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November 14, 2024

Integrating Health and Racial Equity into the IPLAN Process

IPLAN Training Webinar Series

This session is being recorded.



IPHI Training Team and Peer Presenters

- **Laurie Call, Director, Center for Community Capacity Development (CCCD) – Illinois Public Health Institute**
- **Samantha Lasky, Program Manager CCCD – Illinois Public Health Institute**
- **Peer Presenter**
 - **Leah Barth, Senior Program Manager, Alliance for Health Equity – Illinois Public Health Institute**

Zoom Poll Introductions

- Does my IPLAN process currently incorporate health and/or racial equity practices?
 - Yes, the IPLAN process fully incorporates health and racial equity practices throughout all stages.
 - Yes, the IPLAN process has some elements of equity practices but could use further improvement.
 - No, the IPLAN process currently does not adequately incorporate equity practices.
 - No, the IPLAN process does not consider equity in the process.
 - I do not know if the IPLAN process considers equity.

Today's Training Agenda

- **Welcome and Introductions**
- **Understanding Racial Equity: Key Concepts and Frameworks**
- **Building Equitable Practices into your IPLAN Process**
- **Implementing Health and Racial Equity Practices in the CHIP/Action Plan**
- **Training Needs Assessment**
- **Closing and Evaluation**

Learning Objectives

Participants will be able to:

1

Explore how the role of personal power and privilege impacts the IPLAN process.

2

Identify at least two power practices to integrate into the IPLAN process.

3

Define structural racism and its relationship to public health.

4

Identify strategies to create more equitable systems.

Group Agreements

- Actively participate
- Take space/ Make space
- Seek to understand different perspectives.
- Allow facilitator to move conversation along
- Ask questions in the chat or raise hand
- We can "park" items we cannot address today and get back to you
- What else?





Understanding Racial Equity: Key Concepts and Frameworks

Interpersonal Power and Privilege and
Definitions

“

What we practice at a small scale can
reverberate to the largest scale.

”

Emergent Strategy, adrinne maree brown

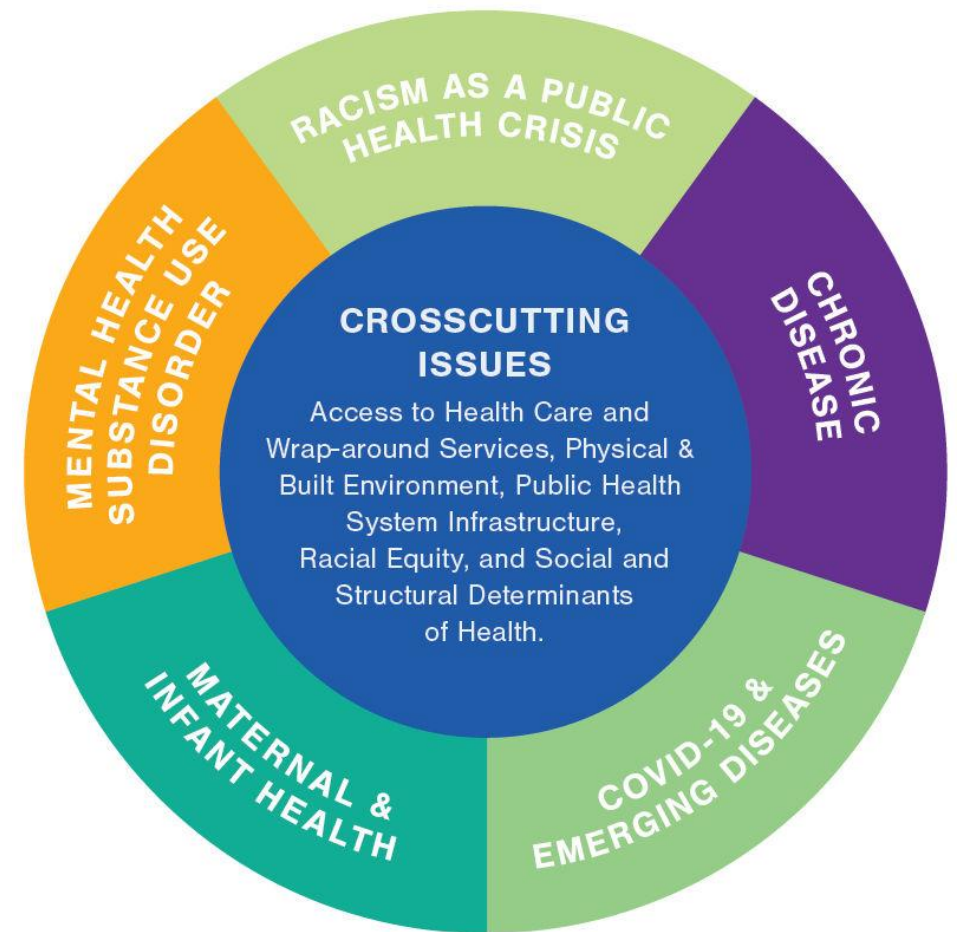
Healthy Illinois 2028

Healthy Illinois 2028 Vision

Achievement of health equity across Illinois by addressing structural and social determinants of health through a unified public health system, community engagement and collaboration, a strong workforce, and sustainable and flexible local funding

Racism as a Public Health Crisis Goals

1. Build the public health system's capacity to advance health and racial equity and dismantle oppressive systems
2. Develop and maintain a diverse and skilled public health workforce for anti-racist public health to dismantle systems of oppression
3. Address historical and ongoing practices that perpetuate environmental racism to advance environmental justice

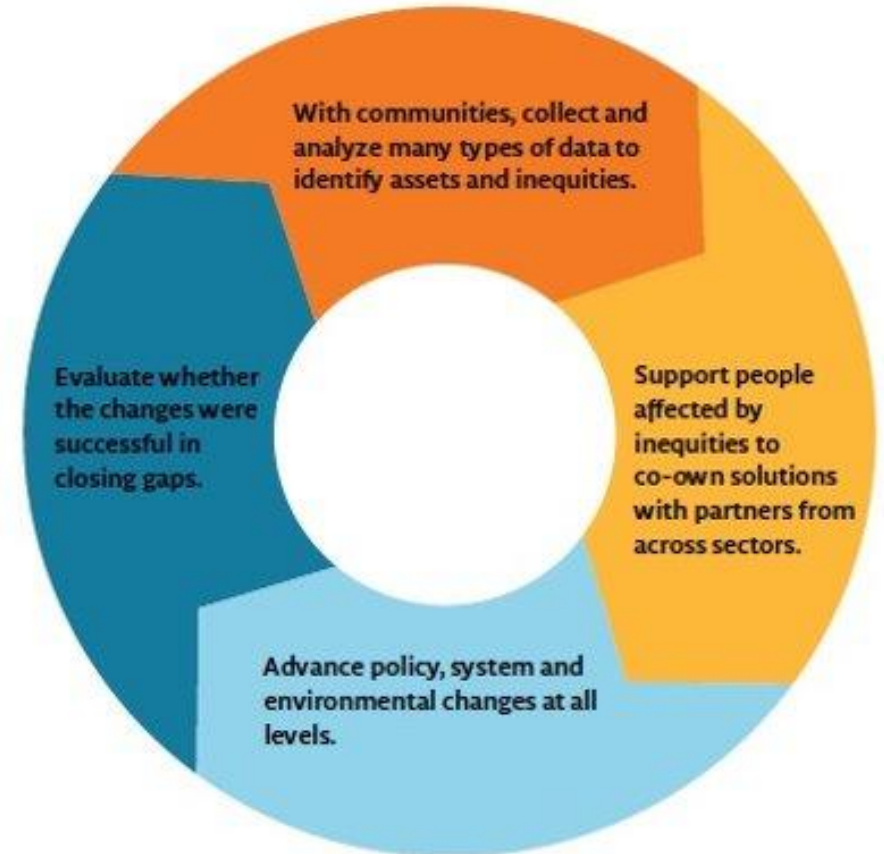


Equity is both a Process and Outcome

As an **outcome**, equity results in fair and just access to opportunity and resources that provide everyone the ability to thrive.

As a **process**, equity requires a new way of doing business, one that...

- prioritizes access and opportunities for groups who have the greatest need;
- methodically evaluates benefits and burdens produced by seemingly neutral systems and practices;
- and engages those most impacted by inequities as experts in their own experiences, strategists in co-creating solutions, and evaluators of success.



Examples



SCHOOL
SYSTEM



FOOD SYSTEM



TAX SYSTEM



WORKPLACE



HEALTHCARE
SYSTEM



PUBLIC
TRANSPORTATI
ON SYSTEM



CITY



ECONOMY

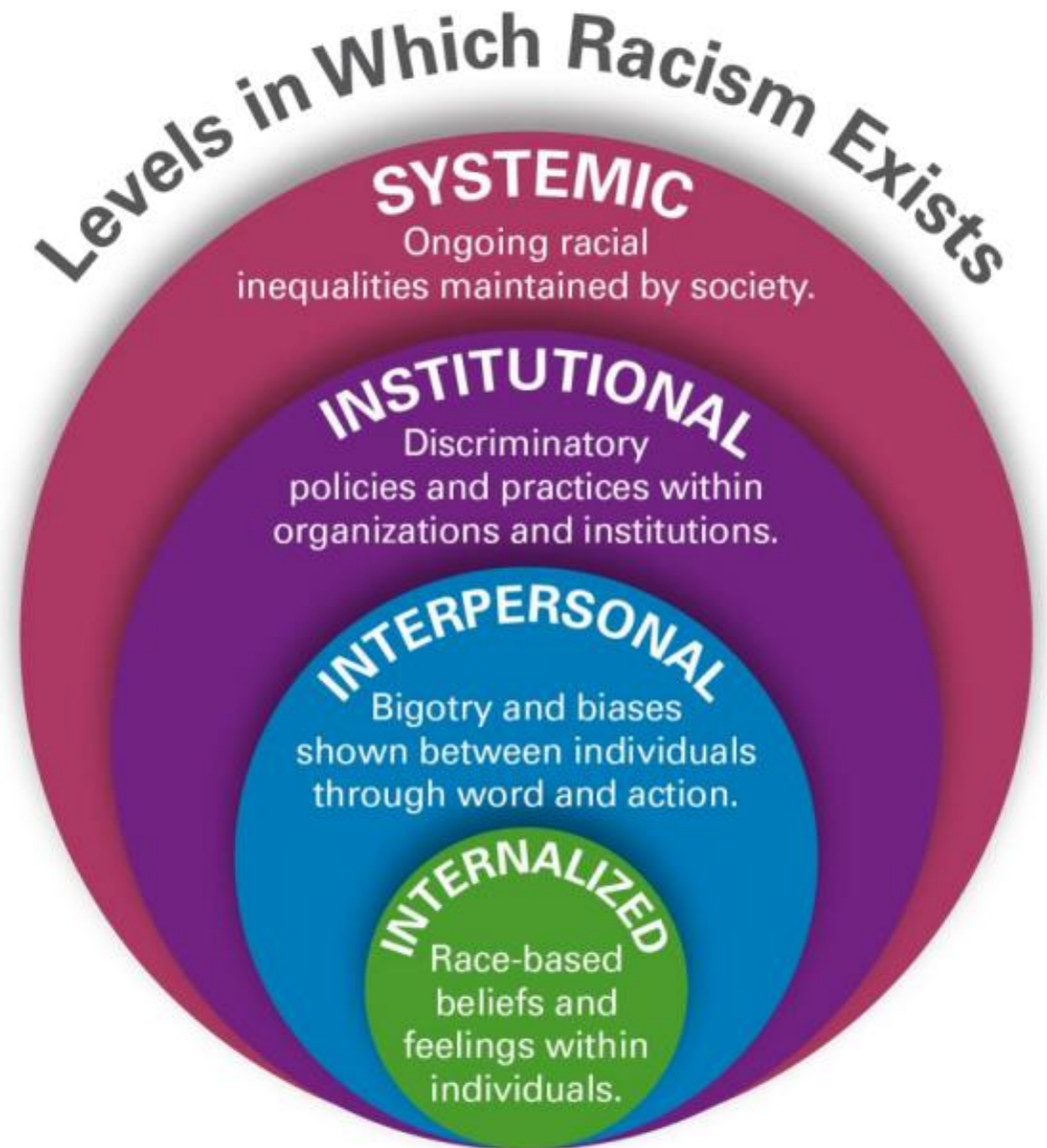
Think about:

- Who has the power to decide how these systems operate?
- Who benefits from the systems?
- Who is most harmed by the systems' failures?

Levels in which racism exists

Racism = race prejudice + social and institutional power

- a system of advantage based on race
- a system of oppression based on race
- a system that upholds white supremacy



Definitions

- Racism
 - Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices. - [Racial Equality Tools](#)
- Anti-racism
 - The active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably. - [Alberta Civil Liberties Research Center](#)
- Health Equity
 - Health equity means that everyone has a fair and just opportunity to be as healthy as possible. This requires removing obstacles to health such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care.- [Robert Wood Johnson](#)
- Power
 - The ability to define, set, or change situations. Power can manifest as personal or collective self-determination. Power is the ability to influence others to believe, behave, or adopt values as those in power desire.- [Center for the Study of Social Policy](#)
- Privilege
 - Systemic, race-based advantages and preferential treatment based on skin color that leads to inequitable access to resources, opportunities, and rewards for non-dominant groups.- [National Association of Social Workers](#)
- Intersectionality
 - Theoretical framework that posits that: a) multiple social categories (e.g., race, ethnicity, gender, sexual orientation, socioeconomic status) intersect at the micro level of individual experience to, b) reflect multiple interlocking and compounding systems of privilege and oppression at the macro, social-structural level (e.g., racism, sexism, heterosexism).- [American Journal of Public Health](#)

Centering Health Equity

Health Equity Definitions

Health equity:

“The assurance of the conditions for optimal health for all people.”

- Dr. Camara Jones

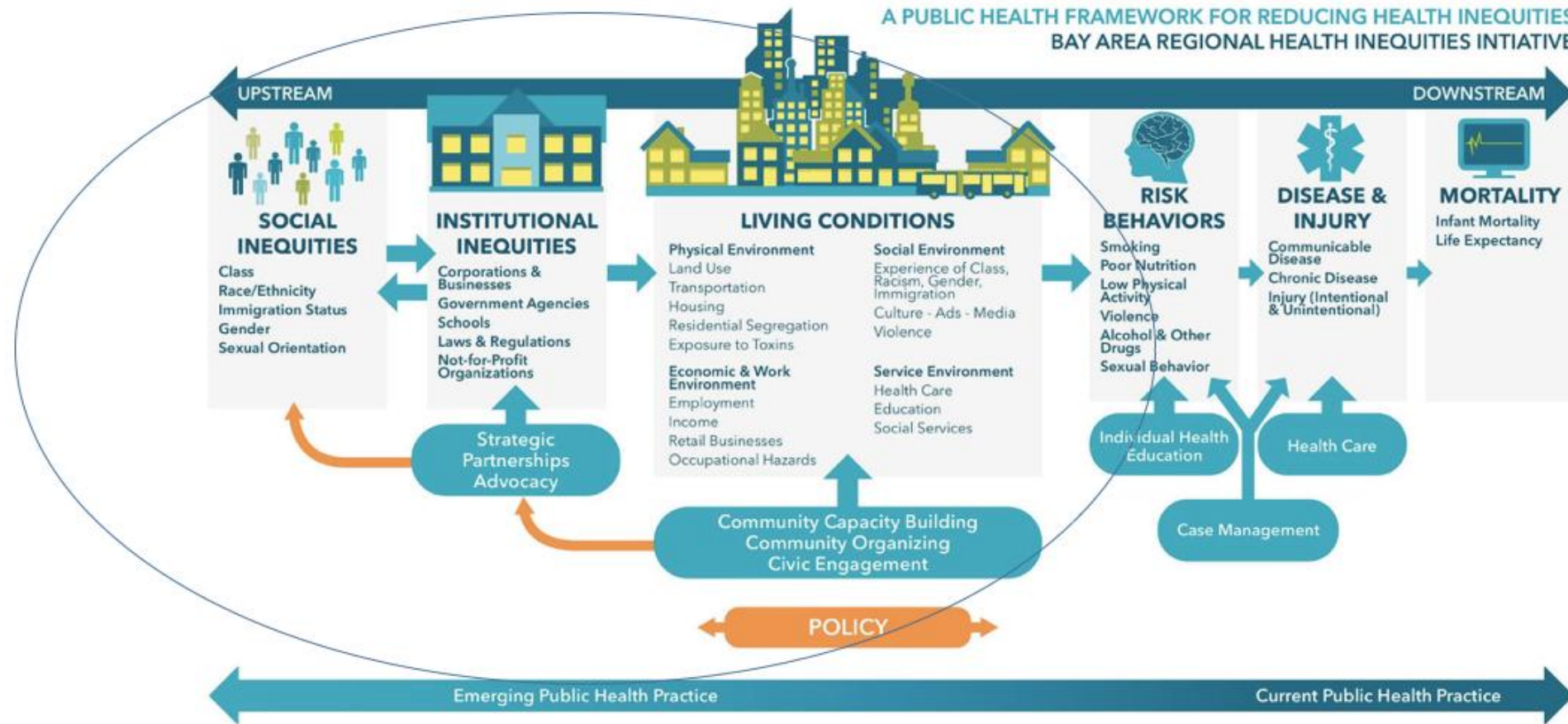
Health inequities:

“Differences in the distribution of disease, illness, and death that are systematic, patterned, unjust, actionable, and associated with imbalances in power and systems of oppression.”

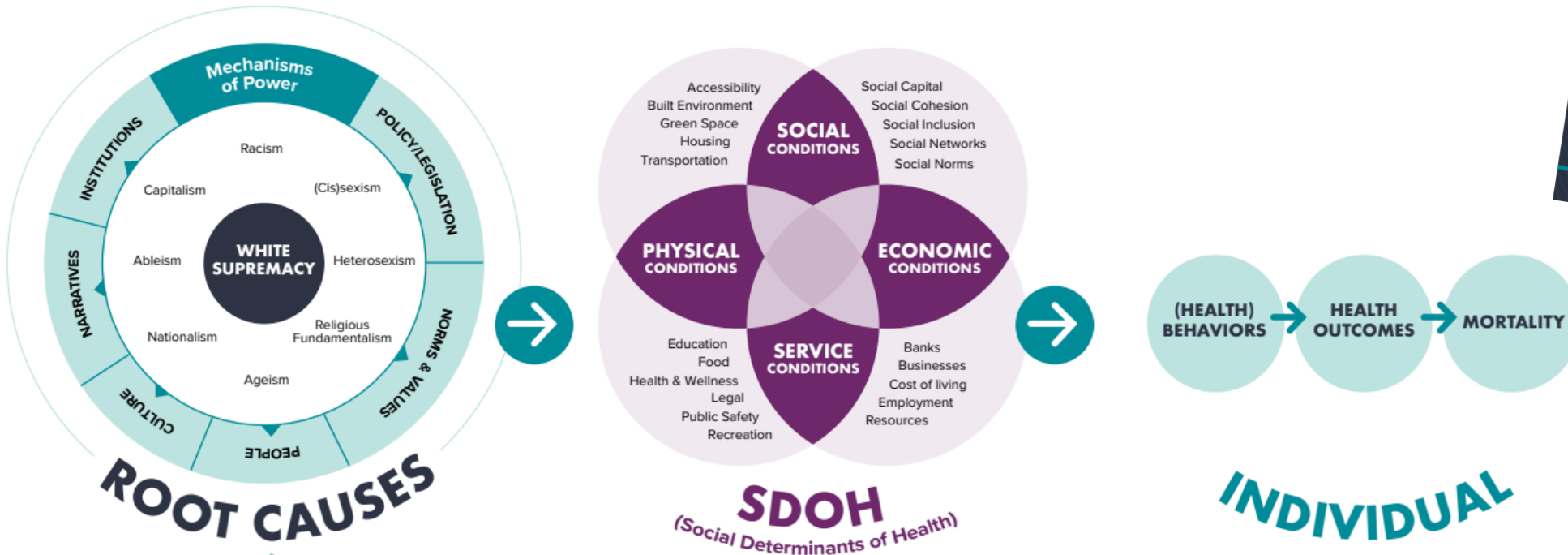
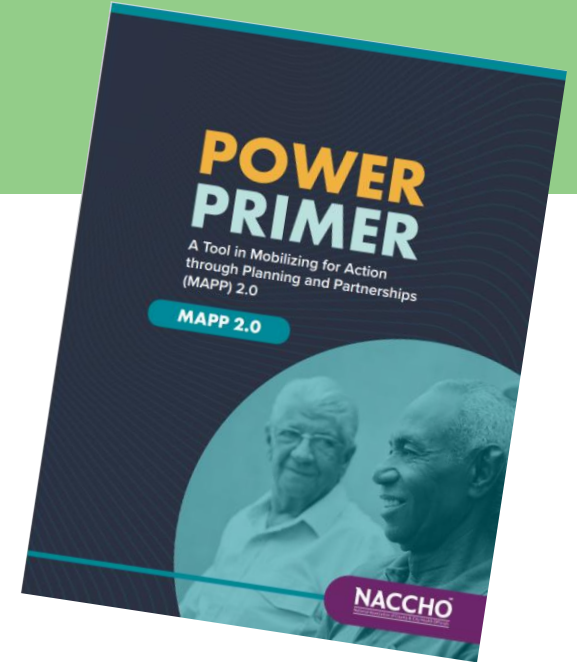
- Margaret Whitehead

Public health improvement requires social change

BARHII Health Equity Framework



The Health Equity Action Spectrum



CREATE...

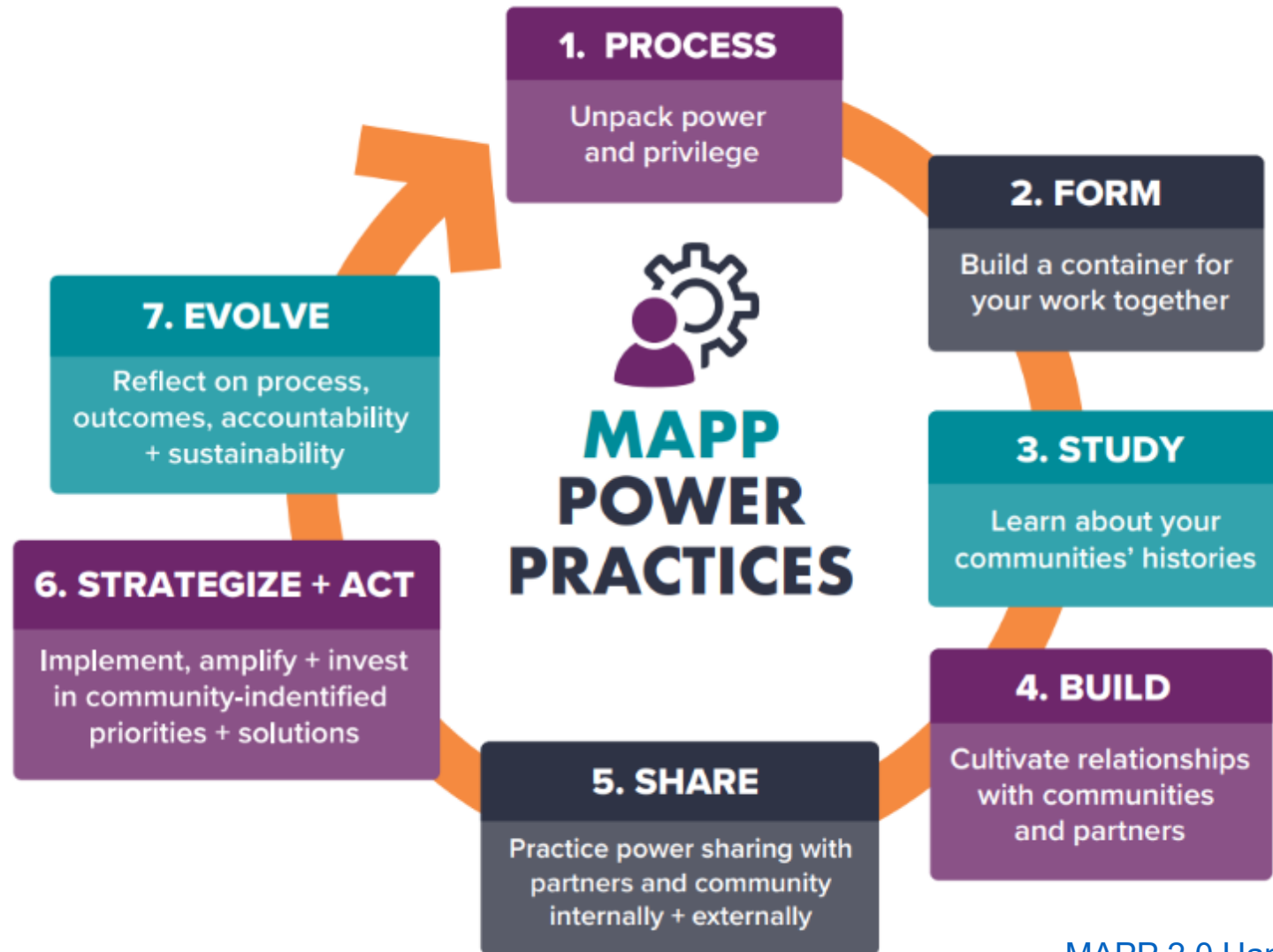
Hierarchies of privilege and oppression

WHICH LEAD TO...

Imbalances in power and access to power

GENERATING...

MAPP 2.0 Power Practices



1. PROCESS

Unpack power
and privilege

Unpack your Power and Privilege

Power

- Power properly understood is nothing but the ability to achieve purpose. It is the strength required to bring about social, political, and economic change...([Dr. Martin Luther King Jr.](#))
- The power to control circumstances. ([SOUL Manual](#))

Community Power

- Community power is the ability of communities most impacted by structural inequity to develop, sustain, and grow an organized base of people who act together through democratic structures to set agendas, shift public discourse, influence who makes decisions, and cultivate ongoing relationships of mutual accountability with decision-makers that change systems and advance health equity. (RWJF [Lead Local Glossary](#))

Complete this step each time you convene a new group

Activity: Power Flower

- Determine the slices that apply to you along each dimension of the flower.
- Think internally and then discuss in breakout groups by reflecting on the flower:
 - What came up for you?
 - Were there parts of your identity that felt complicated to fit into this activity?

WHEEL OF POWER/PRIVILEGE



Adapted from ccrweb.ca

@sylvriaduckworth

[MAPP 2.0 Handbook - Power Primer, NACCHO.](#)

Activity: Power Flower

Small Group Discussion

1. How have you noticed your personal identity showing up in your professional work?
2. How does your personal power and privilege shape your understanding and lived experience of health inequities?
3. How is it similar or different from people and communities you hope to engage in the IPLAN process?
4. How can you center the lived experiences and expertise of people at the outer ring of “marginalized” identities, in the IPLAN process?

WHEEL OF POWER/PRIVILEGE



Large Group Discussion



Reactions to the activity



How might you use this activity?



What has been your experience if you have used this activity?



Building Equitable Practices into your IPLAN Process

IPLAN Process Components

Assessment

- Forming the Structure (committees, partnerships, coalitions etc.)
- Community Engagement throughout the Assessment
- Secondary Data Compilation and Analysis
- Primary Data Collection and Analysis
- Selection and Description of Health Problems and Issues
- Prioritization of Health Problems and Issues

Planning

- Community Engagement throughout the Improvement Planning Process
- Analyzing the Health Problems and Issues (root causes, direct and indirect contributing factors)
- Developing Goals, Objectives, and Selecting Interventions
- Implementing the Plan
- Measuring, Monitoring and Improving

Peer Presentation

Leah Barth, MPH

Senior Program Manager

Alliance for Health Equity, Illinois Public Health Institute



Collaborative structure and decision-making process

- Consider how to ensure a community-driven approach
- Are leaders and decision-makers representative of impacted communities?
- Sharing power with communities
- Addressing historical and current contexts in community work

Applying a racial equity lens in data collection

- Gathering input from historically marginalized communities
- Paid partnerships with community organizations for surveys and focus groups
- Identifying geographic and demographic gaps in data
- Ensuring data collection benefits both partners and communities

“Systemic racism is so embedded in systems that it often is assumed to reflect the natural, inevitable order of things.”
(Braveman et al., 2022)

INDIVIDUAL-LEVEL RACISM

Internalized Racism lies within individuals. These are our private beliefs and biases about race and racism, influenced by our culture. Internalized racism can take many different forms including racial prejudice toward other people of a different race; internalized oppression, the negative beliefs about oneself by people of color; or internalized privilege, beliefs about superiority or entitlement by white people. An example is a belief that you or others are more or less intelligent, or beautiful, because of your race.

Interpersonal Racism occurs between individuals. These are biases that occur when individuals interact with others and their private racial beliefs affect their public interactions. Examples include racial slurs, bigotry, hate crimes, and racial violence.

SYSTEMIC-LEVEL RACISM

Institutional Racism occurs within institutions and systems of power. It is the unfair policies and discriminatory practices of particular institutions (schools, workplaces, etc.) that routinely produce racially inequitable outcomes for people of color and advantages for white people. Individuals within institutions take on power of the institution when they reinforce racial inequities. An example is a school system that concentrates people of color in the most overcrowded schools, the least-challenging classes, and the least-qualified teachers, resulting in higher dropout rates and disciplinary rates compared with that of white students.

Structural Racism is racial bias among institutions and across society. It involves the cumulative and compounding effects of an array of societal factors including the history, culture, ideology, and interactions of institutions and policies that systematically privilege white people and disadvantage people of color. An example is the overwhelming depictions of people of color as criminals in mainstream media, which can influence how various institutions and individuals treat people of color with suspicion when they are shopping, traveling, or seeking housing and employment—all of which can result in discriminatory treatment and unequal outcomes.

Integration of Racial Equity in Community Health Assessment – Alliance for Health Equity

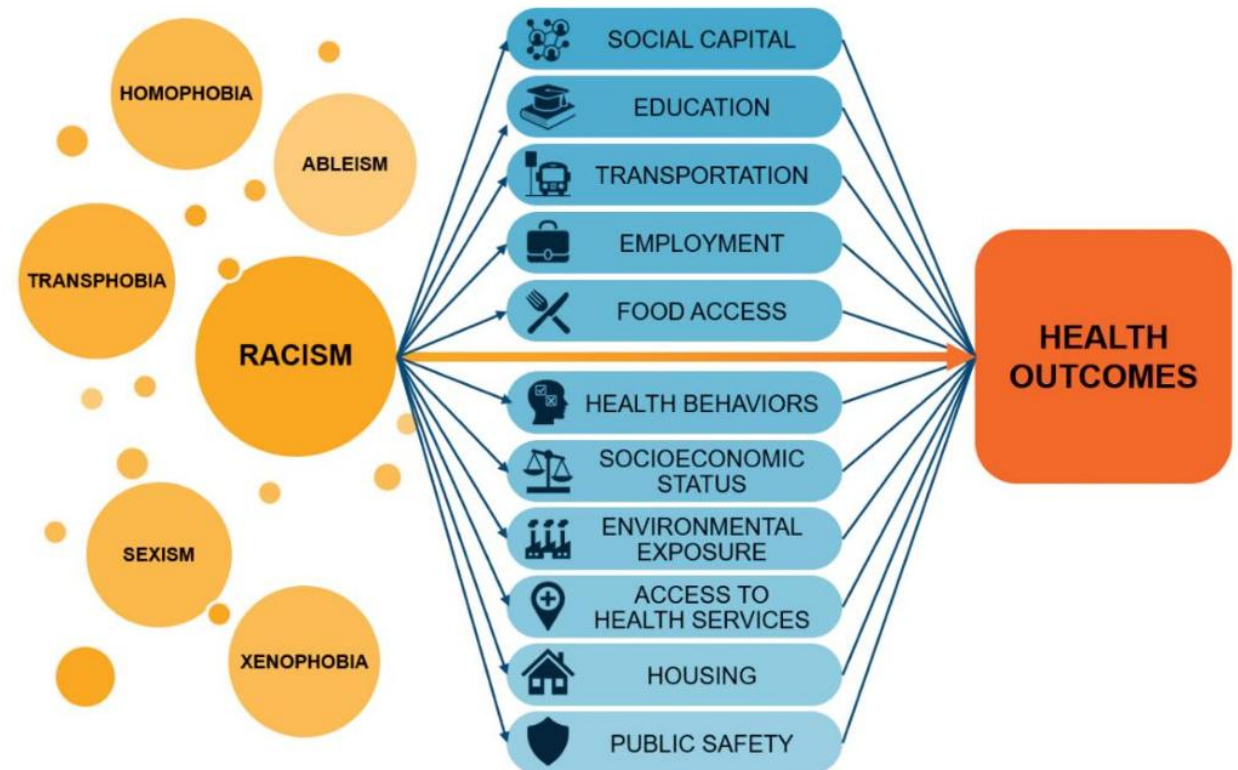
Applying a racial equity lens in reporting

- Clear racial equity framework for reports
- Highlight inequities and their root causes
- Use an asset-based approach: focus on community strengths, grassroots efforts, and successful programs
- Community review of findings via workgroups, advisory groups, and committees

Applying a racial equity lens in implementation planning

- Prioritization tools focused on inequities
- Emphasize community-driven projects and support existing work
- Community co-design of strategies
- Accountability and evaluation structures
- Integrate Health Impact Assessment and Racial Equity Assessment into program and policy design

Figure 17. Differences in health outcomes among racial and ethnic groups are directly linked to racism



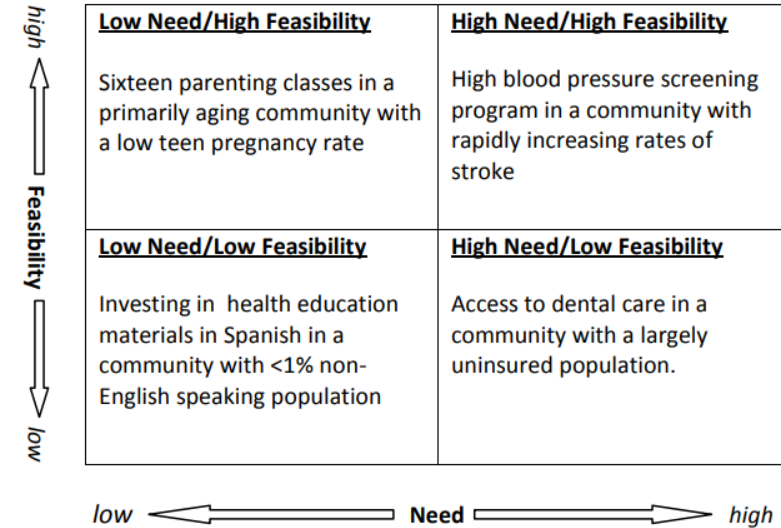
Source: Boston Public Health Commission's Racial Justice and Health Equity Initiative; available: <http://www.bphc.org/whatwedo/health-equity-social-justice/racial-justice-health-equity-initiative/Documents/RJHEI%202015%20Overview%20FINAL.pdf>

Prioritization criteria

- **Examples of common prioritization criteria**

- Relevance of the issue to community members
- Severity of the issue
- Urgency to solve the issue
- Depth of inequities
- Availability and feasibility of sustainable and evidence-based solutions to address the issue
- Trending health concerns (policy changes, COVID-19, access to healthcare, cost of living)
- Availability of resources to address the issue (funding, staff, time, etc.)
- Opportunity to apply upstream approaches
- Cumulative impact of social, political, cultural, and historical contexts
- Alignment with other efforts

Strategy Grid



| Important to the community | Health Equity (Disparities) | Size of the problem | Seriousness of not addressing | Feasibility, cost, time, resources | Available expertise |
|----------------------------|-----------------------------|---------------------|-------------------------------|------------------------------------|---------------------|
| H | H | H | H | H | H |
| H | H | H | H | M | H |
| H | H | H | H | H | H |
| H | Disparities are huge. | H | H | H | H |
| H | H | H | H | H | M |
| H | M | H | H | M | M |
| H | H | H | H | n/a | n/a |
| H | H | H | H | H | H |
| M | M | M | H | M | n/a |
| H | H | H | H | H | H |
| H | H | H | H | M | M |
| n/a | n/a | n/a | n/a | n/a | n/a |
| n/a | H | H | H | H | H |
| H | H | H | H | H | L |
| H | H | H | H | H | L |
| n/a | H | H | n/a | n/a | n/a |
| H | H | H | H | M | M |
| H | H | H | H | H | H |
| H | H | H | n/a | n/a | n/a |
| H | M | n/a | n/a | n/a | n/a |

From data to action

Thirty-nine percent of Cook County residents live in areas of low food access.

“Chronic health issues communities are facing come from diet and access to healthy and affordable foods”

Rush Community Health Worker focus group participant

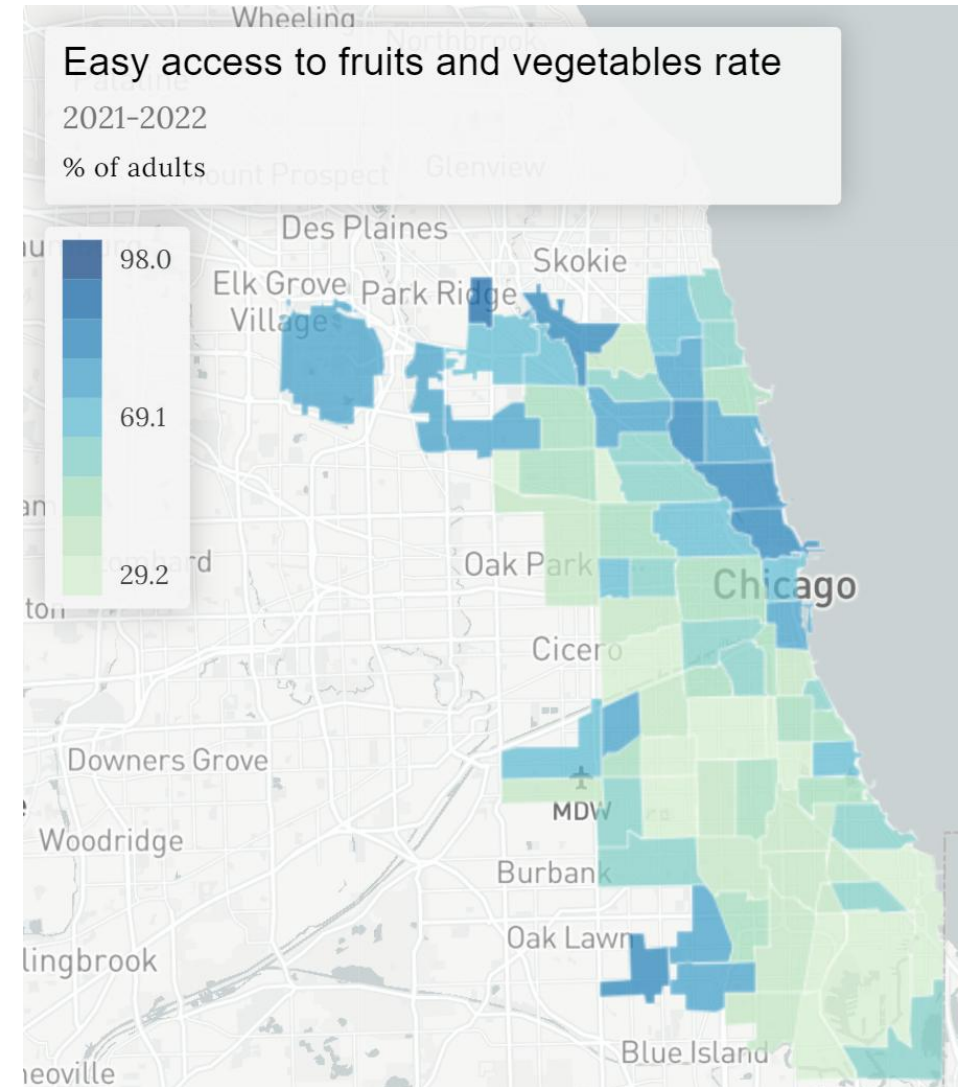
“If we eat healthy, we will have healthy bodies and we will start making healthy decisions”

Garfield Park Community Council focus group participant

“Nice grocery store would be nice, a real one, not a corner store or liquor store - A fresh market to be able to eat healthy”

Good Neighbor Center focus group participant

14% (n=5377) of community input survey respondents identified access to healthy food as being needed to support improvement in community health



From data to action

Food Security and Food Access were identified as community health priorities with a focus on black and brown communities on the West Side of Chicago

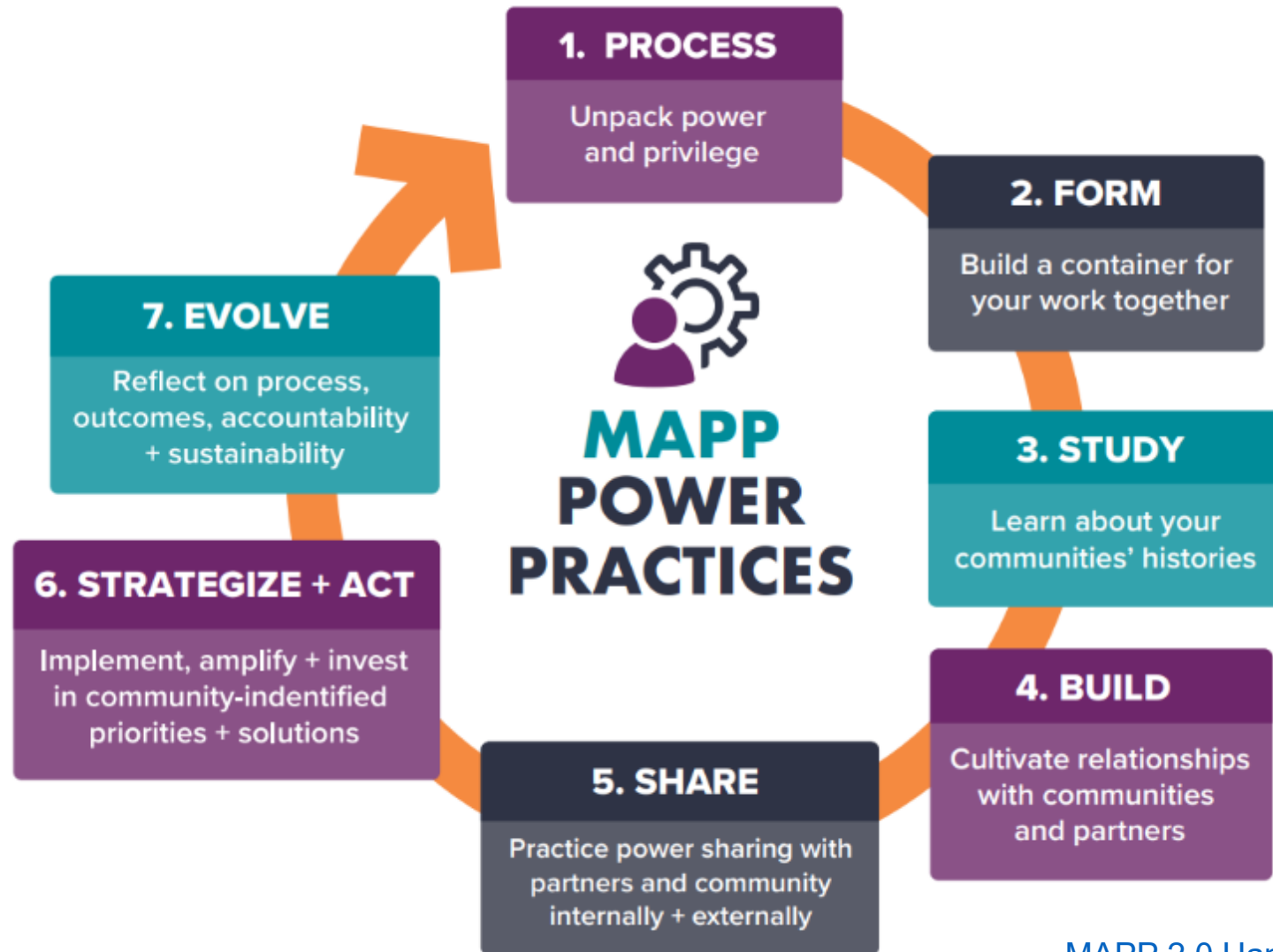
- Expansion of the **Food is Medicine, Veggie Rx Program** was identified as an implementation strategy
- VeggieRx is a cooperative produce prescription program developed that helps patients with diet-related diseases who are also food insecure
- Local produce boxes are prescribed by health center partner providers along with weekly nutrition education and cooking lessons
- VeggieRx has grown tremendously since its start in 2016. The program now has distribution sites across the west side of Chicago, Austin, and Belmont Cragin. In 2022, more than 17,000 VeggieRx bags were distributed to more than 2,000 participants.



Text and photo source:

<https://www.chicagobotanic.org/urbanagriculture/veggieRx>

MAPP 2.0 Power Practices



Creating a Container

- The **practices and norms** that create a space for individuals and groups to be and do together.
- To support our equity work we need to **create and cultivate space** that is counter cultural: spaces that **prioritize relationships, trust, and full humanity; spaces that are animated by our collective values and vision of what social justice — including racial, gender, and disability justice — look like in practice.**
- We must be **explicit in learning and unlearning together, and practicing different ways of being that humanize us all and make a place for accountability, feedback, and repair.**

Check this out for an in-depth look:

Building Containers for Health Equity Work, Human Impact Partners: Introduction to Container Building.

<https://humanimpact.org/wp-content/uploads/2023/08/Building-Containers-for-Equity-Work-Introduction-to-Container-Building.pdf>.

Build a Container for Your Work Together

Recommended activities to build the container:

- Identify one or two skilled facilitators—ideally with identities that reflect participants—with experience leading conversations about privilege, power, and oppression, or with experience in racial justice, somatics (i.e., bodywork and movement), and healing work
- Include name, pronouns, racial/ethnic and cultural identity, and an icebreaker question in introductions.
- Develop group agreements that state your shared goals and norms of being together.
- Make assumptions about the work explicit.
- Introduce and practice using tools to help name and regulate emotions, like the Window of Tolerance.
- Introduce the comfort-stretch-panic zones approach and affirm you hope your group can be in the “stretch” zones to learn new ways of being together

Creating a Container for Systems Change Processes

Building Containers for Health Equity Work, Human Impact Partners: Introduction to Container Building.
<https://humanimpact.org/wp-content/uploads/2023/08/Building-Containers-for-Equity-Work-Introduction-to-Container-Building.pdf>.

establishing collective practices for people to share their personal stories, identities, and vulnerabilities;

creating group agreements to guide how people communicate with one another, especially on charged topics;

explicitly naming and holding the physical and emotional dysregulation that invariably comes with doing racial justice and systems change work;

giving room for a group to slow down and notice when they are having an emotional or body response to the content; and

creating a “physical” space that grounds relationships, which includes accessible room set-up, welcoming music, what’s on the walls, shared food, and prioritizing time for wellness and joy.

Reintegrating the Head and the Heart

- It brings us back to our full humanity, allows us to feel and heal the wounds of racism and other systems of oppression, and helps us build a radical counter culture to the systems we are trying to dismantle.
- Heart-centered practices are about giving space and time to slow down and notice: In this moment,
What is going on for us?
What feelings and emotions are coming up?
- Once we notice these feelings, we can start to name them, pause, and then reflect on what might be contributing to these physical and emotional responses.

Check this out for an in-depth look:

Building Containers for Health Equity Work, Human Impact Partners: Integrating the Head and the Heart.
[https://humanimpact.org/wp-content/uploads/2023/08/Building-Containers-for-Equity-Work-Integrating-](https://humanimpact.org/wp-content/uploads/2023/08/Building-Containers-for-Equity-Work-Integrating-the-Head-and-the-Heart.pdf)
the-Head-and-the-Heart.pdf



Heart-centered Practices

- Invite people as they are able to breathe together paying attention to how it feels to slow down and pay attention to our breath
- Develop a vocabulary to express what's happening in the body as we engage in this work
- Pause and make space in conversations and group work to express how we feel, and to acknowledge those feelings, reflecting on how equity work affects us as people
- Reflect on how we have suffered, and continue to suffer, the trauma of participating and living within harmful systems
- Listen deeply to those who have been most impacted by systems of oppression, and notice what it feels like in our bodies to hear their experiences
- Notice and share with others whether we are emotionally regulated or not as we engage with this work'
- Window of Tolerance (see resource from HiP)



Building a Brave Space: Community Agreements

Source: Circle of Trust
Touchstones,
developed by Parker J.
Palmer
and the Center for Courage
and Renewal

www.couragerenewal.org

Give and receive welcome.

People learn best in hospitable spaces.
In this circle we support each other's learning
by giving and receiving hospitality.

Be present as fully as possible.

Be here with your doubts, fears and failings
as well as your convictions, joys and successes,
your listening as well as your speaking.

What is offered in the circle is by invitation, not demand.

This is not a "share or die" event!
Do whatever your soul calls for, and know
that you do it with our support. Your soul
knows your needs better than we do.

Speak your truth in ways that respect other people's truth.

Our views of reality may differ, but speaking
one's truth in a Circle of Trust does not mean
interpreting, correcting or debating what
others say. Speak from your center to the
center of the circle, using "I" statements,
trusting people to do their own
sifting and winnowing.

No fixing, saving, advising or correcting.

This is one of the hardest guidelines for
those of us who like to "help." But it is
vital to welcoming the soul, to making
space for the inner teacher.

Learn to respond to others with honest, open questions...

instead of counsel or corrections. With such questions,
we help "hear each other into deeper speech."

When the going gets rough, turn to wonder.

If you feel judgmental, or defensive, ask yourself,
"I wonder what brought them to this belief?" "I wonder
what they're feeling right now?" "I wonder what my reac-
tion teaches me about myself?" Set aside judgment to
listen to others—and to yourself—more deeply.

Trust and learn from the silence.

Silence is a gift in our noisy world, and
a way of knowing in itself. Treat silence as a
member of the group. After someone has
spoken, take time to reflect without
immediately filling the space with words.

Observe deep confidentiality.

A Circle of Trust depends on knowing
that whatever we say will remain with
the people to whom we choose to
say it — whether in small groups or in
the large circle — and will never be
passed on to others without
our explicit permission.

Attend to your own inner teacher.

We learn from others, of course. But as
we explore poems, stories, questions and
silence in a Circle of Trust, we have a
special opportunity to learn from within.
So pay close attention to your own
reactions and responses, to your
most important teacher.

Know that it's possible...

to leave the circle with whatever
it was that you needed when
you arrived, and that the seeds
planted here can keep growing
in the days ahead.

Building a Common Vocabulary

- BIPOC
- Discrimination
- Prejudice
- Stereotype
- Racism
- Erasure or “Colorblind”
- Implicit Bias
- Microaggressions
- White Advantage (Privilege)
- White Supremacy
- White Fragility
- Intersectionality
- Racial Trauma
- Racist
- Antiracist
- Antiracism
- Allyship
- Accomplice
- Anti-Black
- Health Equity
- Oppression
- Power

For these definitions and more, visit:
Racial Equity Tools, Glossary.
<https://www.racialequitytools.org/glossary>

3. STUDY

Learn about your
communities' histories

Learn about your community's history

- **How and why did our city/town come to be like it is?**
 - **Meet with local librarians and historians** and research the history of the land, paying attention to the histories of Indigenous and Black communities before city or town incorporation and over time.
 - Learn how **definitions of race and ethnicity have changed.**
 - Think about how **national policies and practices impacted** who came to live in your area.
 - Develop a **community history timeline** before you begin your CHA/CHIP process

Poll Questions

- Poll Question: Do you have a strong understanding of your community's history?
 - Yes
 - No
- Poll Question: What is the best way for you to learn more about the history of your community?

4. BUILD

Cultivate relationships
with communities
and partners

Cultivate Relationships with Communities and Partners

- Use Community Power-Building Organizations (CPBOs) as a resource in your community.
- Tips on Building Relationships:
 - Go Broad and Deep
 - Show Up
 - Be Real
 - Be Patient



In the chat, list CBOs and CPBOs in your community

Difference Between Community Engagement and Community Power

“

“Both [community engagement and community power] center on those affected by a system’s historical and current patterns of exclusion and marginalization; however, community power is driven by a base of people whose presence and voice are sustained and maintained over time and who exercise their power on a range of issues, including voting rights, affordable rental housing, and accessible transit routes.”

”

— ADITI VAIDYA, *Why Building Community Power is Vital for Philanthropy*

5. SHARE

Practice power sharing with partners and community internally + externally

Practice Power Sharing with Partners and Community (Internally and Externally)

Community engagement typically refers to informing, consulting, or involving community members in institution-led processes.

Power-sharing typically involves a person or organization with power willingly relinquishing power with others who may have less power to create equitable decision-making processes.

Community power-building is building the power of community members to set the agenda, shift public discourse, influence decisions, and increase accountable relationships with decision-makers.

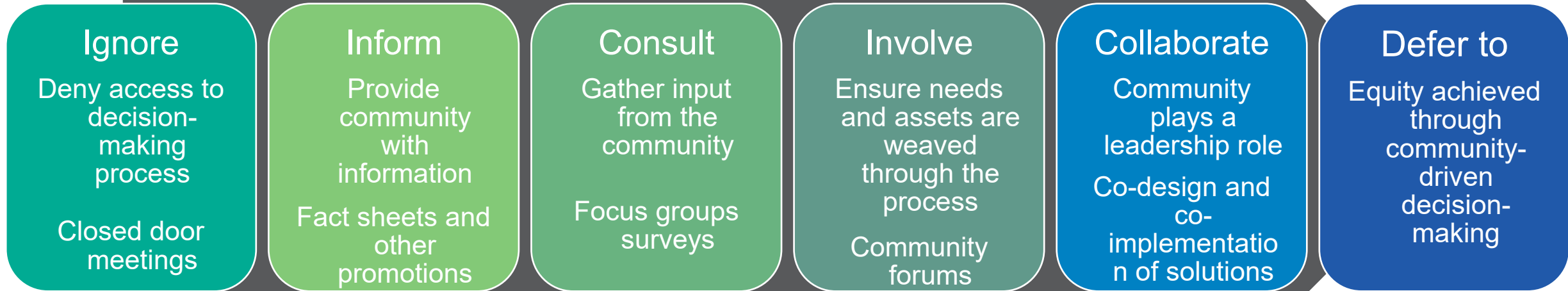
Co-Governance is a collection of participatory models and practices in which government and communities work together through formal and informal structures to make collective policy decisions, co-create programs to meet community needs, and ensure those policies and programs are implemented effectively.

This practice focuses on how to share power in processes that health departments manage such as the following:

- Changing meeting culture and norms to include non-dominant cultures
- Build community-based decision-making through co-governance in which community members have decision-making power

The Spectrum of Community Engagement

The key to creating more equitable outcomes is to deeply engage and share power with communities who are directly impacted by the issues, policies and systems we seek to change.

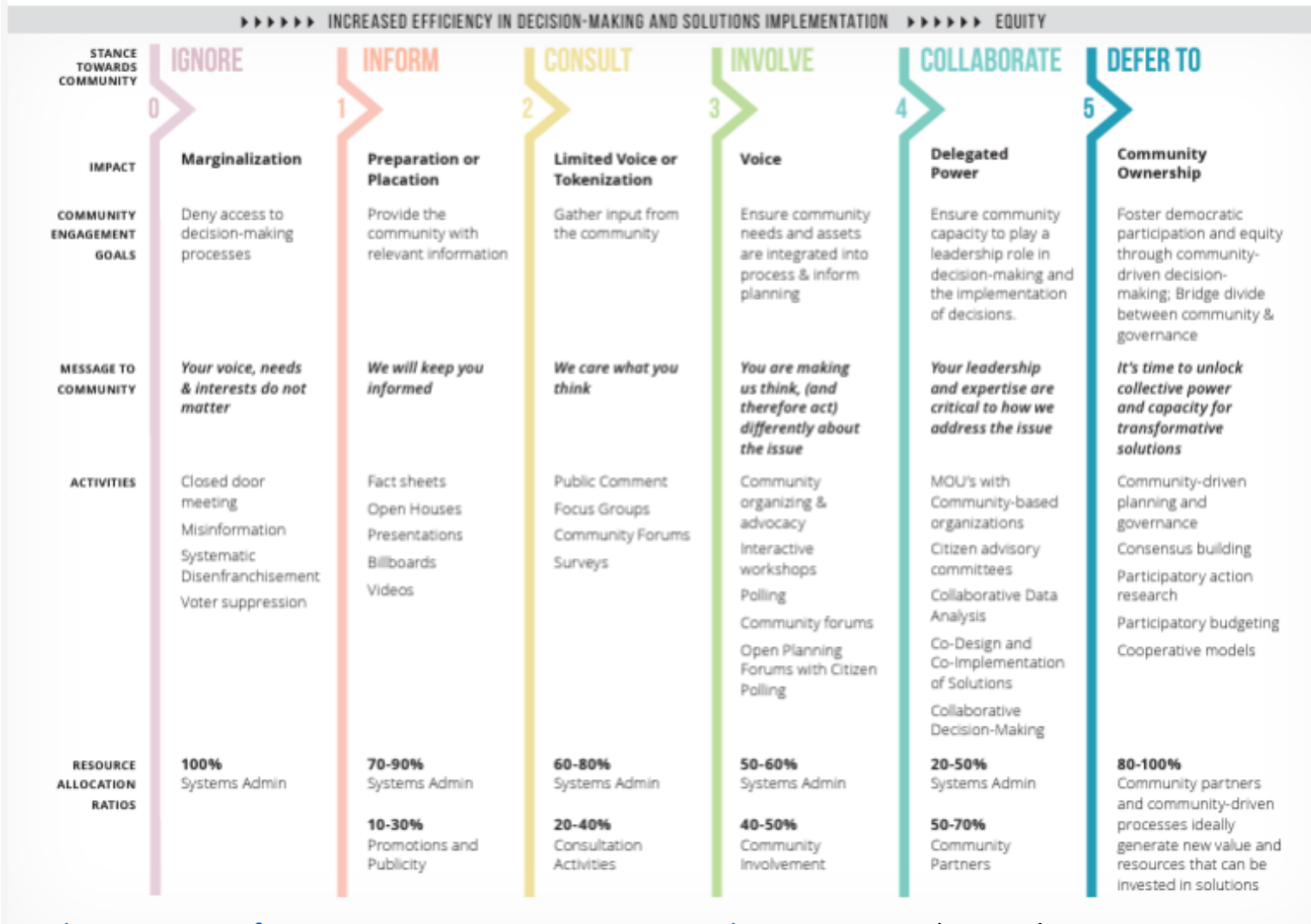


Community Engagement Tools

THE SPECTRUM OF COMMUNITY ENGAGEMENT TO OWNERSHIP



2



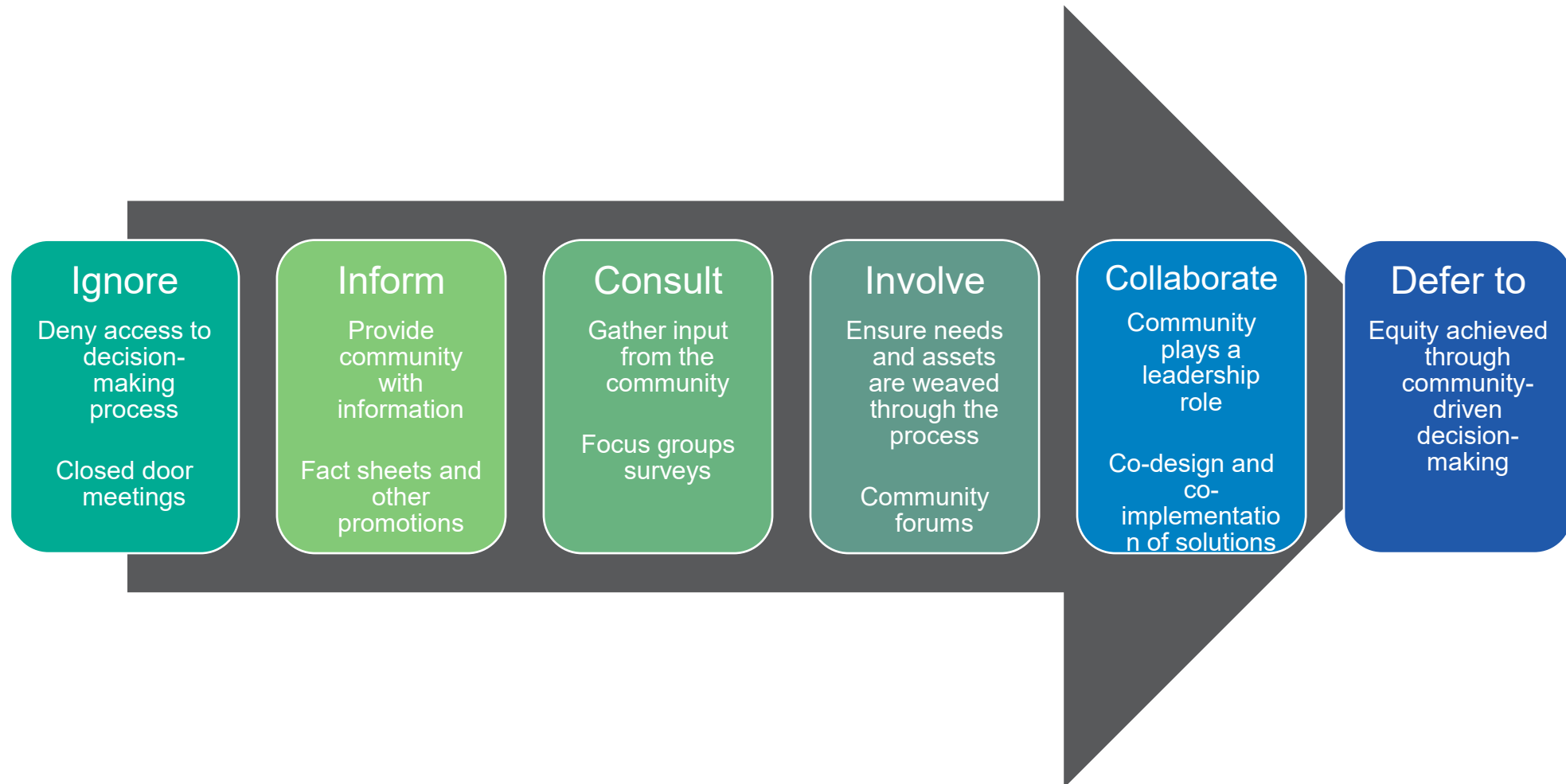
[The Spectrum of Community Engagement to Ownership](#), Rosa Gonzalez, Facilitating Power.

Engagement for Equity Worksheet

- Name the priority Issue
- Identify who is directly affected
- List any other efforts that aim to address the issue
- Inventory current partners:
 - those directly affected by your project and the issue,
 - public officials and leaders for whom this is a priority,
 - orgs that provide services related to this issue,
 - groups or orgs who would have interest
- Public announcement plans
- Plans to expand the partner list
- 30-60-90-day outreach plans
 - Potential partner
 - Ask/invitation
 - Recruiter
 - Approach
 - Next steps

Poll Question: In general, what phase is your IPLAN work on the Spectrum of Community Engagement?

- Ignore
- Inform
- Consult
- Involve
- Collaborate
- Defer to (Ownership)



How can the Spectrum of Community Engagement be used?

To Acknowledge marginalization

- Break-down existing barriers to participation so there is not a default to marginalization.

Assert a clear vision

- Prioritize inclusion, racial justice, and community ownership.

Articulate a developmental process

- Invest in the capacity to participate as well as the capacity to break-down systems barriers to community participation

Assess community participation efforts

- Look meaningfully at efforts and progress toward participation and engagement goals to continually improve.



In chat...

Why is community engagement important in advancing racial and health equity?



Implementing Health and Racial Equity Practices in the CHIP

Structural Racism and Race Equity

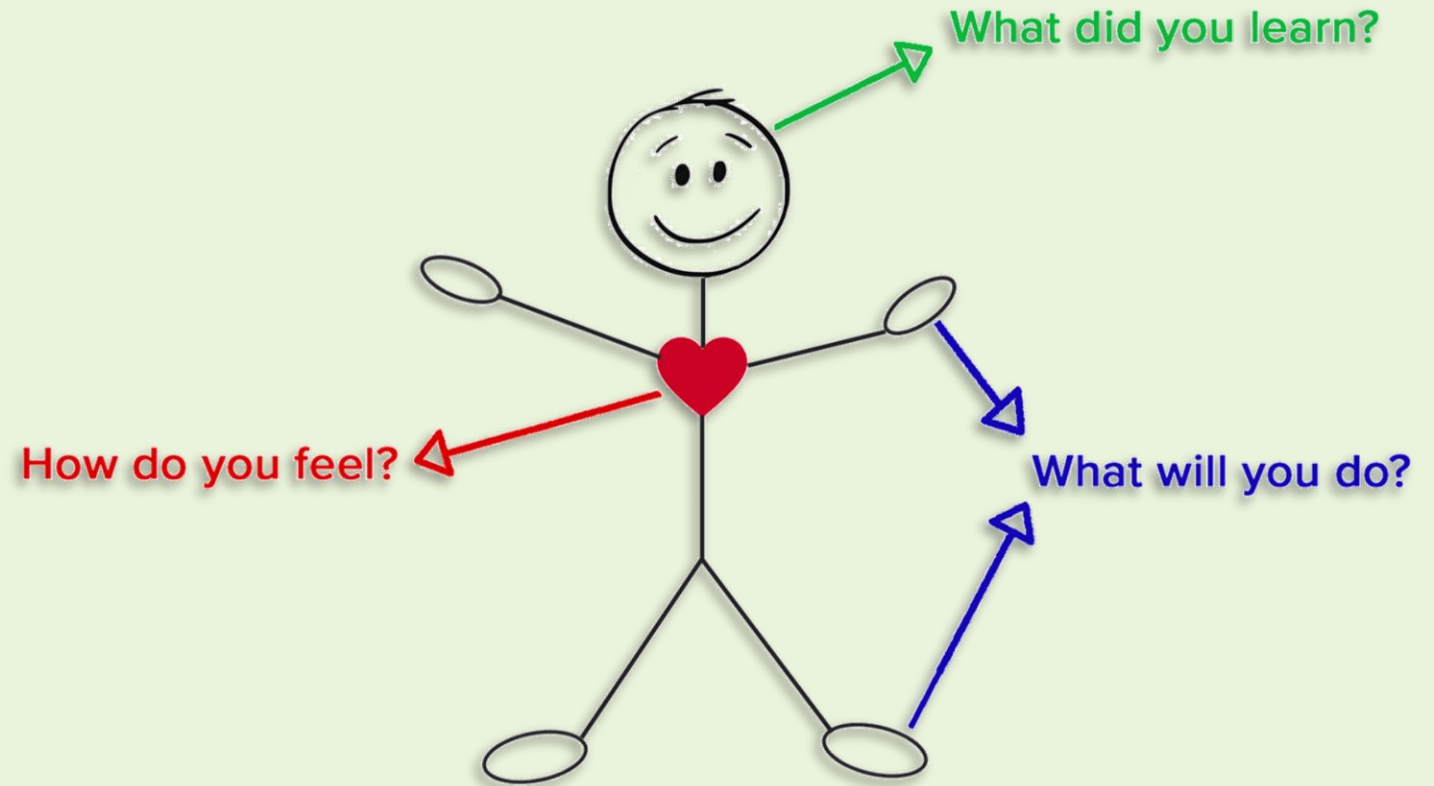
Unpacking Structural Racism



Small Group Work

- **What is your first reaction to this video?**
- **What do you think of the solutions listed in the video?**
- **What are some issues that you see connecting racism to public health?**
- **What could we start doing in our communities to undo structural racism in healthcare?**

Reflection



Strategies for Transformational Change

Develop shared understanding of the system

Develop a shared analysis around how power imbalances, racism, and other forms of oppression define and structure the systems that drive health.

Deepen relationships to disrupt patterns

Deepen the relationships necessary to disrupt these patterns at the interpersonal, team, organizational, and community levels.

Establish equitable change processes

Establish change processes that embody a model of sharing power; shift who represents and is leading transformation.

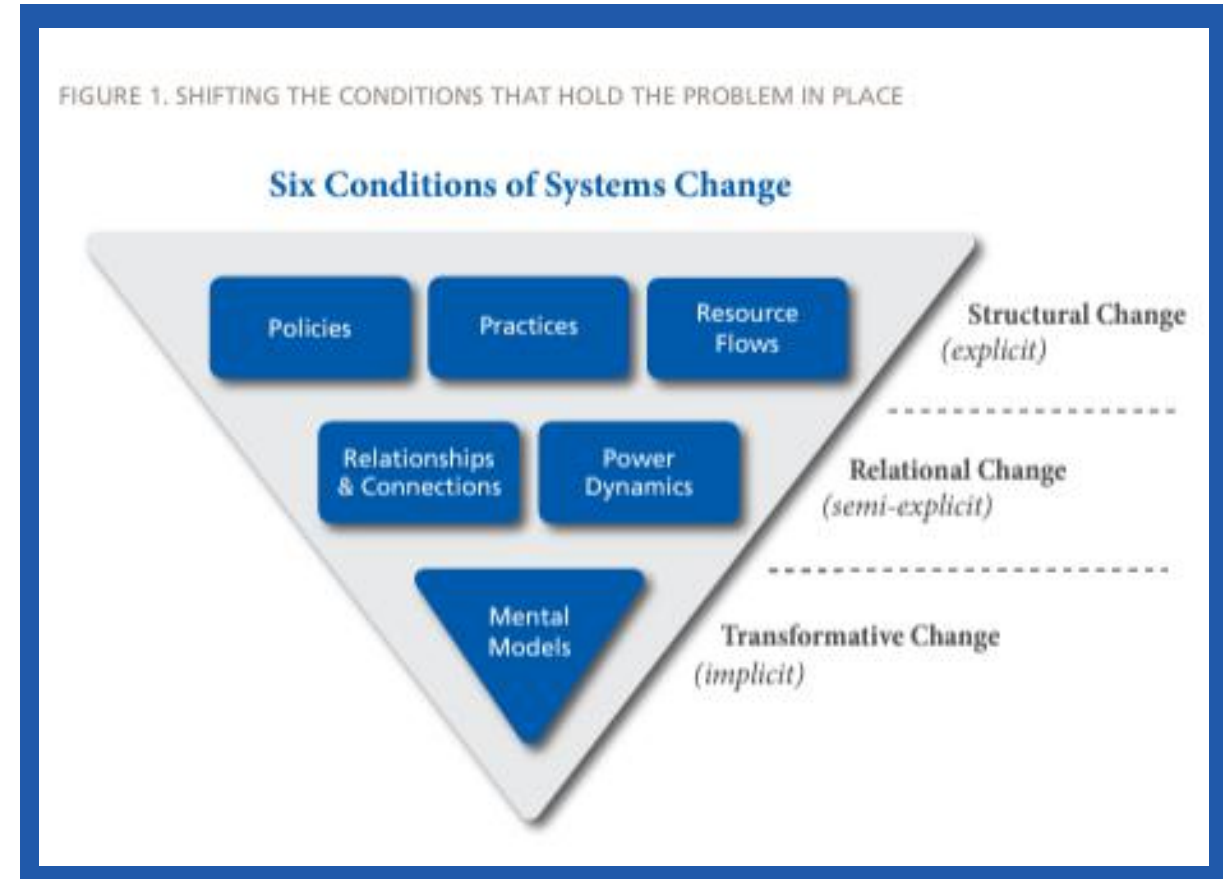
The Water of Systems Change

A fish is swimming along one day when another fish comes up and says “Hey, how’s the water?” The first fish stares back blankly at the second fish and then says “What’s water?”



The Water of Systems Change

- **Policies:** Government, institutional and organizational rules, regulations, and priorities that guide the entity's own and others' actions.
- **Practices:** Espoused activities of institutions, coalitions, networks, and other entities targeted to improving social and environmental progress. Also, within the entity, the procedures, guidelines, or informal shared habits that comprise their work.
- **Resource Flows:** How money, people, knowledge, information, and other assets such as infrastructure are allocated and distributed.
- **Relationships & Connections:** Quality of connections and communication occurring among actors in the system, especially among those with differing histories and viewpoints.
- **Power Dynamics:** The distribution of decision-making power, authority, and both formal and informal influence among individuals and organizations.
- **Mental Models:** Habits of thought—deeply held beliefs and assumptions and taken-for-granted ways of operating that influence how we think, what we do, and how we talk



Implement, Amplify, and Invest in Community-Identified Priorities and Solutions

Consider who is part of your “community power ecosystem” to help identify whom to involve in applying action steps.

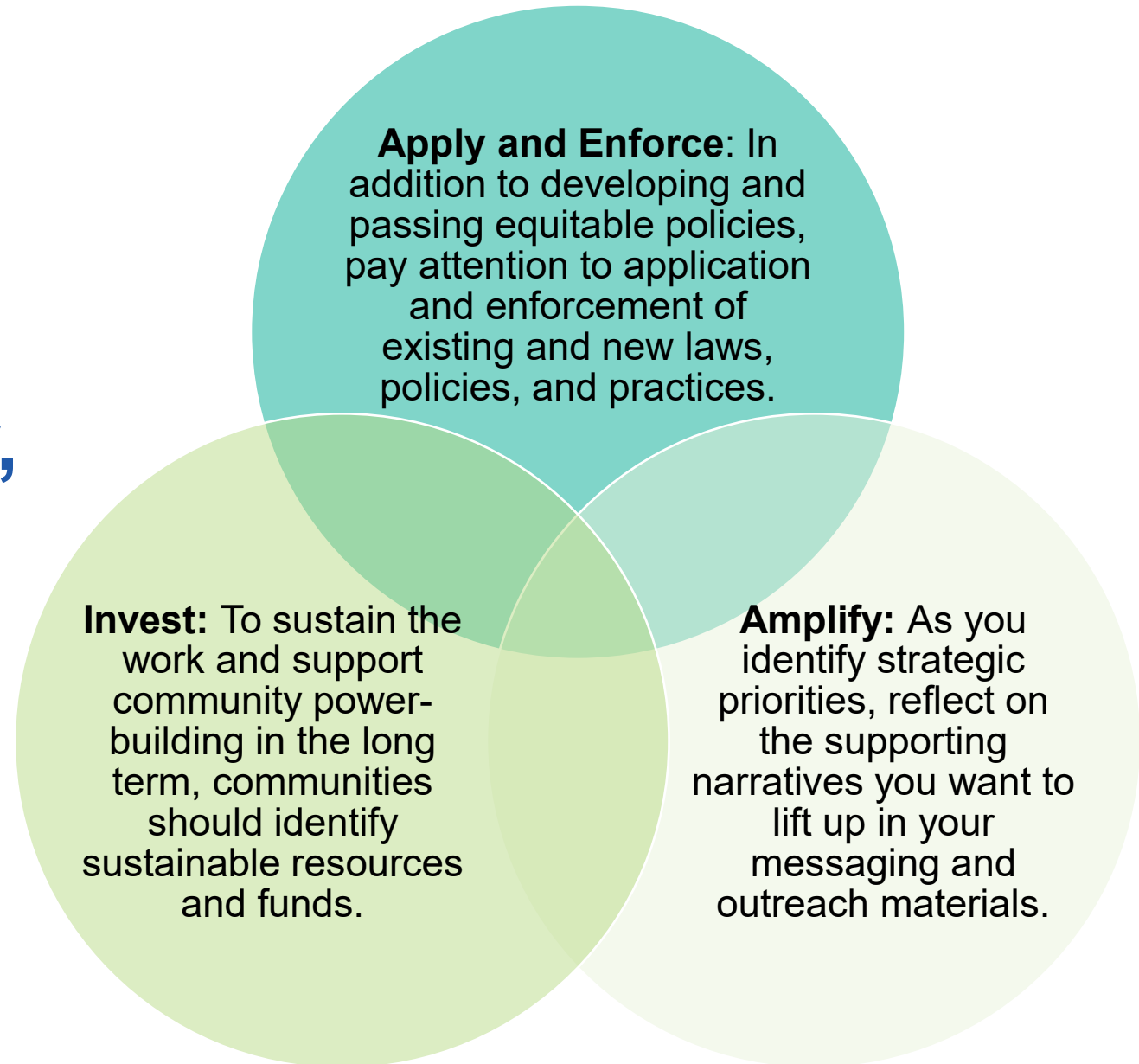
Those working in a LHD may need an inside strategy to move your public institution to publicly support and advocate for some actions.

- Organizing within an institution or building a network of internal champions.
- Doing an internal power map of your organization to identify internal champions, influencers, potential targets of change, and decision-makers.
- Doing an external power map of organizations and people influencing the actions you want to take.
 - Landscape analysis
 - Power mapping

6. STRATEGIZE + ACT

Implement, amplify + invest
in community-identified
priorities + solutions

Implement, Amplify, and Invest in Community- Identified Priorities and Solutions



7. EVOLVE

Reflect on process,
outcomes, accountability
+ sustainability

Reflect on Process, Outcomes, Accountability, and Sustainability

- Evaluating our impact can show how well we have worked to share power with our partners and what else we can do to improve the process.
- CQI is becoming a prominent feature of public health practice. Health departments use it to fulfill their mission, apply for accreditation, improve the health of their communities, and increase efficiency and effectiveness.
- In CQI, equity must be a core, guiding principle and measure of evaluation

Q&A Session



Training Needs Assessment





This series is made possible with funding from IDPH and the Community Health Assessment and Planning Grant, 2024



Thank you!

Evaluation:

<https://survey.alchemer.com/s3/8089984/Integrating-Health-and-Racial-Equity-into-the-IPLAN-Process-Eval-and-Training-Needs-Assessment>

Laurie Call at

Laurie.call@iphionline.org

Samantha Lasky at

Samantha.lasky@iphionline.org

Join us for the rest of our webinar series!

Register at:

bit.ly/m/IDPHIPLANwebinarseries

Webinar Topics and Dates (all 12:30-2:30pm):

- Quality Improvement - November 21

Group Technical Assistance sessions will be available for the following dates:

- December 4th 1-2pm (Q&A with IDPH Data Stewards)

Additional Tools and Resources

- [DC Council Office of Racial Equity \(CORE\) - Designing Racially Equitable Legislation](#)
- [Elevated Chicago - Community Engagement Principles](#)
- [Human Impact Partners \(HIP\) - Health Equity Guide and Strategic Practices](#)
- [Human Impact Partners \(HIP\) - Minimum Elements and Practice Standards for Health Impact Assessment](#)
- [Movement Strategy - The Spectrum of Community Engagement to Ownership](#)
- [National Association of County & City Health Officials \(NACCHO\) - Measuring What Matters in Public Health](#)
- [Race Forward - What is Racial Equity?](#)
- [Prevention Institute - Health Equity and Racial Justice](#)
- [Public Health Institute - Health in All Policies: A Guide for State and Local Government](#)
- [Promoting Equity through the Practice of Health Impact Assessment](#)
- [NACCHO's Power Primer](#)
- [Racial Justice and Power Sharing: The Heart of Systems Change](#)
- [How to Declare Racism as a Public Health Crisis](#)

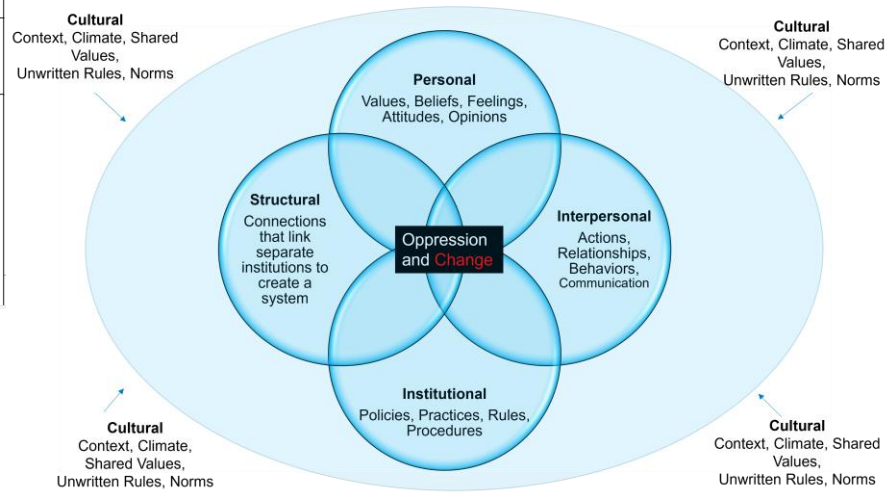
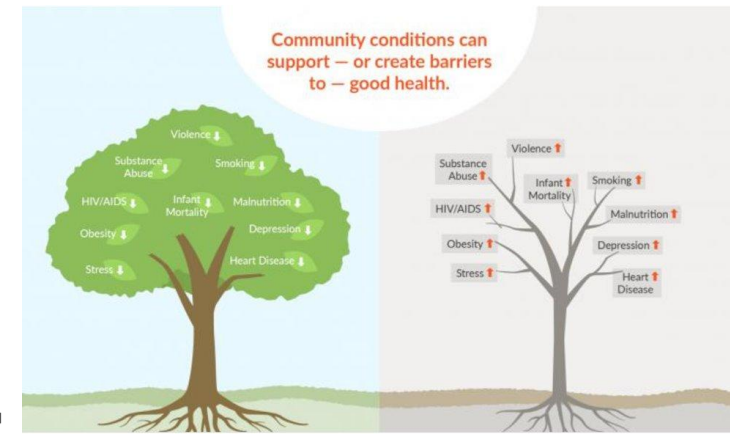
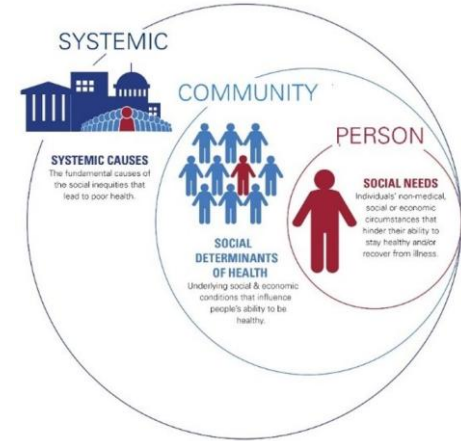
Continue the Learning

- Racial Equity Tools <https://www.racialequitytools.org/glossary>
- [Community Catalyst Resource Box](#)
- [NPC Systems Change: A Guide to what it is and how to do it](#)
- The Water of Systems Change
https://www.fsg.org/resource/water_of_systems_change/
- AAMC Health Justice
<https://www.aamchealthjustice.org/resources/trustworthiness-toolkit#video>
- Institute for Healthcare Improvement – [Meaningful Community Engagement article](#)

Review of tools and resources

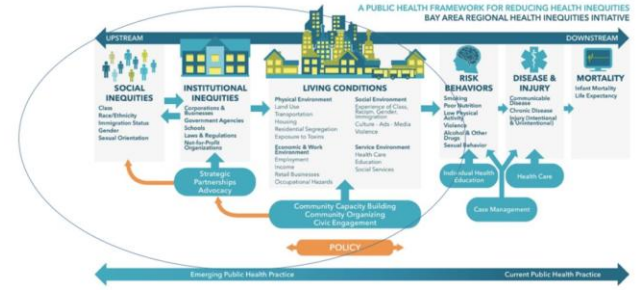
TCI Meaningful Community Engagement for Advancing Racial Justice Series Creating Shared Language

| Concept | Debriefing Questions |
|---|--|
| <p>Discrimination: The denial of justice and fair treatment by both individuals and institutions in many areas, including employment, education, housing, banking and political rights. Discrimination is an action that can follow prejudicial thinking. (Specific forms of discrimination: racism, sexism, classism, ageism, homophobia, etc. People can discriminate because of prejudice, stereotypes, or both)</p> | <ul style="list-style-type: none"> Have you ever been discriminated against? What happened? Do you think people sometimes discriminate more based on their perception that individuals had a choice in their condition as opposed to something that was out of their control (e.g., genetics)? Describe |
| <p>Prejudice: Prejudging or making a decision about a person or group of people without sufficient knowledge. Prejudicial thinking, is frequently based on stereotypes.</p> | <ul style="list-style-type: none"> What are the main reasons why it is important to reduce prejudice? What are the reasons for prejudice? What are the effects of prejudice? |
| <p>Stereotype: An oversimplified generalization about a person or group of people without regard for individual differences. Even, seemingly positive stereotypes that link a person or group to a specific positive trait can have negative consequences.</p> | <ul style="list-style-type: none"> What are some stereotypes you have learned about Black people? How might they unlearn them? How can the media (newspapers, television, movies) help to reduce stereotyping? |
| <p>Racism: Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices. Racism = race prejudice + social and institutional power. Racism = a system of advantage/oppression based on race.</p> | <ul style="list-style-type: none"> What's one way in which racist power has hurt or benefited you? Do you think that white nationalists are the worst perpetrators of racism in America? Why or why not? How do these definitions compare with your personal understanding of racism? What are some of the ways that you see racism playing out around you? Work? Rabbi Tarfon, said "It is not your responsibility to finish the work of redemption the world, but you are not free to desist from it either." What does that mean for you and your organization as it relates to racism? Other forms of oppression? |
| <p>Internalized racism: lies within individuals. This type of racism comprises our private beliefs and biases about race and racism, influenced by our culture. This can take many different forms including: prejudice towards others of a different race; internalized</p> | |



What Is Policy, Systems and Environmental (PSE) Change?

Community Catalyst Resource Box



| STANCE TOWARDS COMMUNITY | 0 IGNORE | 1 INFORM | 2 CONSULT | 3 INVOLVE | 4 COLLABORATE | 5 DEFER TO |
|----------------------------|---|---|---|---|--|---|
| IMPACT | Marginalization | Placation | Tokenization | Voice | Delegated Power | Community Ownership |
| COMMUNITY ENGAGEMENT GOALS | Deny access to decision-making processes | Provide the community with relevant information | Gather input from the community | Ensure community needs and assets are integrated into process & inform planning | Ensure community capacity to play a leadership role in implementation of decisions | Foster democratic participation and equity through community-driven decision-making; Bridge divide between community & governance |
| MESSAGE TO COMMUNITY | Your voice, needs & interests do not matter | We will keep you informed | We care what you think | You are making us think, (and therefore act) differently about the issue | Your leadership and expertise are critical to how we address the issue | It's time to unlock collective power and capacity for transformative solutions |
| ACTIVITIES | Closed door meeting Misinformation Systematic | Fact sheets Open Houses Presentations Billboards | Public Comment Focus Groups Community Forums Surveys | Community organizing & advocacy House meetings Interactive workshops Polling Community forums | MOUs with Community-based organizations Community organizing Citizen advisory committees Open Planning Forums with Citizen Polling | Community-driven planning Consensus building Participatory action research Participatory budgeting Cooperatives |
| RESOURCE ALLOCATION RATIOS | 100% Systems Admin | 70-90% Systems Admin 10-30% Promotions and Publicity | 60-80% Systems Admin 20-40% Consultation Activities | 50-60% Systems Admin 40-50% Community Involvement | 20-50% Systems Admin 50-70% Community Partners | 80-100% Community partners and community-driven processes ideally generate new value and resources that can be invested in solutions |



The Three Faces of Power



Image from: Let's Talk Redistributing Power to Advance Health Equity, NCCDH

First Face: Visible Power

Exercising influence in the political or public arena and among formal decision-making bodies to achieve a particular outcome



Theory in Action: Public Health and Community Power Building for Health Equity, JPHMP, 2023

Image from: Let's Talk Redistributing Power to Advance Health Equity, NCCDH

Second Face: Hidden Power

Organizing the decision-making environment, including who can access decision making and what issues are being considered by decision-making bodies

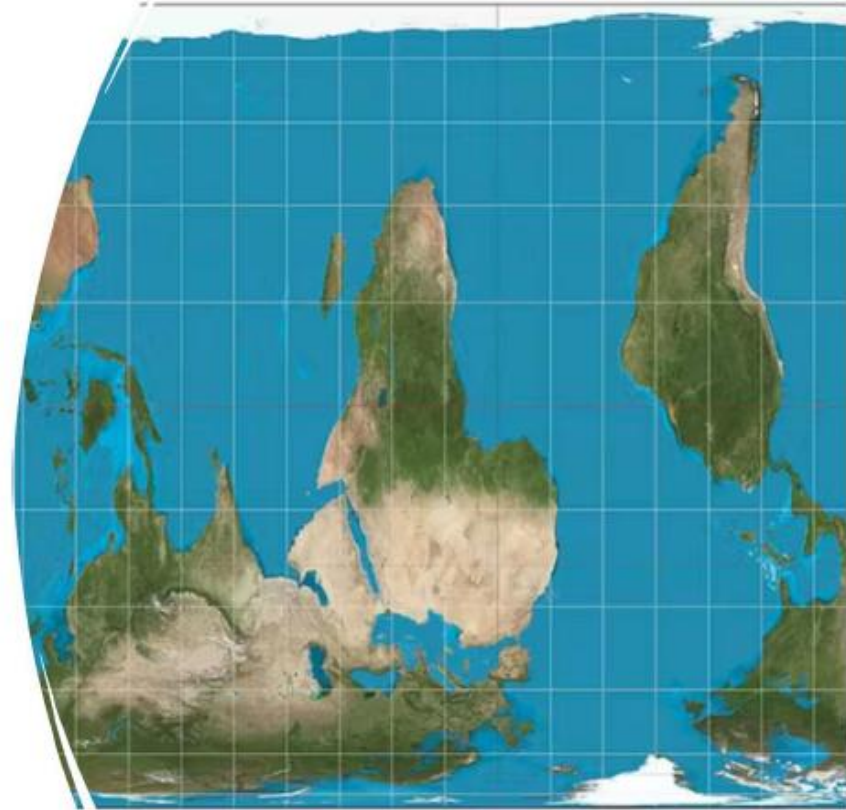


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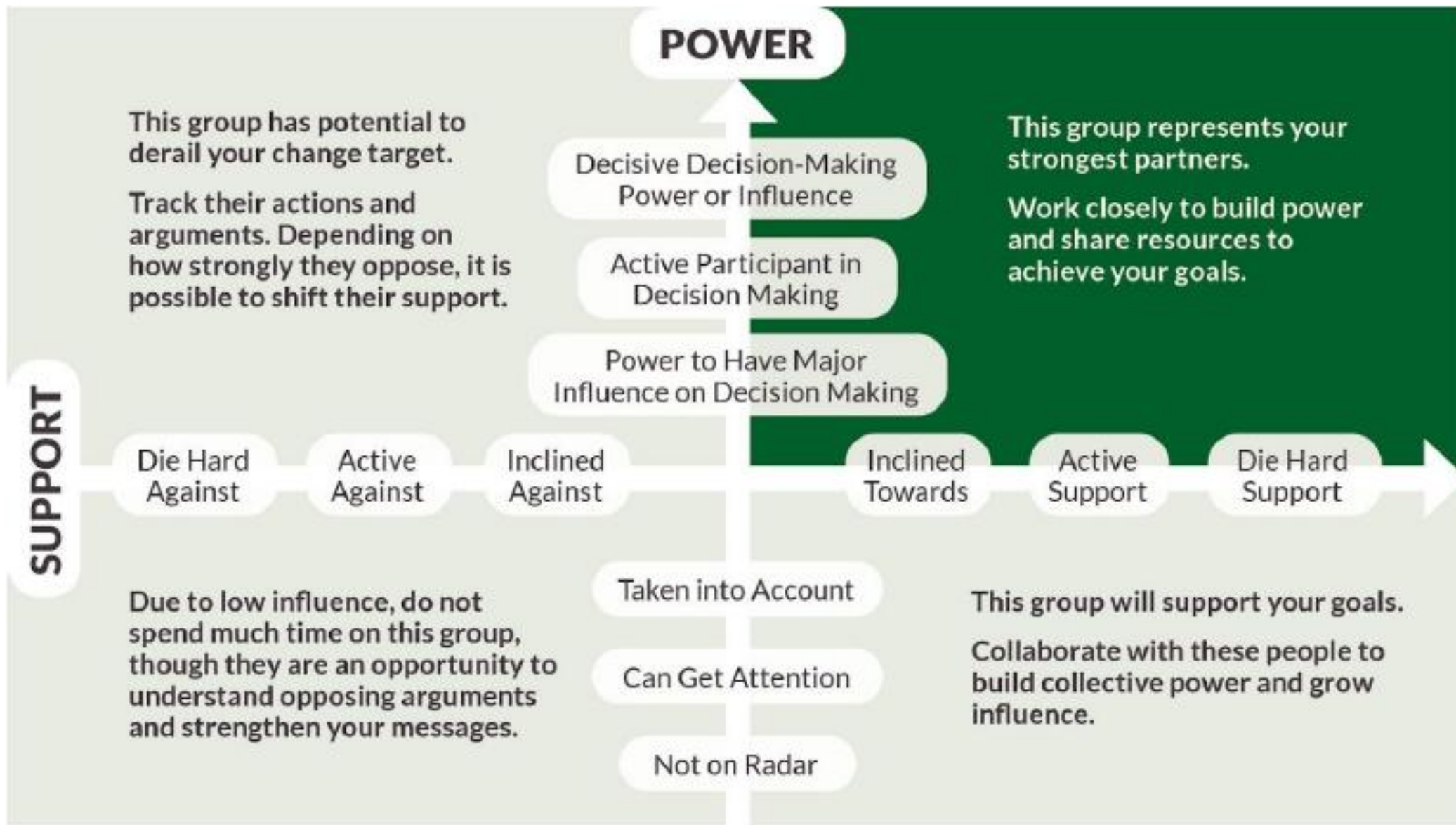
Third Face: Invisible Power

Shaping information, beliefs, and worldviews about social issues



Theory in Action: Public Health and Community Power Building for Health Equity, JPHMP, 2023

Credit: South-up Peters projection. Daniel R. Strebe,



Source: NACCHO MAPP 2.0 User's Handbook and Power Primer, <https://www.naccho.org/programs/public-health-infrastructure/performance-improvement/community-health-assessment/mapp>

Connecting Concepts

Race Equity Work

- Antiracist leadership
- Adopt a power-sharing approach
- Create a container for systems change
- Integrate the head and the heart

Principles of Authentic Community Engagement

- Foster trust
- Support community-led solutions
- Strive for social change

How does race equity work align with the Principles of Authentic Community Engagement?
How have you or how do you plan to use these concepts when engaging community?



