NARRATIVES AND STRATEGIES THAT HINDER EQUITY AND ANTIRACISM IN OUR POPULATION HEALTH WORK

DENY

What are ways in which equity and antiracism are denied as a significant problem in your organization's population health efforts? An example of this could be having one person or a small group focused on anti-racism

DISTANCE

What are narratives used to not prioritize systemic racism in your population health efforts? An example of this could be the 1-year timeline or lack of community centered-goals.

DISTORT

What are narratives, strategies, and approaches that your organization deploys in population efforts that you know only leads to neutral or negative effects for BIPOC individuals? An example of this could be the ROI narrative often deployed with health equity

OTHER NARRATIVES & TACTICS

What are other narratives and tactics that impede on your population/community health efforts from being as focused on antiracism and equity as you would like?

Worksheet developed from content found in the following source: Chow, R.M. . Phillips, L. Lowery, B.S.. Unzueta, M.M.. Fighting Backlash to Racial Equity Efforts: Understanding the Real Reasons Why Diversity Initiatives Provoke Opposition Can Help You Lead Employees Through Cultural Transformation . MIT Sloan Management Review(Summer 2021).

DISMANTLING UNJUST SYSTEMS

Reflection Questions as You Respond to this Section:
Who are you partnering with?
Are you investing in BIPOC partners? If so, how?
How is data being shared with the community? Who sets the agenda?

1. After reflecting, which backlash strategy (deny, distance, distort, or other) was most populated after reflecting on your organization's population health/community health work? Why are those strategies so effective?

2. When have you been able to overcome these narratives, strategies, and approaches in your institution?

3. What are opportunities to reframe/shift some of these narratives, strategies, and approaches to facilitate your population/community health efforts to be better positioned to dismantle unjust systems?

4. What do you see happening in the community that represents creativity and innovation that you would like to see your institution support? Please think beyond what you are already supporting currently.