



February 16, 2022, 9:30AM-12:00PM

Racial Equity Community of Practice

Session Two Agenda


Intended Outcomes

1. Continue to sharpen an equity lens.
2. Continue to explore concepts related to race and systemic oppression and engage with historical events that shape current understandings and structural arrangements.
3. Consider how focal populations are situated relative to opportunity and how we might focus our work and strategies accordingly.

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?

Time	Content	Links & Notes
9:30 - 9:50	Opening Moves <ul style="list-style-type: none"> • Welcome Back • Land Acknowledgment • <i>Connections Activity: Pair Share</i> • Framing for the Session 	Virtual Cork Board Introductions Breakout room prompt: <ul style="list-style-type: none"> • <i>Take 3 minutes each to share the slide you created about yourself</i>
9:50 - 10:15	Constructivist Listening and Leading with the Why <ul style="list-style-type: none"> • Introduction to Constructivist Listening • <i>Breakout Rooms: Constructivist Listening</i> 	Breakout room 1 prompts: <ul style="list-style-type: none"> • <i>Think of a time you felt listened to. How did it feel?</i> • <i>When does it get difficult for you to listen well?</i> Breakout room 2 prompts: <ul style="list-style-type: none"> • <i>What is your "Why" for racial equity? How does it connect to your organization's "Why"?</i>
10:15- 10:45	What is Equity? <ul style="list-style-type: none"> • <i>Breakout Rooms: Meaning Making</i> 	Article: Race, Place, and Opportunity_pow... Breakout room prompts: <ul style="list-style-type: none"> • <i>What meaning are you making from the discussion on equity, systemic and structural racism?</i> • <i>What inequities are you noticing in the context of your work?</i> • <i>What do you know about how we can design for equity?</i>
10:45 - 10:50	Screen/Stretch Break	
10:50 - 11:20	Systems, Structures, and Oppression <ul style="list-style-type: none"> • How Did We Get Here? Sediment of History and the Impact of Systems 	History Cards.pdf

	<ul style="list-style-type: none"> ● <i>Breakout Rooms: Historical Timeline Activity</i> 	<p>Breakout room prompts:</p> <ul style="list-style-type: none"> ● <i>What emotions or reactions came up for you?</i> ● <i>Where in your body do you feel it?</i> ● <i>What's staying with you?</i>
<p>11:20 - 11:50</p>	<p>Application Time: Team Breakouts</p> <ul style="list-style-type: none"> ● <i>Breakout Rooms: Team Time</i> 	<p><i>Each team received a link to their own team time document in their email. Please contact Zoe So if you have trouble finding it.</i></p> <p>Breakout room prompts:</p> <ul style="list-style-type: none"> ● <i>Based on our discussion on constructivist listening, equity and our history, what might this mean for us in the health sector?</i> ● <i>What are the implications on advancing racial equity in our organization?</i>
<p>11:50 - 12:00</p>	<p>Closing Moves</p> <ul style="list-style-type: none"> ● Announcements, Reflections, and Next Steps ● Homework: Read Structural Racism excerpt ● Appreciations 	<p>Reflection Form</p> <p>Reading:</p> <p> Structural Racism and Community ...</p>