

# Welcome!

# Racial Equity Community of Practice - Session 4

April 20, 2022, 9:00-11:30am



[Recording Link](#)



NATIONAL  
**EQUITY**  
PROJECT



# **SNI Racial Equity Community of Practice**

**Session #4**

April 20, 2022

**Welcome!**



“

Hope is not the absence of despair. It is the ability to come back to our purpose, again and again.

**Alicia Garza**

Activist, Author,  
Co-founder of Black Lives Matter



# Getting Present

In pairs, greet your partner and introduce yourself if you're not already acquainted.

Please share a recent interaction, experience and/or an inspiration that returned you back to purpose. Why was that important for you?







## Today's Agenda

- Welcome and Connections
- Targeted Universalism
- Take-Aways & Insights from Emergent Strategy
- Team Time & Collective Meaning Making
- Closing Moves





# 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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# Targeted Universalism





# What is Targeted Universalism?

Targeted universalism is an approach for achieving equity that sets universal goals and identifies targeted strategies aimed at changing structures that impede attainment of the universal goals by particular segments of the population.





# What is Targeted Universalism?

Shorthand:

TU = Universal Goals +  
Targeted Strategies

More Common Approach:

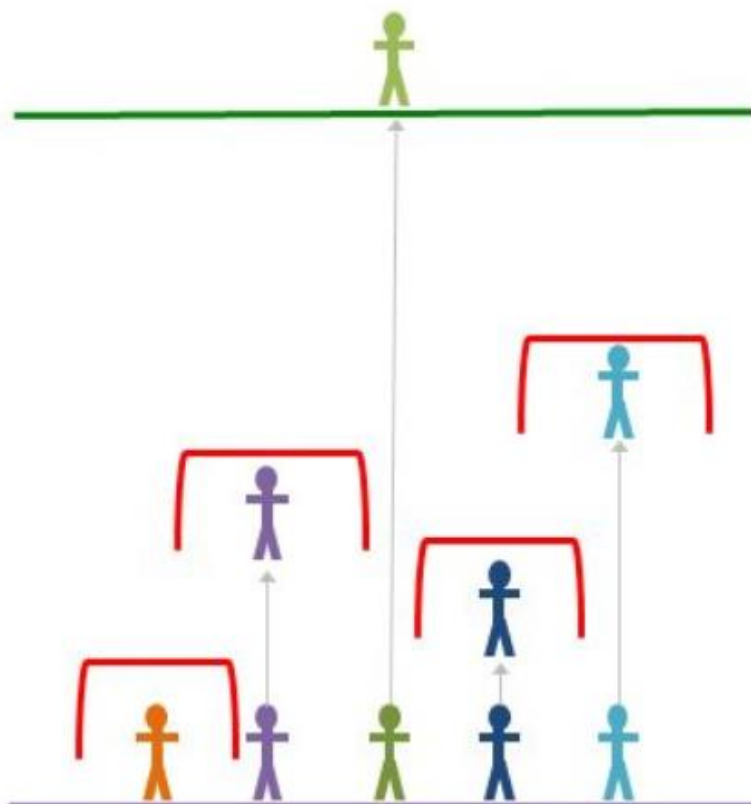
Universal Goals + Universal  
Strategies/Programs



# Video

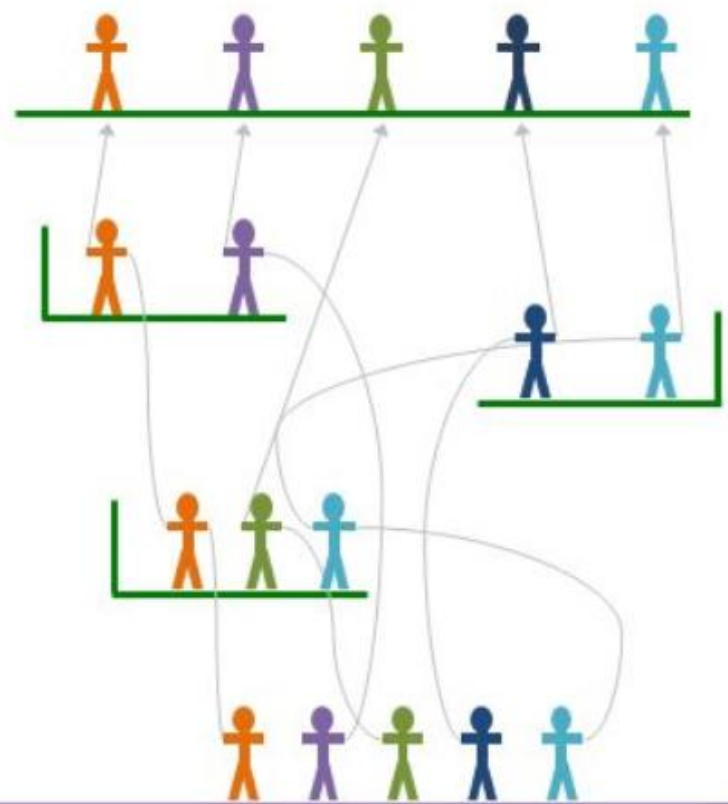
Curb Cut





Structural Inequity

VS.



Targeted Universalism

# Equity Considerations

- Know your focal populations and how they are situated relative to your goals
- Identify the structural and institutional arrangements / supports that facilitate and/or hold back attainment of goals for different populations
- Build off an analysis of the underlying conditions that contribute to inequities and target strategies that addressing those systemic conditions, not just their symptoms
- Target structures...not people







## **BREAKOUT (25 min)**

### **Mixed Groups**

#### **Discussion Prompt:**

What equity challenge are you tackling? How could targeted universalism be an effective strategy?





**Stretch and breathe!**



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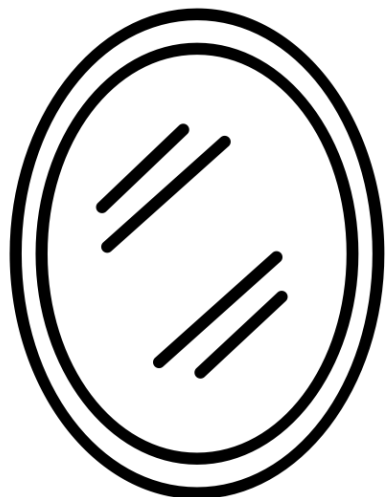
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# Emergent Strategy and Intentional Adaptation



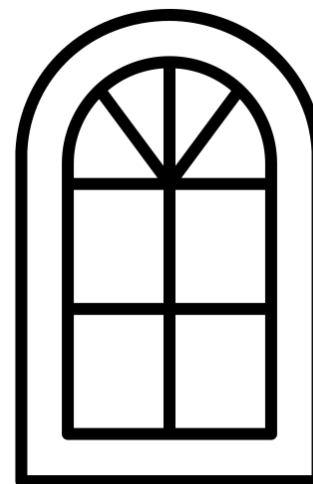


# Our Work Individually & Together in this Network...



## **LOOKING IN A MIRROR**

Insight into myself – what change will be required of me?



## **LOOKING OUT OF A WINDOW**

Insight into my context – What do I want to be different in California and healthcare as a result of this Community of Practice?





*Emergent Strategy:  
Shaping Change,  
Changing Worlds*

adrienne maree brown



# Big Ideas / Principles

- **Emergence & Emergent Strategy**
- **Complexity**
- **Change is Constant**
- **Being in Control vs. Having Influence**
- **Intentional Adaptation**
- **Leaping into the Unknown**



# Learning From Birds

Starlings murmuration consists of a flock moving in synch with one another, engaging in clear, consistent communication and exhibiting collective leadership and deep, deep trust. Every individual bird focuses attention on their seven closest neighbors and thus manage a larger flock cohesiveness and synchronicity (at times upwards of over a million birds).”

**Sierra Pickett**







“

There is an art to flocking: staying separate enough not to crowd each other, aligned enough to maintain a shared direction, and cohesive enough to always move toward each other. (Responding to destiny together.) Destiny is a calling that creates a beautiful journey.

maree brown

adrienne 

## IN BREAKOUTS (20 min)

### Discussion Prompts:

1. What concepts, principles resonate? Share a passage
1. What are the implications for you and your leadership?
1. What connections do you see to what we're up to as a CoP?



# Whole Group Connections

What came up in your  
conversations?







*How we live and grow and stay purposeful in the face of constant change actually does determine both the quality of our lives, and the impact that we can have when we move into action together.*



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# Team Breakouts





# Breakout In Teams

25 minutes



- Equity challenge you want to focus on
- What internal equity challenge might you want to address?
- What external equity challenge might you want to address?
- Engage in targeted universalism implications
- Enter ideas on JAMBOARD

# Whole Group Sharing & Connections



## Using a Jamboard

- What are the attractors?  
How are we flocking together?
- What is emerging with what this collective?

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**Closing**



# SNI Racial Equity Community of Practice

## Phase Two

### Community of Practice Liberatory Design and Action-Learning Sessions

Community members will be introduced to NEP's Liberatory Design Cycle and Mindsets and begin to practice short inquiry & action cycles in which design teams: **notice** something about the current state and opportunities for change; **define** the problem the team wants to address/learn more about; **ideate and test** ideas by conducting safe-to-learn experiments; and **reflect** on what happened to determine what to adjust.

### Phase Two Objectives:

1. Learn and apply a Liberatory Design Cycle in service of addressing equity challenge/problem of practice.
2. Design actions to take within your organizational team to address internal/external racial equity challenges.
3. Engage in bi-monthly inquiry cycles - share progress, learning, set backs, determine course corrections for the month ahead.
4. Engage in working with other organizations on collective equity aspirations.
5. Receive coaching support from NEP.





## **Whole Group**

Highlights? Insights?

Appreciations!





## 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!**

