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**Invitation to Apply – 2022 Accelerating Equity Learning Community**

**Overview**

The National Maternal and Child Health Workforce Development Center invites state/jurisdiction Title V programs to apply for the inaugural Accelerating Equity Learning Community (AELC).

This learning opportunity will enable selected Title V teams to plan, navigate, implement, evaluate and sustain the integration of equity into planning and programmatic practices to promote health equity in an area of focus they select. Training opportunities will include webinars, an in-person multi-day Skills Institute, and individualized and peer coaching to support application of skills. Content will include a foundational and holistic approach to understanding and implementing equity through individual, team, and organizational structures. Teams will work closely with each other in a peer-supported and driven environment.

Accepted teams will participate in a 6-month Learning Community with other state/jurisdictional teams to strengthen their capacity to meet workforce equity goals. The learning community will commence work virtually in mid-March and convene for a 4-day in-person Skills Institute in Detroit, Michigan the first week of May 2022. Monthly virtual engagement opportunities will follow. At the conclusion of the 6-month community, teams will be positioned to continue their equity strengthening through a self-directed Equity Community of Practice (CoP).

**Application**

This application consists of three brief sections. The appendices have more information about the Center, the Learning Community timeline, and the Learning Community curriculum. Interested state teams will complete the following sections of the application.

Part 1: Description of opportunities for building equity into MCH practice

Part 2: Team Composition

Part 3: Intent to Support/Participate

**Eligibility**

A state/jurisdiction Title V program must be the lead applicant. Only one application per state/jurisdiction will be considered. All states and jurisdictions are eligible and encouraged to apply, even if they have participated in a previous cohort or received assistance from the Center in the past.

**Applications are due to Thea Calhoun (** [dorothea\_calhoun@unc.edu](mailto:dorothea_calhoun@unc.edu) **)**

**by 5 p.m. local time on March 1, 2022.**

**Application Guidance**

Please include the following three sections in your application by cutting and pasting the forms provided below into a new document. Use 1-inch margins and 12-point font. Please use no more than two pages for this section (approximately 1-2 paragraphs per question listed below). Include any other relevant information that will help the Center team understand the context of your work.

1. **Description of opportunities for building equity into MCH practice**

Write a short summary/synthesis of your current equity-related opportunities and self-assessed equity capacity.

1. **Please describe the equity-related change you would like to work on as part of this Learning Community.** The equity change should be narrow enough to be able to implement some components within 6 months, but expansive enough to have long-term goals related to internal program and/or policy changes, systems-level changes and population health outcomes.
2. **How do you understand the opportunities for building equity into your MCH practice right now? What ideas do you have for moving ahead? What have you already tried?**
3. **What will success look like for your work with the Center?** (i.e., what will change if you are successful? What outcomes will be achieved? What is the “desired state” if you are successful in taking advantage of the opportunities for advancing equity? What will success look like from the consumer/community perspective? ) Please describe success in the short-term (6 months-2 years) as well as your vision of how this work will impact MCH populations in the long term.
4. The Center will help your team achieve your goals by sharing a sequenced approach to constructing a holistic and systemic equity process, introducing you to workforce tools, and helping you build new skills among your team. Your team will have the opportunity to practice those new skills and tools. **Based on what you know now, what skills and/or knowledge do you think would be most useful for your team to gain?**
5. **How will family partners, community partners, and people with lived experience contribute to your project?** Does the list of potential team members emphasize PWLE from underrepresented population groups who are experiencing inequitable outcomes?
6. **Is there anything else you would like Center staff to know at this point?** If so, please share.

**Team Composition**

Title V programs should select team members with a strong interest in learning and the ability to support change. At least half must be working in the state’s Title V program; the other team members could come from Title V or from other sectors relevant to the equity opportunity selected.

The Title V program should identify two team co-leads who will be responsible for providing leadership for the team, convening team meetings, responding to Center requests, etc. The Title V programs may register a total of 6 team members to attend the in-person Skills Institute in May. These individuals should be able to commit to traveling to Detroit and attending all four days of the Skills Institute.

The team should reflect the diverse populations they serve, and should emphasize people with lived experience from underrepresented population groups who are experiencing inequitable outcomes (e.g., family member, youth, advocate, other lived experience). Other team members should be those most likely to provide active support to the work as it moves forward, such as colleagues in other state agencies (e.g., Medicaid), relevant technical experts, academic partners, local health department leaders, etc. The team should identify two additional back-up team members in case of last-minute cancellations.

The Title V program should identify a senior leader or sponsor responsible for supporting the work of the team, “clearing the path,” removing administrative obstacles to change, and providing consultation to the team. (The Sponsor can also serve as a co-team lead if desired.) The senior leader/sponsor should be the Title V director and/or his/her supervisor, or a senior leader most relevant to the equity work. The senior leader/sponsor will receive regular reports from the team co-leads.

Please provide contact information for the team’s designated co-leads

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| --- | --- |
| State/Jurisdiction |  |
| Name of Co-lead |  |
| Position/Title |  |
| Agency |  |
| Phone Number |  |
| Email Address |  |
| Name of Co-lead |  |
| Position/Title |  |
| Agency |  |
| Phone Number |  |
| Email Address |  |

Please provide a list of team members based on how you currently understand the opportunities for building equity into MCH practice. Additional team members may be identified later in the process and roles may shift as the work gets underway. (Please insert additional rows as necessary)

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| --- | --- | --- | --- | --- | --- |
| **Name** | **Title** | **Agency** | **Email**  **(PLEASE CHECK FOR ACCURACY!)** | **Role**  Title V/CYSHCN staff,  Consumer/family partner,  Partner agency | **Level of involvement**  (indicate all that apply)  Co-lead, Team Member, Senior Leader/Sponsor |
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Have any of these team members worked with the Center in the past?

If so, please provide the name of the individual and briefly describe their Center-related activities.

1. **Intent to Support/Participate**

Please ensure all potential team members are aware of their participation in the Learning Community. The Center requires documentation of support from key team members as well as senior leaders who can help “clear the path” for the work to move ahead. We ask that the following individuals sign below to indicate their support:

1) Title V and/or CYSHCN Director

2) Any additional senior leaders who will be key to supporting the work

3) Team co-leads

4) At least one proposed team member from each agency involved in the proposed work

5) Person or people with lived experience if they have already been identified

By agreeing to have my name, title and organization listed below, I confirm that:

1. I have participated in the development and/or careful review of this application,
2. I agree with the content of this application,
3. If selected, my organization will make a good faith effort to participate fully in all Learning Community activities with the National MCH Workforce Development Center, including:
   1. Webinars and/or other virtual engagements
   2. In-person Skills Institute in Detroit, MI the first week of May 2022
   3. Center evaluation activities throughout the Learning Community experience
   4. Peer learning opportunities as appropriate
4. If selected, my organization will make a good faith effort to meet our agreed upon goals.

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| **Organization Name** | **Agency Representative Name** | **Agency Representative Title** | **Agency Representative Signature** |
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**Appendix A: Overview of the**

**National MCH Workforce Development Center**

Major transformations in the public health landscape offer opportunities to improve public health systems, state/jurisdiction and community health care delivery, and ultimately, key health outcomes for MCH populations. Title V programs are uniquely positioned to help lead and influence major health system transformations as they affect children, youth, women, families and communities. The National MCH Workforce Development Center offers a range of tools and resources to strengthen workforce capacity and skills in **three strategic skill areas.** Family Engagement and Health Equity are cross cutting priorities that we integrate into all Center activities. All Center training and consultation services are free of charge.

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| * Helps identify systems patterns and identify approaches to drive system change      * Provides tools to understand and describe the structure of the systems that require change to influence outcomes * Provides insight on the transition from service delivery to systems strengthening * Helps strengthen stakeholder relationships, focused on developing mutually beneficial goals and outcomes | * Helps lead change effectively * Increases capacity to frame challenges, ask strategic questions, and prioritize action steps * Includes information about the role of leaders in championing and communicating a shared vision * Provides tools to convene stakeholders, discover individual strengths and focus on learning as a pathway to change * Assists in optimizing financial and human resources to implement change | * Improves evidence-informed program delivery – ranging from needs assessment to program selection, effective program implementation to measurement, improvement and dissemination * Provides feasible tools drawn from quality improvement, implementation science, evaluation, communication, and more * Supports development/selection of an evaluation method or design of a performance monitoring system in a way that embraces systems complexity |
| **Equity and Engagement are Cross-Cutting Priorities.** | | |

**Appendix B: 2022 Learning Community Timeline**

Applicants should carefully review the timeline below and prepare to commit to each of the components.

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| February 17th, 2022 at 3:00pm ET | Optional Informational Call for Potential Applicants,  Join via zoom, <https://uncsph.zoom.us/j/7986879658>  Meeting ID: 798 687 9658 |
| March 1, 2022 at 5 p.m. | Applications for Accelerating Equity Learning Community are due via email at 5:00pm ET |
| March 2-3 | Exploratory Conversations with all prospective teams |
| March 8 | Accepted teams notified |
| March 17, 3:00pm ET | Welcome Webinar for all accepted teams |
| April 2022 | Accepted teams begin preliminary work with Center staff.   * Clarify learning goals & team member roles * Hold team meeting to clarify vision, & prepare travel team for the Skills Institute * Complete pre-work as necessary |
| May 2-5, 2022 | Skills Institute, Detroit, MI |
| May – August 2022 | Teams work with Center Team and each other to advance goals |
| Monthly virtual learning engagements for full state/jurisdiction teams:  April 14, May 12, June 2, June 16, July 7, July 21  All held from 3-4pm EASTERN | |
| August 18, 2022  3:00-5:00 pm EASTERN | Teams present accomplishments to date on Celebration Webinar |

Appendix C: Accelerating Equity Learning Community Curriculum

Level-setting

1. Constructing a Holistic and Systematic Equity Process

Individual Work

1. Mind spaces and Mindsets: Shifting from Transactional to Transformational

Team Work

1. Engaging Others
   * 1. Teammates
     2. Diverse and Underrepresented PWLE
     3. Other Sectors

Organizational Work

1. Sustaining Equity Work: Being an Influencer
   1. On your Team
   2. In your Organization
   3. In your Partnerships/Networks

Settling in for the Long Haul

1. Redefining Relationship to Time
2. Redefining Evaluation Measures
3. Being Adaptive in Transformative Space: Addressing Challenges