

The Journey from Health to Health Equity: Moving from Words to Action
GIH 2023 Annual Conference

Be Bold, Brave, and Comfortable with Being Uncomfortable

Continue to ask the tough questions

Be vulnerable and embrace discomfort

Unabashedly tell the story of our equity journey. Good & bad

Make sure I'm explicit about addressing Racial equity - in work & in life

Become more comfortable with not knowing; accepting I don't have (and will not have) all the answers, but do this work anyways!

Continue to learn & to not be afraid to share and/or to fail

Be more bold and brave in this work to have difficult conversations

Engage in Radical reimagining

Have tough conversations - honest, purposeful

Engage in vulnerable & authentic conversations w/my philanthropic partners

Ask the difficult questions - get comfortable being uncomfortable

Continue to work towards safe; inclusive and equitable spaces

Create spaces for vulnerability & trust

I will continue to be a squeaky wheel & ask uncomfortable questions

Ask questions about staff role/understanding of how our funding is invested

This year I'll craft a bigger & braver story about Health Equity. Tell the truth about how system got this way & issue better disruption

Keep Learning

Reach out to colleagues met here for resources and be a resource

Continue to educate myself on the issues related to equity

Review/look up various resources, articles and models mentioned - lead, act!

Expand my knowledge on what it means to be an org that is focused on health equity!

Learn about TRHT (4)

Research TRHT model and reimagine how to build a community centered grant process & equitable

Restart Book Club

Read some books and articles

Read the Illusion of Inclusivity and share it (5)

Read Ciara Smith's "The Illusion..." article - review internal practices

Read article -Meet with Norm & Alicia - Believe in looking internal

Read the article, "The Illusion of Inclusive Workspaces" and discuss with colleagues how we include joy in our equity work

Read the "Illusion at Inclusive Work Spaces" article and raise to my org's leadership for discussion

Read Evicted (3)

I will read Evicted. I will find a small NGO in my local neighborhood to support

Take Action

Implement a new strategy to be more inclusive

Pass a new spending/investment plan

Use more of my foundation's SMIR capital, even if I can't advance more capital, to support BIPOC- led organizations

Maintain trustworthiness by enduring accountability of public/government partners/stakeholders so that we continue to be trustworthy

Consider RFP's and what can be changed

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Restructure our narrative about health equity powerful, joyful, possible
Use communications to lift up grassroots grantee partners
Talk more about messaging to fit audience but not letting the unready set the pace

Find Joy

Never be cautious to find joy
Reflect, connect (IRL), keep the joy
Look for joy in this work
Tap into the joyfulness of this work. Tune into the strength of community & lift up their voices!
Be less skeptical :)
Have a retreat that's not an all-day meeting but an actual retreat for joy, celebration, rest and healing
Will bring more joy
Prioritize Joy in the equity journey
Be more intentional about reaching out to philanthropy & continue to be joyful about our work
Ask about community assets in communities of despair. Acknowledge the creativity and joy that exist despite hardships.
I will show up as me always & never forgetting I am the change
Be the change maker

Embrace Community

Make time to make sure our funding opportunities require meaningful community engagement with real decision - making power
Have a conversation with my foundation around who are we missing in our health equity conversations
Push from community centered to community led
Be in community w/rural BIPOC people
Talk to the folks in the community and ask what they need & how we should/can be supporting them
Bringing in the voices from the community to be at the center!
Transition to community decision making
Find a way to capture a historical/cultural context from the community

Bring the Others in the Organization Along for the Journey

Work on the Board coming along w/us (staff) through some education
Meet with or connect with each of our board to hear their story
Build more trust w/board members
Change board member/leader culture
Working with my CEO to incorporate more intentional conversation about equity in our house
Have a conversation with my Board to adopt an Equity framework
Hold our incoming CEO accountable to continuing the journey we've taken so far
Carry what I've learned at this conference to my team and to my leadership
I will use my position of power to overtly name inequity issues - and solutions - at quarterly Foundation board meetings
Continue to improve on how to engage my board
Work with team to create space for our team to share and imagine and define how we put our equity work into action both in our org and in community?
Committing to finding ways for our teams to work together - get out of silos. Affordable housing
Engaging in appreciative inquiry about equity at our foundation to make them INSTITUTIONAL
Lead convos about the outcomes we are focused on, build research & programmatic support

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Ask the organization - why is the foundation beginning the equity journey? What will be different?

Ask the right questions and invite/encourage others to do the same

Work with team to create space for our team to share and imagine and define how we put our equity work into action both in our org and in community?

I wrote down all the resources that were shared today and will share them with our Racial Equity Committee that is leading staff engagement and learning about Racial health equity

Identify questions that rise to the top- navigating different approach/pace of change at different levels of the org. Defining language & terms - building equity practices in our operations (internal & external)

Going to committ to getting COPE (equity) training to my larger department