

Advancing Health Equity

1/11/23

BLACK

LIVES

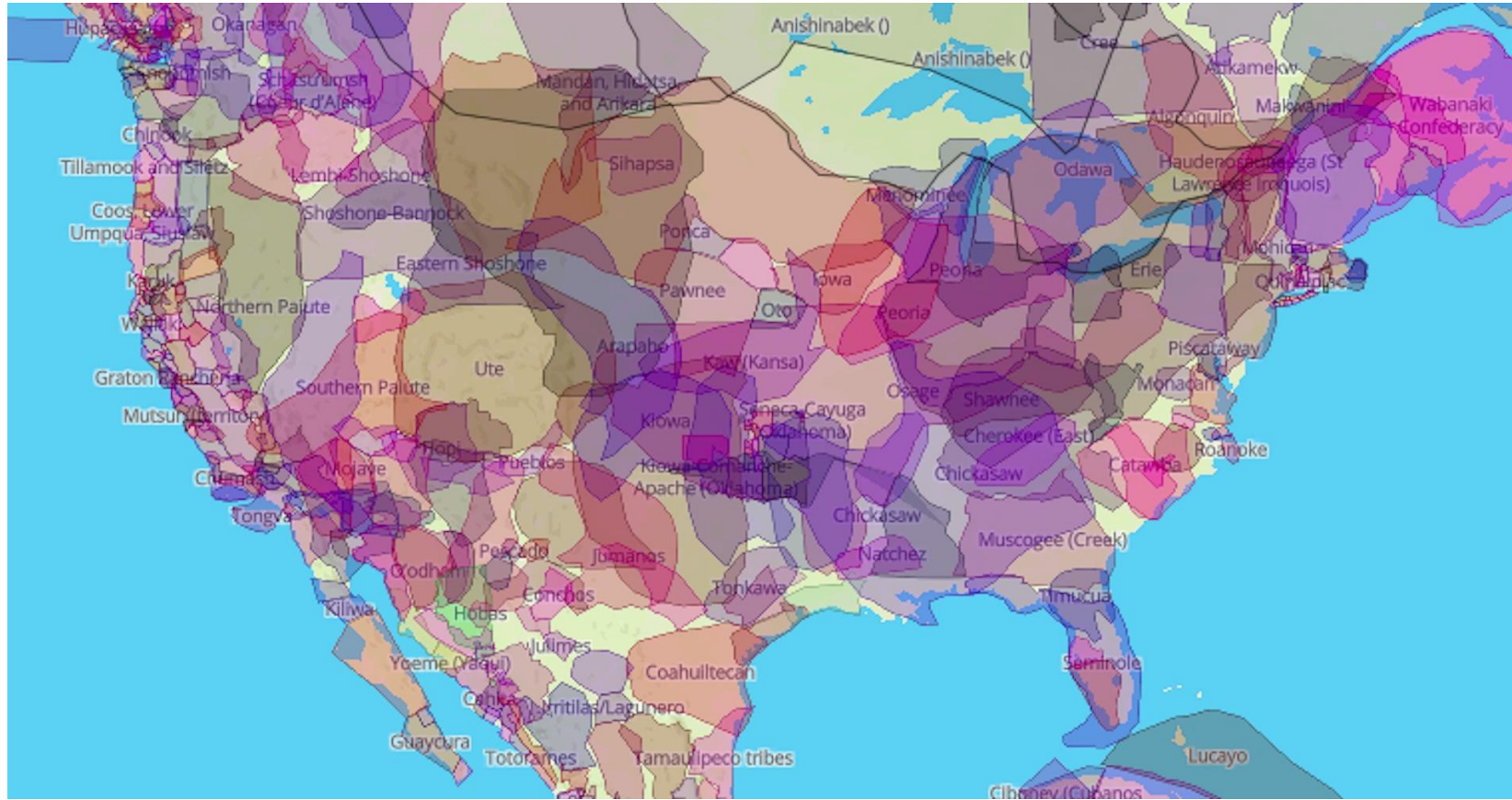
MATTER



THE JUSTICE COLLECTIVE



Land Acknowledgement



Land Acknowledgement





Day 1 - Intro to TJC & Team

Day 1 Agenda - Orientation



- Orientation to TJC
 - Introduce TJC
 - Introduce Team
 - TJC's Approach
 - Equity Principles
- Inter-Team Relationship Building



MISSION

Transform organizations by unlocking and uplifting the abundance within.

VISION

Our vision is a liberated world in which we work together to dismantle systems of anti-blackness, white supremacy, and oppression. Power is equitably distributed, leadership is empathetic, and justice is a collective responsibility. A liberated world requires that the conditions exist for self-determination and prosperity irrespective of race, gender, class, sexual orientation, ability, or nationality.

The Justice Collective (TJC)

is a cross-sector, social impact consultancy with interdisciplinary expertise. Founded in 2015 in Oakland, CA, by Danielle DeRuiter-Williams, Lena Carew, and Ellie Tumbuan, TJC is 100% owned by women of color.

TJC invests in equity, diversity, and inclusion to tackle organizational challenges and leverages opportunities for impact with our clients. We have particular expertise across the educational, government, non-profit, and private sectors.

Our work focuses and supports organizations to take bold action towards a just and liberated society, starting with the people at each organization we work with and guiding them from where they are to where they want to go.

VALUES

- Abundance • Collaboration
- Radical & Empathetic Leadership • Transformation

Each of these values is integrated into our central organizing principles of EQUITY and JUSTICE.

Meet the Team



ADVISOR



Ellie Tumbuan

About Ellie!

- Uses she/her pronouns
- Just your average Midwest-born, California-raised, multiracial, queer, neurodivergent Gen Xer!
- Intensely curious recipe developer
- Proud Dog Mom to Max and Gibson
- Discovered karaoke as an introvert and has never looked back

About Jenna!

- Uses she/her pronouns
- Lives in Colorado Springs, CO on Ute land
- Loves to cook, read, binge watch Netflix
- Dog mom to Frosty, Robbie, and Wren :)
- Self-identified comedian LOL



LEAD CONSULTANT

Jenna Ortiz

Meet the Team



SENIOR CONSULTANT



Marjorie Stamper-Kurn

About Marjorie!

- Uses she/her pronouns
- Lives in Oakland, CA on Ohlone land
- Loves to travel the world AND stay at home with a good cup of tea -- just not at the same time
- Goals for the year: spend more time on the trails in the East Bay hills

About Daniela!

- Uses she/her pronouns
- Born and raised in Queens, NY living on Munsee Lenape land
- Loves experimenting in the kitchen and spending time outdoors
- Goals for the year: more concerts, dancing, and deep belly laughs with friends and family



Daniela Porcelli

ASSOCIATE CONSULTANT



Our Approach

Our approach to organizational transformation:



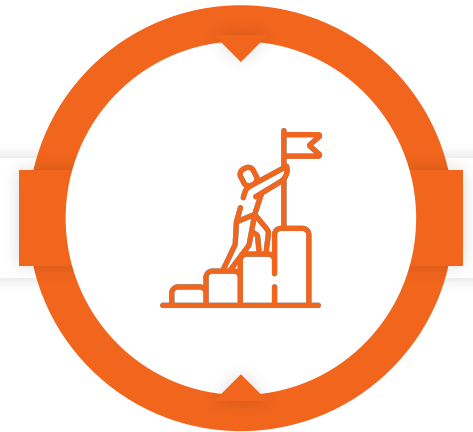
Centers racial and social equity strategies



Prioritizes internal capacity building

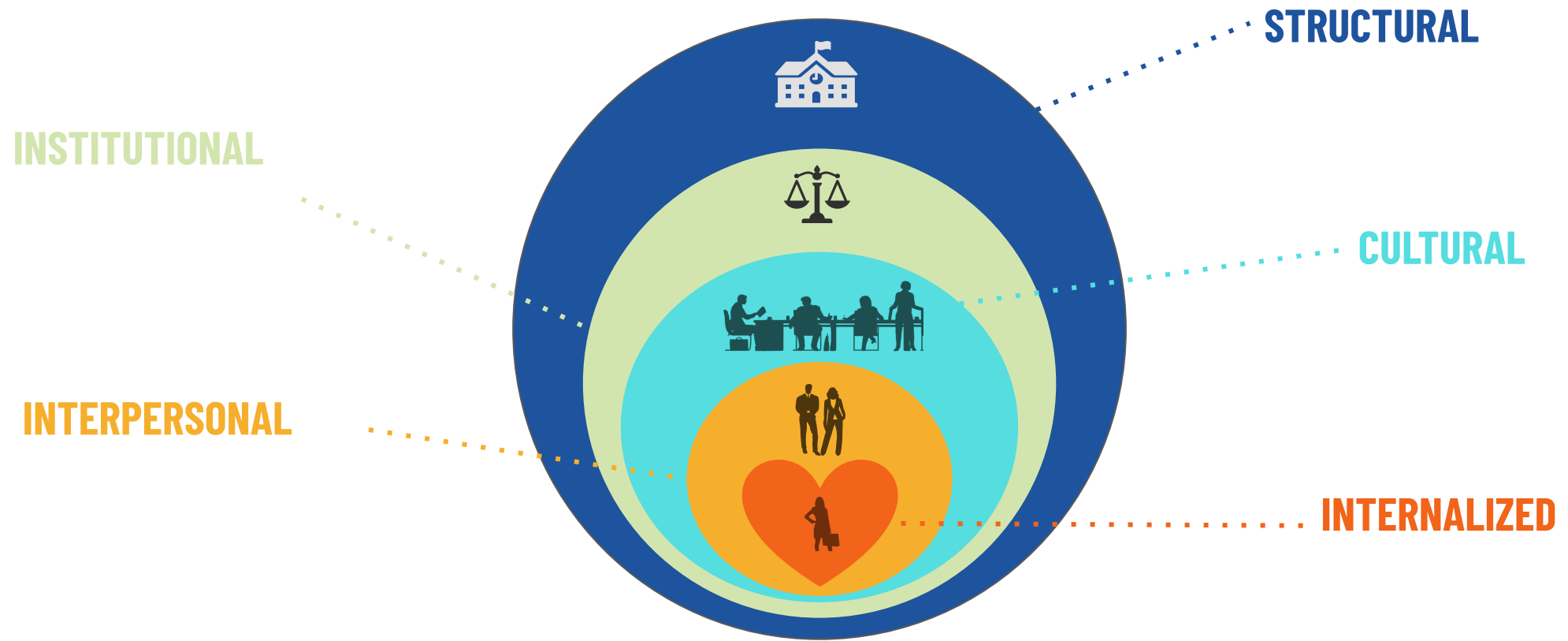


Encourages leadership to be proactive in meeting present and future challenges



Uplifts the abundant possibilities for success

Levels of Oppression



Levels of Oppression



INTERNALIZED

In-Group Bias
Internalized Superiority / Inferiority

Levels of Oppression



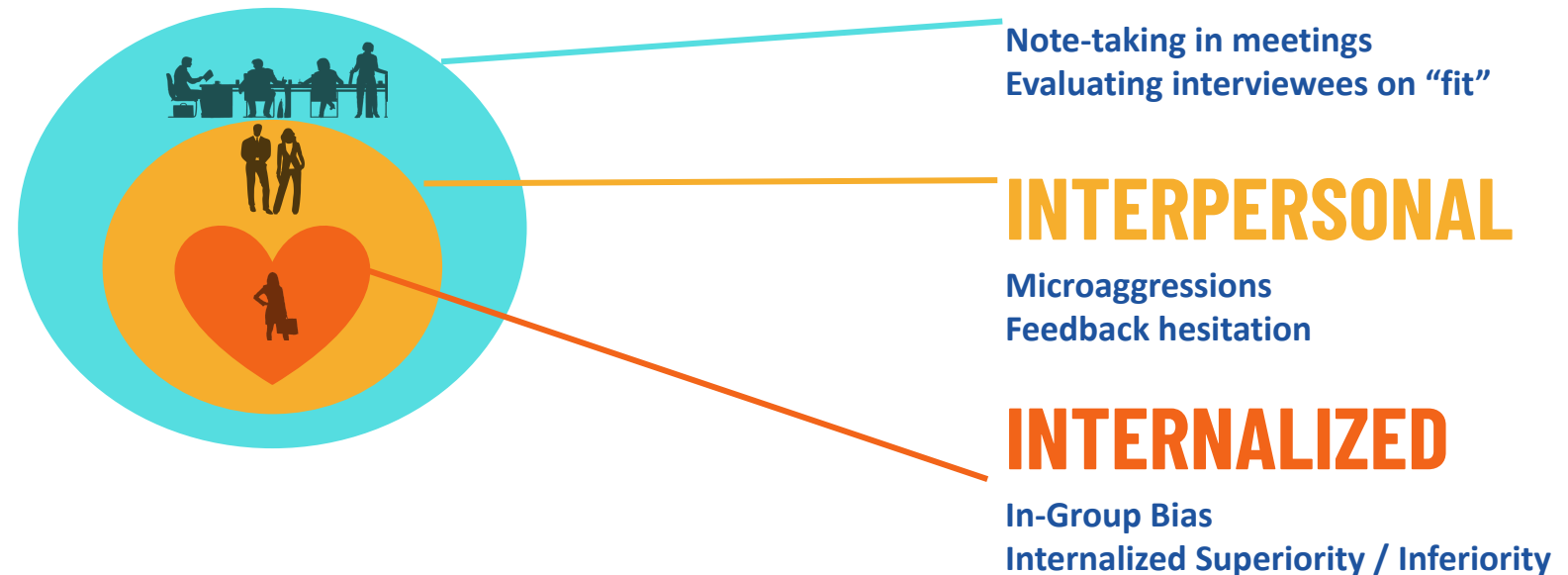
INTERPERSONAL

Microaggressions
Feedback hesitation

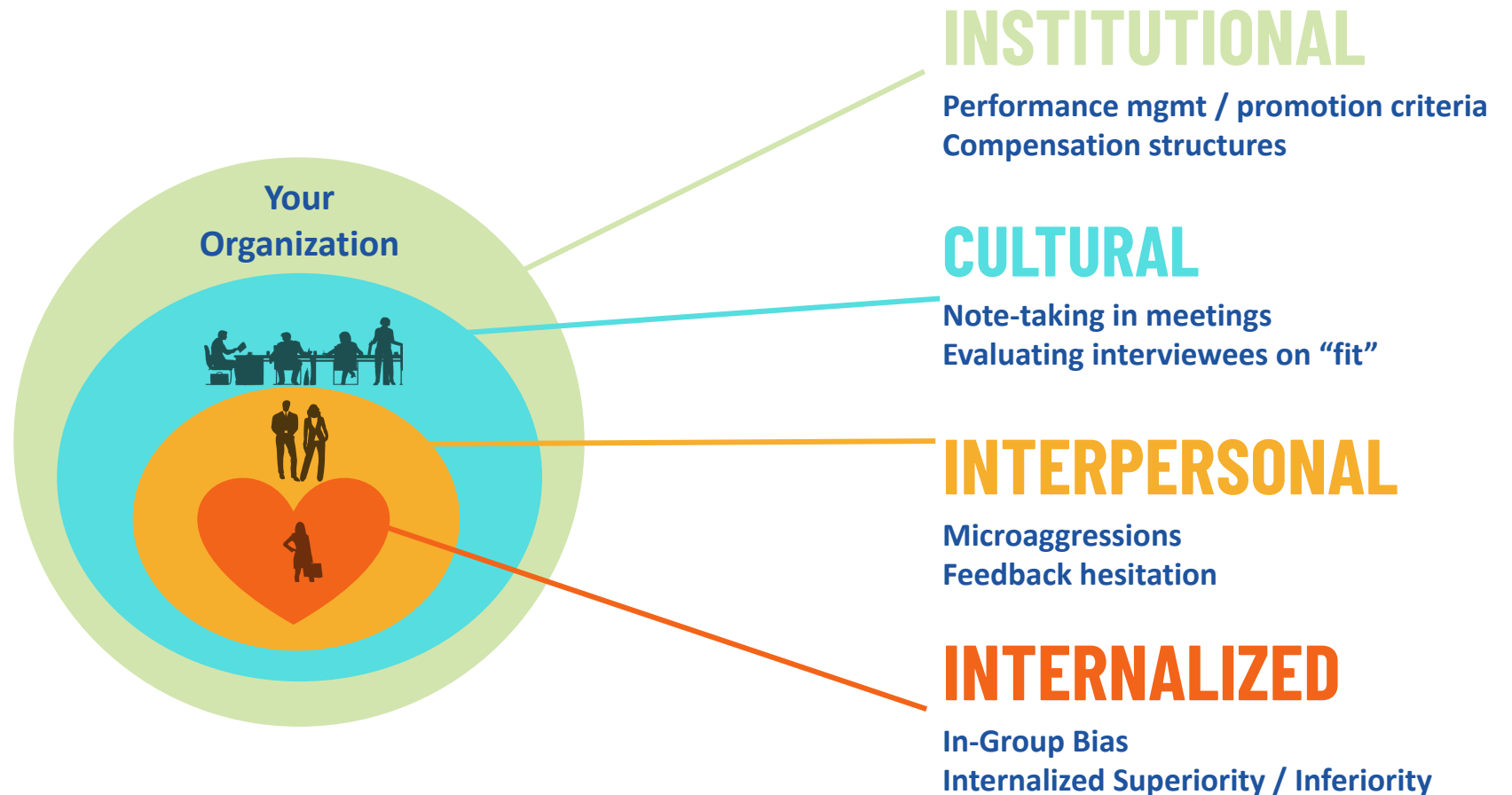
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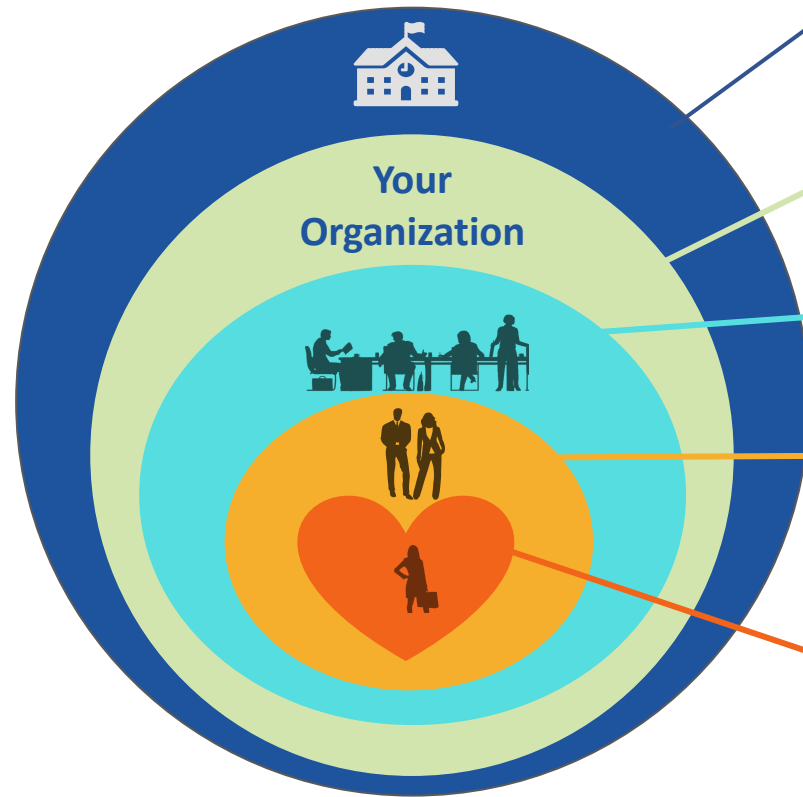
Levels of Oppression



Levels of Oppression



Levels of Oppression



STRUCTURAL

Segregated networks
Shift to remote work

INSTITUTIONAL

Performance mgmt / promotion criteria
Compensation structures

CULTURAL

Note-taking in meetings
Evaluating interviewees on “fit”

INTERPERSONAL

Microaggressions
Feedback hesitation

INTERNALIZED

In-Group Bias
Internalized Superiority / Inferiority

TJC EQUITY PRINCIPLES

1

Shared Language and Concepts for Equity, Diversity & Inclusion.

2

Trust & Relationship Building: Creating Consensual Vulnerability & Psychological Safety.

3

Resiliency to Discomfort: Emotional Intelligence & Mindfulness.

4

Transparency, Consistency, & Clarity of Communication.

5

Accountability & Measurement: Taking Ownership, Tracking Progress, & Operationalizing Policies & Processes.

6

Allyship, Accompliceship, & Leadership: Self-Awareness & Humility.

7

Curiosity: Always Listening, Always Learning.

8

Developing & Celebrating Identity.

9

Communities & Individuals and the Experts of their Own Experiences.

10

Non-linear, Agile, Anticipatory, and Responsive.



Day 1 - Inter-Team Relationship Building



Session Outcomes

- 1. Participants will build trust and relationships across Learning Collaborative teams and cohorts.**
- 2. Participants will understand the importance of relationship building to systems change work.**



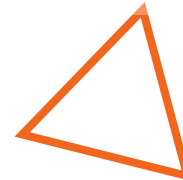
Setting Individual Intentions

TRY IT ON: *Be willing to “try on” new ideas, or ways of doing things that might not be what you prefer or are familiar with.*

MUTUAL RESPECT: Lean out of judgement, give space for everyone’s voices, name and abide by everyone’s boundaries.

BE FULLY PRESENT: Be present when together, avoid doing other work, name your engagement level.

PRACTICE MINDFUL LISTENING: *Be willing to be surprised, to learn something new. Listen with your whole self.*



Culture Share - Breakout



What encouraged you to join the AHE learning cohort?



Why Relationship Building Is Worth Our Time

Social science tells us that strong relationships are important for

- Individual health
- Workplace team functioning
- Equity, Diversity, and Inclusion work



The Benefits of Relationship Building Include

- Increased Well-being
- Positive Ambiance (Culture)
- Increased Engagement
- More Knowledge Sharing
- Decreased Health Care Costs

>>> Relationship building in coalition and cross-sector work increases our reach and deepens impact.

Relationships Matter at Multiple Levels



SYSTEMS CHANGE

Coalition building
Broader impact

ORGANIZATIONAL EFFECTIVENESS

Knowledge share
Retention

TEAM FUNCTION

Trust
Inclusion

INTERPERSONAL

Psychological safety
Collaboration

WELLBEING

Belonging
Satisfaction



Virtual Scavenger Hunt Directions



- In breakout groups of 7/8, you will have 30 min to complete the hunt.
- The objective is to have all items represented by the group as a whole. (The real goal is to learn something about each person on the team.)
- Begin by figuring out, as a team, the riddles to discover what items will be on your list to find.
- Once you have your list, gather as many items from the list as possible.
- Not everyone needs to have every item. But each person should be prepared to share with their team something about any item they furnish or riddle they solve.

We want you to build connections! This should be fun :) !



Virtual Scavenger Hunt



1. What has a face but no mouth or nose? It also has hands but no fingers or toes.
2. Reusable, holder of hydration, and on the front has some important information.
3. Memories live here, you may find me on your phone, desk, or something square. I may be in color or black & white, looking at me can make any day bright.
4. It's a new year, here is 2023, this is a reminder to focus on me.
5. You're here as part of AHE, you might use me as a resource for health equity.

Bonus Items!

- I may be loud, or make no sound at all. I bring great joy to the young ones around. Or maybe a four legged friend nearby will bring me over just to say hi.
- I can be small, I can be green, I can be brown and mighty. You need me to live that you can't deny, but I'm fickle and can easily die.
- You got me once you paid to be here, at this event that happens once a year. I might end up in a junk drawer, or maybe this year you'll get something you use more.



Virtual Scavenger Hunt Answers

1. What has a face but no mouth or nose? It also has hands but no fingers or toes.
a. Clock
2. Reusable, holder of hydration, and on the front has some important information.
a. Water Bottle or Mug w/ Quote or Logo On It
3. Memories live here, you may find me on your phone, desk, or something square. I may be in color or black & white, looking at me can make any day bright.
a. Picture of Loved Ones
4. It's a new year, here is 2023, this is a reminder to focus on me.
a. New Year Resolutions
5. You're here as part of AHE, you might use me as a resource for health equity.
a. Book/Article Addressing Health Equity



Virtual Scavenger Hunt Answers



Bonus Items!

- I may be loud, or make no sound at all. I bring great joy to the young ones around. Or maybe a four legged friend nearby will bring me over just to say hi.
 - **Child or Pet Toy**
- I can be small, I can be green, I can be brown and mighty. You need me to live that you can't deny, but I'm fickle and can easily die.
 - **A Plant**
- You got me once you paid to be here, at this event that happens once a year. I might end up in a junk drawer, or maybe this year you'll get something you use more.
 - **Swag From Conference**

Breakouts - Dig Deeper



What are your favorite meals from when you were younger?

Where is home?

What sights or sounds bring you peace or calm?

I AM FROM Example

I am from rice, beans, and the aroma of sweet saltiness of fried plantains in the air.

I'm from women, strong but unaware of their strength; warm but needing to present as cold.

I am from New York, and reluctantly claiming Virginia. I'm from music coursing through my veins, moving me through life up, down, back, and forward.

I am from books filled with worlds I longed for, adventures I craved, and knowledge of a world bigger than our apartment.

I am from a lineage connected to the ocean and the land—ancestors fueling radical change and demanding more.

I am and continue to be from disconnected pasts.

---Jenna O

Homework:

Bring an item that's important to you for Day 2

IDENTITY AND CULTURE: "I AM FROM ..." POEM

Brainstorm:

- ❑ Familiar foods, especially those associated with family gatherings
- ❑ Sights, sounds, and smells from your neighborhood
- ❑ Familiar sayings heard repeatedly growing up
- ❑ Familiar people, family members, friends, or ancestors
- ❑ Discipline-specific topics (influential authors, experiences such as internships, motivation for selecting major, etc.)