March 28, 2022 – ADOPTED
July 25, 2024 – UPDATED

HANCOCK COUNTY CULTURAL HUMILITY & HEALTH EQUITY DELEGATION
LOGIC MODEL

THEORY OF CHANGE (*If we do X, we can expect Y)*:

If we intentionally create ***environments of inclusion through language; policies, practices, and programs; and representation*** *across all sectors of Findlay-Hancock County, then we will become a Community of Belonging.* (Community Value)

CHALLEGNE STATEMENT (*What is the issue you want to address in order to achieve your Theory of Change?)*:

In Findlay-Hancock County, people indicated that the community is resistant to change and a place where stereotypes are common and often tolerated. This inhibits the ability to create safe spaces and opportunities for engagement and empowerment of disparate populations.[1]

Additionally, the 2018 Hancock County Community Health Assessment reported that 26% of adults disagreed that Findlay-Hancock County is a place that welcomes and embraces diversity in general; 25% disagreed that Findlay-Hancock County is a place that welcomes and embraces racially and ethnically diverse people; and, 39% disagreed that Findlay-Hancock County is a place that welcomes and embraces LGBTQ people.[2]

ROOT CAUSE (*What proves this is a real issue?)*:

Through our work with *Inclusity,* we learned of two significant models that help us understand root causes of why people lack a sense of belongingness[3]:

- **The Social Distance Model** – demonstrates that we must intentionally include or we will unintentionally exclude.
- **The Relationship Dynamics Model** – demonstrates that we must fully understand the five-step process through which relationships can evolve and move: Violence, Alienation, Civility, Transition, and Inclusion.

With this knowledge, the Delegation recognizes the importance of ensuring that our language; programs, practices, polices; representation; interpersonal and intrapersonal relationships; and community structures at a micro, meso, and macro level, must strive to seek inclusion of all people in order to become a Community of Belonging.

LOCAL CONDITION (*Why is this a real issue in your community?)*:

- <u>What are Hancock County's greatest strengths?</u>
    - There was a general sense that the community is moving in the right direction: people noted having great leadership, improving support for people with mental health challenges, and open-mindedness (except around a couple sensitive issues, like abortion and the police).
- <u>What are Hancock County's greatest weaknesses?</u>
    - When thinking about diversity specifically, people noted that it's thought of as a "liberal" idea and it's assumed that it could diminish the community in some way (which fits with the emphasis on tradition in the community).
- <u>What personal qualities could cause individuals in this community to feel excluded?</u>
    - Some people brought up how things have gotten slightly worse recently because of the community response to those "out of the norm" groups. For example, reactions to Black Lives

Matter protests and pride events have sent signals to those individuals that they are not welcome in the community.

- What are the most significant issues / challenges facing Findlay and the surrounding areas?
  - Youth in particular identified pressing challenges regarding how people from different social groups are treated: some expressed feeling personally unsafe in the community and shared experiences of being threatened.
  - They also noted that the community is not making itself attractive to younger people, single people, and people lower in socioeconomic status, which is likely to greatly inhibit the area's ability to grow in the future.
- Do you believe that Hancock County is a place that welcomes diversity? Why / why not?
  - Almost without exception, people answered "no" to this question.
  - There were a few examples of groups or individuals that had gained some acceptance in the community, but all shared two characteristics: being relatively high income and having an advocate/ally from the "in the norm" group.
- What is the community's perception of diversity and inclusion?
  - Connected to the responses given above, the large majority of responses to this question broadly fit into the categories "people don't care" or "actively negative."

Twenty-one percent (21%) of Hancock County adults strongly agreed that the Findlay/Hancock area is a place that welcomes and embraces diversity in general. More than one-third (36%) of employed adults felt their employer was very committed to the promotion and advancement of a generally diverse workforce.

More than three-fifths (64%) of Hancock County adults strongly agreed that they felt comfortable being themselves in Findlay. Twenty-nine percent (29%) somewhat agreed, 5% somewhat disagreed, and 2% strongly disagreed.

Twenty-one percent (21%) of Hancock County adults strongly agreed that they were tired of hearing, reading, and/or learning about diversity. Thirty-nine (39%) somewhat agreed, 22% somewhat disagreed, and 18% strongly disagreed.

Nineteen percent (19%) of Hancock County adults felt it was very important for themselves to live in a diverse neighborhood. Forty-two percent (42%) felt is was somewhat important, and 39% felt it was not important.

The Findlay/Hancock County area is...	Strongly Agree	Agree Somewhat	Disagree Somewhat	Strongly Disagree
A place that welcomes and embraces diversity in general?	21%	53%	19%	7%
A place that welcomes and embraces racially and ethnically diverse people?	21%	54%	20%	5%
A place that welcomes and embraces Lesbian, Gay, Bisexual, Transgender people?	13%	48%	27%	12%

STRATEGIES (*What will you do?)*:

FISCAL YEARS 2023-2028 (July 1, 2022-June 30, 2028)

To perpetuate Belonging through language; practices, programs and policies; and, representation across all sectors of Findlay-Hancock County. (Community Goal)

STRATEGIC IMPERATIVE	OUTCOMES/METRICS
1. Advocate for residents of Hancock County	• Increased positive relationships (bridging) between communities and neighborhoods in Findlay-Hancock County • Trust established among marginalized and disparate communities • Community members have a viable mechanism to address concerns in a safe and equitable process • Adoption of Resolution by Findlay City Council demonstrating commitment to diversity, equity, inclusion, and belonging
2. Inclusion is the primary goal	• Reduction in stigma of marginalized and disparate communities • Highlights qualities of diversity that already exist within Findlay-Hancock County • Community members are empowered to effectively communicate and advocate for diversity, equity, inclusion and belonging • Delegation members are equipped with tools to effectively share the story of the Delegation's history and work
3. Expand capacity of organizations to address issues of diversity, equity, inclusion, and belonging through governance, data collection, and workforce development	• Findlay-Hancock County organizations are empowered with skills and tools to effectively serve the community in safe and equitable spaces

OUTCOMES (*What do you expect to accomplish through your strategy?)*:

MEASUREMENTS OF SUCCESS: Demonstrated decrease in health disparities among populations in Findlay-Hancock County.

Short Term – Change in Awareness

- Through this work, community members in Findlay-Hancock County will reveal a greater understanding of inclusion and diversity; and understanding of the Social Distance and Relationships Dynamics Model

Mid Term – Change in Behaviors

- Through this work, Findlay-Hancock County will demonstrate a willingness to embrace the concepts of the Social Distance Model and Relationship Dynamics Model through positive changes in language; programs, practices and policies; and representation, and seek to create opportunities for co-creation and environments of belonging.

Long Term – Change in Health Outcomes

- Through this work, the Delegation will see a positive change in diversity and inclusion data collected through subsequent Community Health Assessments (2025, 2028, 2031)

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[1] Hancock County Interview and Focus Group Summary, *Inclusity*, 2021
[2] 2018 Hancock County Community Health Assessment
[3] Hancock County Cultural Humility & Health Equity Training, *Inclusity*, 2021
[4] The Leader's Guide to Unconscious Bias; Fuller, Murphy, Chow; 2020
[5] Targeted Universalism; powell, Menendian, Ake; 2019