

## 2023 Delta Dental of Iowa Foundation DEI/Health Equity Workplan Summary

Activity	Description	Timeline	Outputs
Collect and distribute population-based health disparities data	Monitor and track health disparity data in Iowa to inform strategies for grantmaking	Annually	<ul style="list-style-type: none"> <li>To be published at year end</li> </ul>
Collect and analyze grantee partner data	Collection of organizational data during application process to inform grantmaking decisions	Annually	<ul style="list-style-type: none"> <li>Ongoing collect, assess and share health disparity data</li> </ul>
Inclusion analysis of funded grantees vs. declined	Compare organizations and communities that are being funded and those that are declined to inform grantmaking	Annually	<ul style="list-style-type: none"> <li>DEI learning encourages focus on data moving forward, rather than a look back, collect and review at year end.</li> </ul>
Health equity funding focus	Focus Areas: <ul style="list-style-type: none"> <li>Marginalized Populations Refugee, Immigrant, people with disabilities, BIPOC (Black, Indigenous, and People of Color), LGBTQ+ Health</li> <li>Dental Workforce</li> <li>Veterans Oral Health</li> <li>Vision Health</li> <li>Emotional Health</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>Created and will distribute to grant partners a strategic framework within Community of Health grant funding to advance health equity work in alignment with the focus areas</li> </ul>
Foundation openness and engagement	Engage with external partners on foundation openness, engagement, and equity with the Foundation to consider how we can continue to improve equity and trust-based funder practices.	Ongoing	<ul style="list-style-type: none"> <li>Foundation staff held virtual Foundation overview sessions before the spring and fall grant cycles</li> </ul>
Trust-based philanthropy	Use partner feedback and continued DEI learnings and trust-based philanthropy learnings to make changes	Ongoing	<ul style="list-style-type: none"> <li>Follow up with declined grantees to support understanding of project and determination of non-alignment</li> </ul>

	to forms, grant programs and funder/partner engagement and outreach to encourage access and inclusion in funding processes.		<ul style="list-style-type: none"> <li>• Annually review and edit to grant applications and forms for ease of application and understanding</li> <li>• Continue to encourage grantees to pursue multi-year funding opportunities</li> </ul>
DDIAF board/staff composition – transparent with internal and external stakeholders	Share current board/staff composition	Annually	<ul style="list-style-type: none"> <li>• Sharing of information at board meeting</li> <li>• Inclusion of all board members (job positions included) and staff in annual report</li> </ul>
Diversification & Inclusion efforts	Board recruitment and alignment with diversification priorities/goals set	Ongoing	<ul style="list-style-type: none"> <li>• Board engaged in learning around refugee and immigrant populations, people with disabilities, LGBTQ health</li> <li>• Finalizing priorities within Community of Health grants</li> </ul>
Equity Learning and Self-reflection	Allocation of time and resources for Foundation staff and board members to engage in activities and learning opportunities on racism, diversity, equity, inclusion and trust-based philanthropy.	Ongoing learning, with board at the three board meetings - focused learnings in August and November sessions.	<ul style="list-style-type: none"> <li>• Board learning sessions included One Iowa, Resettlement/Refugee overview, Veteran’s oral health status, lack of access for vision for social-economic/disabled populations.</li> <li>• In addition to board learning sessions, participated/funded the Midwest Dental Public Health Conference focused on racism in dental public health and trauma informed care</li> <li>• Foundation staff continues to regularly participate in webinars, conferences and other DEI/trust-based philanthropy learning opportunities as well as take time for personal growth and DEI learning experiences</li> </ul>