

Building Power for Racial & Health Equity in California

NASEM Workshop: Exploring Diversity, Equity and Inclusion and HE
commitments and approaches by Health Care Organizations

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Managing Director of Power Infrastructure

The California Endowment

Overview

1. TCE Powerbuilding Framework for Health & Racial Equity
2. Governing for Racial Equity
3. TCE's Advancing Racial Justice Journey
4. Enabling Factors & Challenges

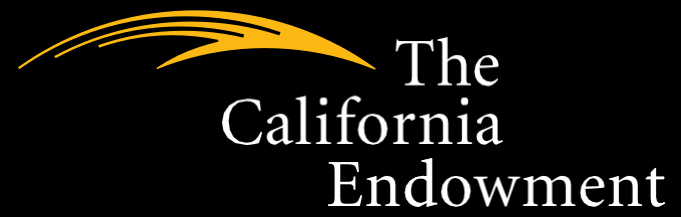
Power

Transforming health and communities
with People Power

Our vision for the next 10 years and beyond

We Envision a California...

- with a robust, intergenerational power-building ecosystem for advancing health, justice and racial equity
- where historically excluded people have voice, agency, and power in decision-making to close health equity gaps and eliminate structural racism
- where health destiny is not determined by a person's zipcode, but by an Intersectional, intergenerational movement of people power driving transformative change in pursuit of health and wellness for all
- where most impacted communities are empowered to lead the nation as a beacon for wellness, equity, and justice



BECOMING AN ANTI-RACIST HEALTH FOUNDATION



Dr. Robert Ross, CEO/President, CEO



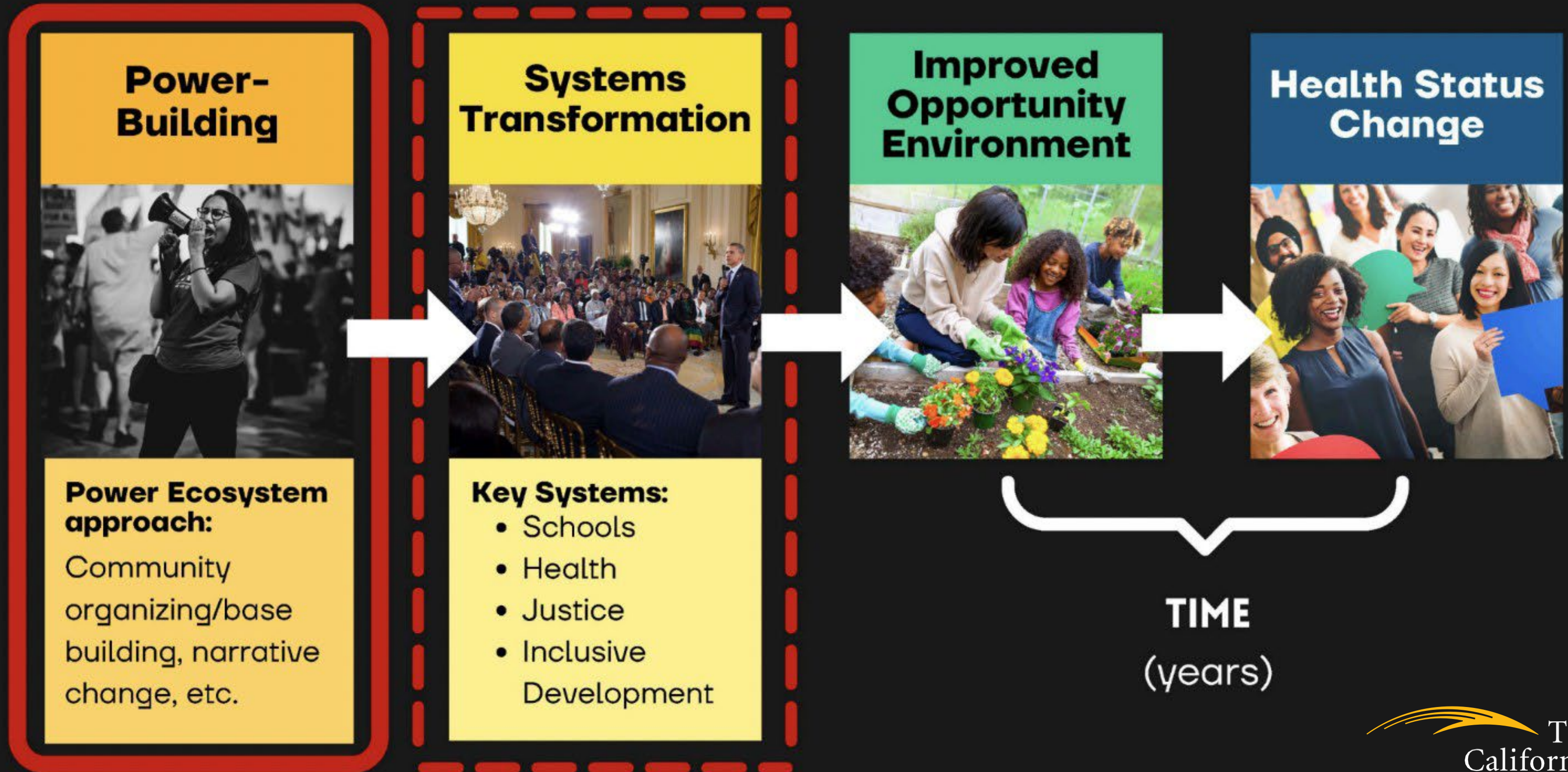
Lauren Padilla-Valverde,
Managing Director,
Racial Equity, Culture &
Practice



Kate Kendell, Chief of Staff, TCE

TCE POWER- BUILDING FRAMEWORK

THEORY OF CHANGE





BUILDING POWER ECOSYSTEM APPROACH

TCE's Theory of Change asserts that:

a robust intergenerational power-building ecosystem--one that centers an organizing approach, includes critical partnerships & is aligned around a shared analysis of racial justice

is critical to advance health equity and long term systemic transformation for a racially just California

POWER GOAL STATEMENT

BY 2030, CALIFORNIA HAS A STRONG, INTERGENERATIONAL POWER-BUILDING ECOSYSTEM FOR ADVANCING HEALTH, JUSTICE, AND RACIAL EQUITY BY:

- **Expanding the community-led advancement of systemic changes** across the public and private sectors to promote racial equity, racial healing, and eliminate structural racism at local and statewide levels;
- **Supporting community organizing as a central approach**, that build a strong base for advancing transformative changes in political, economic, and cultural power.
- **Growing a movement** that supports the leadership and healing of young people and adults engaged in the fight for health equity and racial justice; and,
- **Building the capacity of grassroots leaders and organizations**, and the broader ecosystem, to create enduring narratives that reflect the experiences of people whose lives are most impacted by injustice

Governing for Racial Equity

Leading with Race because:

- Racial inequities are **structural**
- Leading with an institutional and structural approach on race makes room for an intersectional approach

Capital Cohort on Race and Equity

community of California state government leaders
integrating racial equity into institutional culture, policies,
and practices

500+ in 50

state departments, agencies, offices,
boards, and commissions

Government Alliance on Race & Equity

network of governments working to achieve
racial equity and advance opportunities for all

98

members

44

cities

23

counties

11

state
departments

MODEL PRACTICES

A racial equity curriculum that builds on the field of practice
- cohort model

Peer-to-peer strategizing
and problem-solving
through cohorts

Racial Equity Tool to be used
in policy, practice, program,
and budget decisions

Provides example policies and
practices that help advance
racial equity

Racial Equity Action Plan

✨ OUTCOMES *

Racial Equity Structures:

Racial Equity working groups and action teams; equity dashboard; Racial Equity Commission

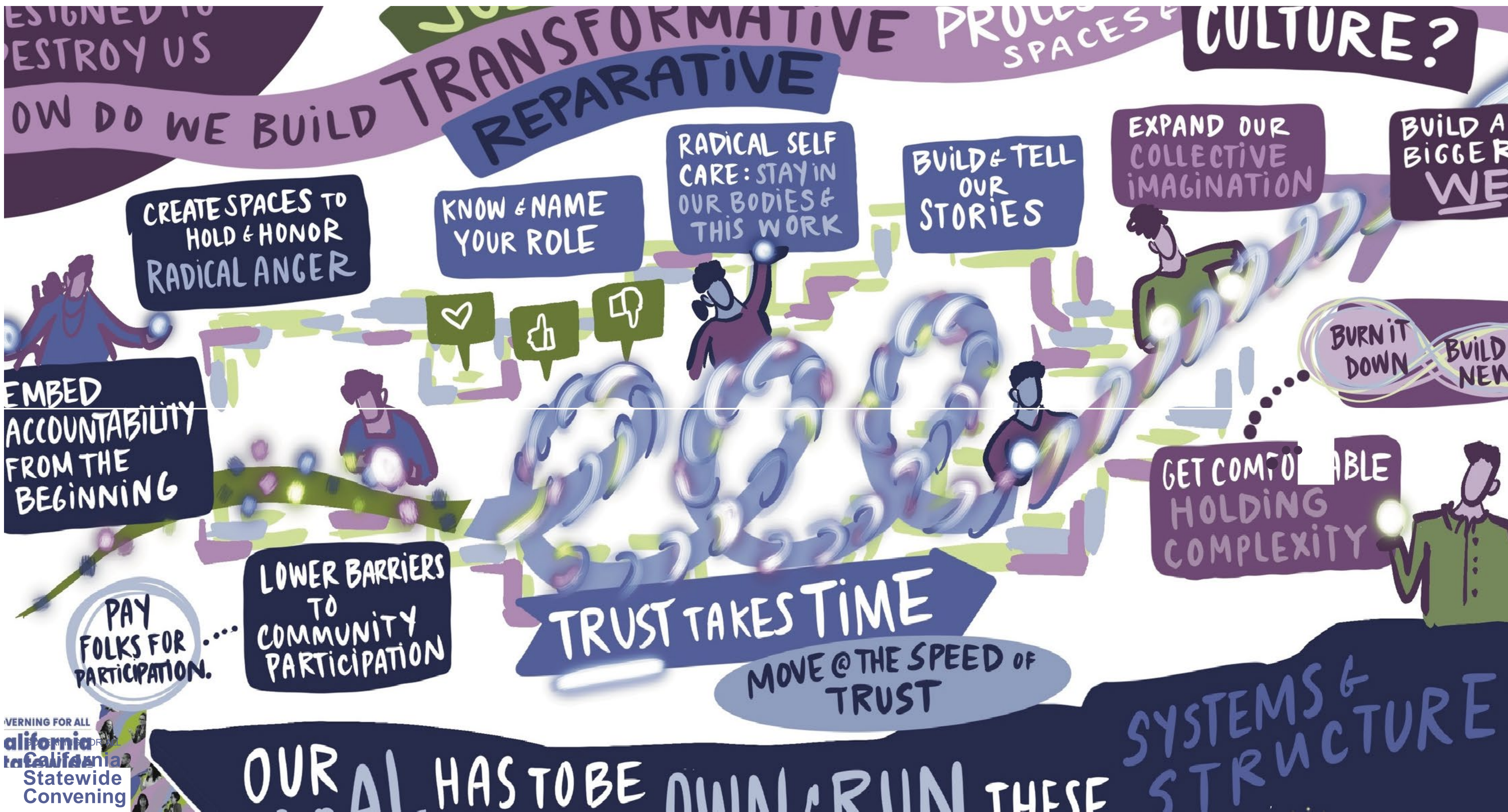
Budget, Staff Positions, & Program Priorities: Chief Equity Officers; Office of Equity; Racial Equity Resource Hub; equity budget tools and supported projects to advance their racial equity work.

Executive Engagement: briefings and public discussions of California State government leadership for racial equity.

Public Accountability for Racial Equity: publicly posted racial equity commitments and invited community accountability

CA jurisdictions are expanding efforts for public participation. ARPA funding was a boost for this practice to ensure that those experiencing racial disparities are embedded in government processes.

*with support from State of Equity



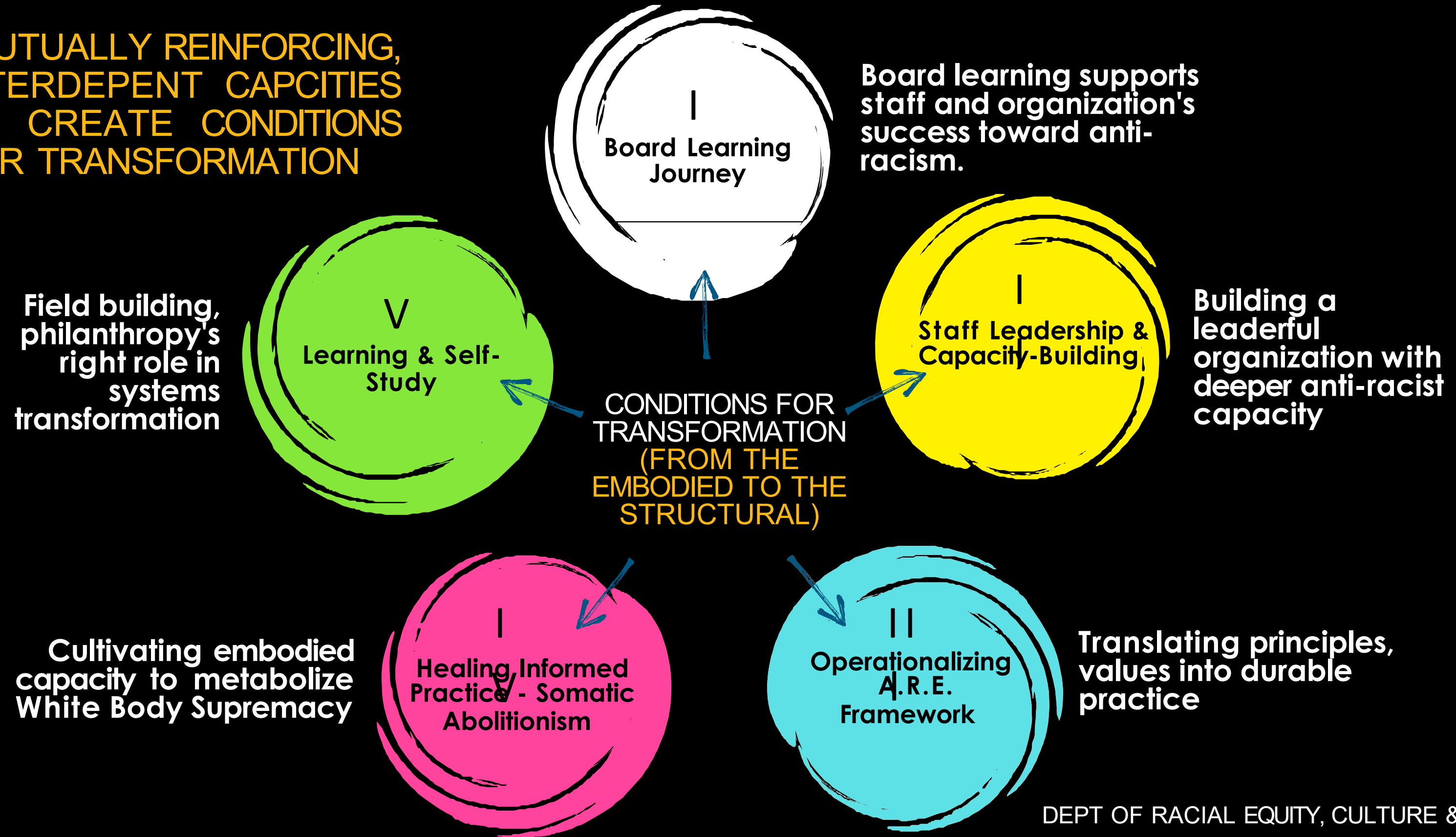
TCE's Advancing Racial Equity Journey:



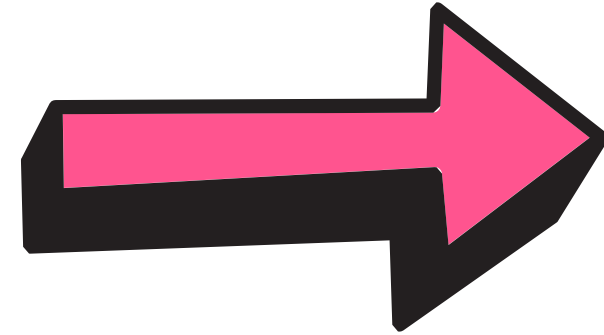
DEPT OF RACIAL EQUITY, CULTURE & PRACTICE

THE FIVE ELEMENTS TO A THRIVING ANTI-RACIST HEALTH FOUNDATION

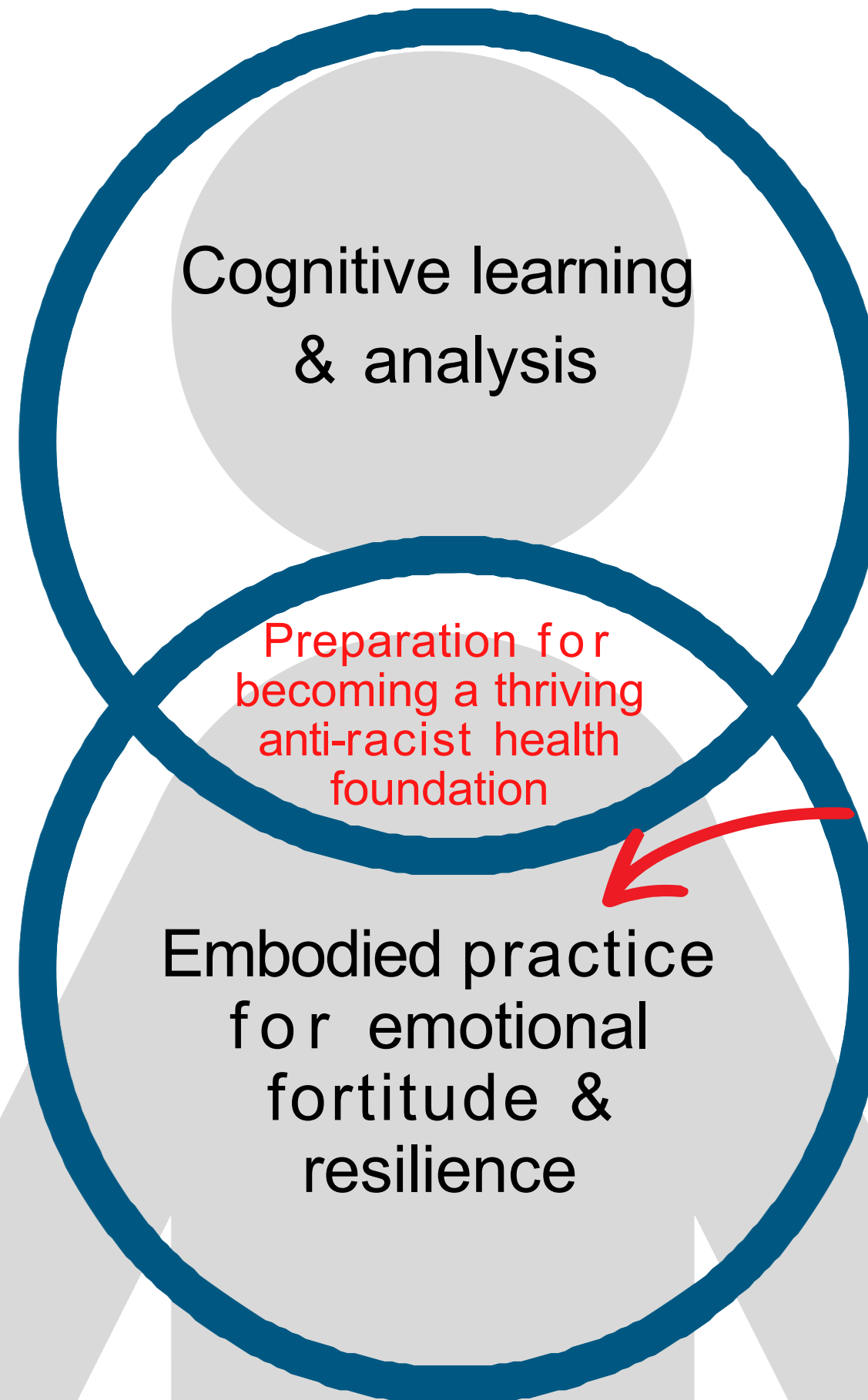
MUTUALLY REINFORCING,
INTERDEPENT CAPCITIES
TO CREATE CONDITIONS
FOR TRANSFORMATION



ELEMENT II (STAFF LEADERSHIP & CAPACITY-BUILDING)



Ongoing learning for all staff on **systemic racism** rooted in anti-Blackness, native erasure, and **root cause analysis**



Building Embodied Leadership to withstand the discomfort & prevent harm that comes with anti-racist work

Practice of **Somatic Abolitionism** through reading *My Grandmother's Hands* & working with **Resmaa Menakem** & **Carlin Quinn**



CULTIVATING THE COMMITMENT



BUILDING FOUNDATIONAL KNOWLEDGE & EMBODIED ANTI-RACIST CULTURE



ALIGNING ON LONG-TERM PRINCIPLES & PRACTICES



OPERATIONALIZING A.R.E. & SHARING THE STORY

DEPTS FINALIZE ACTION PLANS & FORMALLY ADOPT FRAMEWORK 2024-25

TOWARD A RACIALLY EQUITABLE HEALTH FOUNDATION (TREHF) WORKING GROUP FORMS MAY - AUG , 2018

ALL STAFF ANNOUNCEMENT OF RESOLUTION & INTERNAL COMMITMENT FOR ARE JAN 2019

PRE-SURVEY SUMMARY OF FINDINGS REPORT MARCH 2019

ARE ALL STAFF LAUNCH AUG 8TH , 2019

JOHN POWELL WEBINAR LANDS WORK SESSIONS WITH ALL STAFF DEC 10, 11, 12, 2019

ALL-STAFF SESSION -IBRAM X. KENDI & ALICIA GARZA JULY 2020

FIVE ELEMENTS TO A THRIVING ANTI-RACIST HEALTH FOUNDATION PRESENTED TO E-TEAM, ALL STAFF & BOARD JAN-FEB 2021

ONGOING ARE STAFF & BOARD UPDATES 2021-23

FOUNDATIONS IN RACIAL EQUITY & RACIAL JUSTICE FALL 2022 - SESSIONS I & II

ARE COUNCIL CHAIRS MEET WITH BOARD ARE COMMITTEE - JAN 2023
3RD 11-MEMBER ARE LEADERSHIP COUNCIL SEATED FEB 2023

ARE COUNCIL ANNUAL RETREAT JUNE 2023

WORKSHOPPING ARE FRAMEWORK WITH DEPARTMENTS BY COHORTS 2023-24

SLIM: SEVERAL STAFF URGE CENTERING RACIAL JUSTICE AT TCE APRIL 5-6 , 2018

TCE ALL STAFF LEARNING SESSION: BHC/GOVERNING FOR RACIAL EQUITY & SYSTEMS CHANGE MAY 29TH , 2018

BOARD OF DIRECTORS RESOLUTION ON RACIAL EQUITY & JUSTICE AUG 15TH , 2018

INAUGURAL 13 MEMBER ARE LEADERSHIP COUNCIL SEATED FEB 2019

GOAL PAPERS COMPLETED & APPROVED JULY 2019

ALL STAFF COMPLETE EDGAR VILLANUEVA'S DECOLONIZING WEALTH READING AND STUDY GUIDE FOLLOWED BY FACILITATED TEAM-BASED INQUIRIES SEPT - NOV 2019

TCE ISSUES A PUBLIC STATEMENT ON RACE & RACISM JUNE 20, 2020

ARE-LC PAUSES ACTIVITIES FOR POST-2020 PLANNING & ORG REALIGNMENT MARCH 2020

APPOINTMENT OF INAUGURAL DIRECTOR, RACIAL EQUITY PRACTICE & CULTURE & INAUGURAL CHIEF OF STAFF OCT 2020 & MAY 2021

2ND 19-MEMBER ARE LEADERSHIP COUNCIL SEATED AUG 2021

19 STAFF COMPLETE YEAR-LONG SOMATIC ABOLITIONISM CONSULTATION - JAN - DEC 2021

BEYOND 2020 STRATEGIC PLANNING WITH COMMUNITY PARTNERS -2021-2022

ALL STAFF READ MY GRANDMOTHERS HANDS 2022

LAUNCH SOMATIC ABOLITIONISM CONSULTATIONS W/ RESMAA MENAKEM SEPTEMBER 2022

2023 YEAR-LONG SOMATIC ABOLITIONISM COHORT WITH RESMAA & CARLIN

BEYOND 2020 STRATEGIC GRANTMAKING PLAN FINALIZED - APRIL 2023

UNPACK ARE FRAMEWORK TO E-TEAM, DIRECTORS & STAFF - SPRING & SUMMER 2023

A.R.E. CASE STUDY SHARED AT CONFERENCES AND KEY OUTLETS 2024

WE ARE HERE!

The California Endowment

ARE ADVANCING RACIAL EQUITY

Challenges of Racial Equity Journeys

- **Rarely resourced** in a robust way.
- Chief equity officers often **face isolation and backlash** in their role
- Continuous emergence of DEI approaches that focus on attempting to only change the way people think vs. **changing institutional processes & practices**
- Often **white bodies get centered** in this work in ways that cause harm to black and brown bodies
- Shifting an institution's culture, practices and impact is **life-long work**

Enabling Factors for Racial Equity Journeys



**Public or External
Accountability**



**Growing Numbers of
Racial Justice
Practitioners and
Leaders *within*
Institutions**



**Staff Organizing and
Executive leadership
Being on Board**

Enabling Factors for Racial Equity Journeys



**Increased Use of Racial
Equity Frameworks &
Tools**



**Building the Container to
Process and Metabolize the
Discomfort that comes from
doing Anti-Racist work
(Somatic Abolitionism)**



The California We Want.

