

1. Describe the proposed ordinance or resolution.

*This is the annual grant renewal for the Empowering Families of Milwaukee (EFM) and Direct Assistance for Dads (DAD) Project Home Visiting Programs under the Maternal and Child Health Division of the Milwaukee Health Department. This grant is through the Wisconsin Department of Children and Families - Family Foundations Comprehensive Home Visitation Program (FFHV) and is a grant that started in 2016 plus nine (9) optional annual renewals. The grant cycle runs from October 1st through September 30th each year.*

2. Identify the anticipated equity impacts, if any, of this proposal.

*See #3; there would only be positive impacts to equity as highlighted below.*

3. Identify which minority groups, if any, may be negatively or positively impacted by the proposal.

*Minority groups are positively impacted by the services of both programs as both programs target those that meet federal risk factors, those that are disenfranchised, have increased issues with health disparities, and have higher infant mortality rates which statistically speaking tend to be our mothers and fathers of color. Our services are offered to all ethnicities, races, genders, sexual identities, legal statuses, ages, languages and disabilities. The only eligibility criteria are that they are pregnant or parenting mothers/fathers in the City of Milwaukee. We can accommodate language, socioeconomic, housing, transportation and literacy needs and our services are built to support those most in need.*



4. Describe any engagement efforts with minority communities potentially impacted by the proposal.

*For both programs funded by this grant, we have a Central Intake process for referrals - these can be self referrals, referrals from providers, or anyone in the community - making it easy to refer into the programs. We do outreach on different sides of town to provide health education, resources, and referrals into our programs. We provide parenting and support groups for mothers and fathers, partner with community based organizations, clinics, faith-based organizations, etc. to engage our community in our services and assure that people know our services are: free and voluntary, culturally and literacy level friendly, can provide for immediate basic/safety needs while working on long-term goals, offer at least 3 years of service and are based on partnering to meet their goals towards health, safety and well-being.*

5. Describe how any anticipated equity impacts of the proposal will be documented or evaluated.

*Our programs track demographic information of all enrolled families, track services provided, compliance, outcomes and trends that we use in our Continuous Quality Improvement processes through our State funder. We utilize such information to find areas of improvement, areas of strength, and areas of opportunities to increase efficacy in our services provided. It is built into our contract to perform CQI projects on a regular basis that are documented/tracked in our databases. We have a partnership with University of Wisconsin - Milwaukee that provide longitudinal survey of our enrolled families to provide feedback/stats that we subsequently have to incorporate in improvement strategies. For example, we noted an up-tick in immigrant/undocumented/refugee cases and subsequently made accommodations to find interpreters for the different dialects.*

6. Describe strategies that will be used, if any, to mitigate any anticipated equity impacts.

- Utilization of data/trends via our Policy, Engagement and Innovation Branch - specifically Public Health Strategists and Epidemiologists to help guide our practice on issues of health equity, SDOH, disparities, infant mortality and any other identified needs in the community.*
- Surveying our clients for their satisfaction/dissatisfaction of services and accounting for any feedback in our practice.*
- Utilizing community impact assessments performed under our Division and/or MHD that solicit the voices of our community and how we can better our approaches.*
- Hiring/recruiting diverse workforce that reflect our community - increasing likelihood of engagement and provision of culturally competent services.*

Name: **Erica Olivier**

Signature: **Erica Olivier**

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Date: **9/27/2022**