What can you do to bring up equity in your organization and/or with your implementation team?

Activity #3 - Practical Guidance for Embodying Equity in Implementation Part II

THE CENTER FOR IMPLEMENTATION SEP 25, 2023 07:09PM UTC

be respect to everyone.

Bring forward ideas

share and discuss values and create an invitation to consider equity in our work together then make a plan for what that looks like

I'm giving a presentation at work tomorrow re health equity (vs health inequality) and how to address it in clinical care

Calling people in consistently

Ask honest and respectful questions

using some of the frameworks that were shared!

Create a Diversity and Equity Committee!

Build equity discussions/considerations into standard processes

introduce/share resources

Listen to all the voices

schedule meetings frequently, recognizing that not everyone will be able to attend at the same time

From a research perspective, adopting a framework that assesses equity throughout implementation stages.

In every decision, ask, "How is power operating here?"

Setting aside time in team meetings to discuss equity and how it relates to our work.

Budgeting discussions, ensuring built in from the onset

address medical model versus recovery oriented approach

Acknowledge inequity where it exits

Find ways to align equity with currently established organizational values

connect the issues to values

Start asking the right questions and including the right people

Make equity part of everyone's role

Continue learning and listening

Use the guide questions on mental models and incorporate it in group discussions.

Refine your lens

We have to do a lot of work to increase our knowledge first in order to raise awareness.

Make the topic a norm of conversation

Ethics committee

Actions

DEI team that has had some difficult conversations leading to important actions.

Policy: for EDI Advisor on all hiring panels

Listen to the communities we work with

"We have people we care for who don't have the same good results as others--let's dive into this and understand more about why and what we can do."

Make an agenda topic surrounding innovation and inclusion ideas a part of weekly meetings

share this presentation and have discussions

Inviting people to have the opportunity to bring in their perspective

More diverse teams

Reflect on values and vision, and incorporate these into our TOR and how we work together

Set corporate performance goals related to equity with measurable benchmarks.

Bring all stakeholders tot eh table, from design to implementation

Continue to expand knowledge and understanding on equitable practices

Bring real life examples and individuals who have lived experience with oppression or discrimination.

Include equity as a value in early project planning

Gender balance in power positions

We hold monthly equity meetings to talk about different topics relating to diversity, equity and inclusion. We survey our program to find out what areas people are interesting in learning more about and have presenters that have lived experience regarding these topics. This month we're doing Neurodiversity at Work as our monthly topic!

Started a petition to have people with disabilities included

Ask the question WHY over and over again

Why do we have that policy? Why do we do it that way? Why does that person have the power to make decisions for others?

Own past harm (even if not responsible) research and scientists have caused their community - beginning with this has brought about a lot of wonderful conversations and insight.

Ensure that equity is included in our internal mission and not just reflected in the Model that we are replicating in communities across the country.

Comprehensive DEI survey

Actions

Struggles within my immediate team that are tense and unresolved right now.

structure in lived experience voice, link to accreditation and pay those involved, communicate (share reports etc)

ask questions/reflect at every step along the way - when anticipating - when designing - during implementation - and when assessing outcomes

Ensure the equity lens is applied to set the context in event program development

"This is for the purpose of simply informing our work, not to stigmatize or shame"

Sharing stories that non-white staff have expressed about their experiences

Use equality impact assessment templates in the very early stages of programme design

Groundbreaking ideas

Encourage to my colleages to share their ideas without risk

Build health literacy in our Hispanic community

Race balance in power positions

invite people in. 'nothing about us without us'

value all ppl's contributions

Tip Sheets for Researchers on what EDI in a research proposal looks like (and how BOILERPLATE DOES NOT WORK)

Invite racialized students to all committees and pay them.

at meeting check-ins, share about something done on personal time relevant to equity, i.e. inclusive community bike ride along red-line boundaries that have segregated a city for 80+ years

MyWorkToDo.com

Recognising different skills within members in the team and how all the differences contribute to the overall goal of the team

Rethink our values, from a mental model perspective

Draw on current events and the impact on individuals within the organization and ON the organizatinon to make it real

Paying volunteers to be part of project steering groups

Permanent equity study groups: reading, talking and chance proposals

Regularly check whether there are other people (community members) who need to be involved.

Challenge team make-up

Reviewing implementation team make-up to ensure the team itself is diverse and members equitable, so that the ideas and changes we design are more equitable as a result (before even considering equity of the changes themselves)

Encouraging people to think about where their assumptions/information are coming from

Invite Indigenous Office to all decision-making tables.

Always included lived experience perspectives to work done - resources, programs, etc.

Respectful attitude toward EVERYONE - there should be not discrimination against the minority, nor should the minority antagonize other groups.

Question who is at the table making decisions

Is there diversity in multiple dimensions? Or is it the usual power-holders?

ask the questions that are not being asked

Begin to make equitable changes and decisions visible and normed. Bringing on new leaders? Ask the group "how are we ensuring equitable opportunities?" Identifying images? "Who is represented in this view?"

Indigenous `Kitchen Table` conversations = low stress, high learning

support psychological safety and support PWLE voices for involvement/inclusion

Comitte creatitons

Work to create a culture where it is safe for folks to learn and grow from mistakes or missteps.

When we come across an issue, to follow up with the person who shared it with us

Do your own work and let people see you evolving

I go out to the community at least 2x a week to keep honest and updated, and share with my team every single time

Continuous prompting, linking equity back to system transformation, that we can't build a better health care system without making it more equitable

I am thinking about equity around data points, and mental models on our notions of what success looks like, and funders who create barriers

Disaggregate data by demographics!

Changing settings for meetings and activities

link into formal structures such as accreditation (lived experience voice)

sharing data

We are still in the awareness phase. No one is going to shoot any ideas down, but having to courage to make changes or knowing how to make those changes happen is still a ways away.

offering specific recommendations for how we can make services more responsive to the needs of *specific* equity deserving communities

Making failure safe

Co-create guidelines to ensure the space for conversation is safe

suggesting organization-sponsored volunteering: company pays for employees to spend appreciable time serving in areas of need

Resist aggregating data!

Time at EVERY mtg for DEI conversations. Not a one off anymore.

Understand how to "Evaluate" equity

collaborative problem solving

Bringing psychological safety to the work

celebrate diversity!

In Mexico this looks far away

Linking to community leaders, priorities that have already been set, existing calls to action from equity-deserving groups, and asking our orgs and institutions to see how we can be more responsive to existing priorities in our work

Sharing power

This is incredibly personal... how can we hold spaces for people to do this work? Could it be framed as a personal growth opportunity?

Respect and use the expertise of people with lived experience; compensate them for it - even when the system says you can't

Recognize that EDI is more than gender & skin; disability, class, family status and other intersectional features must be discussed

Adopt the Dimensions Charter (Canadian Tri-Agencies) or Swan-Athena (UK)

Create safe spaces for people to admit equity missteps and reflect on what they'll do differently in the future so others can learn

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