforts might not have an established and trusting relationship yet. Continue to involve NEKO and their expertise in the Vibrant ONE area.

To what extent does Vibrant  
ONE ask questions to  
understand the systemic  
reasons why problems are  
happening before designing  
solutions?

1 - NOT AT ALL

2 - STARTING TO MAKE  
PROGRESS

**3 - MAKING  
GOOD  
PROGRESS**

4 - FULLY IN PLACE

Has Vibrant ONE engaged in a root cause analysis (i.e., 5 whys or iceberg)? If so, what did we learn and what has been done to address the root causes?

- Discussion: We did an extensive Root Cause Analysis and are still developing strategies to address the root causes. We are holding a question: Are we stalled or on track? More on track than not though there hasn't been a final wrap-up and update on the MH/SUD systems mapping project. Balancing our desire for immediate answers and solutions and progressing at an inclusive pace that is honest about where different groups are in terms of capacity.
- Considerations: Could or should our focus at Vibrant ONE shift and/or expand given the flooding and the process of long term recovery?

To what extent does Vibrant ONE use action learning (i.e., PDSA cycle (plan, do, study, act) or after action reporting) and gather rapid feedback from diverse perspectives on the implementation and impact of efforts?

1 - NOT AT ALL

**2 - STARTING  
TO MAKE  
PROGRESS**

3 - MAKING GOOD  
PROGRESS

4 - FULLY IN PLACE

How often does Vibrant ONE use the concept of continuous improvement in our work? Example: Plan – identify a problem; Do – pilot or implement a strategy; Study – track and evaluate the effectiveness of the strategy toward the intended outcome; Act – adjust the strategy based on what you have learned.

- Discussion: This is really about a continuous quality improvement (CQI) process which we definitely do, but not formally so it is hard to evaluate where we are in the PDSA cycle. For example, having a full group debrief from the Mapping Project beyond the Design Committee about what went well and what we would do differently would have been helpful. The community health equity projects do this on a monthly basis, but the group isn't part of those in a structured way.
- Considerations: Formalize the structure and system for our joint work.

To what extent does Vibrant ONE ask questions during planning and decision-making processes to ensure efforts are contributing to equity rather than unintentionally contributing to local inequities?

1 - NOT AT ALL

2 - STARTING TO MAKE  
PROGRESS

**3 - MAKING  
GOOD  
PROGRESS**

4 - FULLY IN PLACE

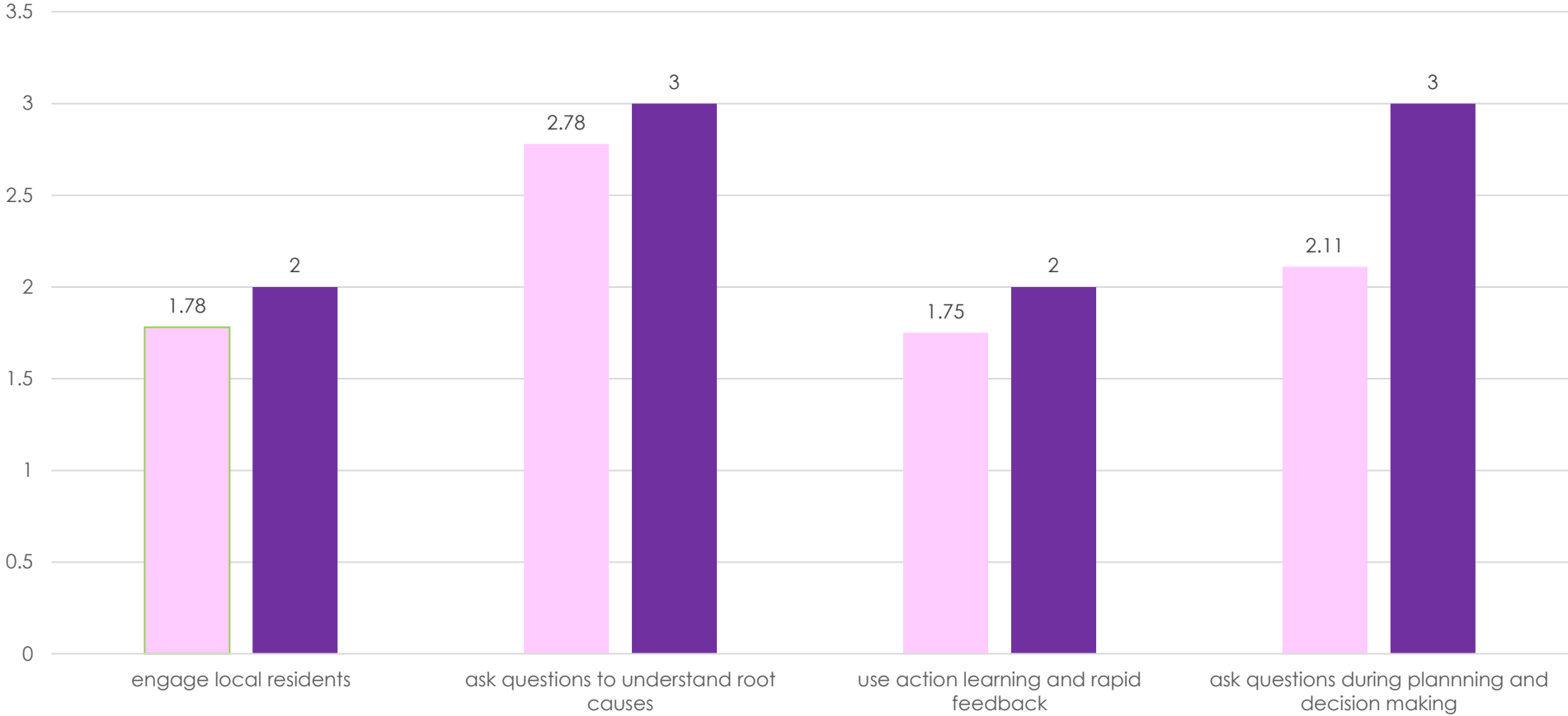


How often Vibrant ONE ask health equity questions before making decisions? (i.e., Who benefits and how? Who is harmed and how? Are some groups disproportionately disadvantaged and advantaged? Which groups should be prioritized by efforts?)

- Discussion: This habit is prevalent in Vibrant ONE. Asking the equity questions are pathways toward change. Equity is prioritized. Vibrant ONE does a good job having open discussions and creating a safe space where different identities, experiences and opinions are heard and valued. Gathering lived and living experience to set direction was exemplified through the MH mapping project.
- Considerations: Adding a specific group agreement about our goal to create equity as intention rather than the outcome which might inadvertently cause inequities. Have we identified and acknowledged ways in which our decisions and processes may have contributed to inequities? < To add to that, may also be intentional to evaluate if improved health equity or created more inequity.

# Health Equity Questions Summary

(weighted from 1-4 where 1= not at all and 4 = fully in place)



2022 2023