

## Why are you offering this series?

Better Health Together convenes cross-sector leaders across 6 counties of Eastern Washington to radically improve how we deliver community health. We strive for health equity - *where institutions support every individual in achieving their full health potential regardless of identity, environment, or lived experience*. When we look at our community decision-making tables, we notice most of the leaders are white. When we look at who is most impacted by the work, the data shows us people of color carrying the unjust burden of the greatest barriers. This disparity tells us we are working in a white-dominant system, and if we are not intentional about applying an anti-racist lens to everything we do we are at risk for perpetuating behaviors of [white-supremacy culture](#). BHT Board and Staff have spent the last two years deeply engaged in an organizational equity journey, to grow our understanding of what this means, how it is influencing our work, and what we must do about it.

## What is the goal of your Equity Learning series?

To grow a shared understanding of equity concepts and language across BHT partner organizations. We want to support our partner organizations to have brave conversations about disrupting patterns of oppression and discrimination linked to white-supremacy culture.

## Where did this workshop come from?

Over the past few months the realities of racism have been spotlighted through widening inequities caused by COVID-19 and the protests started after the death of George Floyd and in honor of far too many more black and brown people killed by police violence in this country. We received requests from many of our partners for resources and support on leading brave conversations about racism and equity at work. Starting in mid-2018, BHT launched an all-staff internal equity workgroup which spent a year collectively building out common definitions and understanding of equity principles through shared learning and small group discussion. We all grew so much from the chance to challenge and learn from each other's diverse perspectives, and this workshop series is built on a desire to expand that opportunity to our partners. This will both be a chance for critical and brave conversation about equity and racism, and model tools to take those conversation back to your organization.

## Equity work can be challenging and potentially bring up difficult memories or experiences surrounding this work or lived experience. What safeguards are in place to prevent re-traumatization of people of color in attendance?

We recognize that everyone's individual experiences with systems of oppression will impact how they receive and react to this training. The BHT staff team designing the workshop has expertise in trauma-informed approaches. To help minimize harm to Black, Indigenous, people of color, womxn, LGBTQ+, and other oppressed groups that may experience re-traumatization as a result of these conversations, we have added the following safeguards:

- All agenda's will be posted in advance, so no one is surprised by a topic
- Content Warnings (CW) will be used before we begin slides or discussion that may bring up trauma. At this point we will pause if impacted individuals wish to mute the presentation, step out, or otherwise opt-out for that section.
- Breaks will be taken throughout the 90-minute session to encourage moments of silence, deep breathing, water breaks, and other forms of wellness.
- BHT staff are holding time after each workshop for individual or group post-processing as needed.
- In some discussions, we may only invite Black, Indigenous, and people of color to share, and our white audience to just listen, to elevate voices of color and reduce risk of harmful comments from white people.
- BHT staff are open to feedback and adjustments as we go to ensure we are not perpetuating harm.

*A note to our white audience:*

These conversations will be uncomfortable and may bring up some feelings of trauma for you as well. We ask you to self-regulate and do what you need for yourself to be present in the trainings. However, do not read this as an invitation to *opt-out* when facing feelings of discomfort. Black, Indigenous, and people of color do not get to opt-out of experiencing racism daily in America. It is our collective responsibility as white people to not opt-out of anti-racism and anti-oppression work.

### **What is the format?**

We are offering four cohorts for the 5-part workshop series. The workshops are held once a week at a standard time, with 1 hour of content, 30 minutes of Q&A, and 30 minutes of optional continued discussion or processing time.

Cohort workshops will be led by BHT staff, based off of our internal Equity Workgroup conversation model. The workshops lean heavily on small group discussion and activity. BHT staff will introduce a concept and prompts for discussion/activity, then facilitate via Zoom Breakout Group for small group discussion.

Sessions may include pre/post reading or videos to support learnings.

All sessions will include expectation of a "Teach Back." Participants will be given a packet of talking points and discussion prompts based off of the workshop, which they should use to teach back the discussion and learnings at their organization.

### **Who is eligible to attend?**

Any organization that is a Collaborative MOU member may attend.

If you are interested in attending but not currently a Collaborative member, please contact us and we can discuss onboarding.

### **Who should we send?**

You may send *up to* three staff. We recommend all three attending the same cohort series together so staff can support each other through the process, but that is not required.

One team member will need to be designated the “Team Lead” for your organization who will be responsible for leading a “teach back” of learnings from that week’s workshop back to staff that did not attend the workshop. Team Leads will be given a packet with talking points, resources, and discussion prompts based off the workshop to guide the conversation.

Make sure whoever is designated Team Lead has the capacity and drive to manage this request, and that leadership will support creating time for them to run these teach-backs sessions.

### **I am a Contracted Partnering Provider. Is this series required as part of the Learning Cohort commitment?**

Originally, Partnering Providers were required to attend a set of Learning Cohort Trainings as part of their contract. When COVID-19 began, we made the decision to waive that requirement to ease the burden on provider’s time. The total hourly requirement of the trainings which have been waived was approximately 24 training hours for 2020. In contrast, this equity workshop asks for a 7 ½ -hour commitment.

As part of the 20% pay-for-equity dollars in contracts, Partnering Provider organizations will be expected to submit an organizational Equity Commitment statement to BHT. This workshop series will set organizations up for success in meeting this contract expectation. While not required as part of your current contract, we encourage you to consider it mandatory for your staff because of the vital importance of this topic and relevance to your pay-for-equity dollars,.

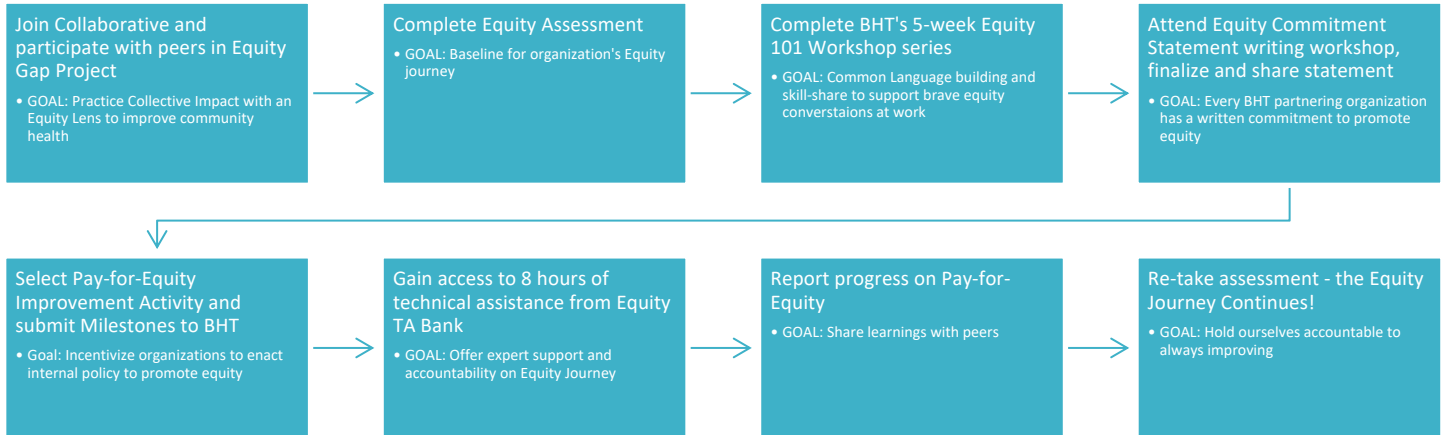
### **This is a big time commitment, are there incentives to attend?**

In addition to the incentive of a chance to learn and grow as a human alongside your peers, BHT is offering CEUs for attendees.

Because it supports contract expectation for Partnering Providers, this series is connected to pay-for-equity dollars earned in contracts.

In recognition that our Collaborative MOU members who are not in contract do not have the same opportunity to earn dollars, we are offering a \$2,500 incentive for any MOU organization that attends the series. This amount will be prorated if sessions are missed. We recognize that within the current constraints of our system of care, it asks a lot of partners to take time away from work to attend trainings. We hope these dollars will offset some of that burden.

## How does this fit with BHT's other equity journey activities?



## How do I register?

There are four cohorts to choose from for this series. Within each cohort are 5 weekly meeting dates that are required to fully participate in the series. When you register for a cohort, you must register for all 5 weekly meeting dates associated with the cohort you chose.

### Cohort 1 – [register here](#)

August 11, 8am-10am  
 August 18, 8am-10am  
 August 25, 8am-10am  
 September 1, 8am-10am  
 September 8, 8am-10am

### Cohort 2 – [register here](#)

August 11, 11am-1pm  
 August 18, 11am-1pm  
 August 25, 11am-1pm  
 September 1, 11am-1pm  
 September 8, 11am-1pm

### Cohort 3 – [register here](#)

September 15, 8am-10am  
 September 22, 8am-10am  
 September 29, 8am-10am  
 October 6, 8am-10am  
 October 13, 8am-10am

**Cohort 4 – [register here](#)**

September 15, 11am-1pm

September 22, 11am-1pm

September 29, 11am-1pm

October 6, 11am-1pm

October 13, 11am-1pm

**A note on the evolving equity journey**

We have yet to see an anti-racist world, but we believe we can build one. We do not strive for perfection in our equity journey, but an openness to learn and willingness to be moved. We will make mistakes, and those mistakes will help us grow. We strive to build accountability in our work that will prevent and reduce the harm to those who have already been impacted by oppression along the way. We owe so much of our learning to people of color and members of other oppressed groups who have taken on a great burden in sharing their experiences of oppression in order for us to see how we must do better. To that end, we do our best to express our commitment as we know how to live it out today in this document. However, our commitment to anti-oppression work is evolving and how we communicate and activate our commitment to this work will also evolve and grow.