

Clinics Advancing Health Equity: A Team Approach Request for Applications

The [Colorado Health Foundation](#) in collaboration with [Think Equity](#) and support from [Healthy Places by Design](#) is excited to announce the request for applications to support Colorado's primary care safety net clinics in building their capacity to engage in deep diversity, equity and inclusion (DEI) work to advance health equity. We believe this is foundational in delivering high quality integrated primary care that can help identify and address inequity in health outcomes.

Think Equity and Healthy Places by Design are managing the application process. To apply for this opportunity, please complete the [online application](#) and upload required documentation [HERE](#) or email them to Casey Allred at caseya@healthyplacesbydesign.org **by November 6, 2023 at 5 p.m. Mountain Time.**

Background:

Key structures, policies and practices at clinics can unintentionally create and reinforce inequities in access and delivery of services, mistrust between patients and providers, and ultimately contribute to inequities in health outcomes.

This initiative is designed to support clinics throughout Colorado that are interested in applying to receive technical assistance and training from Think Equity to make concrete progress towards addressing the impact of bias, power and privilege on how care is delivered to patients. This includes changes in specific policies, practices, staffing and leadership, culture, and approaches to engaging and working with patients and community partners.

To apply for this opportunity please complete the [online application](#) by **November 6, 2023 at 5 p.m. Mountain Time.**

For more information, you may reference the [Frequently Asked Questions \(FAQ\)](#) document as well as the [RFA informational video](#) and [slides](#).

Expectations of Organizations:

The program offers approved clinics up to 2 years of training and technical assistance, along with the possibility of an annual donation of \$50,000 after each year's work. If approved, clinics can expect the following:

- Initial assessment by Think Equity on staff's knowledge and understanding of health and racial equity
- Receive training to analyze policies and procedures and develop a roadmap to measure progress
- Receive in-person and virtual coaching to implement roadmap
- Participate in in-person and virtual Learning Forums to share best practices

Selection:

Applications will be evaluated on a set of criteria, which all successful applications must meet. You should prepare your application as if the review committee does not know about your organization. Do not assume the reader has any background information.

Timeline:

Request for Applications Released: October 2, 2023

Application period: October 2 - November 6, 2023

Applications due: **November 6, 2023 at 5 p.m. Mountain Time**

Recipients notified: Week of January 16, 2024

Project implementation: January 2024 - December 2025

Eligibility Criteria for Clinic Participation:

To be considered for funding, organizations must meet the following criteria:

- Alignment with the Foundation’s [cornerstones](#) that advance your efforts to bring health in reach for all Coloradans.
- At least 40% of patients served have low-income, and for rural clinics, it is at least 30%. This can be demonstrated through Medicaid caseload, number of uninsured and/or individuals covered by Child Health Plan Plus or the Colorado Indigent Care Program.
- Demonstrate clinic leadership commitment in executing the [National CLAS Standards](#) and that leadership and board are aware of and committed to DEI over the long-term, including engaging in and stewarding the work.
- Be able to articulate how deepening DEI will influence the clinic’s internal and external work, including practices, policies, programs and culture.
- Agree to develop a plan for how the clinic will continue to support DEI after participation in the program, including the required time, budget and approaches for individual and organizational accountability for the work.
- Must be a nonprofit clinic or public agency that provides comprehensive primary care services to a significant population of patients who are living on low-income as defined above.
- Provides integrated health care services through teams composed of behavioral, physical and/or oral health care providers.

Organizations considered for participation:

- Federally qualified health centers
- Rural health clinics (includes those connected to critical access hospitals)
- Community safety net clinics
- School-based health centers
- Community mental health centers with integrated primary care services

- Tribally run or Indian Health Service clinic

To Apply:

This initiative will be open for three cycles as listed below. A maximum of 8 clinics will be accepted for each cohort.

- Cohort 1: Applications are due by 5 p.m. Mountain Time on November 6, 2023.
- Cohort 2: Applications will be due by 5 p.m. Mountain Time on April 3, 2024.
- Cohort 3: Applications will be due by 5 p.m. Mountain Time on October 1, 2024.

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Questions? Please contact Julie Golingán Roberts at julie_ic@elevatingequity.com or Casey Allred at caseya@healthyplacesbydesign.org.

Glossary of Key Terms:

- **Antiracism** – The work of actively opposing racism by advocating for changes in political, economic and social life. Anti-racism tends to be an individualized approach, and set up in opposition to individual racist behaviors and impacts.
- **BIPOC** – An acronym that stands for Black, Indigenous, and people of color. This term is more descriptive than people of color or POC in that it emphasizes that systemic racism continues to oppress, invalidate, and deeply affect the lives of Black and Indigenous people in ways other people of color may not necessarily experience.
- **Health Equity** – Health equity exists when there are no unnecessary, avoidable, unfair, unjust, or systemically-caused differences in health status.
- **Inclusion** – The deliberate act of welcoming diversity and creating an environment where all different kinds of people can thrive and succeed.
- **People of Color** – A term primarily used to describe any person who is not considered "white".
- **Power** – The ability to 1) do something or act in a particular way and 2) direct or influence the behavior of others or the course of events. Racism cannot be understood without understanding that power is experienced both individually and culturally.
- **Privilege** – Privilege exists when one group has disproportionate access to opportunities and resources. It is an unearned, sustained advantage that is often invisible to those who have it but obvious to those who don't have it.
- **Race and Ethnicity** – Are terms constructed by humans and there is no universal agreement on how to describe these two concepts. We consider race to be a human-made social construct with no biological foundation. The idea of ethnicity is also human-made, and is based on a common set of beliefs, traditions and customs.
- **Racism** – A belief that race is the primary determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race.

- **Racial Equity** – The ongoing process of intentionally transforming policies, practices, systems, and structures to eliminate racial disparities, with a focus on measurable milestones and benefits for people of color.
- **Racial Justice** – Racial Justice exists when there is not only the absence or alteration of systems that create and perpetuate racial disparities in areas including health, education, and wealth, but the presence of a transformed and fundamentally different systems that operate on behalf and inclusive of communities of color.