

Advancing Non-Profit Equity: Capacity Building Efforts with Minority-Led Non-Profits in Nashville

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Introduction

The establishment of the Health Equity Workgroup by the Healthy Nashville Leadership Council, was a result of the Community Health Assessment in Nashville, identifying gaps and barriers for equity among minority populations in the city.

The specific task that we were given was

“ to strengthen capacity and advance equity for minority-led emerging non-profit organizations that are on the front lines of promoting health equity and well-being in vulnerable communities.

This involves supporting and advocating for organizations led by people of color so that they benefit from funding and other opportunities within the community.

This process entailed meeting with funders, policy makers, and potential collaborators to learn about processes and working to establish relationships and more equitable, accessible systems for these organizations.

Organization Informed Process:

To meet the primary goal of the workgroup, capacity from the target group perspective was explored and defined.

The process goals were informed by examining organizations that are most heavily impacted.

Examples of organizations include:



Process

1 Identifying Stakeholders: Organizations, Funders, Policy Makers, Potential Collaborators

- Identified Organizations via networks and research, focusing on those working to promote health equity among historically oppressed communities in Nashville, including African Americans and Hispanics.
- Identified and worked with collaborators such as the Center for Non-Profit Management and MEPR Agency
- Through networking, identified potential funders for future efforts



2 Convene Organizations to identify goals and aims for the workgroup

- Used previous knowledge of organizations to seek organizations to be a part of the workgroup
- Set meeting and convened 2 listening sessions:
 - for understanding of needs &
 - verifying our understanding

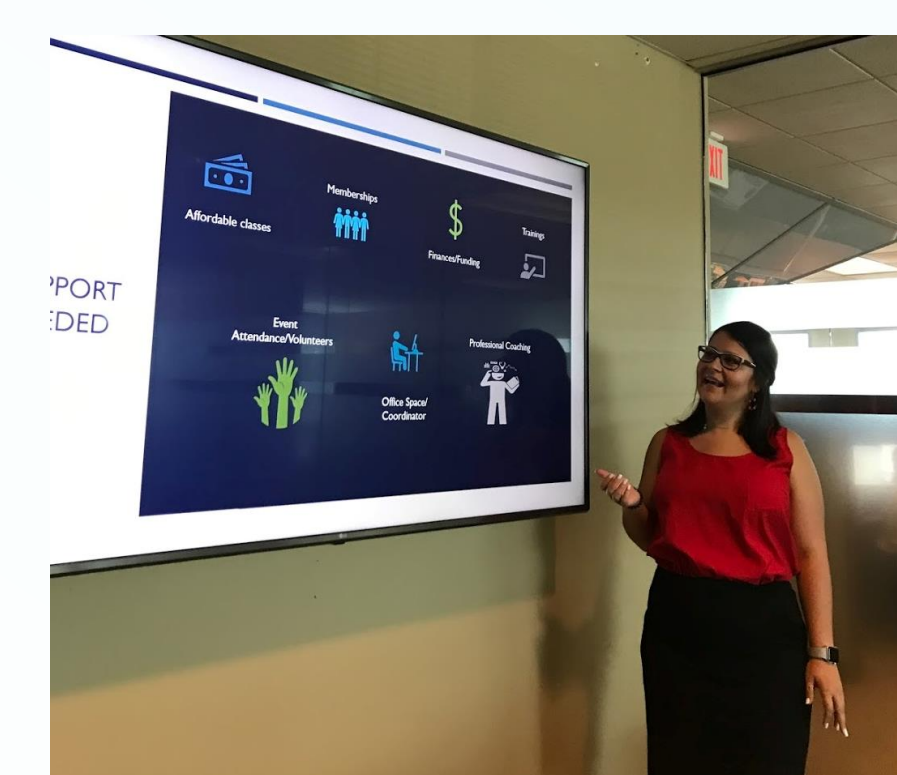
Listening Session 1	<i>"How would you describe success for your organization?"</i>	<i>"What hinders success?"</i>	<i>"Tools, training, capacity building or support would increase your ability to achieve your organizations mission?"</i>	<i>"Programming or Technical Assistance you would like?"</i>

Listening Session 2	<ul style="list-style-type: none"> Verified the pressing need for funding to do their work Desire for funders and other stakeholders to step into the community and see first-hand, the work that the organizations are doing Need for building relationships and trust

3 Convene other stakeholders to establish relationships and brainstorm programming and efforts to meet the goals of non-profits

- Met with funders about potential opportunities to fund efforts
- Met with other organizations about collaboration to meet other goals

4 Proceed with process to meet goals



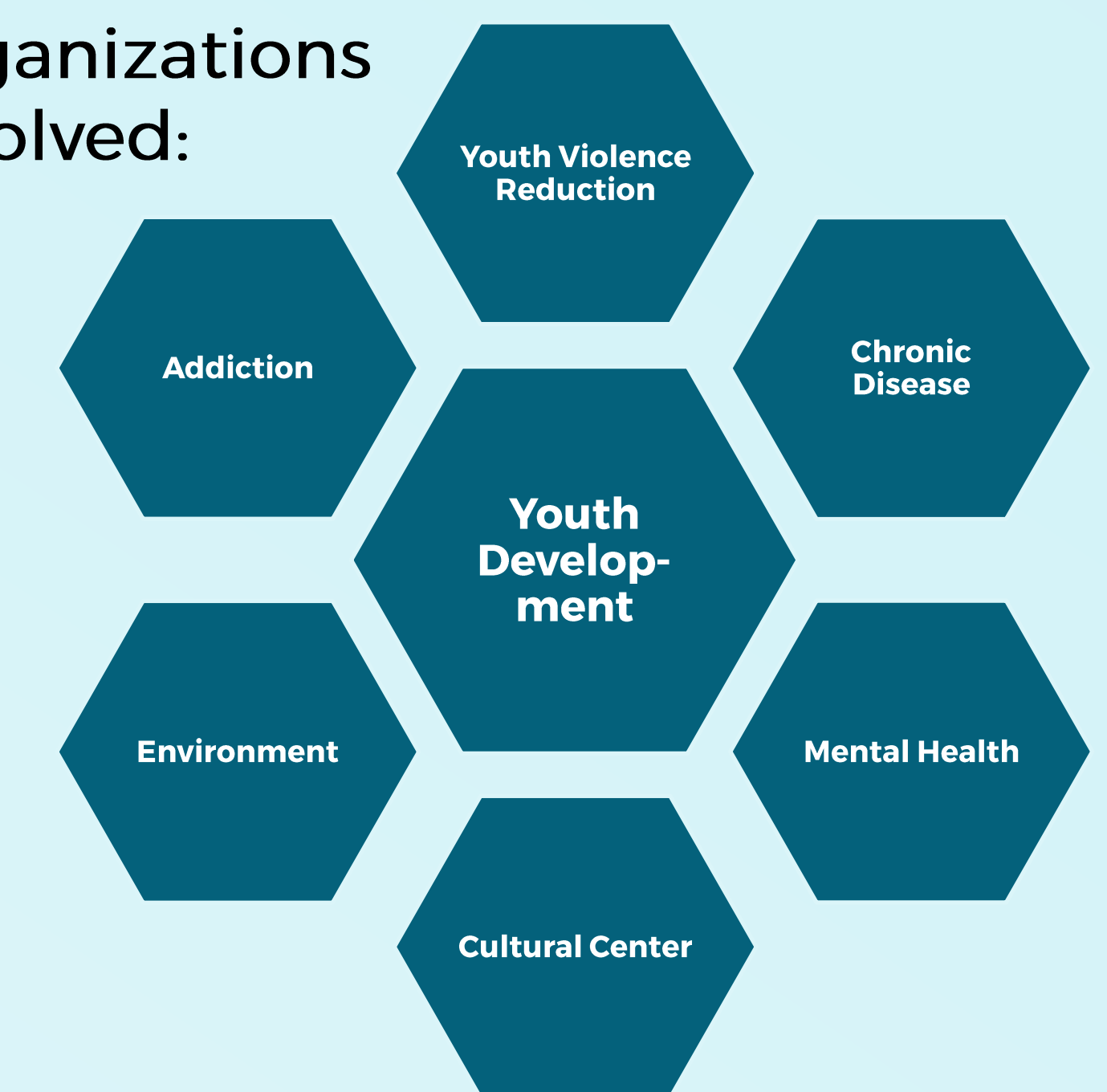
Presenting findings from the first stakeholder meeting to potential funding partners.

Brainstorming and planning stakeholder meetings with VUMC faculty members.



Results

Organizations Involved:



Identified Challenges:

Institutional

- Racism
- Systematic and within schools

Financial

- Lack of grant opportunities
- Restricting funding guidelines

Political

- Co-opted ideas and programming

Identified Opportunities:

Training

- Emotional Intelligence
- Other trainings with Center for Non-Profit Management

Funding

- Reduced price memberships
- Grant opportunities

Advocacy

- Being a voice

Conclusion

This process was created from ground up due to the lack of other examples and has been a learning experience for all organizations and individuals involved.

When working through a process that involves many stakeholders, the key to effective implementation is continuous communication and positive working relationships. Transparency is key to building and maintaining trust. While it has been a year since we began, we are still in the process of conversing with individuals in systems of power and entities that impact our ability carry out the process, implementing programs and provide other opportunities.

The need to break down systems of oppression and create a more equitable system in the city of Nashville is urgent. We are hopeful that the work through this group will help to close gaps and begin to provide equal opportunities and resources for minority led organizations.

We are also hopeful that this work will serve as an example for other entities in their endeavors to break down systemic oppression and create a more equitable system for all to succeed.

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