

06

D.E.I.



PROJECT #22

Why Words Matter: Providing LGBTQ+ Healthcare Training for Non-Profit Organizations



Project Cost

Minimum Cost: \$15,000
Maximum Cost: \$20,000

Submitter Info

Name: Grace Huizinga
Organization: Grand Rapids LGBTQ Healthcare Consortium

Project Overview

Funding Group: Community Health
Project Theme: DEI
Project Status: Expanded Project
Matching Funds: No

Eligibility:

Sustainability:

Feasibility:

Impact:

Source of Funding

None at this time

Partnership

The trainings are conducted in a partnering model with the requesting organization

Identify the need for the proposed project

Why Words Matter is the new program name for professional trainings provided by the Grand Rapids LGBTQ+ Healthcare Consortium (Consortium). Why Words Matter aligns with the overall mission of the Consortium to eliminating LGBTQ+ healthcare disparities in the Grand Rapids area. These trainings focus on empowerment through education and are designed for healthcare providers and ancillary organizations that strive to be affirming and inclusive to the health needs of the LGBTQ+ population. The organization requesting trainings and the Consortium build a collaborative relationship to assure the objectives of the organization are met. SMART Objectives: Outcome Measurement include: -By the end of the grant period, Why Word Matter will have provided 20 (individual and/or series) trainings to non-profit healthcare or ancillary organizations in the Grand Rapids area. -Each quarter of the grant period, a formative evaluation will review comments and ratings for each training. If needed, development and improvements will occur. The formative evaluation will be conducted by President and Vice-President of Operations. -Number of trainings and participants submitted to BOD on a quarterly basis. -Summative evaluation data will contribute to make judgements of the efficacy of trainings. This data collection will occur 6 months post training to the individual organizations for their subjective and objective changes related to trainings.

Brief Description

Presently, the Grand Rapids LGBTQ+ Healthcare Consortium receives multiple requests for trainings from a variety of organizations. Trainings cost \$250.00/hour and a two-hour session covers a basic overview. Multiple sessions may be scheduled based on the organization's specific objectives. Four sessions may be needed to cover diverse topics or to provided staff with multiple options to attend. There is a \$100.00 additional fee for online presentations and videotaping sessions for further use. Training costs may be prohibitive for non-profit organizations and often organization are not able to cover the training expenses. LGBTQ+ individuals frequently rely on nonprofit organizations for their healthcare needs. Affirming providers and organizations can be difficult to find. The Consortium aims to make LGBTQ+ trainings accessible to all healthcare organizations in the Grand Rapids area in order to eliminate healthcare disparities on every level of the organization. This grant would assist with this process. Trainings provide: -Exploration of the importance of pronouns and names - Gaining understanding of minority stress -Providing tools to build an affirming environment - Acknowledge the impact language has on individuals,

Long-Term Benefit

Lack of LGBTQ+ training in healthcare takes a toll on patients. Transgender patients report having to teach their healthcare providers about transgender care. Nearly 8% of LGB individuals and 25% of transgender and gender non-binary individuals reported being denied health care outright (whcic-report_when-health-careisnt-caring.pdf The long term benefit of this project is to eliminate healthcare disparities for LGBTQ+ individuals and population within the Grand Rapids area through education.

Intended Beneficiary

The target population for the trainings are healthcare professionals and ancillary organizations that work with LGBTQ+ patients/clients. The intended beneficiary is the LGBTQ+ community and the reduction/elimination of healthcare disparities they may experience.



Project Cost

Minimum Cost: \$15,000
Maximum Cost: \$20,000

Submitter Info

Name: Grace Huizinga
Organization: Grand Rapids LGBTQ Healthcare Consortium

Project Overview

Funding Group: Community Health
Project Theme: DEI
Project Status: Expanded Project
Matching Funds: No

Eligibility: 

Sustainability: 

Feasibility: 

Impact: 

Source of Funding

None at this time

Partnership

The trainings are conducted in a partnering model with the requesting organization

Estimated Cost

\$15,000.00-\$20,000.00

Project Management Experience

We participate in two Pride festivals a year that draw approximately 10,000 people. The planning and leadership for these events involve county wide involvement.

Federal Funds Experience

None

Studies on Impact

Healthcare professionals self-report familiarity with LGBT health issues, however, gaps in practice & knowledge indicate the need for more training. Healthcare organizations also need support in ensuring that their organizations create inclusive environments by educating staff and leadership on nondiscrimination policies

<https://doi.org/10.1089/lgbt.2018.0118>.

Lack of LGBTQ+ training in healthcare takes a toll on patients. Transgender patients report having to teach their healthcare providers about care. Nearly 8% of LGB individuals & 25% of transgender report being denied health care outright (whcic-report_when-health-care-isnt-caring.pdf (lambdalegal.org)). Training of healthcare providers will provide information and improve skills which may lead to improved quality of healthcare for LGBT people

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5577719/>.

Trainings increased knowledge of LGBTQ health care issues and are effective at increasing comfort levels working with LGBTQ patients (<https://doi.org/10.1186/s12909-019-1727-3>). In addition, The National LGBTQIA+ Health Education Center provides trainings with the purpose of optimizing quality and cost-effective health care

<https://fenwayhealth.org/the-fenway-institute/ed/>.

Guidehouse Ranking Notes

 **Eligibility**

Behavioral health services are eligible

 **Sustainability**

Appears the project ends at the end of a series of educational sessions.

 **Feasibility**

PROJECT #89

Racial and Cultural Training for staff and residents in LTC



Identify the need for the proposed project

As many as 19 million older Americans are expected to need longterm care (LTC) services by the year 2050, more than double the number who required LTC in the year 2000. Over time, this population (as well as the general population) will become increasingly racially and ethnically diverse. Consumers of healthcare services report a preference for providers who share their own race/ethnicity and cultural background. As well as in certain areas, preference of sex in the care performed such as bathing. These findings raise questions about how racial and ethnic diversity is reflected in the current LTC workforce, and how the demographic makeup of the workforce will be matched to consumer needs in the future. I am a Registered Nurse and while working throughout the pandemic many concerns were populated by residents in the facility I was working at. Many of the residents were Caucasian yet many of the workers were African, African American and Hispanic.

Brief Description

All LTC workers will need the skills to care effectively for persons from other racial/ethnic groups and to work effectively with coworkers from different racial/ethnic groups. Not only do persons need to come into the long term care environment with the training for their job but also implicit bias and culture training.

Long-Term Benefit

Increase in job retention for persons of all racial and ethnic groups. Decrease in turnover of long term care employees due to miscommunication and lack of cultural awareness. This training will not only help people feel more joy in working in a diverse workforce it can help them in their ability to de-escalate situations outside the workforce and be more empathetic and kind towards others that do not speak and look like themselves.

Intended Beneficiary

Healthcare providers in West Michigan and the West Michigan Community

Estimated Cost

\$50,000-75,000

Project Management Experience

None

Federal Funds Experience

I have worked in long term care and funding for these organizations has been federally, Medicare and State, Medicaid funded.

Project Cost

Minimum Cost: \$50,000

Maximum Cost: \$75,000

APRA Request: \$50,000

Submitter Info

Name: Amy Leep

Organization: Comply, LLC

Project Overview

Funding Group: Economic Innovation and Workforce Development

Project Theme: DEI

Project Status: New Project

Matching Funds: No

Eligibility: 

Sustainability: 

Feasibility: 

Impact: 

Source of Funding

20,000 of capital from Comply, LLC

Partnership

West Michigan Kenyans, A glimpse of Africa



Studies on Impact

This project is/was supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) under grant number U81HP26494, Cooperative Agreement for a Regional Center for Health Workforce Studies. This information or content and conclusions are those of the authors and should not be construed as the official position or policy of, nor should any endorsements be inferred by HRSA, HHS or the U.S. Government. Please cite as: Bates, T., Amah, G., Coffman, J. (2018) Racial/Ethnic Diversity in the Long-term Care Workforce. San Francisco, CA: UCSF Health Workforce Research Center on LongTerm Care UCSF Health Workforce Research Center on Long-Term Care, 3333 California Street, Suite 265, San Francisco, CA, 94118 Copyright © 2018 The Regents of the University of California Contact: Janet Coffman, PhD, MA MPP, janet.coffman@ucsf.edu, 415-476-2435

Project Cost

Minimum Cost: \$50,000
Maximum Cost: \$75,000
APRA Request: \$50,000

Submitter Info

Name: Amy Leep
Organization: Comply, LLC

Project Overview

Funding Group: Economic Innovation and Workforce Development
Project Theme: DEI
Project Status: New Project
Matching Funds: No

Eligibility:

Sustainability:

Feasibility:

Impact:

Source of Funding

20,000 of capital from Comply, LLC

Partnership

West Michigan Kenyans, A glimpse of Africa

Guidehouse Ranking Notes

Eligibility **Sustainability** **Feasibility**

Workforce development is eligible

Does not include a funding plan or fund availability after expending all the ARPA dollars.



PROJECT #190

VoiceKent Survey Series

Identify the need for the proposed project

VoiceKent and VoiceGR were a community survey series, last fielded in 2017, that explored residents' views and experiences related to quality of life in Kent County, Michigan. Even though the data is five years old, the Dorothy A. Johnson Center at Grand Valley State University (Johnson Center) currently receives monthly calls from nonprofits, health systems, and the public alike asking if the data has been updated.

Brief Description

The center conducted its first community-wide survey in 2001. Collaborations with community partners and methodology updates led to 2017's VoiceKent. This updated survey asked Kent County residents about health, economic opportunity, discrimination and inclusion, and overall quality of life in the county. (See <https://johnsoncenter.org/collection/voicekent-voicegr/> for the data and special reports – including a focus on Latinx residents.) This project would convene a broad stakeholder panel of community-based organizations and residents to revise the instrument and conduct new VoiceKent surveys in 2023, 2024, 2025, and 2026. In addition to a statistically valid random sample of residents, we will engage community partners in a direct outreach campaign, similar to the successful broadband community survey conducted by Merit in neighboring Ottawa County. Annual surveys allow a consistent base of questions to be repeated each year, along with a topical focus (e.g., health care in 2023, housing in 2024, and community safety in 2025). A topical focus allows the larger community to track changes over time (e.g., asking questions about the perception of community safety in 2025 gives the community a sense of progress – or regression – since 2022). As a community, when we use data to better understand the realities our neighbors face, we locate the starting point for change. We can target programs and funding strategies to ensure no Kent County resident is left behind or overlooked.

Long-Term Benefit

The primary benefit is to create a trusted community barometer of life in Kent County, measuring resident attitudes toward the economy, social services, workforce development, education, and the community in a consistent way over time. This resource would allow the community to track trends over time and develop flexible, responsive strategies for change.

Intended Beneficiary

The primary beneficiaries are nonprofit and community-based organizations that (1) cannot afford to field direct, representative surveys of Kent County residents at a large scale, and/or (2) cannot find data about their community through traditional resources like the American Community Survey. Having regular access to large scale survey data allows nonprofits and community members alike to pinpoint areas for change – targeting programs, funding strategies, evaluation, and advocacy for and with the people and places that need them most.

Estimated Cost

852000

Project Cost

Minimum Cost: \$852,000

Maximum Cost: \$852,000

ARPA Request: \$752,000

Submitter Info

Name: Jeff Williams

Organization: Johnson Center for Philanthropy, GVSU

Project Overview

Funding Group: Quality of Life

Project Theme: DEI

Project Status: New Project

Matching Funds: 0-25%

Eligibility:



Sustainability:



Feasibility:



Impact:



Source of Funding

Match and/or in-kind from existing work with W.K. Kellogg Foundation and USEd Promise Neighborhoods.

Partnership

KConnect; Kent County ENTf



Project Cost

Minimum Cost: \$852,000

Maximum Cost: \$852,000

ARPA Request: \$752,000

Submitter Info

Name: Jeff Williams

Organization: Johnson Center for Philanthropy, GVSU

Project Overview

Funding Group: Quality of Life

Project Theme: DEI

Project Status: New Project

Matching Funds: 0-25%

Eligibility:



Sustainability:



Feasibility:



Impact:



Source of Funding

Match and/or in-kind from existing work with W.K. Kellogg Foundation and USEd Promise Neighborhoods.

Partnership

KConnect; Kent County ENTF

Project Management Experience

The Johnson Center is celebrating its 30th anniversary this year, and has a wealth of experience with large scale, county-wide and regional efforts. We are currently the lead evaluator for projects in Battle Creek Public Schools, as well as the Grand Rapids programs of the W.K. Kellogg Foundation. In addition, the most recent iteration of this survey – VoiceKent 2017 – was a county-wide project led by the Johnson Center and commissioned by the Kent County Health Department.

Federal Funds Experience

Currently, the Johnson Center is the lead evaluator and data manager for the five-year Promise Neighborhoods Initiative in Southeast Grand Rapids, funded by the U.S. Department of Education. In addition, the Johnson Center is engaged on a three-year, federally-funded grant to the Michigan Community Service Commission. Senior staff at the center have experience with federally funded projects, including prior work for the U.S. Department of Energy, the U.S. Department of Justice, and the U.S. Army Corps of Engineers.

Studies on Impact

Specifically for this project, which centers authentic community voices at the core of a community engagement strategy, we recommend research reports such as the Elevate Data for Equity program (link: <https://www.urban.org/elevate-data-equity>) or the Community Engagement Methods project (link: <https://www.urban.org/research/data-methods/community-engagement-methods-urban>) at the Urban Institute. The Johnson Center serves as one of only two Michigan-based partners in the National Neighborhood Indicators Project, also housed at the Urban Institute, which furthers the link between quality data and engaged communities. (link: <https://www.neighborhoodindicators.org/about-nnip/about-network>) The Urban Institute is also one of the national technical assistance providers for the U.S. Department of Education’s national Promise Neighborhoods program. (link: <https://www.urban.org/policy-centers/metropolitan-housing-and-communities-policy-center/pro>) One of the core components of the Promise Neighborhoods approach is both community and parent surveys, and the national network has a ten year record of community engagement and improvement based on these surveys.

Supporting Documentation

1. [Letters of Support](#)
2. [Additional Information](#)

Guidehouse Ranking Notes



Eligibility



Sustainability



Feasibility

Individuals or communities served is not clear or does not align with Treasury guidelines' definition of 'impacted' or 'disproportionately impacted'.

PROJECT #275

Diversity, Equity, and Inclusion Training and Position



Identify the need for the proposed project

The Area Agency on Aging of Western Michigan (AAAWM) recognizes that diversity equity and inclusion (DEI) efforts are never ending and always evolving. We have noticed our partner agencies asking for trainings on specific topics related to DEI and in order to better serve our partners and have a positive impact on the interactions partnering agencies have with older adults in the community

Brief Description

This project would fund a part-time DEI employee that would focus on community outreach and identify common themes in terms of needs and desires within the older adult population. This project would also help fund training opportunities for AAAWM staff as well as our community partners through the Kent County Senior Millage. Furthermore, we would have one employee from the agency become certified in cultural competency and implicit bias training so we can offer trainings on a regular basis to new staff and new partnering agencies.

Long-Term Benefit

By providing a broad scope of DEI trainings to our staff and partners, the community will become more accepting, understanding, and inclusive in both their professional and personal lives. Adding a parttime DEI position to help with community outreach will also build bridges and create lasting relationships and impacts within diverse communities.

Intended Beneficiary

AAAWM partner organizations and clients

Estimated Cost

150000

Project Management Experience

The Area Agency on Aging of Western Michigan (AAAWM) has quite a bit of experience managing and leading county-wide projects. We are the fiduciary of the Kent County Senior Millage and manage funding from the Senior Millage that is awarded to partnering agencies. Furthermore, AAAWM manages RideLink, a county-wide transportation program for older adults 60+ that operates using senior millage dollars and is a collective of 5 community organizations that provide the transportation service. AAAWM also has ongoing projects and initiatives such as the Kent County Elder Abuse Coalition, Dementia Friends, Caregiver Resource Network and Family Caregiver University that are county and some, regionwide projects that help support older adults and their caregivers/community members.

Project Cost

Minimum Cost: \$150,000

Maximum Cost: \$150,000

ARPA Request: \$150,000

Submitter Info

Name: Sabrina Minarik

Organization: Area Agency on Aging of Western Michigan

Project Overview

Funding Group: Economic Innovation and Workforce Development

Project Theme: DEI

Project Status: Expanded Project

Matching Funds: 0-25%

Eligibility:



Sustainability:



Feasibility:



Impact:



Source of Funding

AAAWM utilized \$10,000 of Kent County Senior Millage funds to provide training to our partners. While not all trainings have a focus on DEI, there are a couple a year in which topics related to DEI are covered.

Partnership

No



Federal Funds Experience

The Area Agency on Aging of Western Michigan is a fiduciary of Older Americans Act (OAA) funding. AAAs were created in 1974 by the federal Older Americans Act with the mission of creating home and community-based services to maximize the independence and dignity of older adults.

Studies on Impact

n/a

Supporting Documentation

[Funding Breakdown](#)

Project Cost

Minimum Cost: \$150,000

Maximum Cost: \$150,000

ARPA Request: \$150,000

Submitter Info

Name: Sabrina Minarik

Organization: Area Agency on Aging of Western Michigan

Project Overview

Funding Group: Economic Innovation and Workforce Development

Project Theme: DEI

Project Status: Expanded Project

Matching Funds: 0-25%

Eligibility: 

Sustainability: 

Feasibility: 

Impact: 

Source of Funding

AAAWM utilizes \$10,000 of Kent County Senior Millage funds to provide training to our partners. While not all trainings have a focus on DEI, there are a couple a year in which topics related to DEI are covered.

Partnership

No

Guidehouse Ranking Notes

 **Eligibility**

Eligible under non-profit support. Additional information will be needed if the proposal moves forward in the process.

 **Sustainability**

Includes a funding breakdown, but no clear plan on sustaining funds after 2026. Organization states they will look into sustaining it beyond the use of ARPA dollars.

 **Feasibility**