

Welcome!

Racial Equity Community of Practice - Session 1

January 20, 2022, 9am - 12pm

*Please change your screen name to include
your organization.*



[Recording Link](#)

Agenda

Time (approx.)	Topic	Facilitator(s)
20 min	Welcome, Introductions and Housekeeping <ul style="list-style-type: none">• Setting the Context for the Community of Practice	SNI
40 min	Relating and Connecting to Experiences <ul style="list-style-type: none">• Breakout Rooms: Paseo	NEP
40 min	Leading from the Inside Out <ul style="list-style-type: none">• Listening as a Strategy• Breakout Rooms	NEP
10 min	Screen/Stretch Break	All
35 min	Purpose of Community of Practice <ul style="list-style-type: none">• Breakout Rooms: Meaning Making in Teams	NEP
15 min	Closing Moves <ul style="list-style-type: none">• Appreciations, Reflections, & Next Steps	NEP

Housekeeping



Rename yourself to include your name and organization



Feel free to speak up during discussion sections or chat in responses at any time



PLEASE turn on video



Parts of this meeting will be recorded and posted on SNI Link (our member portal)



Materials will be available at [SNI Link/Racial Equity](#). If you don't already have a login, you can create one.

Setting the Context for the Community of Practice

Welcome!

- How did we get here?
- Where are we headed?

How did we get here?

- Events of 2020, public health care system commitment and action
- Design and planning process: late 2020 → 2021
 - Member interviews – systems at various stages of progress
 - Recognition this is a nascent field, desire to learn from one another and receive support
 - Assessed different types of learning program approaches

Community of Practice Approach

- **Objective:** Advance the efforts of systems to improve racial equity and embed equity in all aspects of the organization by:
 - Developing leadership capacity to make organizational change
 - Facilitating a shared understanding and language
 - Supporting peer learning and action

Community of Practice Approach

- Lays a critical foundation = level-setting phase, shared language and understanding of racial equity
- Creates an environment where systems share learning, test new approaches, and problem-solve together and with equity experts
 - Will customize content and resources based on system interest and progress
 - Requires your ongoing feedback and reflection
 - Will leverage existing successful practices, resources, and expertise from among participating systems and externally
- Characteristics of note:
 - Program different in nature from other recent SNI Programs – longitudinal, more capacity-building than strictly operational/tactical/QI-focused
 - Designed to enhance systems' current and ongoing equity efforts

Where Are We Headed?

Program Phase	Timeline & Activities
Phase 1: Level-setting <ul style="list-style-type: none">Teams build awareness and knowledge about racism and equity, develop trusted connections with peers and consultants within a safe environment.	January – April 2022 (4 months) <ul style="list-style-type: none">Phase 1 kick-off: January 2022 (3 hours)Three virtual sessions (2.5 hours each)1:1 coaching/consulting with NEP available
Phase 2: Learning and Action <ul style="list-style-type: none">Teams will engage in a cycle of peer learning, testing, and sharing of successes and opportunities	May 2022 – June 2023 (14 months) <ul style="list-style-type: none">Phase 2 kick-off: May 2022 (in-person, if possible)Virtual sessions every other month (if possible, 2 in-person sessions will replace 2 virtual sessions) (~3 hours each)Team lead meetings TBD1:1 coaching/consulting with NEP available

Community of Practice Participants



1. Alameda Health System
2. Arrowhead Regional Medical Center
3. Contra Costa Regional Medical Center
4. Natividad Medical Center
5. Riverside University Health System
6. San Joaquin General Hospital
7. San Mateo Medical Center
8. County of Santa Clara Health System
9. UC Davis Health
10. UC San Diego Health
11. UCLA Health
12. Ventura County Health Care Agency

[Click here for the participant contact list](#)

Participant Commitment

Activity	Commitment
Phase 1: Level-setting January – April 2022	<ul style="list-style-type: none">• In-Zoom participation and engagement in monthly CoP meetings (2-3 hours each)<ul style="list-style-type: none">• Reflection forms
Phase 2: Learning & Action May 2022 – June 2023	<ul style="list-style-type: none">• In-Zoom (and pending in-person) participation and engagement in meetings every other month (~3 hours each)<ul style="list-style-type: none">• Reflection forms• Prepare to report out on work done between meetings, come with questions• Team Lead meetings TBD
Evaluation	<ul style="list-style-type: none">• 2 surveys (Spring 2022 and Spring 2023)• 2 rounds of interviews and/or focus groups (Fall 2022 and Spring 2023)• 3-5 hours total over 18 months
Communications & Storytelling	<ul style="list-style-type: none">• Participate in communications efforts (interviews, etc.)

Community of Practice Team



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About Engage R+D



Evaluation Goals

Document the outcomes of the community of practice

Surface lessons that could inform adjustments to the community of practice

Share insights relevant to other similar efforts

Evaluation Activities and Timeline

Participant
surveys



Spring 2022



Spring 2023

Interviews/
Focus Groups



Fall 2022



Spring 2023

Observation of community of practice meetings (ongoing)

Synthesis of existing data sources (ongoing)

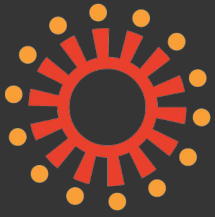
Reporting



August 2022



July 2023



NATIONAL
EQUITY
PROJECT

SNI Racial Equity Community of Practice

Session #1

January 20, 2022

Welcome!

National Equity Project Community of Practice Hosts



Jackie Moore



Erik Fermin



Hugh
Vasquez



The National Equity Project is a leadership and organizational development non-profit committed to increasing the capacity of people to achieve thriving, self-determining, educated, and just communities.

Our mission is to transform the experiences, outcomes, and life options for children and families who have been historically underserved by our institutions and systems.



We Believe

Creating more just and liberated systems is possible.

Making progress on equity requires us to have honest conversations about race and systemic oppression, not to lay blame, but to design more equitable systems.





Today's Agenda

- *Welcome and Introductions*
- *Connections: PASEO*
- *Leading from the Inside Out*
- *BREAK*
- *Team Breakouts*
- *Closing Moves*



4 Month Overview

Jan

Guiding Question:

Who am I? Who are we in this work? Why are we engaging in this and why a community of practice?

Feb

Guiding Questions:

What are we getting into together? What are we seeing and noticing about racial equity? How does it show up in our context? How did we get in this situation?

Mar

Guiding Questions:

How have I/we been positioned closer to or farther from opportunities? How might we envision a new way of being together? How do our systems either support equity or perpetuate inequities?

April

Guiding Questions?

How do we proceed? What stances can I take? What strategies can we employ?



“

Remember to imagine
and craft the worlds
you cannot live without,
just as you dismantle
the ones you cannot
live within.

Ruha Benjamin

Sociologist, Author, Professor
Princeton University





Remember Something Ancient.

Imagine Something New.





Behaviors for Building Community

- We acknowledge one another as equals
- We stay curious about each other
- We slow down so we have time to think and reflect
- We commit to non-closure
- We seek intentional learning, not perfectionism
- We expect it to be messy at times
- We lean into discomfort



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Community Introductions

*Each member has **20 SECONDS** to:*

1. Share your name
2. *“One thing you wouldn’t know by looking at me is _____.”*

SCREEN TIP: Select “speaker view” on your screen so you can see the person sharing.



SNI Community of Practice

Paseo: Circles of Identity





Consider This

How much do you know about the identities & *stories* of the people you work with and/or support?

How much have you shared your identities & story with the people you work with and/or support?

What might be possible in your context if people knew more about each other's identities & lived experiences?



An invitation to hold this metaphor



LOOKING IN A MIRROR

Insight into myself – my beliefs, identity, experiences

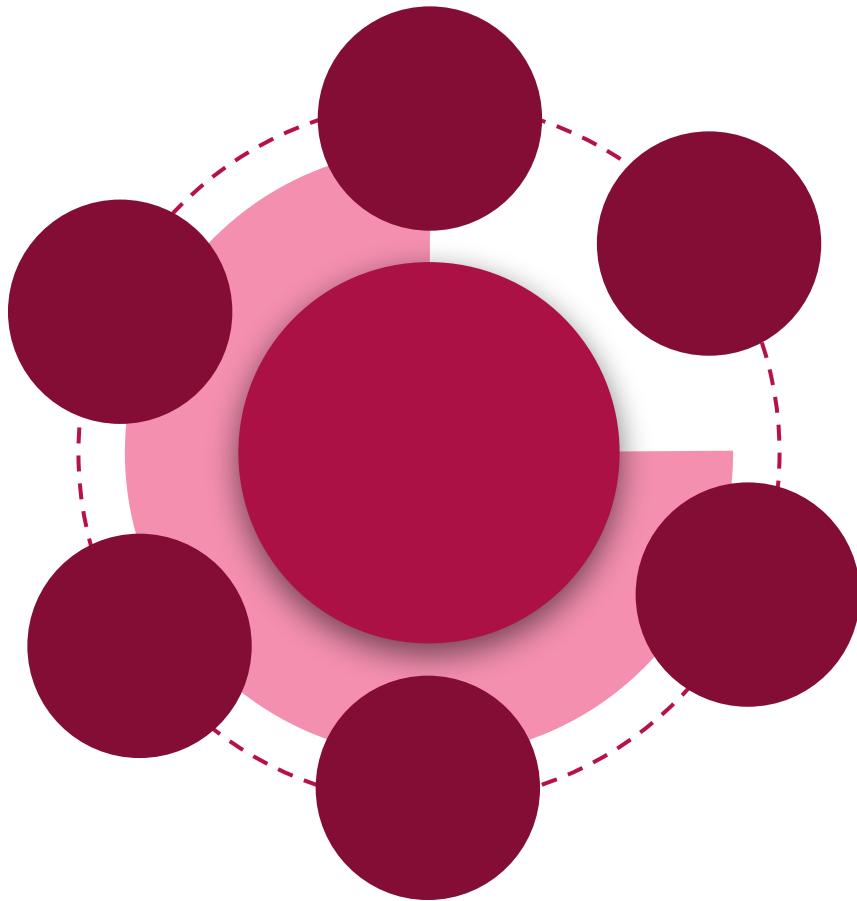


LOOKING OUT OF A WINDOW

Insight into my context – my colleagues, organization, community



Paseo / Circles of Identity



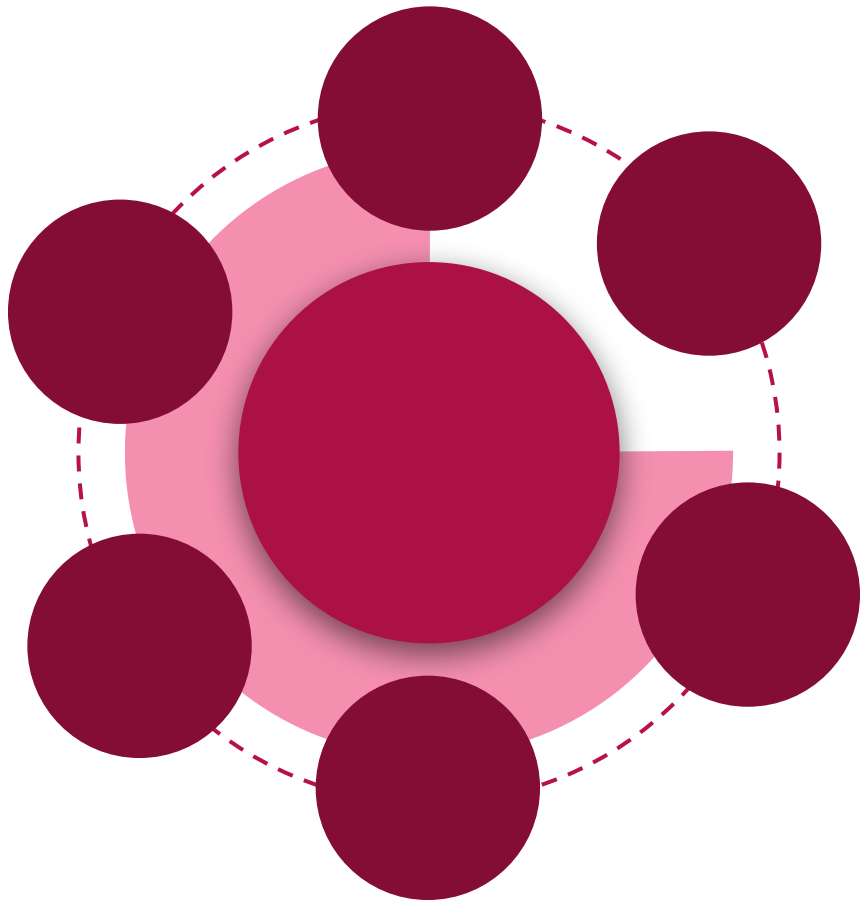
LOOKING IN A MIRROR

Insight into myself – my beliefs, identity, experiences

- Draw a diagram and write your name in the center circle.
- Add anywhere between 5-8 circles around the center circle.



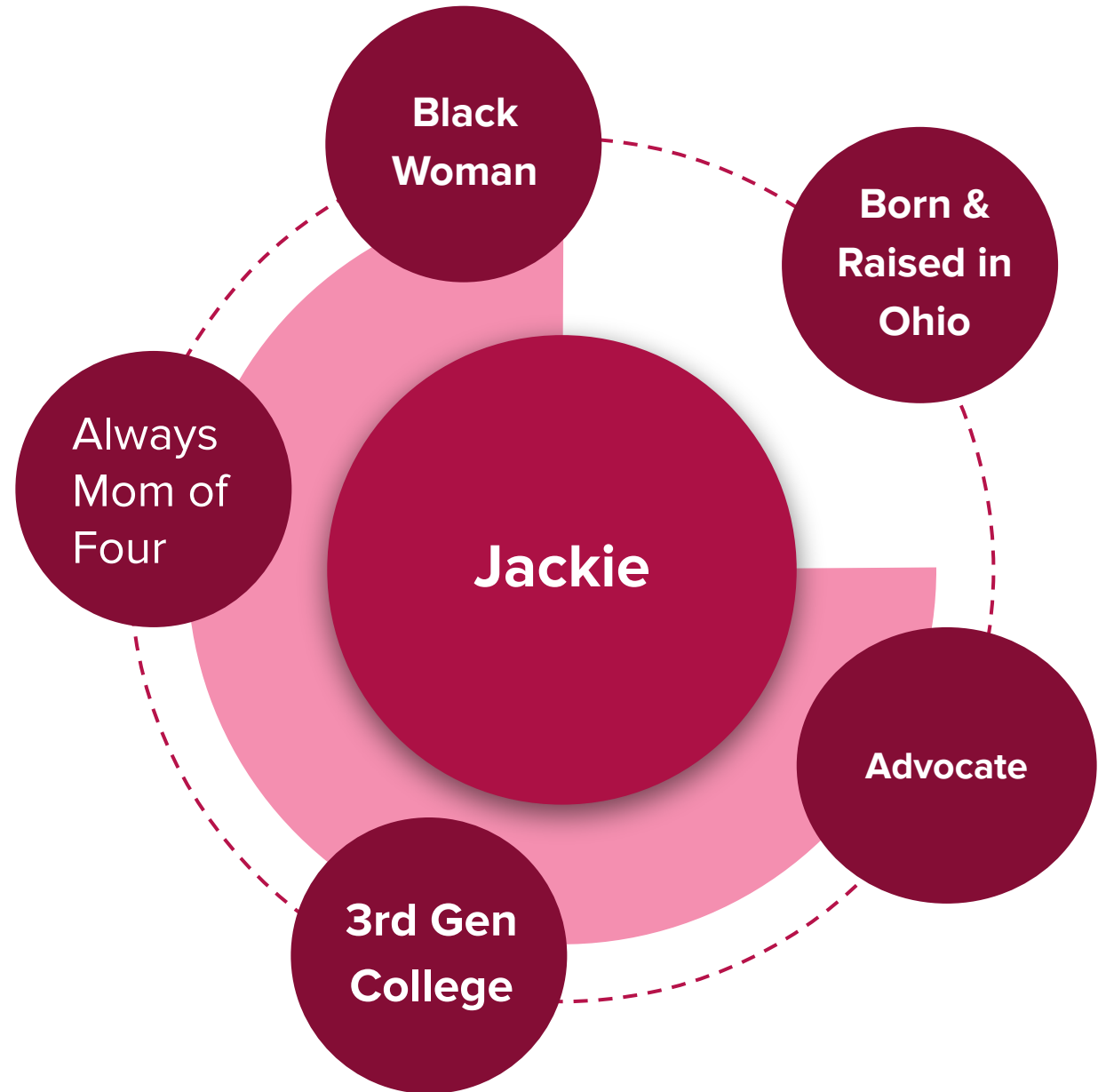
Paseo / Circles of Identity



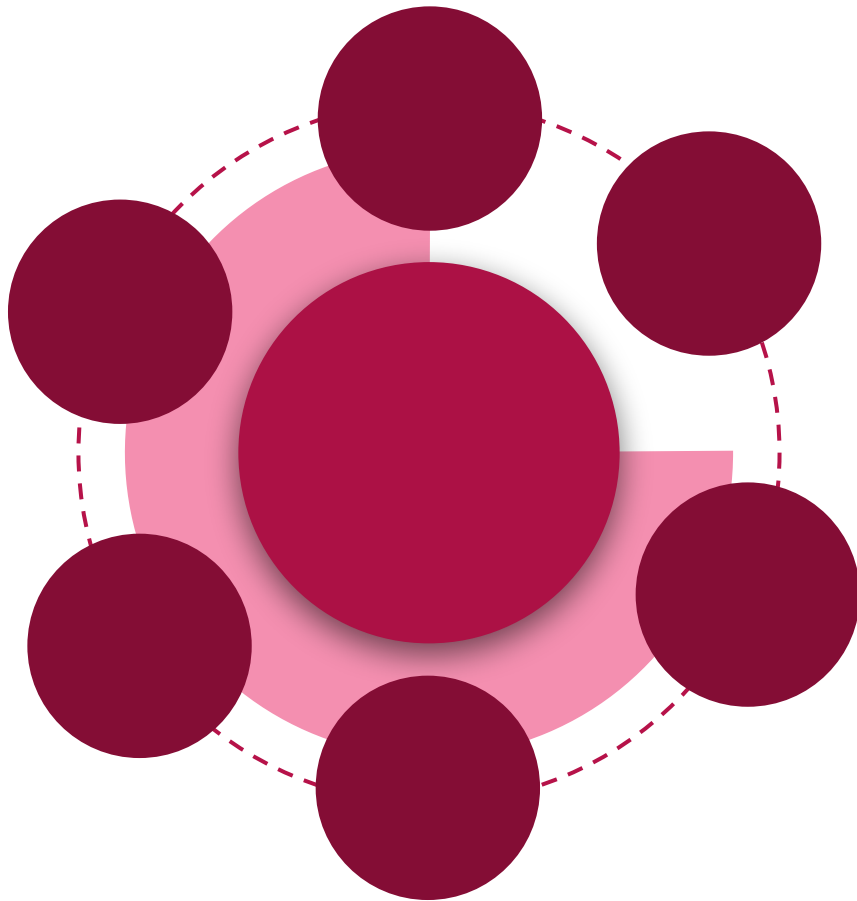
- For each circle, add a word or phrase that captures some element of your identity.



An Example



Paseo



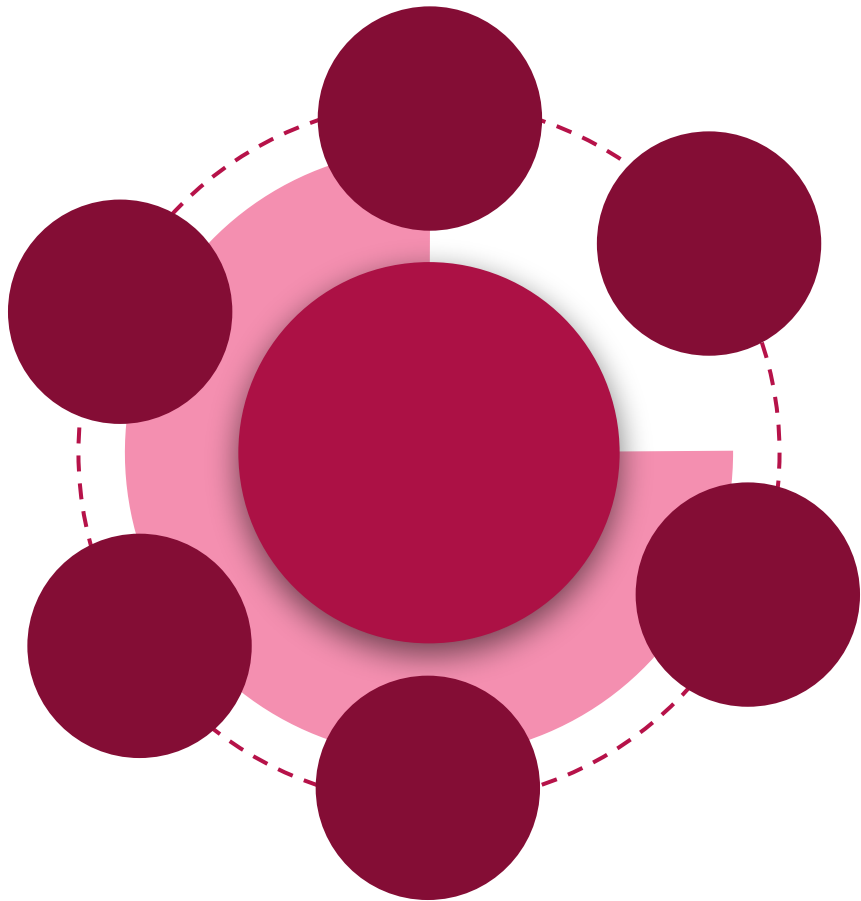
Breakout trio share (3 min each)

Introduce yourself...

Which aspect(s) of your identity do you resonate with most today?



Paseo



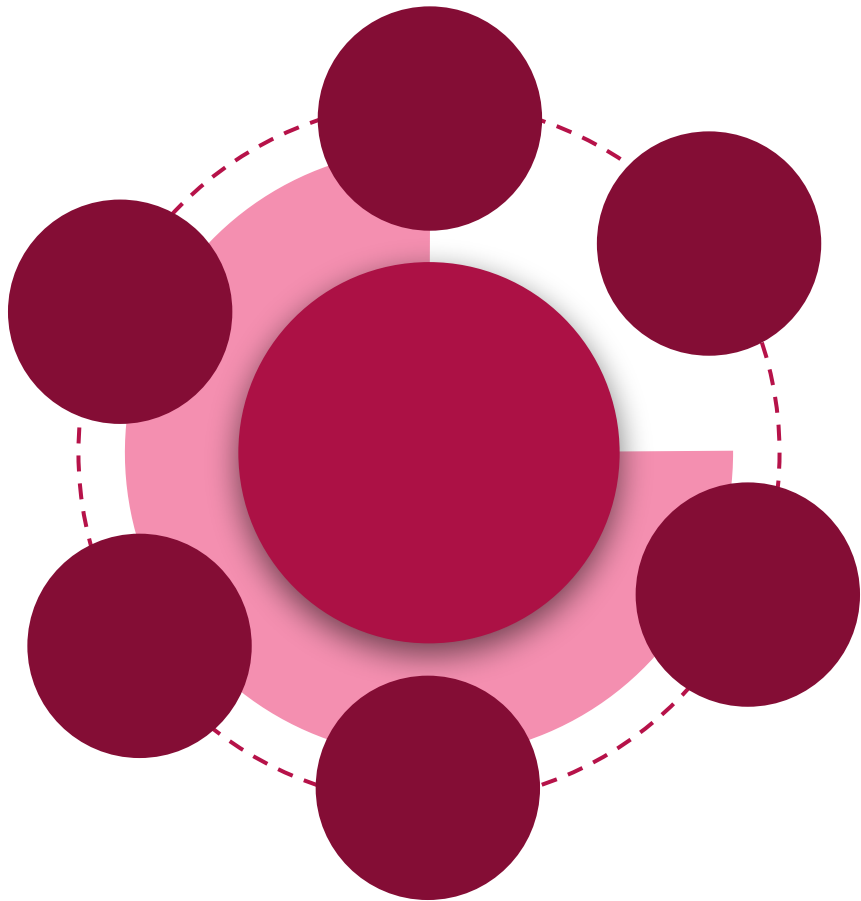
Breakout trio share (2 min each)

introduce yourself...

In what ways do others identify you
and how do you feel about that?



Paseo / Circles of Identity



Breakout trio share (2 min each)

Given your identity, why is it important for you to be in this Community of Practice (CoP)?



SNI Community of Practice

Leading From The Inside Out



“

Those who practice leadership for equity
must confront, disappoint, and dismantle
and at the same time energize, inspire,
and empower.

Sharon Daloz Parks



A vertical strip on the left side of the slide shows a dramatic, dark, and stormy sky with heavy, swirling clouds in shades of grey and black.

Leading in Uncertain Times

We are living in challenging, times and we are all a part of complex systems that our past experiences and training may not have sufficiently prepared us to understand and respond to in our role as equity leaders.



How Does Change Happen?

1. Think of a time when you underwent a change or transformation. What was required for that change?
2. Think of an example of a social, community, or institutional change. What was required for that change?
3. What's required in order for change to occur?



JInsider

**In
Community**

**Text Based
Discussion**



Breakout Quads

15 minutes

Lobster Video &
“Willing to Be Disturbed”

What sense are you making around the ideas of change, discomfort, the role of emotions, uncertainty, and disturbance?

How does that influence your leadership for equity?

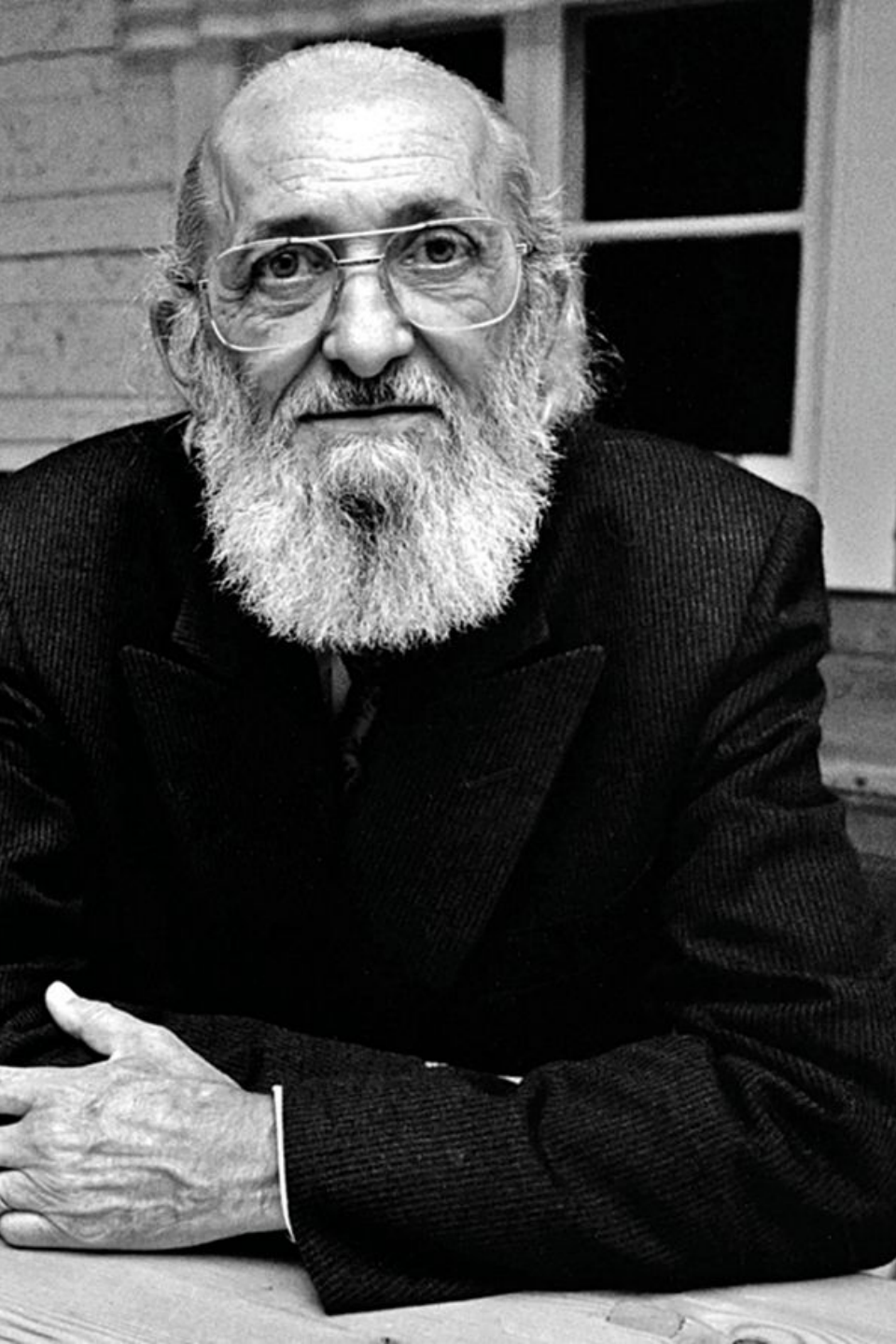


Whole Group

What do you want to disturb in your Health Care system?

In Yourself? Out there?
(mirror-window)

What are you willing to deepen or try on?



“

The challenge is that we are all the inheritors of previous systems of oppression that have shaped our current perceptions of reality.

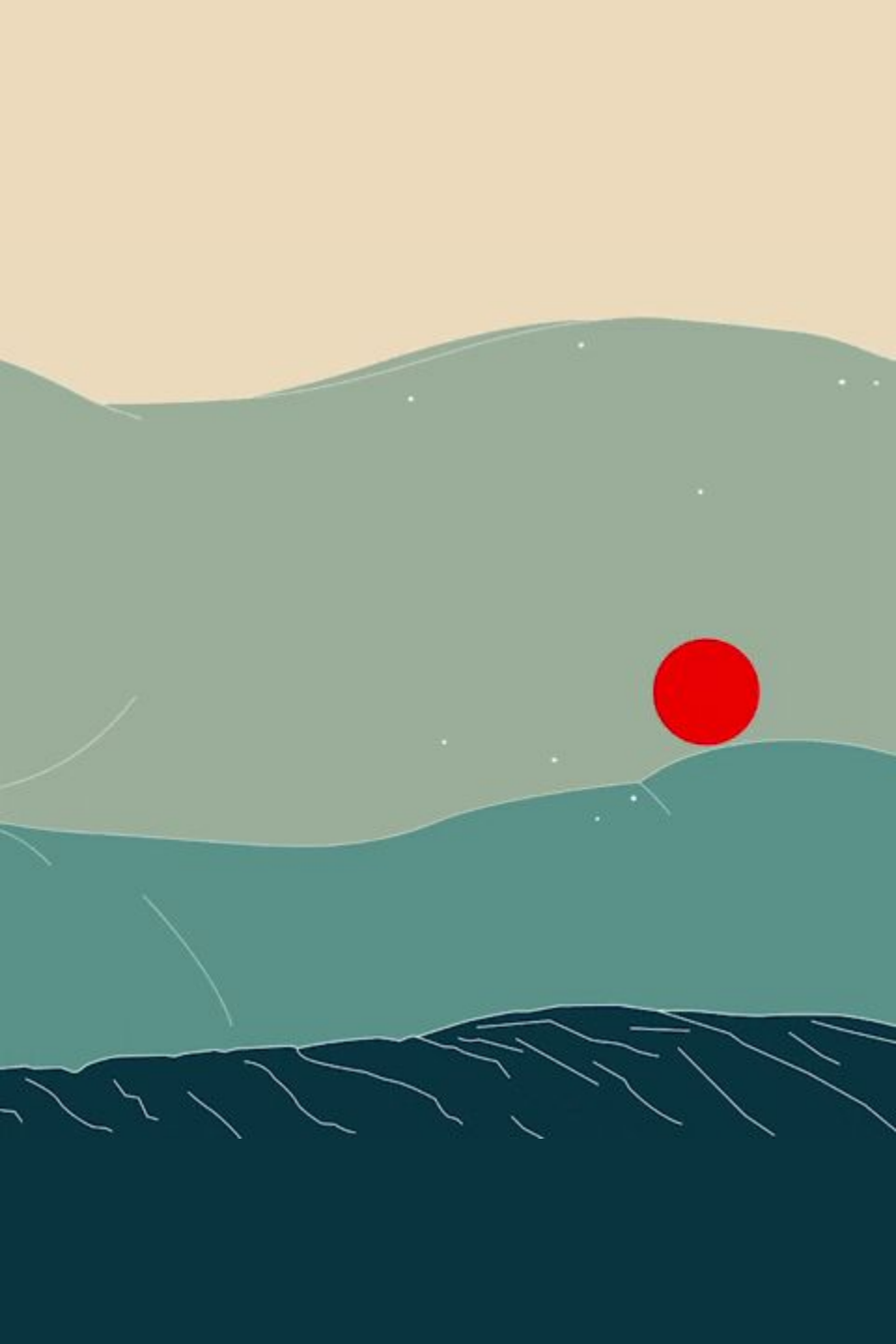
It is quite difficult to be fully aware of the current moment and our existing “limited-situations”

without intentionally noticing

and reflecting in order to act in the world for our own liberation.

Paulo Freire





Stretch and breathe!



SNI Community of Practice

Purpose of Community of Practice



Team Breakout

15 minutes



Intentions?

Hopes and fears?

What do we want to be
different in ourselves,
work, or communities as a
result of our participation
in this community of
practice?

Leading for Equity



Closing Moves





Homework for Session 2

1. **Each person prepares a Google Slide (template will be emailed) that shows:**
 - A picture of you from any age
 - Images that introduce various aspects of who you are (pics, art, artifacts, songs, etc.)
2. **Reading: Article on opportunity structures will be emailed**
3. **Next Session: Wed, Feb 16, 9:30am -12:00pm PST**





“

There are no bystanders. In this time of astonishing moral crisis, silence is complicity. Because in the palm of our hand we have the ability to **respond** – to speak, to post, to organize, to act, online and on the ground... Speak, even if your voice trembles.

Valarie Kaur
Activist, filmmaker, lawyer,
educator, faith leader





Whole Group

Highlights? Insights?

Appreciations!

**Chat or unmute your mic
and share verbally.**





Written Reflections

- How did you experience this day? Reflect on the content, facilitation, emotions
- Please share via Google Form (link in chat and also in email)





THANK YOU EVERYONE!

