Catalyzing Institutional Transformation:

Supporting Equity and Inclusive Excellence using a Social Justice Lens

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April 23, 2021

MC/NL, 1 min

Today's Check-In

In the chat, please share...

One word or phrase that describes how you are showing up today.

Today's Agenda

- Setting an Intention
- Land Acknowledgement, Norms, and Practices
- Review of the impact of inequitable practices, policies, procedures and norms on institutional growth potential
- Review the structural barriers to catalyzing change for equity and inclusion within an institution
- Review strategies to catalyze change using a social justice lens
- Debrief and Closing

MC, 1 min

Group Exercise: Setting an Intention

Land Acknowledgment

- We are occupying the ancestral lands of the **Matinecock, Rockaway, Lenape** and **Canarsie, Shinneock, Matincock Peoples**.

- We pay respects to their elders past and present. Please take a moment to consider the many legacies of violence, displacement, migration, and settlement that bring us together here today.

- Take a moment to think about why this historical understanding and framework especially matters to the EIC's work. **What do we understand to be the legacy of American policy that has led to dispossession of land and health? How might we begin the process of deep reflection and action to redress this harm?**

- Unsure which lands you sit on? Visit https://native-land.ca as a starting point.

MATINECOCK, ROCKAWAY, LENAPE, and CANARSIE

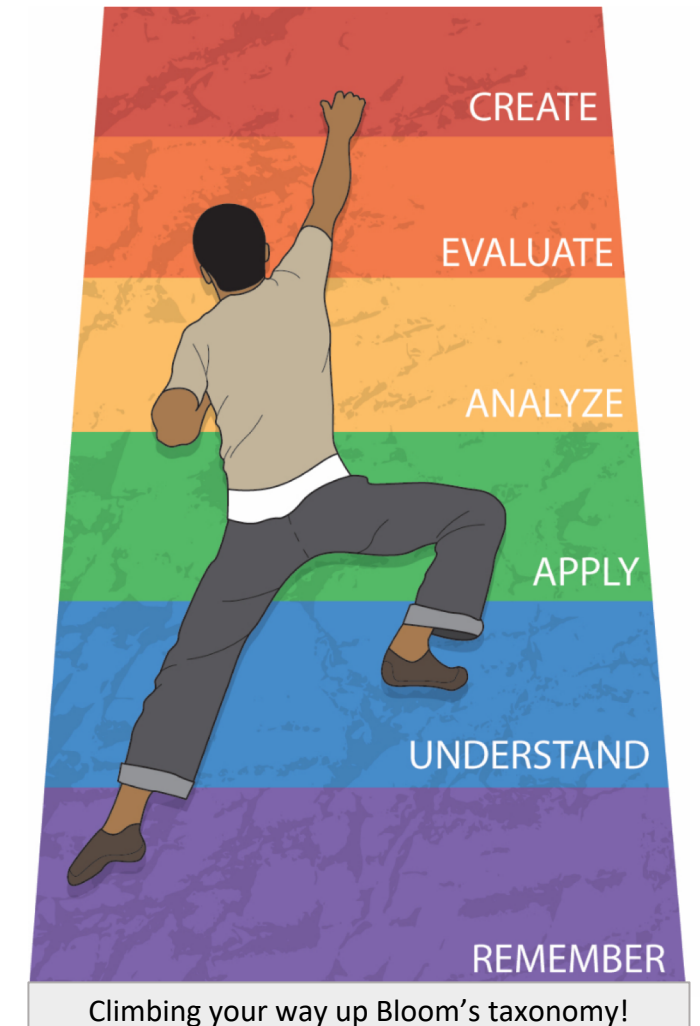MC 1 min
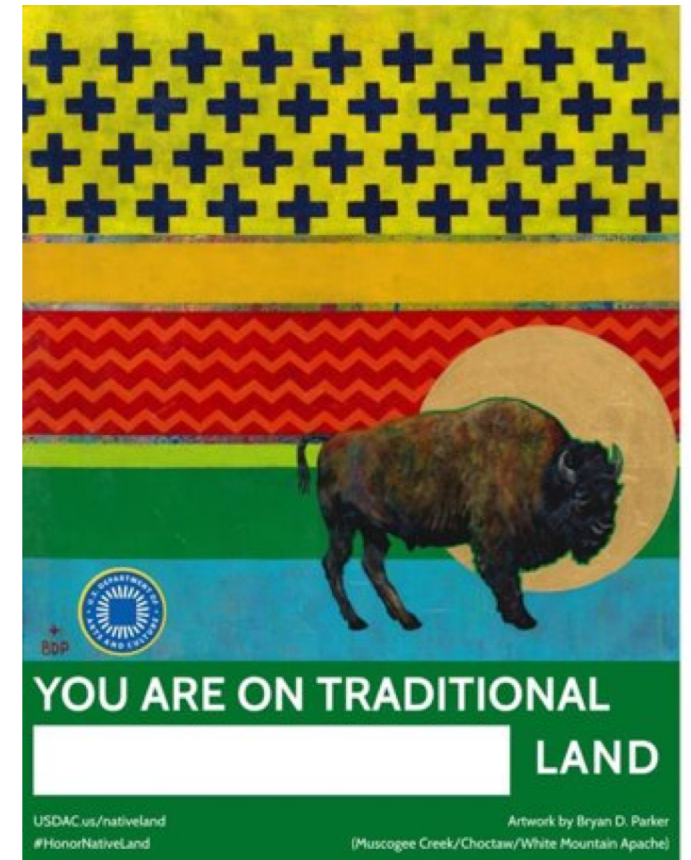
Engaged Humility Practices

Hold in your mind and heart the practice you will focus on today:

1. **Differentiate** between safety and comfort.
2. **Accept discomfort** as necessary for social justice growth.
3. **Speak authentically** from personal experience; speak your truth.
4. **Be fully present**. Listen respectfully; seek to understand; listen harder when you initially disagree.
5. **Notice your own defensive reactions** and attempt to use these reactions as entry points for gaining deeper self-knowledge rather than as a rationale for closing off.
6. **Assume good intent**; explore the (un)intended impact of comments and behaviors.
7. **Commit to unlearning "learned helplessness."** Be proactive in educating yourself. Notice the ways in which you react to being unclear about expectations and be mindful about the work you expect others to do for you.
8. As you listen to people share, **recognize your social positionality** (e.g., race, class, gender, sexuality, ability), and how it informs your perspectives and reactions to the facilitators and co-participants

MC, 1 min
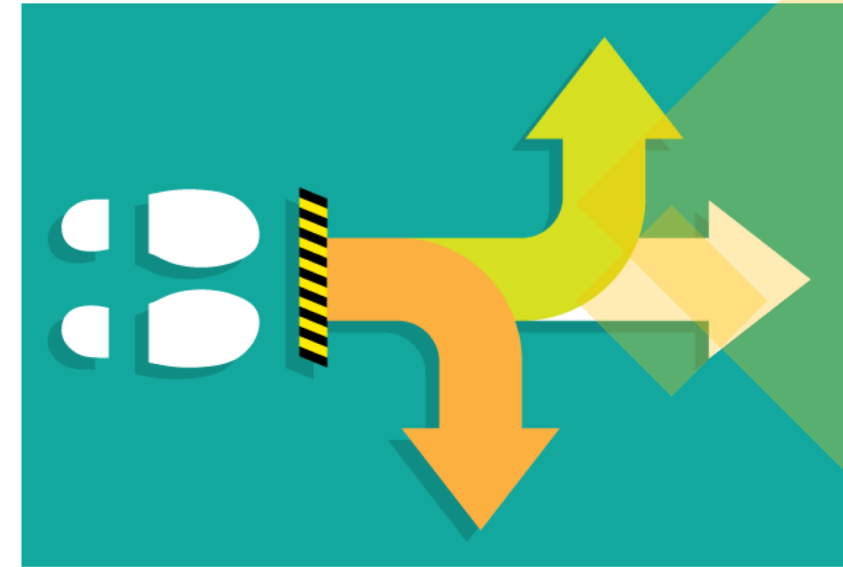
Today's Learning Outcomes

- Describe the impact of inequitable practices, policies, procedures and norms on institutional growth potential.

- Describe the structural barriers to catalyzing change for equity and inclusion within an institution.

- Identify and incorporate key strategies to catalyzing change through a social justice lens.

CREATE

EVALUATE

ANALYZE

APPLY

UNDERSTAND

REMEMBER

Climbing your way up Bloom's taxonomy!

NL, 1 min

The IOM report found that[1,2]:

- Disparities in health care exist and are associated with worse health outcomes.

- Health care disparities occur in the context of broader inequality.

- There are many sources across health systems, providers, patients and managers that contribute to disparities.

- Bias, stereotyping, prejudice and clinical uncertainty contribute to disparities.

- A small number of studies suggest that racial and ethnic minority patients are more likely to refuse treatment.
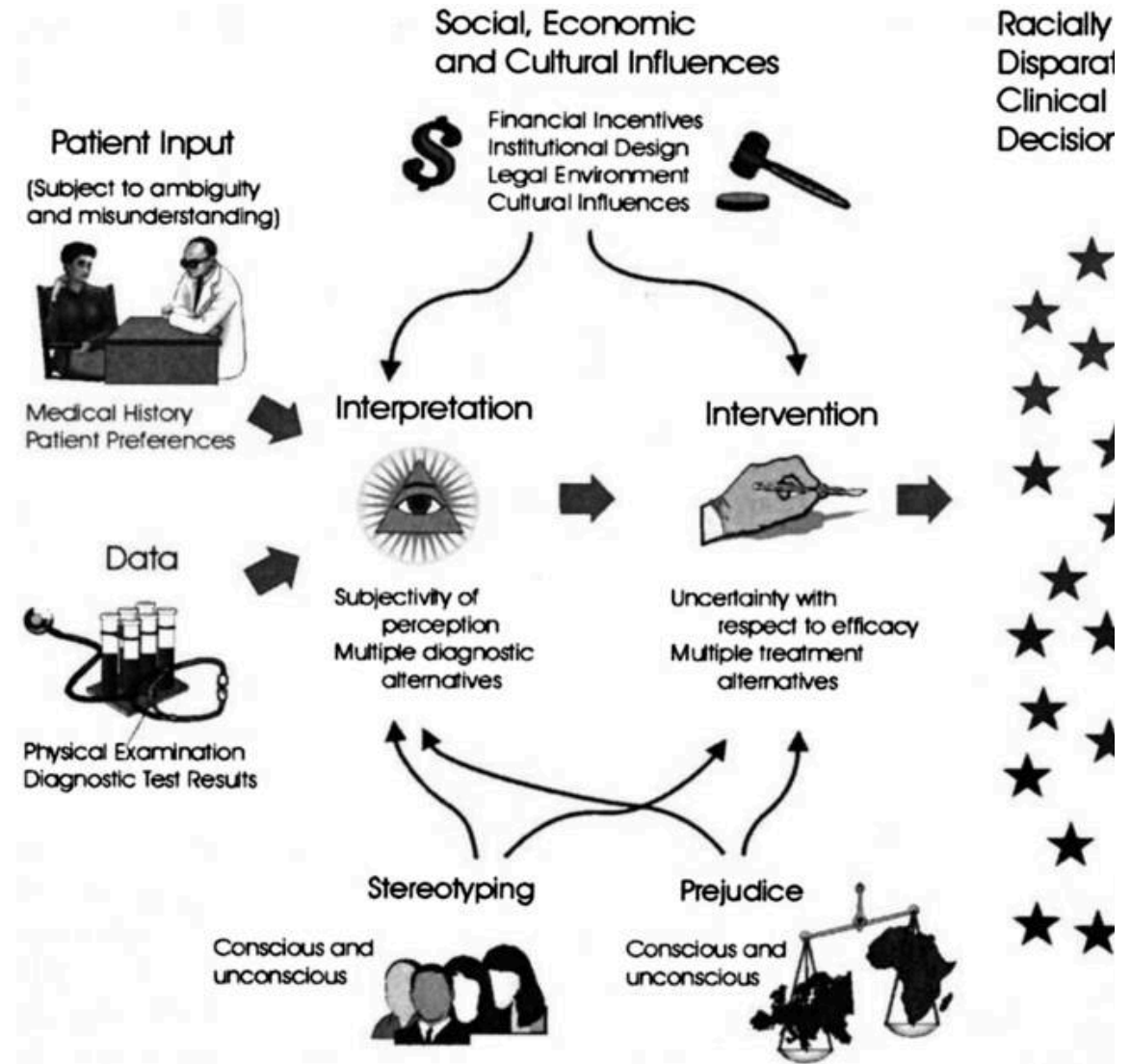
1. AMA statement: Reducing health disparities in healthcare. Available at: https://www.ama-assn.org/delivering-care/patient-support-advocacy/reducing-disparities-health-care; Accessed April 4, 2021; 2. Riley WJ. Health disparities: gaps in access, quality lability of medical care. *Trans Am Clin Climatol Assoc*. 2012;123:167-174.

MC 3 min

Social Determinants of Health

Figure 1
Social Determinants of Health[1]

Economic Stability	Neighborhood and Physical Environment	Education	Food	Community and Social Context	Health Care System
Employment	Housing	Literacy	Hunger	Social integration	Health coverage
Income	Transportation	Language	Access to healthy options	Support systems	Provider availability
Expenses	Safety	Early childhood education		Community engagement	Provider linguistic and cultural competency
Debt	Parks	Vocational training		Discrimination	
Medical bills	Playgrounds	Higher education		Stress	Quality of care
Support	Walkability				
	Zip code / geography				

Health Outcomes
Mortality, Morbidity, Life Expectancy, Health Care Expenditures, Health Status, Functional Limitations

KFF
HENRY J KAISER FAMILY FOUNDATION

From midtown Manhattan to the South Bronx in New York City, life expectancy declines by 10 years [2]

1. Arrtiga et al. Disparities in Healh and Health Care: Five Key Questions and Answers. Available at: https://www.kff.org/racial-equity-and-health-policy/issue-brief/disparities-in-health-and-health-care-five-key-questions-and-answers/ ; Accessed April 3, 2021; 2. The Moral Determinants of Health. *JAMA*. 2020;324(3):225-226. doi:10.1001/jama.2020.11129

MC, 3 min

DEI Efforts begin at Critical Self-Awareness

If you don't see yourself, you can't understand your impact on others.

- Why does your story matter?
- Critical self-awareness is a primary component of interacting effectively across difference, adequately addressing DEI issues in work, training, teaching, or learning spaces, and enacting a commitment to equity

NL, 2 min

Pay Attention Now (PAN): A tool for honing your anti-oppression lens

- Involves intentionally observing and noticing your own and others' behaviors, comments, and feelings

- PAN-ing all around us (*and inside of ourselves*) increases our ability to notice the patterns of treatment and experiences of members of both dominant and subordinated groups

- Understanding that you have social identities that frames how you are experiencing a space

NL, 2 min

# Social Intersecting Identities and Positionality

Social identity is a person's sense of who they are based on their group membership(s). See the identity wheel to the right for examples.

Positionality asserts that how you understand the world is *influenced by your* own social position <u>in relation</u> to the people you are live work, and/or are in community with.

Intersectionality a lens, a prism, for seeing the way in which various forms of inequality often operate together and exacerbate each other

MC, 3 min

Mapping Salient Identities
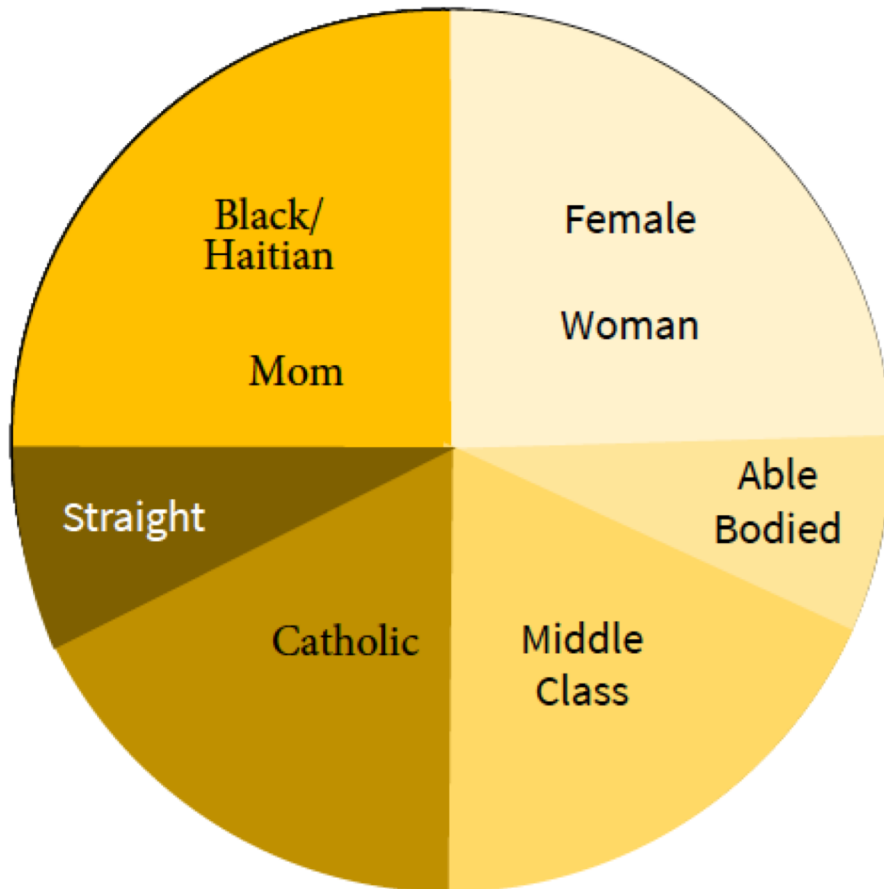
Race/Ethnicity	Black/Haitian
Sex	Female
Gender Identity	Cis-woman
Ability Status	Currently able-bodied
Class/SES	Middle Class
Religion/Spirituality	Catholic
Sexual Identity	Straight
Other	Mom, 1st gen

MC, 3 min

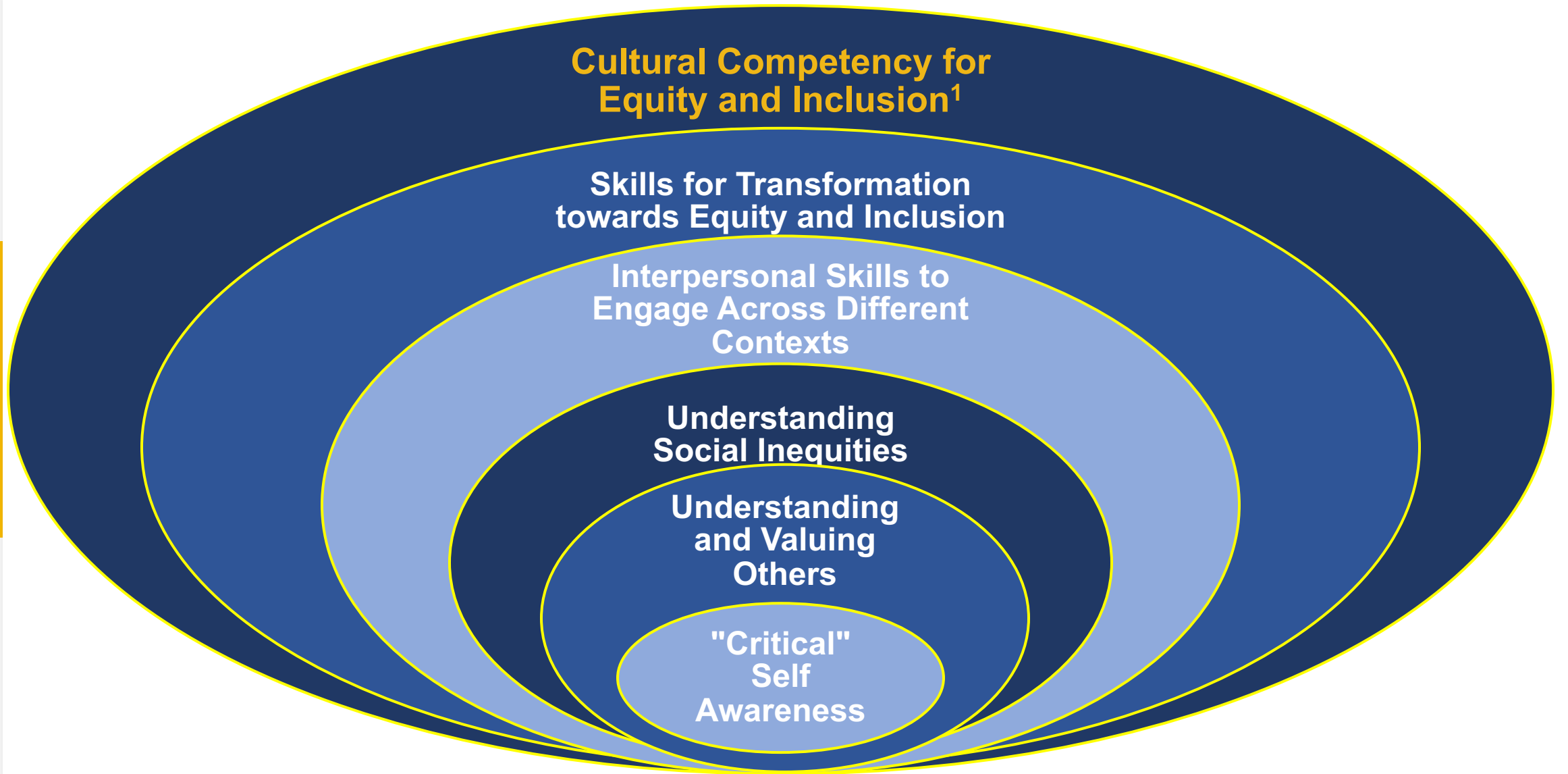# Jamboard Critical Self-Reflection and PAN-ing Exercise

1) Click the link, shared in the chat to join our Jamboard.

2) Respond to the prompts on each slide using sticky notes

REMINDER:
- Use your PAN-ing techniques to notice patterns of dominance and marginalization
- Note your social location and position within this virtual activity

NL/MC 10 min

Images from PPT's Creative Commons library

Understanding Structural Barriers to Full Inclusion and Belonging

- Critical social justice framework for equity, belonging, and justice efforts
- Understanding structural hierarchies and why they pose barriers to equity, belonging and justice work
- Systemic oppression and the "isms"
  - Building competency in racial, equity and justice literacies
  - Implicit bias, systemic racism, microaggressions and other isms that impact health outcomes

NL 3 min

Cultural Competency for Equity and Inclusion[1]

Skills for Transformation towards Equity and Inclusion

Interpersonal Skills to Engage Across Different Contexts

Understanding Social Inequities

Understanding and Valuing Others

"Critical" Self Awareness

MC [2] min

an D. Cultural Competency for Equity and Inclusion: A Framework for Individual and Organizational Change. Issue 1, April 2020; pp 6-24

INTENTIONAL   UNINTENTIONAL

INDIVIDUAL
individual acts of prejudice, ignorance, or hatred

INSTITUTIONAL
Institutional policies, practices, and laws

SOCIETAL/CULTURAL
social norms, roles, rituals, language, music and art

BETWEEN
GROUPS

INTERNALIZED

MC 2 min

Institutional Transformation for Equity and Inclusion Work at St. John's

Task Force of stake-holders (Centering the margins)

Create Data-driven Equity-minded strategic priorities

Develop Equity-minded communication plan

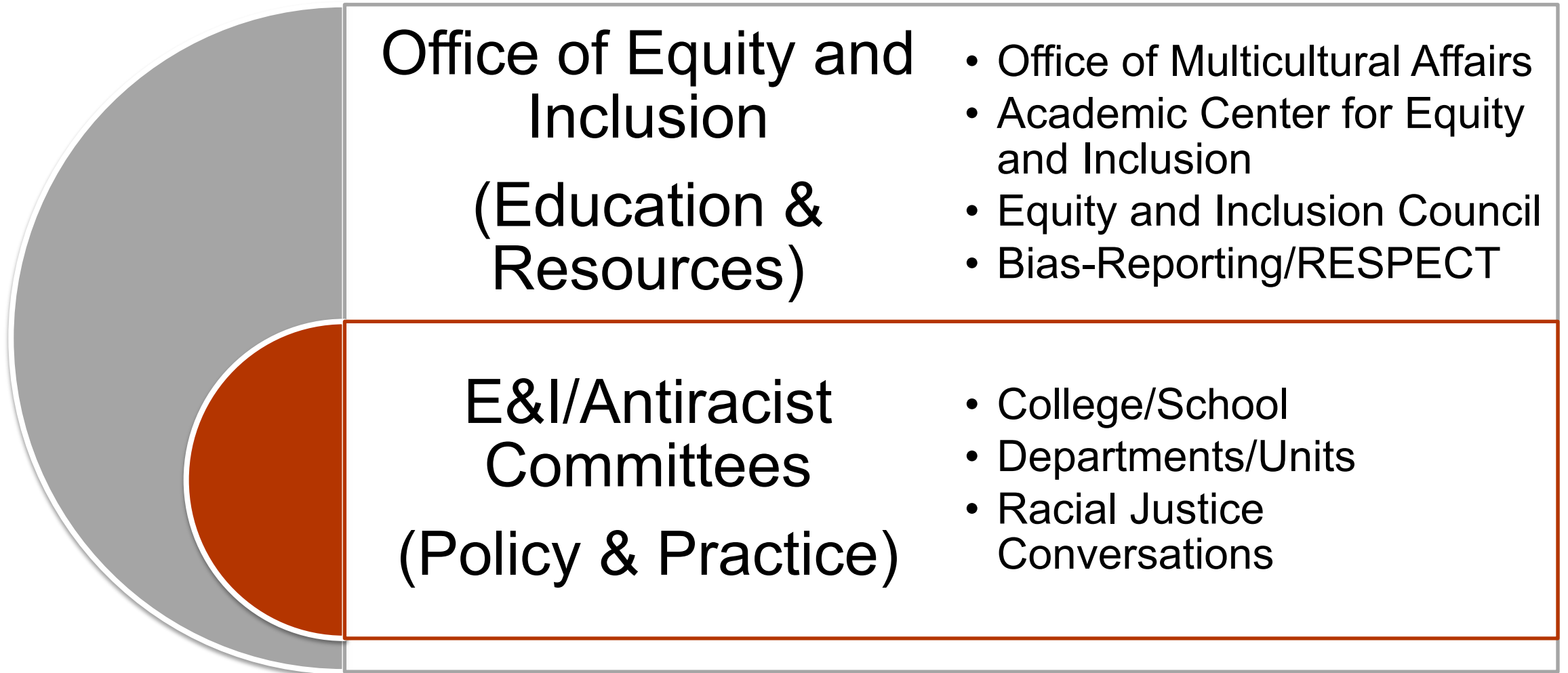**Truth and Reconciliation** ————————————————→ **Equity, Belonging and Justice**

Understand scope of the issues (Historical & current perspectives)

Community building around common goals and needs

Investment in the sense of well-being for those doing the work

MC, 3 min

Equity and Inclusion work at St. John's

Office of Equity and Inclusion

(Education & Resources)

- Office of Multicultural Affairs
- Academic Center for Equity and Inclusion
- Equity and Inclusion Council
- Bias-Reporting/RESPECT

E&I/Antiracist Committees

(Policy & Practice)

- College/School
- Departments/Units
- Racial Justice Conversations

NL, 3 min

Key strategies to Catalyzing Institutional Transformation

- Adapt a Critical Social Justice Lens
  - Center those who are marginalized at intersections of their identities
- Ensure alignment of mission/vision/goals with critical social justice values
- Develop equity-minded priority setting and strategic planning
- Build community to cultivate sense of belonging and trust
- Implement equity-minded practices (PAN-ing as core skill)
- Provide education that leads to action/change
- Cultivate climate of agency and ownership

NL, 3 min

Closing Debrief & Reflection

- Frye's Birdcage: a metaphor for the interlocking forces of oppression

- Failure to address healthcare disparities harms us all

- As healthcare practitioners, and as HUMANS, this is work we all must do

- **"If you have come here to help me you are wasting your time, but if you have come because your liberation is bound up with mine, then let us work together." - Lilla Watson,** visual artist, activist and academic working in the field of Women's issues and Aboriginal epistemology.

MC/NL 3 min