

Welcome!

Racial Equity Community of Practice - Session 2

February 16, 2022, 9:30am-12pm



[Recording Link](#)



NATIONAL
EQUITY
PROJECT



SNI Racial Equity Community of Practice

Session #2

February 16, 2022

Welcome!

We invite you to RENAME yourself and add your organizational affiliation

Example:

- Hugh Vasquez - NEP

We also invite you to join us on-screen. Please let your community know if you choose to stay off camera.

Participants: Click here, hover mouse over your name, click more, click rename



National Equity Project
Community of Practice Hosts



Jackie Moore



Erik Fermin



Hugh
Vasquez



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

YOU ARE ON



INDIGENOUS

LAND

**Honoring the Land &
First Nations People**



[USOAC.us/nativeland](https://usoac.us/nativeland)

#HonorNativeLand

Artwork by: Lightning Waq Waq, Ty Juvinel (Tulalip Tribes)



YOU ARE ON



INDIGENOUS

LAND

#HonorNativeLand

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Moving Beyond Acknowledgement Toward Linked Fate & Reparation

- Which Indigenous Nation's land do I live on? <https://native-land.ca/>
- How do I honor the Native history and people of the land I am occupying?
- How do I want to grow my understanding and practice here?
- How might I move beyond acknowledgment toward action? (land tax, contribute time/ money, teacher's guide, etc.)



USOAC.us/nativeand





Pair Share

Community Introductions

ONE MINUTE Bulletin Board Introduction

1. Share your name
2. *Highlight a couple of things about you that are on your bulletin board*





Today's Agenda

- *Welcome and Introductions*
- *Constructivist Listening*
- *Leading with the WHY*
- *What is Equity*
- *Systems, Structures, Oppression*
- *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?



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



Listening

A Foundational Leadership Strategy





“

I'm glad that while
language is a gift,
listening is a
responsibility.

Nikki Giovanni

Poet, Writer, Activist, and Educator





What kind of listener are you?

What Are Some Types of Listening?



- Active
- Passive
- Pretend
- Argumentative
- Informational
- Conversational
- Inattentive
- **Constructivist**



Constructivist Listening

Guiding Principle

I agree to
listen to and **think**
about you in exchange
for you doing the same
for me.





Underlying Assumptions

- Constructivist Listening is for the benefit of the ***talker***
- People are capable of solving their own problems given the right conditions
- Cognitive + Affective processing = increased understanding



Guidelines

Each person...

- **Has equal time to talk**
- **Listens without interrupting, giving advice or breaking in with a personal story**
- **Maintains confidentiality**
- **Focuses on themselves - does not criticize or complain about others during their time to talk**

Dyad

2 minutes each



Think of a time
you felt listened
to. How did it
feel?

When does it get
difficult for you to
listen well?



Dyad

2 minutes each

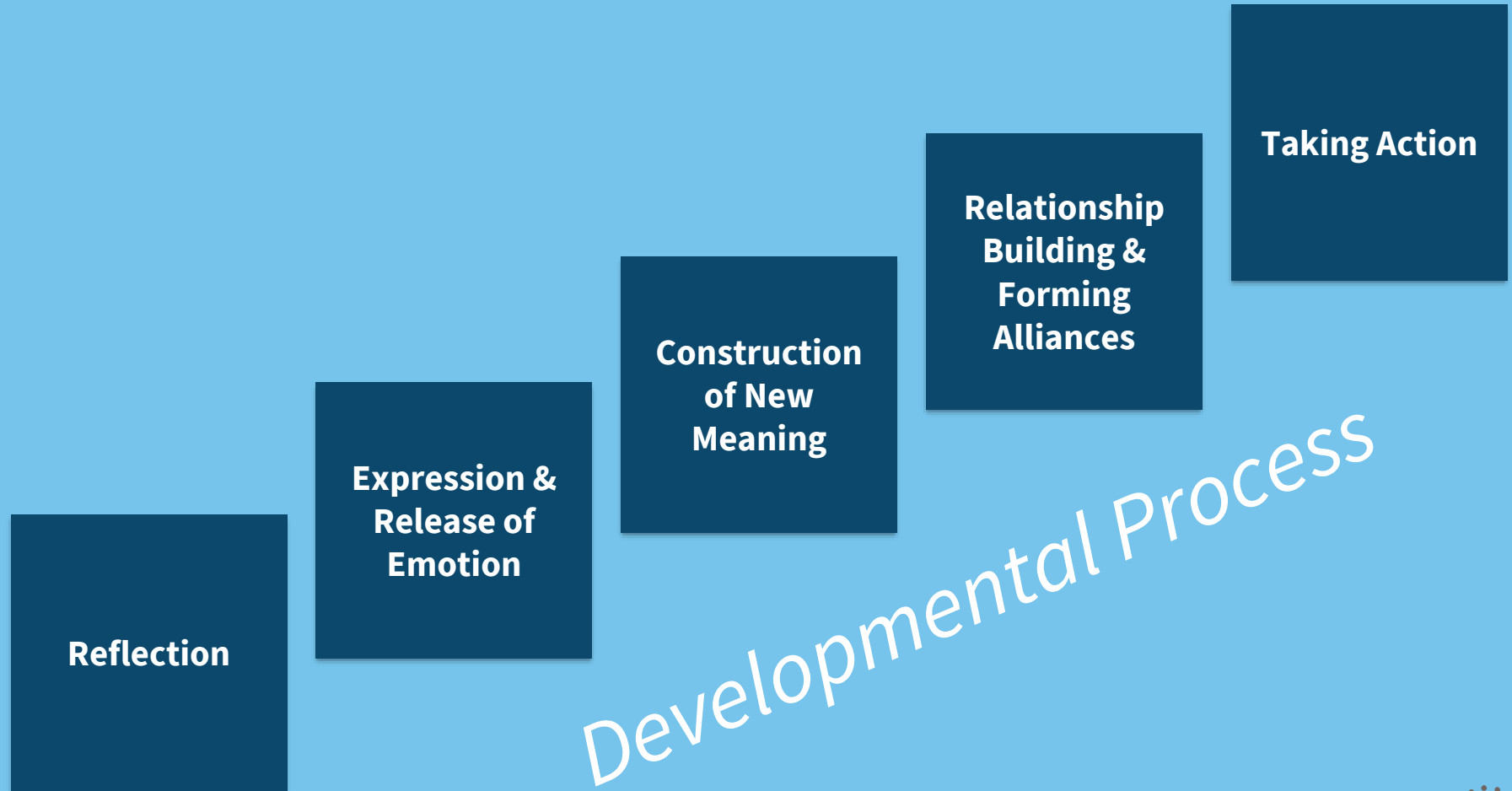


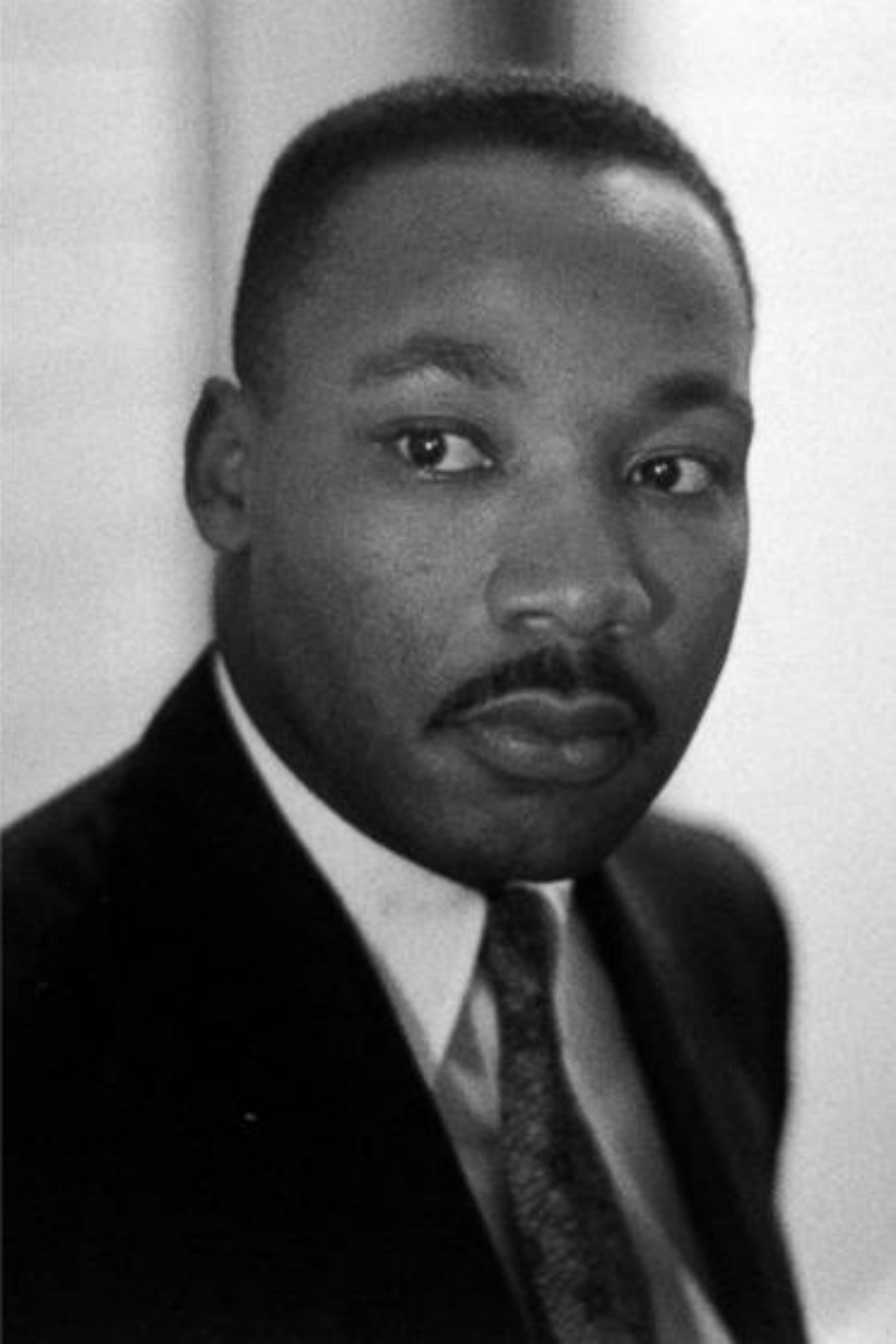
What is your
“Why” for racial
equity?

How does it
connect to your
organization’s
“Why”?



Constructivist Listening Outcomes





“

All meaningful and
lasting change
begins on the inside.

Martin Luther King, Jr.



Leading for Equity

What is Equity?



What is this thing called equity?

We often hear folks talk about:

- Equitable outcomes or goals
- Equitable practices and policies
- Doing “equity work” or “equity-centered work”
- Addressing equity issues or challenges
- Having an “equity lens”



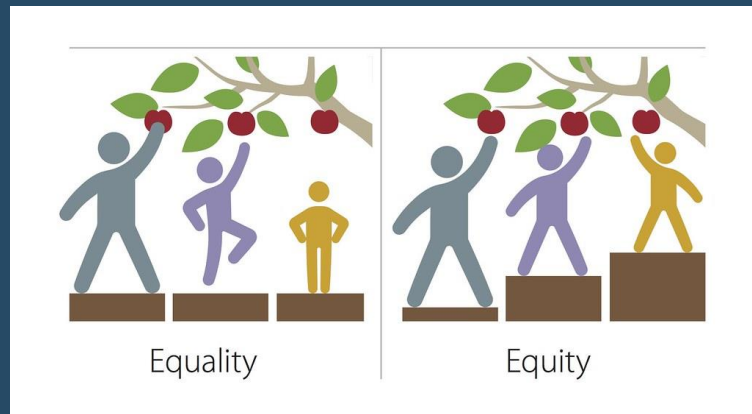
What is this thing
called equity?

Journal:

*What do you
mean when
you use the
word
“equity”?*



EQUALITY VS EQUITY



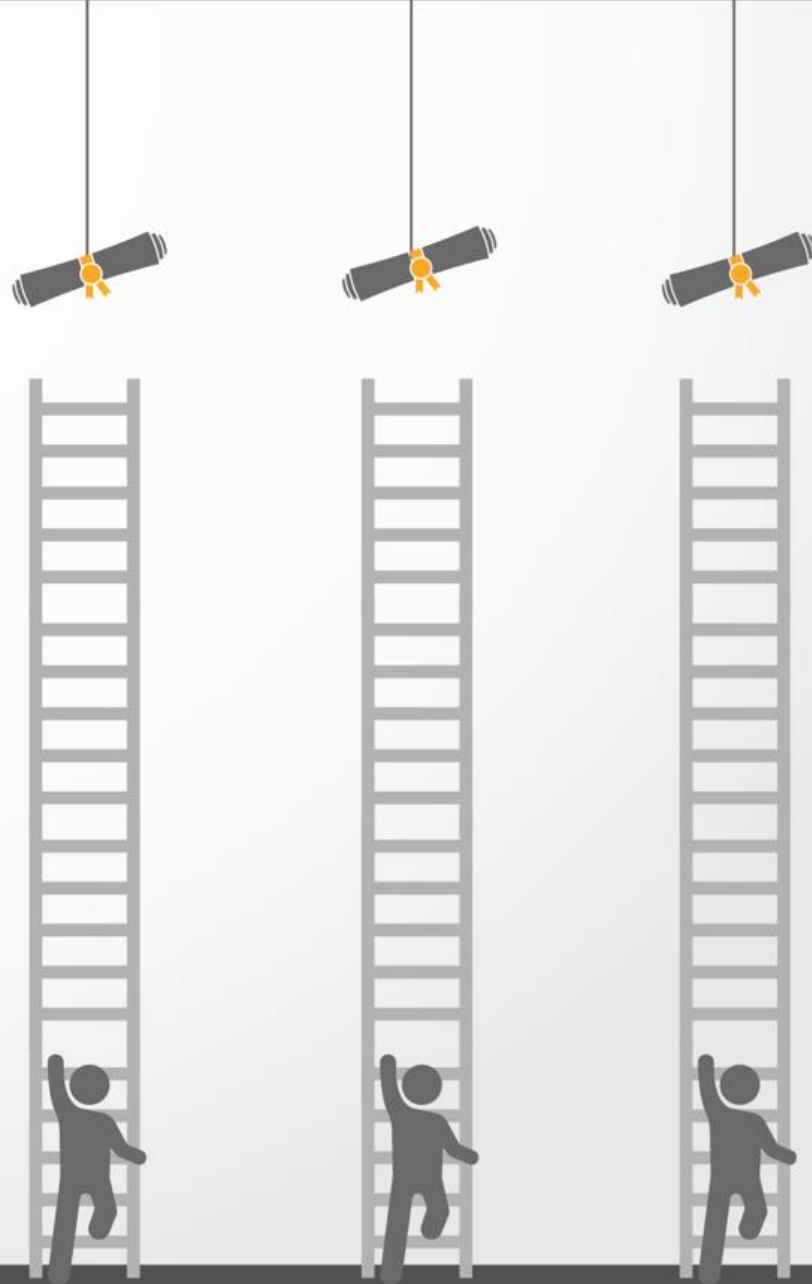
EQUALITY

imagines an
equal world.

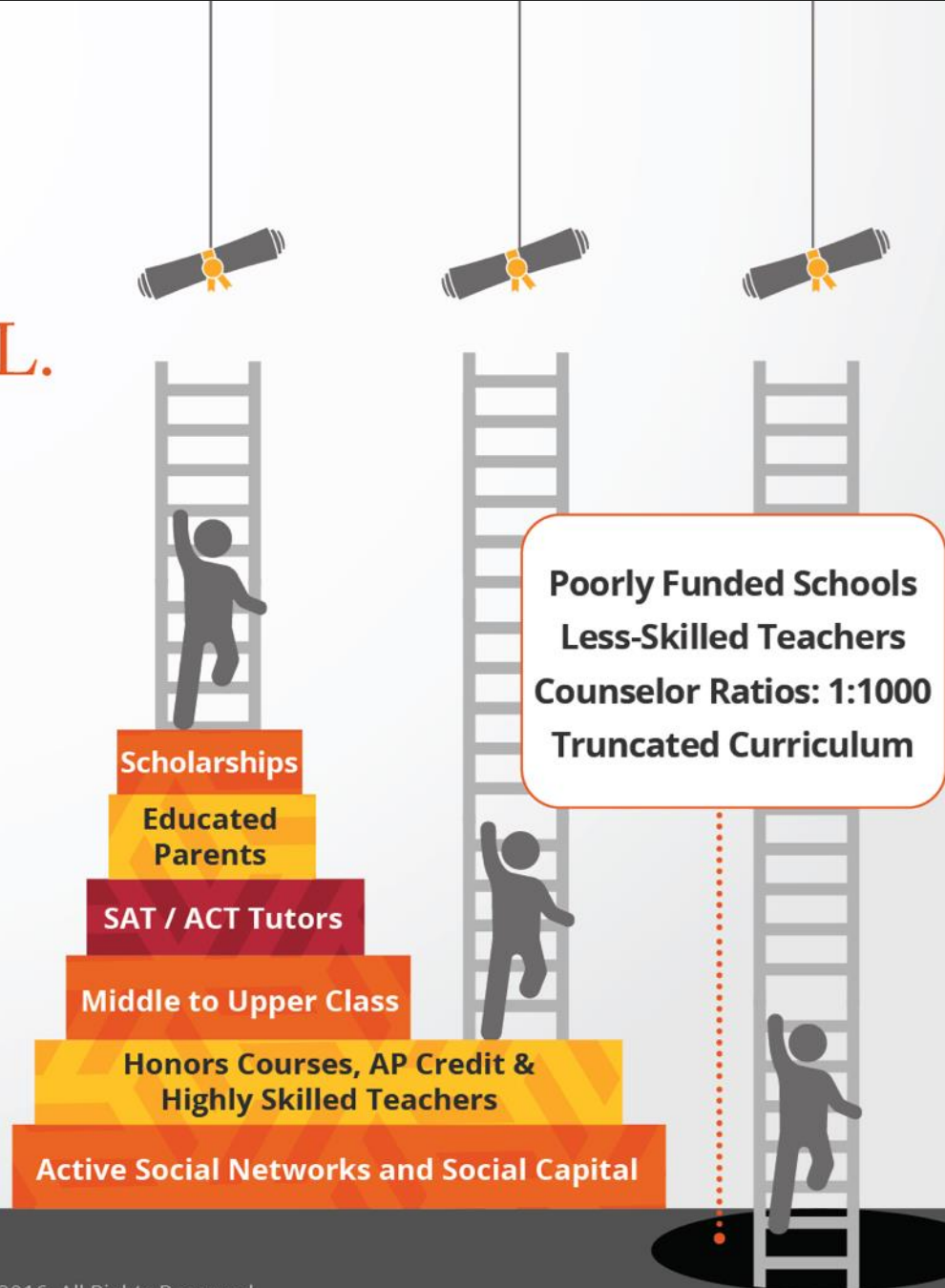
*"I care about all
students equally"*



CENTER *for* URBAN
EDUCATION



But the world
ISN'T EQUAL.

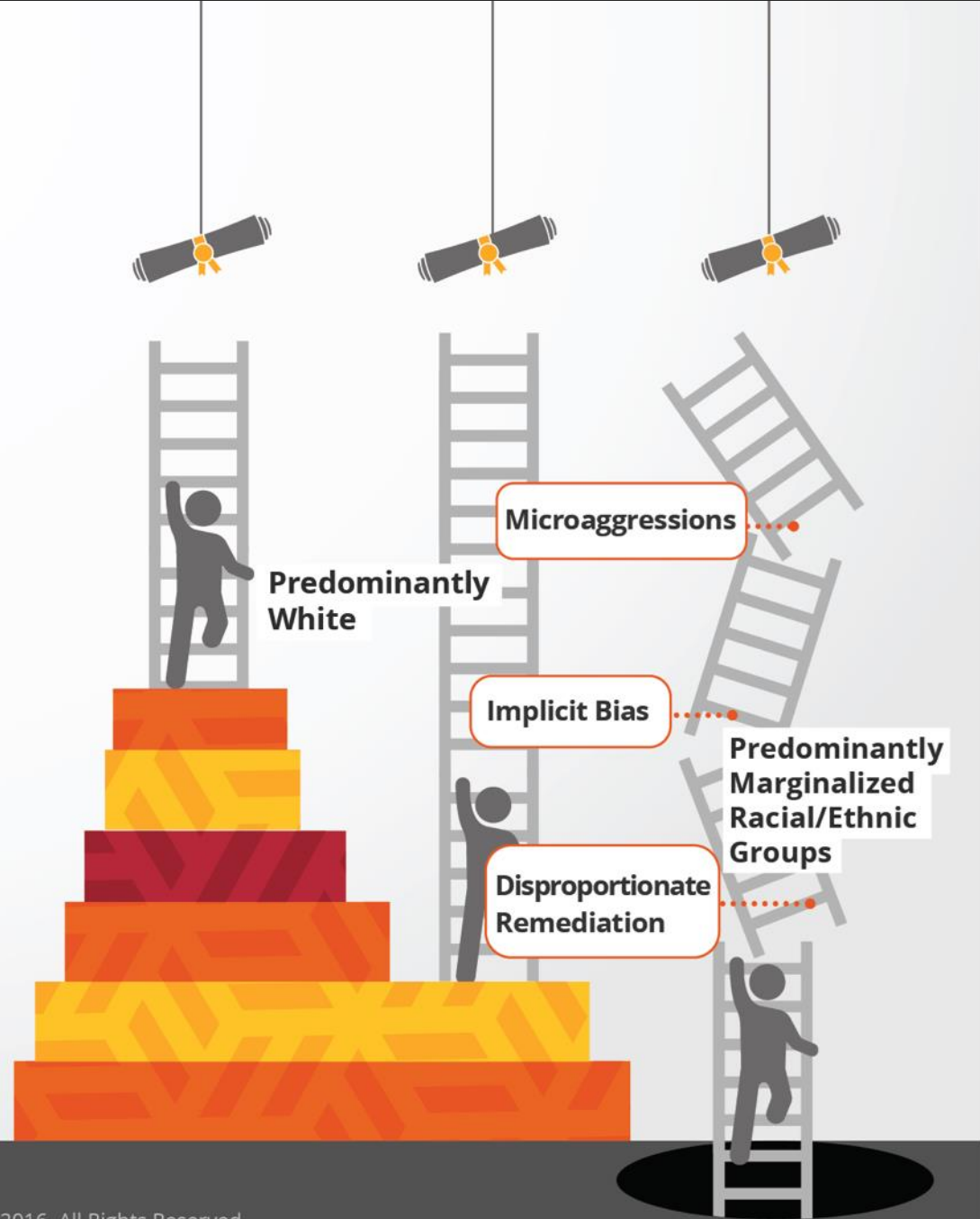


And it has

BIAS AND SYSTEMIC RACISM.



CENTER *for* URBAN
EDUCATION



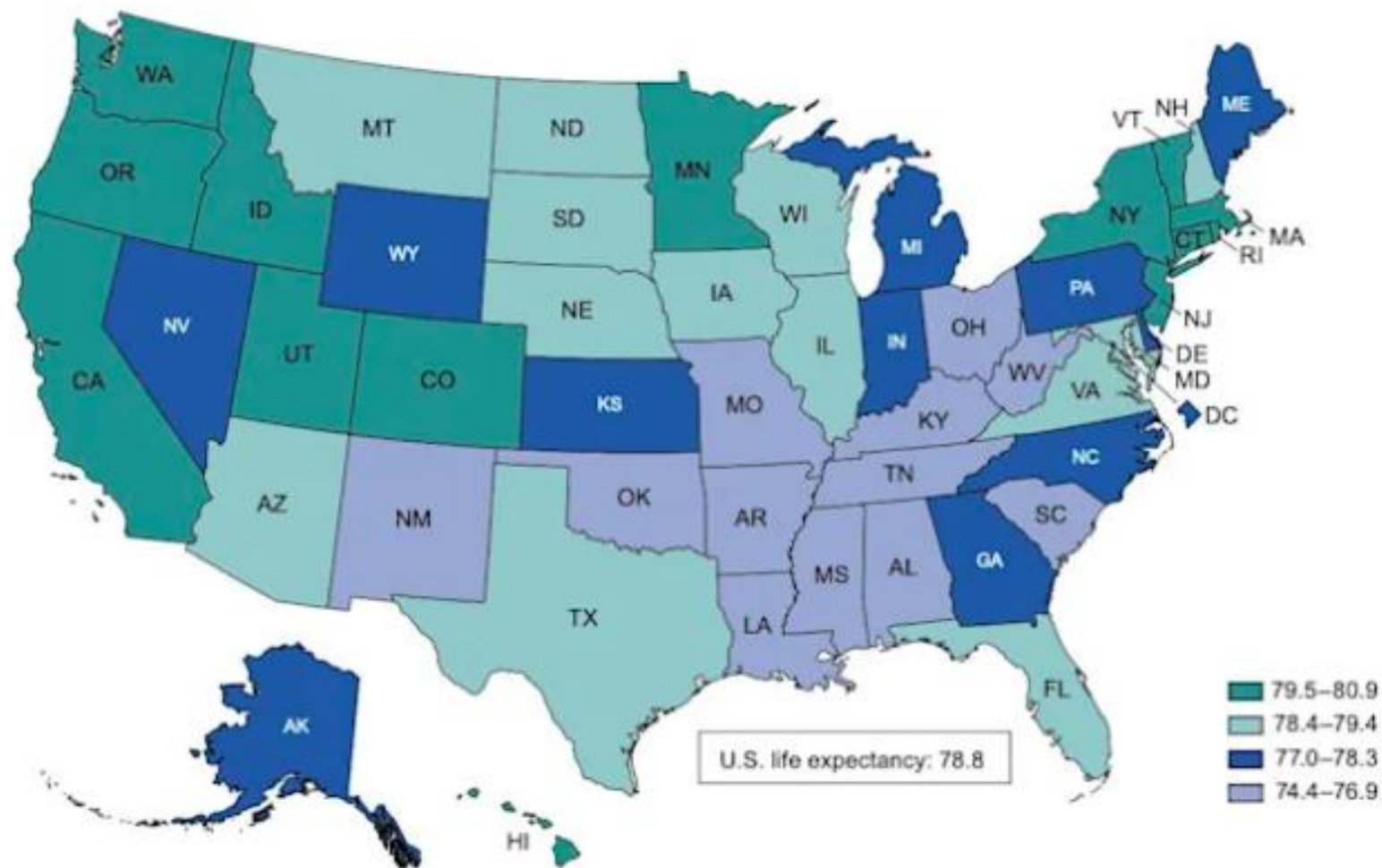
Within this same
picture, a
DIVERSITY
lens focuses only
on bringing more
students into an
unequal pathway.



CENTER *for* URBAN
EDUCATION



Figure 1. Life expectancy at birth: Each state, District of Columbia, and United States, 2019



SOURCE: National Center for Health Statistics, National Vital Statistics System, Mortality.

“

“When a system of oppression has become institutionalized, it is unnecessary for individuals to be oppressive.”

– Florynce Kennedy



Breakout Quads

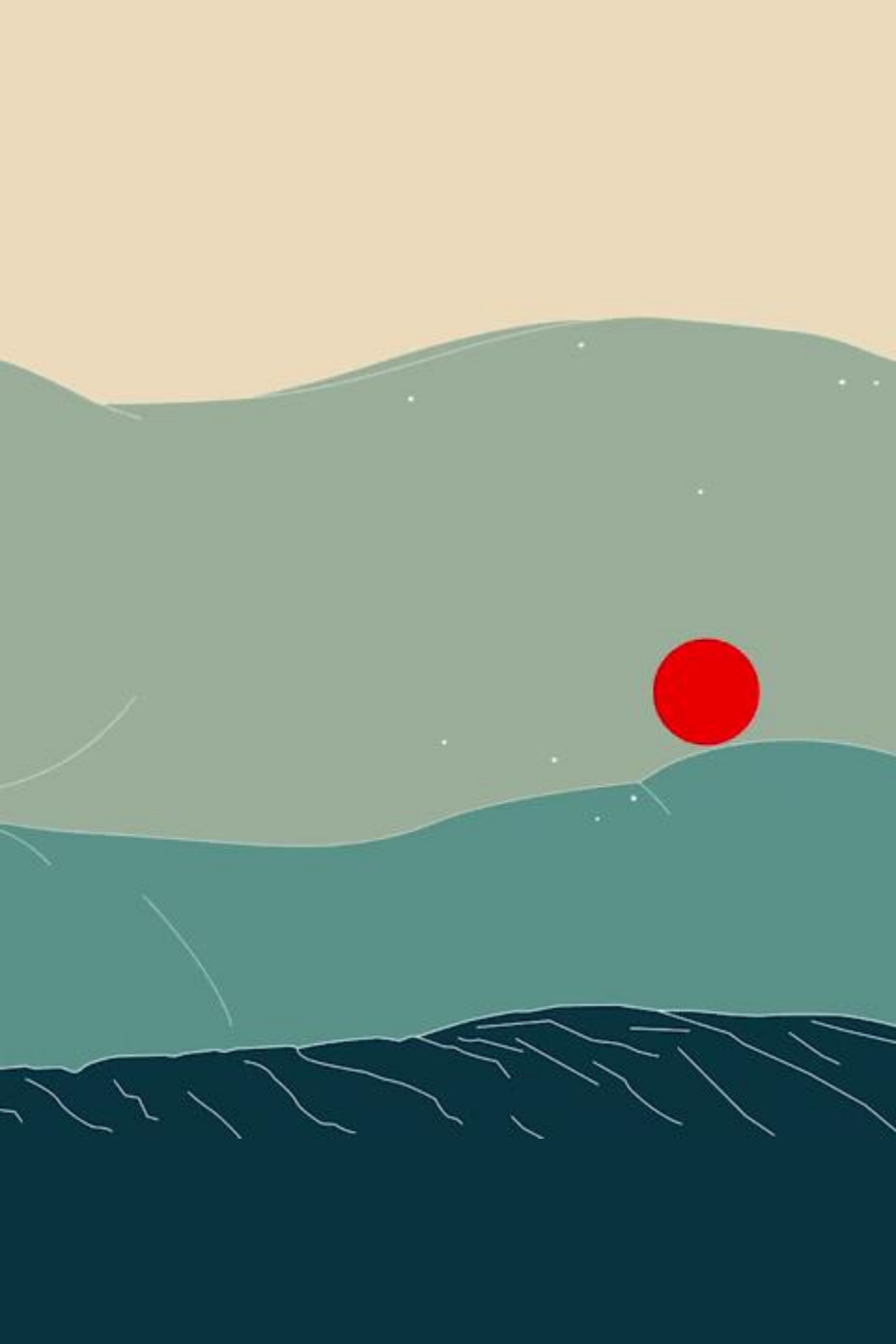
15 minutes



What meaning are you making from this discussion about equity, systemic and structural racism?

What are the inequities you are noticing in your context?

What do you know about how we can design for equity?



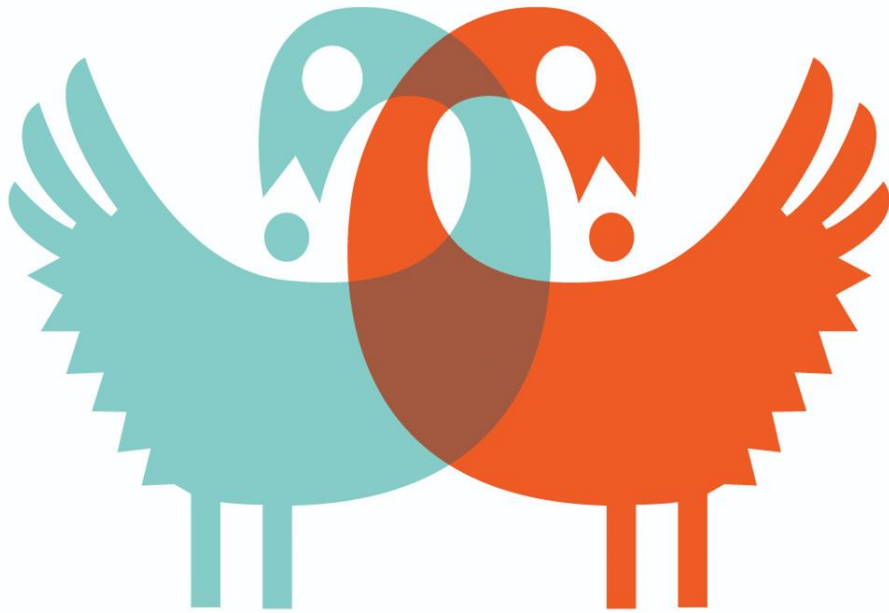
Stretch and breathe!



Leading for Equity

Understanding Our Social & Historical Context





SANKOFA

Return

Go

Look
Seek
Take

“It is not taboo to
fetch what has been
left behind.”

In order to move
forward we must go
back to our roots.





Never to forget **where**
we came from and always
praise the **bridges**
that carried us over.

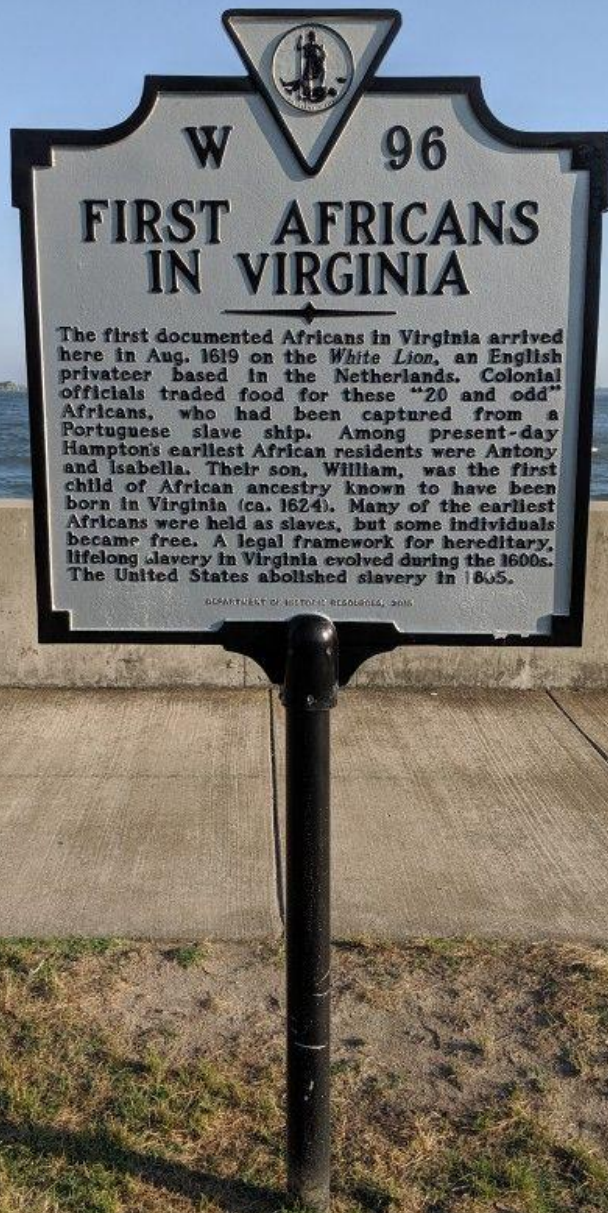
– *Fannie Lou Hamer*



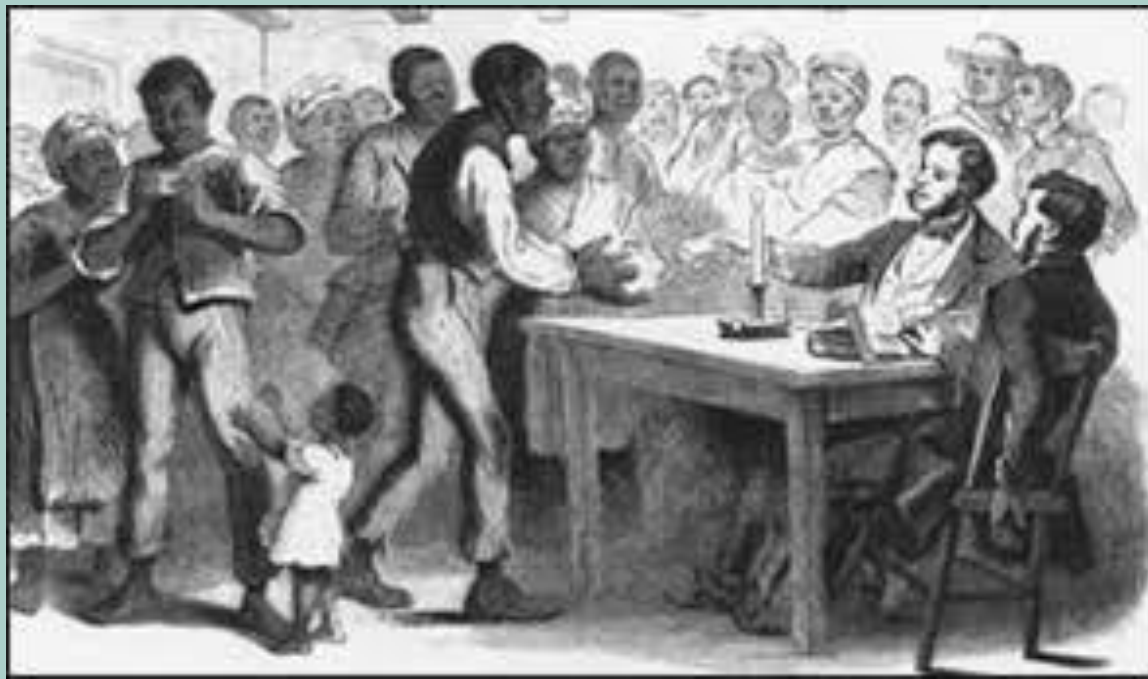
“History, as nearly no one seems to know, is not merely something to be read. And it does not refer merely, or even principally, to the past. On the contrary, the great force of history comes from the fact that we carry it within us, are unconsciously controlled by it in many ways, and history is literally present in all that we do. It could scarcely be otherwise, since it is to history that we owe our frames of reference, our identities, and our aspirations.”

James Baldwin





A Dutch-operated privateer, White Lion, carries 20-30 Africans who had been captured by a joint African-Portuguese raid against the Kingdom of Ndongo in modern-day Angola, making its landing at Point Comfort in the English colony of Virginia. The arrival of the enslaved Africans marks a new chapter in the history of the trans-Atlantic slave trade, which began in the early 1500s and continued into the mid-1800s.



“The Freedmen’s Bureau was established in 1865 as a way to integrate the recently freed slaves into the fabric of American society. It was felt that affirmative assistance was required to educate, feed, settle, and economically empower the individuals and families of these recently freed Black slaves and poor Whites after the Civil War.” <https://journalofethics.ama-assn.org/article/health-inequity-founding-freedmens-bureau-covid-19/2021-02>

Mix it Up!

In trios/quads (in breakout rooms)...

Each person picks a “card” from the pdf document, reads the event aloud, and makes a brief comment on what stands out. Then switch to the next person ...

1830s Most southern states have laws forbidding teaching people in slavery to read. Even so, around 5 percent become literate at great personal risk.



After all cards have been read, each person has 2 minutes to say what thoughts, feelings & questions these historical events raised for you.



What are your
reactions, responses,
connections?

What else would you
add?

Why is this important to
know and understand?



Leading for Equity

Organizational Team Application



Team Breakout

20 minutes



Think about listening as a leadership strategy/tool, notions of equity, and our history.

What sense are we making? What do these ideas prepare us for?
What are the implications of advancing racial equity in our organization?

What might this mean for us in the health sector?

Leading for Equity



Closing Moves





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)





Homework for Session 2

1. Continue preparing a Google Slide about yourself.
2. Reading: Article

Next Session: Wed, March 16, 9:30am - 12:00pm PST

Member interviews Feb-March





Whole Group

Highlights? Insights?

Appreciations!

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





THANK YOU EVERYONE!

