

## North Sound Collaborative Action Network Cohort Glossary

### Framework Terms

#### Equity<sup>1</sup>

Just and fair inclusion into a society in which all can participate, prosper, and reach their full potential. Specifically, health equity means that everyone has a fair and just opportunity to be as healthy as possible. This requires removing obstacles to health such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care.<sup>2</sup>

#### Belonging<sup>3</sup>

Belonging is knowing that you matter to a group of which you are a part. It is being valued for what you contribute and embraced for who you are. It is understanding your agency and influence within the group. Belonging is the affective/emotional consequence of truly being included.

#### Bridging<sup>4</sup>

Bridging is making meaningful connections with an individual or group that you believe to be different from you in some significant way for a common good. The common good or shared purpose can vary widely. It might be simply to expand our understanding of cultural diversity, or it could be to work on solving a common social problem or political dilemma. First and foremost, bridging is about understanding.

#### Social Determinants of Health<sup>5</sup>

Social determinants of health (SDOH) are the conditions in the environments where people are born, live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks. SDOH can be grouped into 5 domains: economic stability, education access and quality, health care access and quality, neighborhood and built environment, and social and community context.

#### Stigma/Bias<sup>6</sup>

The negative social attitude attached to a characteristic of an individual that may be regarded as a mental, physical, or social deficiency. A stigma implies social disapproval and can lead unfairly to discrimination against and exclusion of the individual. Bias - partiality: an inclination or predisposition for or against something.

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<sup>1</sup> <https://www.policylink.org/about-us/equity-manifesto>

<sup>2</sup> <https://www.rwjf.org/en/library/research/2017/05/what-is-health-equity-.html>

<sup>3</sup> Kimberly Barrett, Ph. D - Compassionate Consulting

<sup>4</sup> Kimberly Barrett, Ph. D - Compassionate Consulting

<sup>5</sup> <https://health.gov/healthypeople/priority-areas/social-determinants-health>

<sup>6</sup> <https://dictionary.apa.org/stigma>

### Targeted Universalism<sup>7</sup>

Targeted universalism means setting universal goals pursued by targeted processes to achieve those goals. Within a targeted universalism framework, universal goals are established for all groups concerned, and the strategies developed to achieve those goals are targeted, based upon how different groups are situated within structures, culture, and across geographies to obtain the universal goal.

### Tribal Sovereignty<sup>8</sup>

Sovereignty is a legal term for a fundamental yet complex political agreement – meaning to have the authority to self-govern. Organizations must understand that treaties, sovereign agreements, and treaty adjustment laws provide for ongoing inherent rights through providing services that are critical to the survival of American Indian/Alaska Native (AI/AN) nations. There may be federal policy about tribal sovereignty, but making it a priority and putting tribal sovereignty at the forefront during decision making and program implementation is often a challenge for non-Tribal organizations.

### White Supremacy<sup>9</sup>

The belief that the white race is inherently superior to other races and that white people should have control over people of other races. This belief upholds the social, economic, and political systems that collectively enable white people to maintain power over people of other races.

### Vital Conditions<sup>10</sup>

The Seven Vital Conditions for Well-Being is a useful framework for conceptualizing holistic well-being and the conditions that give rise to it, as well as identifying levers for community change and improvement. Vital conditions are properties of places and institutions that all people need to participate, prosper, and reach their full potential. We encounter them on day one and depend on them every day of our lives. They persist over generations. Defined by the WIN Network, the seven vital conditions for well-being are: Basic Needs for Health & Safety, Lifelong Learning, Meaningful Work & Wealth, Humane Housing, Reliable Transportation, Thriving Natural World, and Belonging & Civic Muscle.

## North Sound ACH

### Community Hub<sup>11</sup>

North Sound ACH supports a regional care coordination hub, which takes referrals from across the region about individuals and families who are struggling due to physical, behavioral and social needs. The Community Hub serves as a central registry for a network of care coordination agencies (CCAs), helping to eliminate structural barriers, while reducing the duplication of services. The Hub also serves as the central infrastructure for tracking and measurement of specific health outcomes, agency outcomes, staff outcomes, and opportunities for coordinated quality improvement efforts.

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<sup>7</sup> <https://belonging.berkeley.edu/targeted-universalism>

<sup>8</sup> [https://northsoundach.communitycommons.org/cc\\_resource/tribal-sovereignty-contextualization/](https://northsoundach.communitycommons.org/cc_resource/tribal-sovereignty-contextualization/)

<sup>9</sup> <https://www.merriam-webster.com/dictionary/white%20supremacy>

<sup>10</sup> <https://winnetwork.org/vital-conditions>

<sup>11</sup> <https://northsoundach.org/about-the-hub/>

CCAs are organizations contracted with the Community Hub to deliver direct care coordination services to community members. The Hub and its network of CCAs work in partnership to identify high risk individuals and direct them to appropriate service providers.

#### Co-creation, Co-Design

Engages partners in all aspects of a process or practice to generate a strong sense of belonging, inclusion, and connection. Co-creation and co-design engages people in ways that speak to their interest, experience, and aspirations: not every partner will participate in co-creation in the same way. Co-creation and co-creation is about challenging the imbalance of power held by individuals, who make important decisions about others' lives, livelihoods, and bodies. Often, with little to no involvement of the people who will be most impacted by those decisions.<sup>12</sup>

#### Collaborative Action Network

Hosted and coordinated by North Sound ACH, the Network is a collection of individuals and organizations that agree to a set of common beliefs, objectives, and agreements to work together to advance change for North Sound communities. This multifaceted work welcomes and recruits from traditional healthcare sectors, community-based and grassroots organizations, government agencies, advocates and radicals, and more.

#### Cohorts

Groups of partners (individuals and organization representation) working together around common focus areas.

#### Cross-Cohort

All Cohort participants meeting together to discuss alignment and awareness of where our work intersects.

#### Workgroup

Within each Cohort are actionable areas that participants learn about and identify tangible actions. For example, a workgroup around food security might identify opportunities to improve access of food in smaller communities.

#### Engagement levels

Cohort members commit to participate at a levels that matches their capacity to devote time and energy

- 1 - learning and advocacy;
- 2 - specific projects and initiatives; and
- 3 - to lead or co-lead a cohort

#### Monthly Learning Sessions

A learning and advocacy interactive webinar series titled *Advancing a Just and Inclusive Culture*. Each month, we host a presentation with local and national experts and interactive breakout rooms on topics grounded in equity and vital conditions for our work in the North Sound.

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<sup>12</sup> <https://www.beyondstickynotes.com/what-is-codesign>

## Cohorts

### Equity

All members of the North Sound Collaborative Action Network are engaged in the Equity cohort, with all partners committed to learning, advocacy and finding ways to work in concert to advance equitable well-being across the North Sound region. We welcome participation from all – individuals and organizations.

The work is guided by a set of shared beliefs, with specific emphasis on the belief that inherited legacies of systemic racism have perpetuated trauma and exclusion, particularly among Indigenous populations and communities of color; and honoring of tribal sovereignty, learning from the experiences of Tribal and Indigenous populations' holistic, intergenerational approaches to well-being, healing, and stewardship.

The Equity Cohort has three initial focus areas, with work groups formed to dive deeper in:

- Equity and Racial Justice, focused on advancing learning around belonging, and social, racial and gender justice;
- Tribal and Indigenous Learning, to advance tribal learning and foster potential partnerships between native and non-native organizations; and
- Measurable Equitable Well-being, focused on incorporating measures of well-being, and collecting and analyzing data to identify disparities and address biases.

### Care Coordination

The group of North Sound partners engaged in the Care Coordination Cohort are at the front end of helping community members navigate a complex, disconnected, and disorganized system of care and services. This cohort is committed to finding ways to meet the needs of those most challenged by the current systems – ranging from emergency responders, health systems, community clinics, social service agencies and public health.

The Care Coordination cohort initially identified three focus areas, and is finding that there is a lot of overlap among them:

- Care Coordination HUB, trying to grow the regional North Sound Community HUB by sharing an information platform, advancing workforce strategies in support of community health workers, and acting as a network broker to bring payments to community care coordinators.
- Cross Sector Care Coordination, an effort to address needs of community members who intersect with multiple systems and sectors – those who are familiar faces to emergency departments, courts, housing and advocacy agencies because they have clinical, social, legal, and financial needs.
- Mobile Integrated Health, accelerated by COVID-19, the focus is on care coordination that occurs outside of clinic or office settings. Examples include Fire and EMS units who check on community members who are often transported to the emergency department but not admitted, and Federally Qualified Health Centers (FQHCs) and Community Action Agencies working at homeless shelters trying to manage complex medical and behavioral health issues. Even though the ambulance ride to an emergency department is commonly used, complex patients often are put back into the community; if their needs can be met in the community this would improve quality of life and save resources.

## Emerging Focus Areas

The group of North Sound partners working in the Emerging Areas Cohort have come together to address emerging issues that impact the ability for community members to thrive. Recent examples include the impact of COVID, climate disasters, and inequitable access to testing and vaccines due to language access issues. There are three initial focused work groups that have formed:

- Developing a Community Perspective in Emergency Response,
- Youth and Emerging Leadership Engagement,
- and Rural Access to Care.

These three areas were identified by community partners who have come together during unexpected crises and disasters. Community partners found themselves working together, and alongside traditional public emergency response centers, and often expected to serve community members that traditional systems do not reach. Community organizations have a better understanding of the unique struggles and needs of the population served, especially where English is not a primary language, for tribal communities and other communities of color.

The Emerging Focus Areas Cohort aims to collectively learn how structural racism, discrimination, and inequity perpetuate economic, political, and social gaps in minority groups and historically marginalized communities. Consequently, members of this cohort are motivated to co-design better and more inclusive programming, policies, and systems that consider and elevate the voices of the diverse communities within the North Sound region.

## Practice Transformation

The group of North Sound partners in the Practice Transformation Cohort aim to transform how health care (medical, oral, behavioral health, and all other spheres) can result in better relationships between patients and providers, optimize health outcomes, and work to be the most efficient in health care costs. The Practice Transformation cohort will bring together providers from across practices and settings, those who provide frontline care and those who work behind the scenes, to advance equitable well-being of all community members – patients and providers. This cohort is looking specifically at improvement strategies in four areas:

- Behavioral health integration;
- Oral health;
- Substance use (including opioid use disorder); and
- Reproductive and sexual health.

## Vital Conditions

The group of North Sound partners working in the Vital Conditions Cohort are focused on addressing conditions vital for equitable well-being – food, housing, and financial well-being, as examples. This cohort is centered around the Vital Conditions for Well-being Framework, which is a collaborative, cross-sector approach to improving community health and well-being, rooted in the essential and interconnected social determinants of health. Cohort members include individuals and organizations – including social service providers, healthcare systems, public health agencies, advocacy organizations, tribal governments, and others.

The Vital Conditions Cohort has identified three initial focus areas:

- Food Security, focused on ensuring people in our region have reliable access to nutritious, culturally appropriate food, looking for levers across the entire food system;
- Humane Housing, focused on addressing availability, affordability, and quality of housing, and supporting people who are experiencing homelessness and housing insecurity; and
- Meaningful Work and Wealth, focused on ensuring that community members have access to meaningful, purposeful work that meets their financial needs, and also addresses generational poverty.