

# Advancing Health Equity

1/12/23

**BLACK**

**LIVES**

**MATTER**



**THE JUSTICE COLLECTIVE**





# **Day 2 - Intra-Team Relationship Building**

# Day 2 Agenda - Intra-team Building



- Introduction: Outcomes & Community Agreements
- Culture Share
- Culture & Values
- Closing



# Session Outcomes

- 1. Participants will build trust and relationships within their state teams.**
- 2. Participants will better understand the impact of culture and values on their work.**

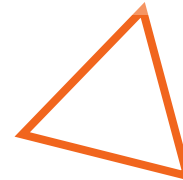
# Setting Individual Intentions

**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

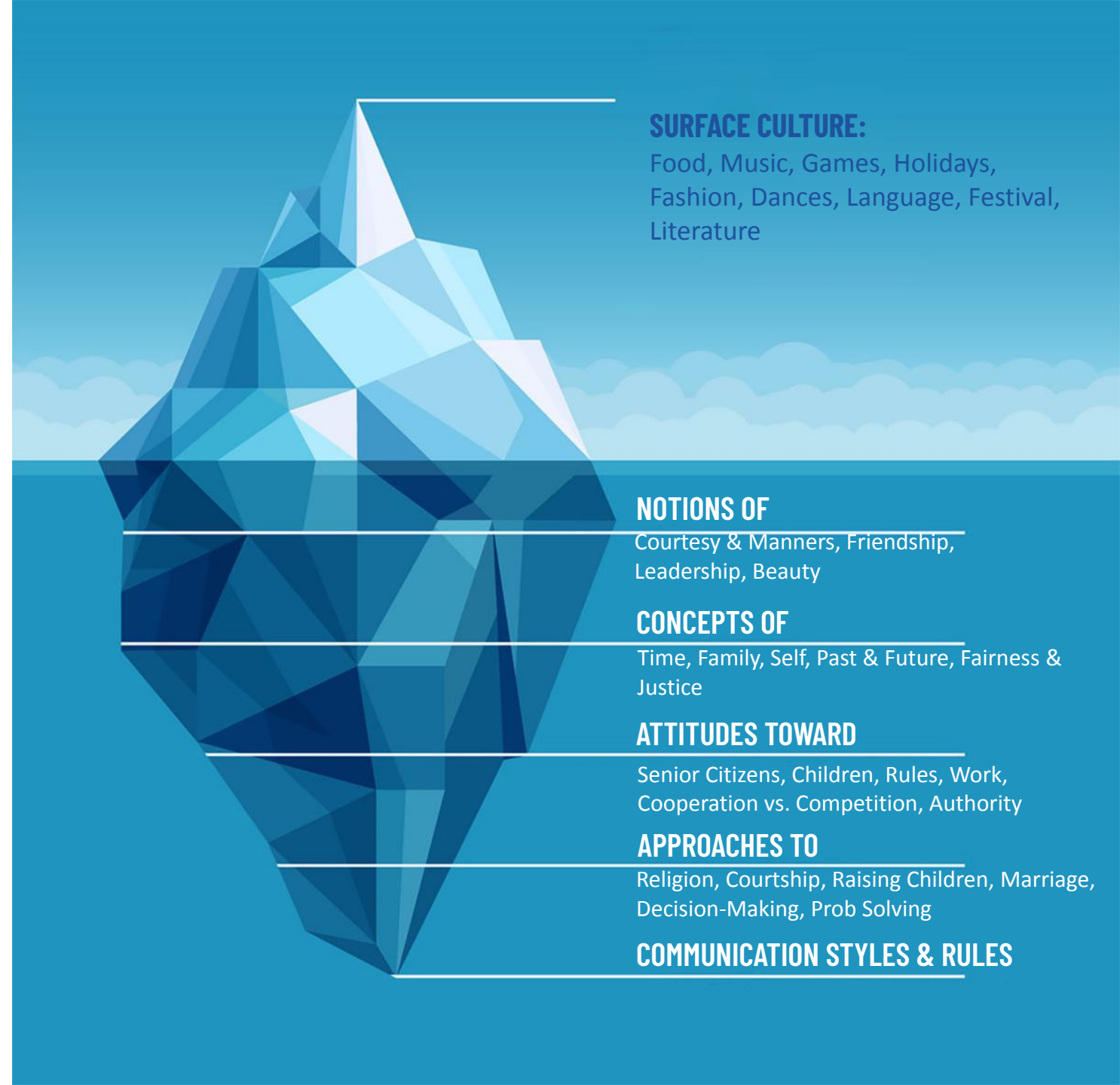


Share your item from home and why it's important to you.

or

Share your “I Am From...” poem.

# The Cultural Iceberg





# Healthcare Culture

Overemphasis of western medicine (symptom-focused) vs eastern & Indigenous medicinal practices (focus on the whole person).

Healthcare culture in the United States is still influenced by our racist history.

Who is qualified to provide care? Whose stories are believed?

Where do we place value and expertise? What are the implications?





# MORE ABOUT VALUES

- Values are the ethics or principles that drive individual behaviors and that are the basis of culture.
- They can be individual or collective, implicit or explicit, lived or aspirational.
- When stated, values articulate what is important and can define the individual or the organization and provide direction in the face of challenge.



# WHAT ARE YOUR CORE VALUES? (Some examples)

Authenticity  
Achievement  
Adventure  
Authority  
Autonomy  
Balance  
Beauty  
Boldness  
Compassion  
Challenge  
Citizenship  
Community  
Competency  
Contribution  
Kindness

Creativity  
Curiosity  
Determination  
Fairness  
Faith  
Fame  
Friendships  
Fun  
Growth  
Happiness  
Honesty  
Humor  
Influence  
Inner Harmony  
Justice

Knowledge  
Leadership  
Learning  
Love  
Loyalty  
Meaningful Work  
Openness  
Optimism  
Peace  
Pleasure  
Poise  
Popularity  
Recognition  
Religion  
Reputation

Respect  
Responsibility  
Security  
Self-Respect  
Service  
Spirituality  
Stability  
Success  
Status  
Trustworthiness  
Wealth  
Wisdom



# Values Reflection Activity

1. Spend some time thinking about your personal values.
  - Can you create a short list?
  - Can you narrow it down to one or two?

***\* If it would be helpful, look online for a list of values or see Page 3 of Brene Brown's list of values in Living Into Our Values.***





## Values Reflection Activity - Part 2

- 2. Spend some time considering the behaviors that support or best address those values.**
  - **Can you remember a time when you were fully expressing one of your core values? How did it feel?**
  - **Can you remember a time when your behavior was outside your values? How did it feel?**





# Values Reflection Activity - Breakout



3. Which, if any, of those values brought you to the work you do with AHE?
  - Which value is at play when you feel best about the work you do with/at AHE?
  - Which value is at play when you are in conflict with the work you do with/at AHE?
4. Be prepared to share your answers to these questions with your team.



# Making the Connection



Building and sustaining relationships is difficult work.

Our culture and values influence who we choose to build relationships with, how we sustain relationships, and how we identify the importance of relationships in our life.

The combination of relationships, values, and cultural influence inform how we approach this work, what experiences we elevate and uphold, and how we hold ourselves accountable.

**Consider: Were there any similarities in the values you all shared as a state team? How might these values provide a foundation for your continued work and guide your team during moments of difficulty?**



**THANK YOU**