

## LESSONS FOR FUNDERS

Only 10% of health is influenced by clinical care and another 10% by genetics. The remaining 80% is a result of the physical environment, health behaviors, and other social and economic factors, such as access to housing, education and community connections.

Health in All Policies (HiAP) is an approach to tackle social determinants of health by incorporating health equity into decision-making, systems and policies across multiple sectors. The Center for Prevention funded eight community-based organizations to design, lead and implement a HiAP approach with equity as a goal. This unique funding initiative put Minnesota communities, most impacted by health inequities, at the center of driving health equity in policy, systems and environmental change.

Below are the learnings that have and will continue to transform the way we do and approach our work.

### PRIORITIZE COMMUNITY LEADERSHIP

- Community-based organizations & communities identify, define, lead & prioritize the policies that are most important to them
- Recognize the power and resiliency of communities who've been experiencing health inequities, they know what is best for them
- Support community organizations as the leader & foundational partner in working toward equity
- Use collaborate-developmental approach to evaluation that lifts up community voices and allows community to determine their success measures

### CHANGE FUNDING STRUCTURES

- Create proper time & resources to allow for an equitable policy-making process
- Let go of internal timelines and slow the process to allow adequate engagement & inclusion of community members as decision-makers
- Develop long-term funding opportunities to invest in work that is creative, broad and builds trust to allow communities to build their own agenda
- Allow & adapt funding to be flexible for communities to pivot in ever-changing environments

### CAPACITY BUILDING FOR ALL PARTIES

- Recognize varied levels of readiness among projects, have realistic expectations & provide proper resources for organizations to succeed
- Recognize varied levels of understanding/skill among your own staff & create learning opportunities to enhance capacity & reset institutional practices
- Fund communities' role in working with decision makers to build their capacity to address racial/social justice and institutionalize equity
- Recognize and provide resources for the "invisible" work that sustains progress on equity - this includes the emotional toll of educating on institutional racism, space & time for deep listening, learning, reflection and team-building
- Support and lift up people of color-led organizations leading racial justice work

### BE A LEADER AMONG YOUR PEERS

- Follow through and build transparency in promises and processes
- Transform the narrative on what and how things are talked about, such as conversations on race between whites and cross cultures and whose voices you are lifting up
- Create awareness within the system, name white supremacy and structural racism, recognize personal implicit biases, understand historical origins and be aware of unintended consequences
- Support and use community engagement that goes beyond listening & builds power
- Serve as liaison between community and government when government is unresponsive or unable to work with community
- Consider and ask communities how to best support the transformative work of healing racial justice. Prepare both community leaders and decision-makers to work together in effective ways that avoid inducing trauma