



Health Equity and Social Justice Workshops

These dialogue-based sessions are led by trained co-facilitators and seek to illuminate racism, classism, and other types of oppression as root causes of health inequity. The workshop consists of two consecutive days followed by a third day 1 - 2 weeks later. Over the course of the three days, participants:

- Learn language and conceptual frameworks that enable them to engage in difficult conversations about oppression and unearned privilege as experienced in the United States and focus on practical analysis and application of health equity concepts to real-life scenarios.
- Explore the meaning of cultural identity across groups.
- Begin to understand the necessity and value of addressing racism and other forms of oppression *explicitly* as root causes of health inequity.
- Practice analyzing case studies in a social justice/health equity framework.
- Identify potential avenues and opportunities for advancing health equity through one's work and personal life.

The workshop employs each of the following as catalysts for dialogue:

- The lived experience of participants;
- Language constructs that help illuminate oppression and privilege in American society; and
- Practical analysis and application of health equity concepts to real-life scenarios.

In facilitating dialogue on subjects that may be uncomfortable for some participants, workshop leaders take great pains to ensure that 1) the point-of-view of the workshop is transparent from the outset, and that 2) disagreement with that point-of-view is welcomed and encouraged as part of the process of coming to terms with cultural forces that normally discourage a frank discussion of racism, other types of oppression, and their impact on the public's health.

The workshop cohort must be a minimum of 15 people and a maximum size of 25.



Health Equity and Social Justice Learning Labs

With the rising awareness that health equity is important, there are at least two challenges that public health professionals face. The first is developing a clear understanding of what the term means. The second challenge is to determine how to intentionally focus on health equity in our daily work. It is common in discussions about health equity to hear references to using a 'health equity framework' – but it is just as common for people to not know what that means in both form and content. The Learning Lab sessions are designed to provide a definition of the concept and guide work groups through a process they can use to act intentionally and strategically to advance health equity within their work.

Learning Lab sessions are a total of 16 hours of contact time spread across five meetings with group work in between the sessions. Typically there are 3 or more weeks between sessions. The five areas of focus include:

- Session 1 - where have we been, where are we going? (review of key concepts) 2 hours
- Session 2 - where we are (analysis of organizational assessment data) 4 hours
- Session 3 - what can we do? (identifying ideas for potential projects) 3 hours
- Session 4 - what will we do? (developing specific project plans) 3 hours
- Session 5 - commitment to action (presentation of plans to key partners) 4 hours

The Learning Labs include an additional 6 hours of contact time for 3, 6, and 12 month follow up accountability sessions. Each follow up meeting is two hours in length.

Health Equity and Social Justice Consultation Services

We are able to create a customized health equity and social justice training and implementation support plan to meet the particular needs of your organization. This includes one-day workshops, presentations, and implementation support services.

For more information about our work contact

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