

# MEHAF

## MAINE HEALTH ACCESS FOUNDATION

### Accessibility Expense Policy

MeHAF seeks to advance equity and foster maximum inclusion by addressing disproportionate costs some grantees incur due to barriers the communities at the heart of their work face, and to enable these community members to shape, provide guidance, and/or make decisions regarding planning, developing, implementing, and evaluating projects, regardless of the language they speak or their physical ability, geography or economic circumstances.

To this end, MeHAF has instituted this Accessibility Expense (AE) policy with two main goals: to support language justice, and to reduce disproportionate barriers community members and leaders face that limit their ability to inform or lead a project. Under this policy, grantees whose community members face such barriers may request additional funds to cover the extra costs associated with addressing them, as described below.

Organizations may request reimbursement of these costs beyond the maximum grant amount for the program and in addition to their grant request, in amounts up to 20% of their grant award.

#### **Supporting Language Justice**

When a project is working in a community that speaks one or more languages other than English, they often have costs associated with translation and interpretation that similar projects focusing only on English-speaking communities do not. Therefore, many of these costs can be reimbursed through this policy. **Eligible costs** related to supporting language justice are limited to:

- **translation** (written materials, digital media); and/or
- **interpretation** (ASL or foreign language interpreter services).

This policy **will not cover** the costs of interpretation and translation when the grantee is required by law to provide them (e.g., National CLAS Standards), for example at a health care visit.

#### **Supporting Community Guidance and Leadership**

Many projects center communities who face disproportionate barriers to informing or leading project work. They may incur extra costs to make leadership opportunities accessible to community members. This policy intends to support involving these individuals in shaping and leading the project. Therefore, the **primary purpose** of the activity for which a grantee is seeking AE policy support determines eligibility. Eligible costs are those that support community members and leaders to shape, provide guidance, and/or make decisions about project planning, development, implementation, and/or evaluation.

**Eligible project costs** to support community guidance and leadership are limited to:

- **physical accessibility** accommodations (arrangements for special transportation or e-readers; additional costs associated with accessible meeting rooms);
- **transportation** (public transportation, mileage, or gas cards); and/or
- **dependent care** (individual or group care).

This policy **will not cover** costs of incentivizing individuals to participate, providing direct services, or accessibility accommodations the organization is required by law to provide.

<b>Policy Adopted:</b>	<b>Policy Reviewed:</b>	<b>Policy Amendment Approved:</b>
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