

Leading With and For Equity

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Equality is leaving the door open for anyone who has the means to approach it; equity is ensuring there is a pathway to that door for those who need it.

- Caroline Belden in the Equity vs. Equality Series, The Inclusion Solution

Touchstones

- Introduce yourself each time you speak
- Be open, curious, and present
- Lead with “Yes, and” or “Both, and”
- Speak your truth from your heart and mind
- Listen deeply to understand
- Take the lesson, leave the details



Jargon Alert

- Unfamiliar acronyms, terms and phrases
- Jargon Cards



Session Learning Objectives

Rational Aims:

1. Understand the concepts of equity and racial equity
2. Engage in transformative discussions across cultural and social divides on an interpersonal/group level



Session Learning Objectives

Experiential Aims:

1. Willing to have uncomfortable conversations about equity, racism, power, and privilege.
2. Hopeful that change and community transformation is possible



Leading for Equity (LE) skills apply Leading from Within, Leading Together, and Leading for Outcomes skills through an equity lens:

- **Leading from Within** - Understanding implicit bias; applying Habits of the Heart; and understanding the core concepts of power, privilege, structure, and history
- **Leading Together** - Recognize interconnectedness; sharing leadership and owning the process of creating equity; fostering ownership and solutions by people with lived experience; and mapping assets to potential levers
- **Leading for Outcomes** - Using data to identify those who may not be thriving; using stories to map systems that perpetuate inequities; identifying potentially replicable bright spots; and testing policy and programmatic changes that have the potential to disrupt systems perpetuating inequity



Why Equity Matters

Equality



Equity



In a Culture of Health, everyone has the opportunity to live a healthier life, no matter who we are, where we live, or how much money we make.

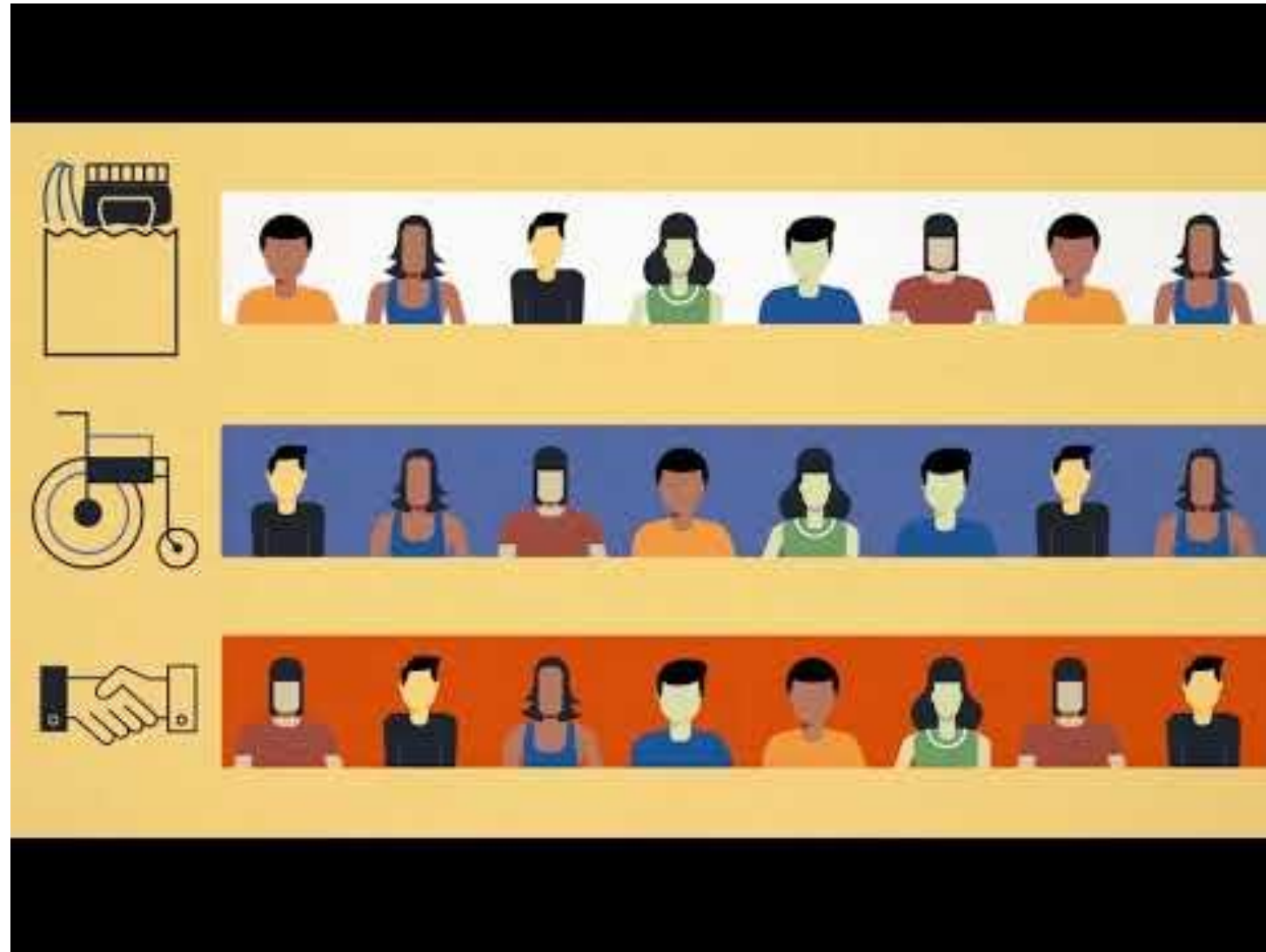
Personal responsibility plays a key role in health, but the choices we make **depend on the choices we have available to us**. While we can't ensure that each of us will be healthy, we can make it much more possible for everyone to have the opportunity to make healthy choices, & for health to be much more accessible to all.

Common Misconception About Health Equity Work

Misconception	Truth
<p>If we focus our improvement efforts on a specific population, it won't be fair (or could potentially harm) to other groups of people.</p>	<p>We must design for equity; the principal of targeted universalism can be applied. E.g., curbs cuts</p>



Targeted Universalism



Leading for Equity

By Leading from Within

Equity

- The guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups
- The principle of equity acknowledges that there are historically underserved and underrepresented populations, and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups



Race Equity

- The condition where one's race identity has no influence on how one fares in society
- Race equity is one part of race justice and must be addressed at the root causes and not just the manifestations. This includes the elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race

Equity in the Center, *AWAKE TO WOKE TO WORK: Building a Race Equity Culture*



Racism

- A system of advantage and oppression based on race. A way of organizing society based on dominance and subordination based on race
- Racism penetrates every aspect of personal, cultural, and institutional life. It includes prejudice against people of color, as well as exclusion, discrimination against, suspicion of, and fear and hate of people of color

Equity in the Center, *AWAKE TO WOKE TO WORK: Building a Race Equity Culture*



Implicit Bias

- Patterns of thought, attitudes, and stereotypes that influence our actions and decisions in an unconscious way. Implicit bias can manifest in the form of microaggressions
- Everyone holds unconscious bias. This type of bias develops over time and is shaped by life experiences and narratives that appear in the media



Cultural Humility & Cultural Competence

- Cultural competence is static, has an end product, and implies that one can function with a thorough knowledge of another culture
- Cultural humility is dynamic, breaks down barriers, and goes beyond cultural competence by suspending what you know, or what you think you know, about a person and their culture



Origin Story - Going Deeper

- An Origin Story is a story of your truth
- It can be a narrative, prose, or poetic in nature
- Reminder to practice deep listening and open and honest questions



Origin Story Steps

- Use the guiding questions on the next slide to help you think about what you want to include as a part of your story. You do not have to answer every question (5 minutes).
- **Pair and Share:**
 - Share your story with a partner uninterrupted. Listen attentively to your partner's story (7-10 minutes; about 3-5 minutes per person in the pair)
- **Large Group Share:**
 - Reflect on the experience of writing and listening. What did you learn about yourself and others? (3 minutes)



Guiding Questions to Create Your Origin Story

- What is your background/ethnicity/race?
- What culture do you associate most with?
- Where did your ancestors come from?
- What is the story of your people/family?
- Where did you grow up?
- In what economic class did you grow up?
- What is your educational background?
- What foods did you eat growing up?
- What sayings/phrases did you grow up with?
- How do you celebrate and/or what do your family gatherings look like?
- What beliefs/religious practices do you have or hold?
- What traditions did you grow up with?
- What traditions do you keep, which do you not?





Leading for Equity

By Leading Together

Community Engagement

- Engage people with lived (or currently living) experience with the issue you are focused on
- Embrace lived experience as expertise
- Share leadership and power



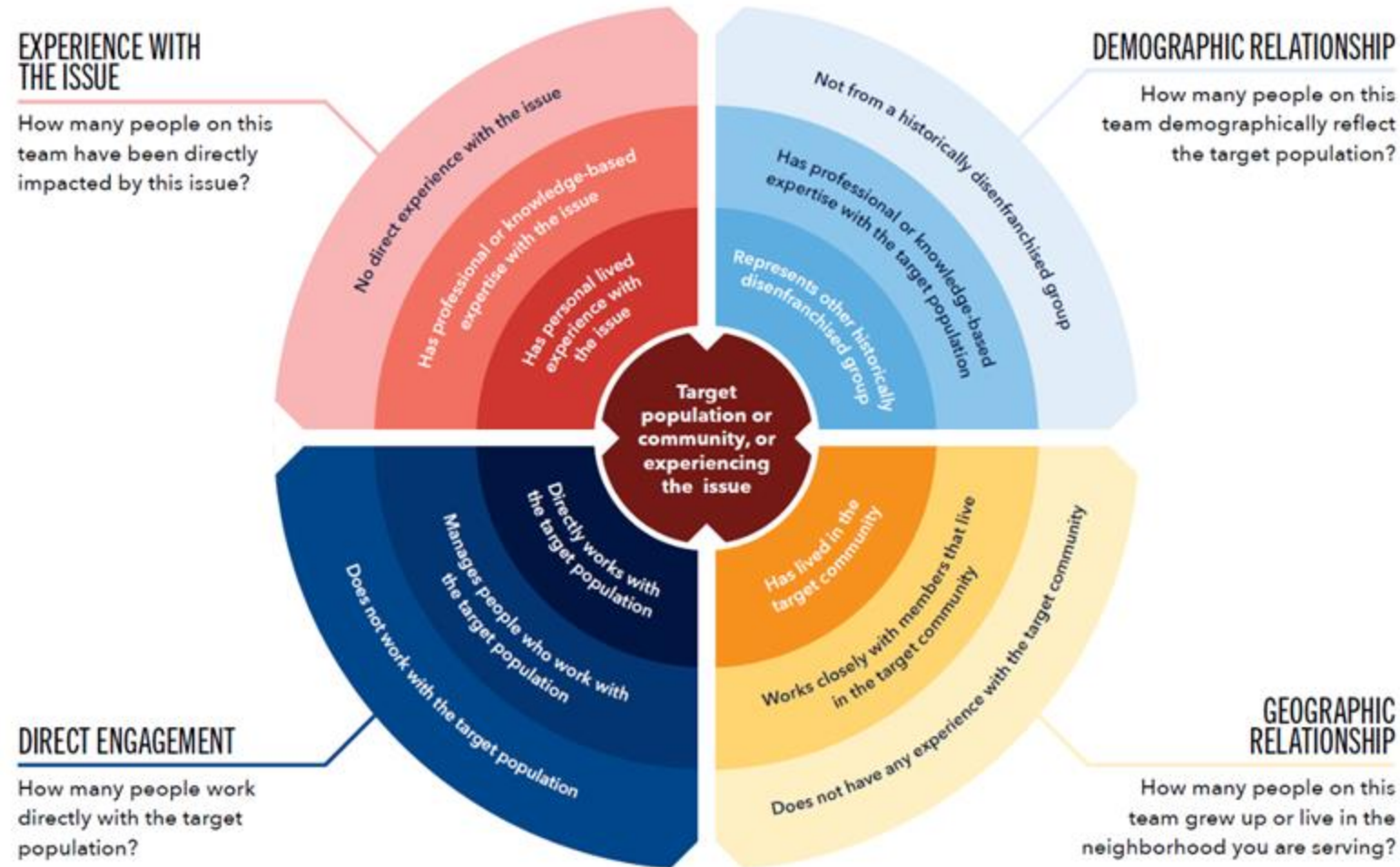
Reflection and Sharing

- Issue Experience
 - How many people on your team have been directly impacted by the issue?
- Demographic Relevance
 - How many people on your team demographically reflect the target population?
- Direct Engagement
 - How many people work directly or indirectly with the target population?
- Geographic Relevance
 - How many people on your team grew up in or live in the neighborhood your are serving?

Adapted from the “Who is at our tables?” tool created by Collective Impact Forum



Who is at our tables?



† This tool is a modified version of the Kent County ENTF toolkit, which was developed by Inclusive Performance Strategies to equip a Kent County action team with tools that foster inclusive and collaborative environments designed to achieve equitable outcomes throughout.¹¹

From the [Centering Community Voice Toolkit](#) created by United Way of Southern Michigan and Detroit Future City



Leading for Equity

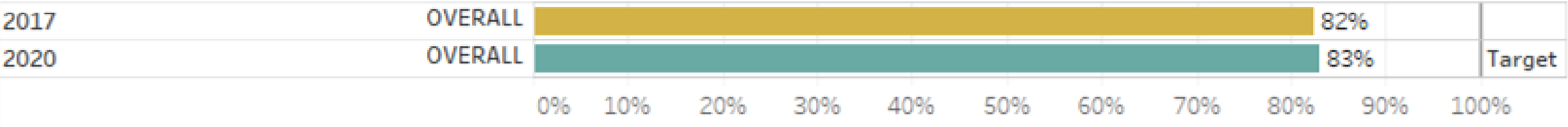
By Leading for Outcomes

Community of Solution Skills Example from Southwestern New Hampshire

Food Access & Active Living



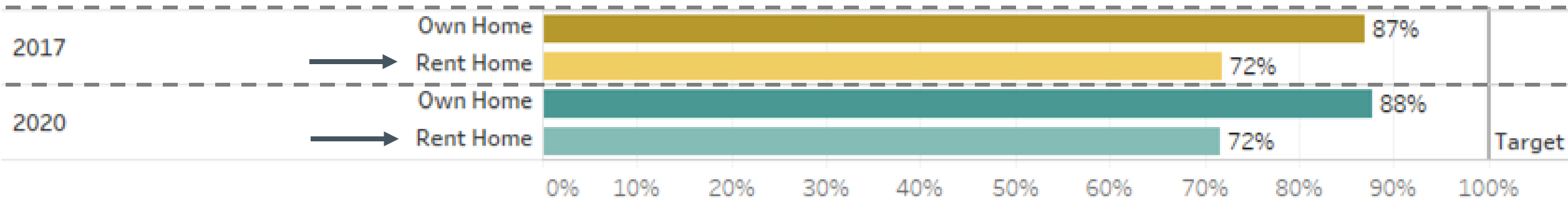
Overall Health: Excellent, Good, or Very Good



Food Access & Active Living



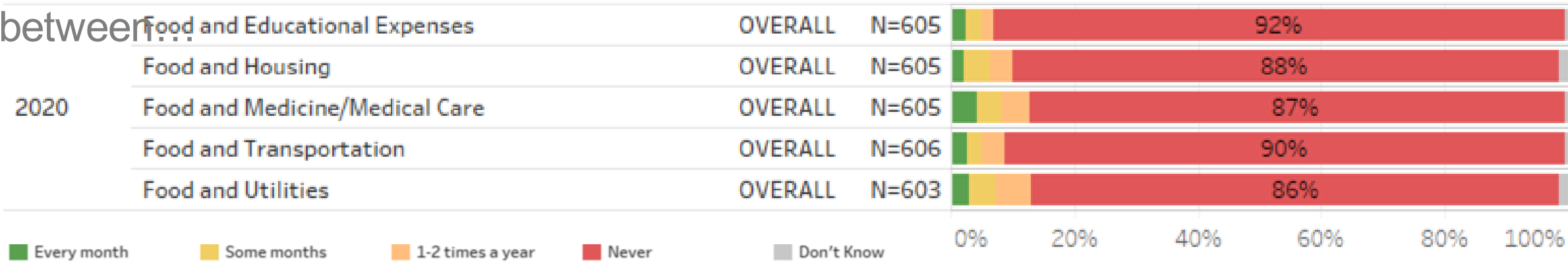
Overall Health: Excellent, Good, or Very Good



Food Access & Active Living



How often in the last 12 months did you or your household have to choose between...



Food Access & Active Living



How often in the last 12 months did you or your household have to choose between...

Food and Housing

Non-white/BIPOC

N=38

15%

83%

White

N=575

89%

Food and
Medicine/Medical Care

Non-white/BIPOC

N=38

10%

17%

69%

White

N=575

88%

Food and Utilities

Non-white/BIPOC

N=38

8%

17%

71%

White

N=573

87%

Every month

Some months

1-2 times a year

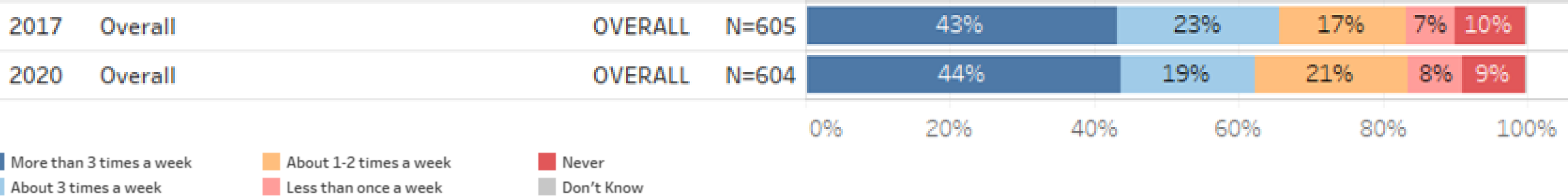
Never

Don't Know

Food Access & Active Living



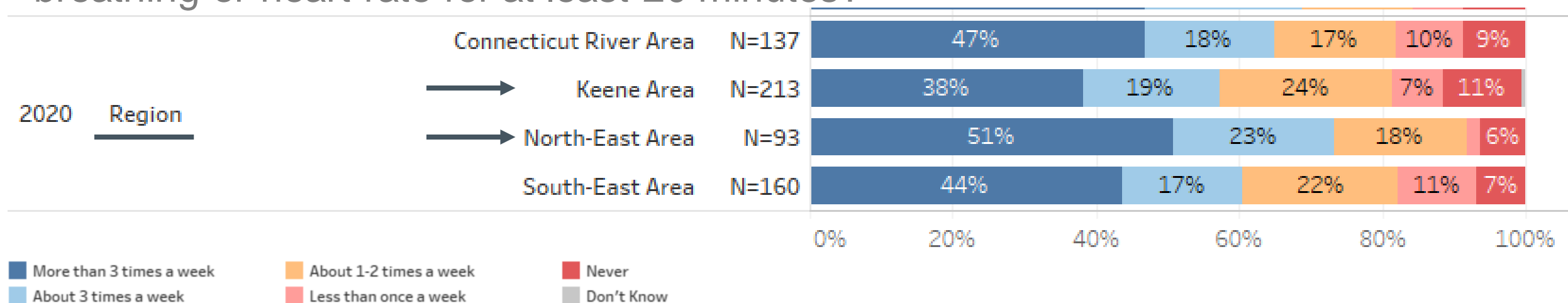
In a typical week, how often do you exercise in a way that causes some increase in breathing or heart rate for at least 20 minutes?



Food Access & Active Living



In a typical week, how often do you exercise in a way that causes some increase in breathing or heart rate for at least 20 minutes?



Reflection and Sharing

- What data do you currently have access to that includes an equity lens?
- What data would you like to have access to with an equity lens?
- What equity lenses would best serve your work?

2 minutes to silently reflect + 5 minutes to share at your table

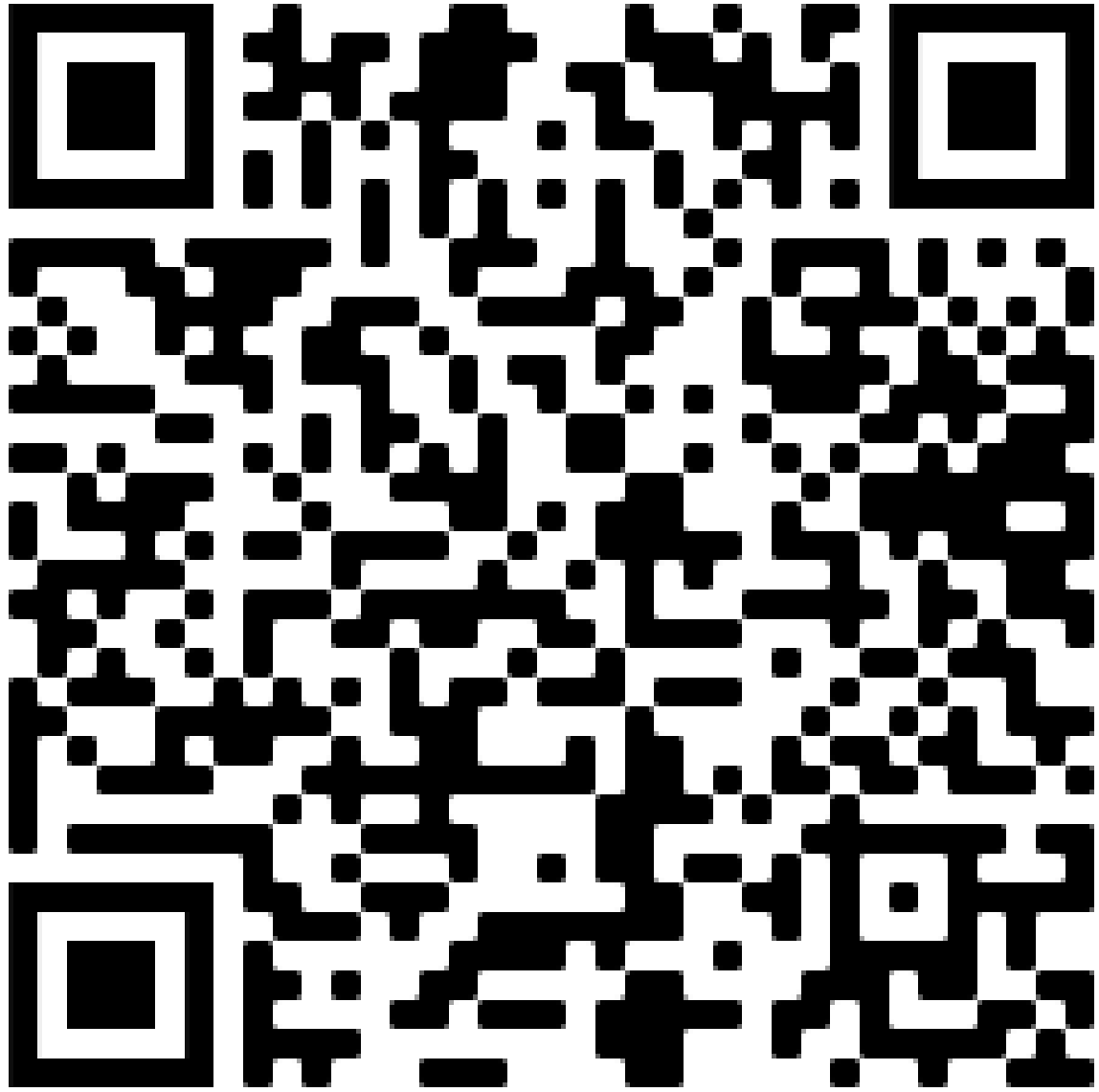


Lessons from Other Initiatives

- Don't wait for perfection to get started.
- Improving health equity is long-term work and will require commitment. Celebrate small wins along the way and regularly communicate about the efforts.
- Focus on building strong relationships and engage the head and the heart.
- Health care has played a role in perpetuating structural inequity and has an opportunity to dismantle and redesign systems to remove barriers and create opportunity. Courage is required.
- Create an equity-promoting environment at the macro level by creating supportive policies and infrastructure, and at the micro level by advancing equity improvement projects where ideas can be tested on a small scale, results tracked, and then scaled.



Thank you!



***Please evaluate
this session***

**Aim your phone's camera
at the code, and a short
survey will open. Thanks
for helping us improve.**