



Welcome!

Racial Equity Community of Practice Session 5

May 17, 2022, 9:00am-12:00pm









SNI Racial Equity Community of Practice

Session #5

May 17, 2022

Welcome!



- 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





The Heart of Our Work Today

- Opening Moves
- Learning Journey So Far
- A Look Into Phase 2: Action and Learning
- Consultancy: Problem of Practice
- Introduction to Liberatory Design
- Closing Moves





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

Alicia Garza

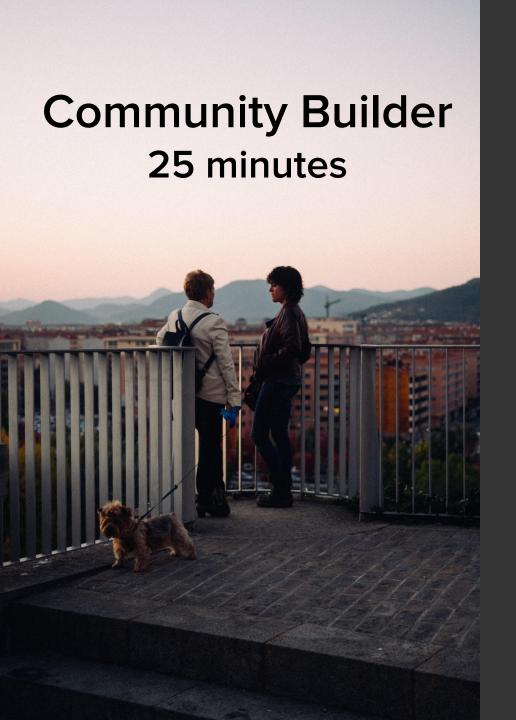
Activist, Author, Co-founder of Black Lives Matter



Community Builder







In quads, greet your partners and introduce yourself if you're not already acquainted

Review selected slides of past learning sessions

What stands out for you that will support your equity work going forward?



SNI Racial Equity Community of Practice

Collective Reflection



Collective Reflection & Setting the Context for Action-Learning



Workforce Equity



Equity of Care



Community Engagement



Leadership Development & Training



Organizational Strategy & Policies



Communications



Data & Metrics

Workforce Equity



Develop pipeline programs that support a diverse workforce

GME & Residency programs

Inclusive HR, hiring, advancement & retention policies for underrepresented staff

Hiring dedicated **DEI** staff

Training up community members

Employee demographics and diversity dashboards



Equity of Care

Social determinants of health

Integrate equity in quality improvement

Patient experience dashboard to track patient care & engagement

Eliminating health disparities



Community Engagement MM



Patient Advisory Council

Health Equity Advisory Council

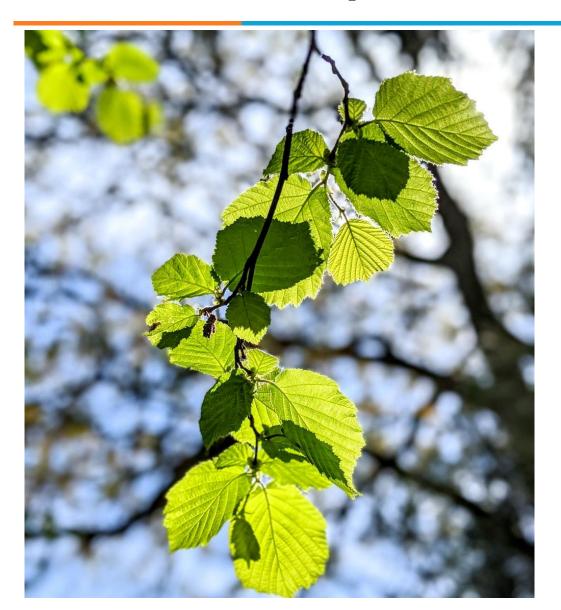
Community needs assessment into core decision-making

Striving to be an anchor institution

Environmental justice

Leadership Development & Training





Implicit bias trainings for executives & staff

DEI trainings (racism 101, cultural competency, microaggressions

Engaging DEI consultants and programs

Organizational Strategy & Policies



Equity-focused employee resource groups, affinity groups, & taskforces

Establish organizational committee structure for equity

Discrimination incident response team

Health equity as a pillar within the organization's strategic plan

Integrate equity across academic and health system



Communications



Cultural/heritage awareness celebrations

Health equity grand rounds

Normalize conversations about systemic oppression

Organizational communication materials, dashboards & rebranding

Organizational strategic plan & equity action plan



Data & Metrics III.

Data collection & patient-facing questionnaire on patient demographics

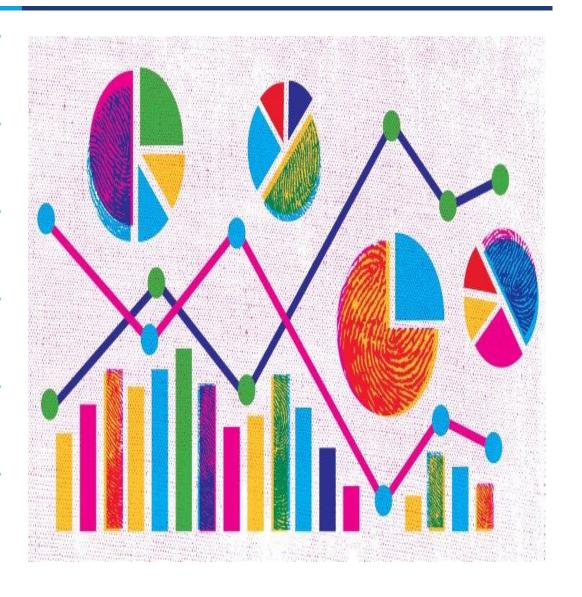
Standardize data collection (REAL, SOGI)

Using data on QIP metrics for disparities

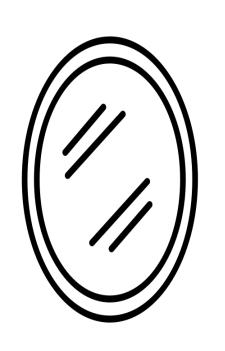
Office on data for equity

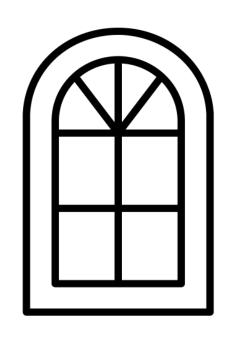
Clinical goals have equity sub-score in dashboard to inform decision making

Equity dashboard to drive equity in quality



Whole Group Reflection





Are there other domains or areas of focus that have emerged for you/your team?

Emerging Equity Challenges

engagement burnout strategic plan diversity trainings data & metrics staff wellness Equity of communications retention dashboards grievance process inclusive hiring organizational assessments burnout strategic plan data & metrics culture staff wellness from the strategic plan trust communications communications community staff wellness grievance process inclusive hiring organizational assessments burnout strategic plan data & metrics culture staff wellness social determinants of health grievance process inclusive hiring DEI trainings org structure

Emerging Internal Equity Challenges



Workforce Equity:

- Organizational assessments to identify gaps/inequities
- Inclusive hiring, employee advancement, engagement, retention & culture of belonging
- Increase diversity of staff and providers that represent patients & communities served
- Staff wellness and fatigue/burnout
- Pay equity

Emerging Internal Equity Challenges



Organizational Strategy & Policies:

- Org structures and leadership (C-suite) commitment/buy-in
- Integrate equity in performance eval & incentive plans
- Compassionate complaint & grievances process to address discrimination incidents
- Embed equity in organizational mission & strategic plan as a priority
- Establish Office of Equity to sustain change and resources

Emerging Internal Equity Challenges

Leadership Development & Trainings:



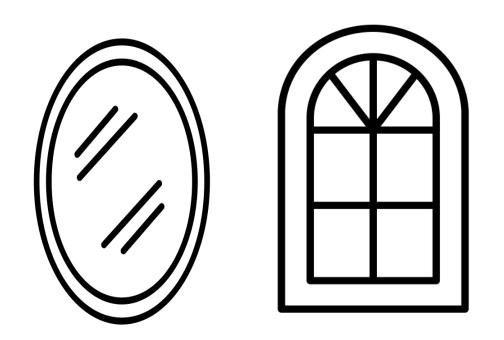
- Scalable DEI trainings & education for all staff to normalize conversations about systems of oppression
- •Communications:
 - o Equity communications strategy
- Data & Metrics:
 - Establish diversity & equity dashboards (metrics)

Emerging External Equity Challenges

• Equity of Care:

- Eliminate health disparities & social determinants of health
- Improve healthcare access
- Focus on re-entry and justice-involved population
- Build knowledge about race-conscious medicine
- Collective UC front to advance equity
- Community Engagement:
 - Building trust & shared decision-making with patients and community stakeholders
 - Engage county managers and Board of Supervisor

Whole Group Reflection



What stands out to you that we can take with us into the action-learning phase?

Think about whether you would be interested in taking collective action on a particular equity challenge.

SNI Racial Equity Community of Practice

Phase 2: Action Learning



SNI Racial Equity Community of Practice

Purpose

Through *collaborative learning and action*, the SNI Racial Equity Community of Practice aspires to reimagine and invest in a new future of education and learning by using a racial equity lens in our equity goals, strategies and practice.

Phase 2: Action Learning Intended Outcomes

- 1. Identify and commit to taking action within your organizational teams to advance racial equity internally and/or in your external health field goals.
- 2. Learn and apply a Liberatory Design Cycle in service of addressing equity challenges/problems of practice.
- 3. Engage in inquiry cycles at each monthly session focused on what was learned from the actions taken and adjusting actions for the next month.
- 4. Seek, engage and commit to opportunities to build multiracial solidarity in service of producing a dividend/collective equity aspirations.



Bi-Monthly Session Design Template

Gather Together	OPENING MOVES
Building Solidarity Within Our Community (personal) (imaginal/affective)	MY + OUR EQUITY LEADERSHIP - Self-Awareness, Story-Telling & Personal Development (individual, in racial and role affinity and across-affinity) - Opportunity to notice and reflect
New Inputs/Content (conceptual- practical)	NEP Leading for Equity Framework Content - Equity/Antiracist Leadership - Complexity - Liberatory Design
Public Learning & Sharing collective) (affective - practical)	 LEARNING SPOTLIGHTS OR TEAM PROTOCOL (Consultancy/Tuning/Appreciative Inquiry) Opportunity for us to bring in examples/voices from the field Opportunity for teams to share a racial equity practice/artifact/insight for the assessment matrix Opportunity for teams to receive feedback and/or thought partnership about a direction their inquiry is leading
Action Learning Clusters (cross-organizational) (practical)	- Plan, Share, Reflect and Support Each Others' Action Learning Cycles (team-based inquiry, public learning, sharing, design and action)
Cross-Community Exchange	Highlights and Next Steps
Closing Moves	Intersession Work Appreciations/Reflections



Pair Share

What will be required of me, of us?





Stretch Break!



SNI Racial Equity Community of Practice

Problem of Practice



Consultancy Protocol

Help a member of the CoP think through and get support for a challenge or dilemma in their practice

Two members will present

- Member presents the situation/problem and what they want help thinking about (3 min)
- 2. Group members ask questions for clarification (5 min)
- 3. Group discusses the dilemma with ideas on what the presenter could do; presenter is silent, listens, and takes notes (5 min)
- 4. Presenter responds with what resonated from what was heard and what action(s) to consider taking (2 min)



SNI Racial Equity Community of Practice

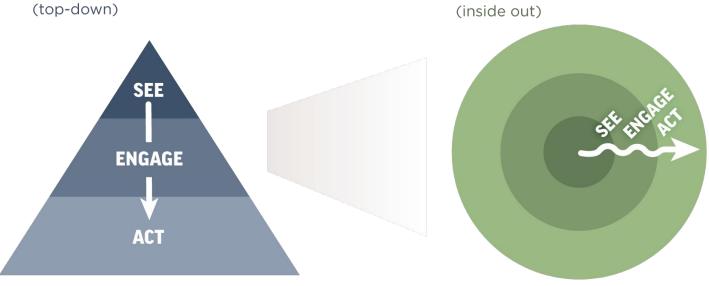
Liberatory Design Overview



Reimagine Leadership

Traditional leadership

Controlled approach



SEE: Order & control

ENGAGE: Hierarchical management

ACT: Directing strategy and plans

SEE: Recognize root causes of inequity in complex systems

Equity leadership

Emergent approach

ENGAGE: "Hosting", listening, paying attention to people's experiences, distributed leadership

ACT: Create conditions for collective sense-making & agency

Equity Leadership as inside-out

SEE

How we see the world, practice self-awareness, and understand the territory we're navigating

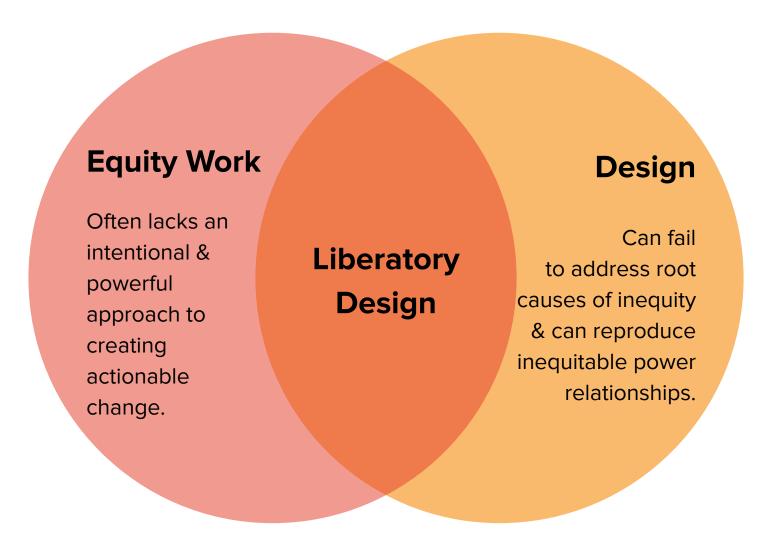


ENGAGE

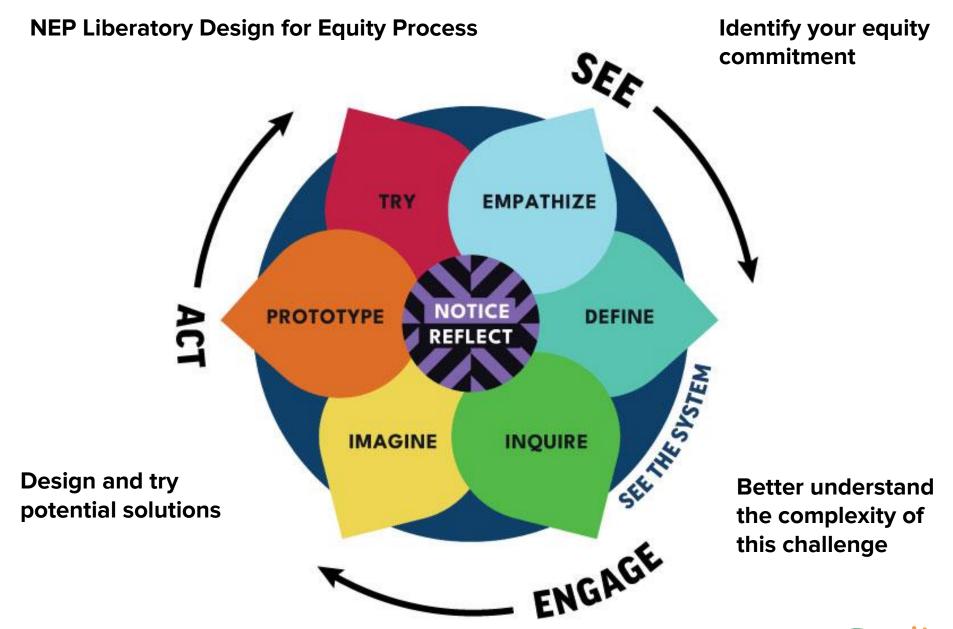
How we show up and engage relationally, how we listen, build relationships, and create strong containers for complex equity challenges

ACT

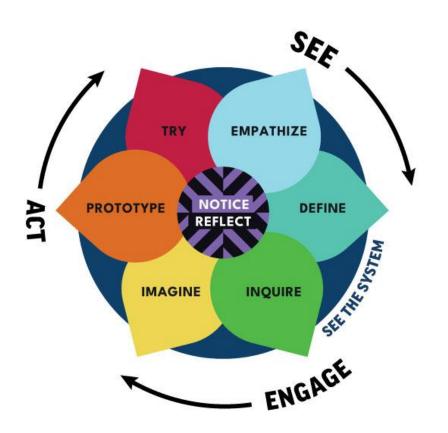
How we design, implement, learn from, and decide on actions to address equity concerns



An equity-based, human-centered process to generate breakthrough solutions to address exclusion and inequity.







Key Parts of the Liberatory Design Process

Liberatory Design Mindsets: (Not pictured) Mindsets that can be used creatively to invoke stances and values to ground and focus your design practice.

Liberatory Design Modes: Ways to provide process guidance for your design practice.

See, Engage, Act: Equity leadership stances that encourage a non-hierarchical, inside-out, and emergent approach to support transformation to more liberatory and resilient systems.

LIBERATORY DESIGN MINDSETS



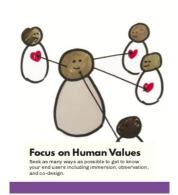
Equity is both a goal and a process.

Addressing equity and inequity requires new mindsets and intentions.



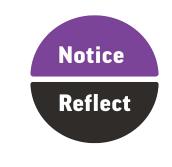
Liberatory Design Mindsets



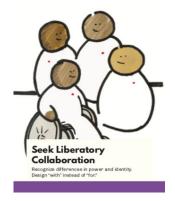




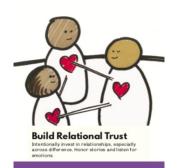




Equity is **both** a goal and a process.

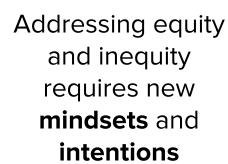


for liberatory design thinking.



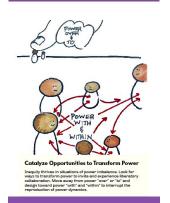
















SNI Racial Equity Community of Practice

Closing





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!

