



C4 Innovations

Community & Behavioral Health | Recovery | Social Change

Mental Health Technology Transfer Center Network: Talking about Equity in Action

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RACIAL EQUITY AND INCLUSION SCHOLAR

- INSTITUTIONALIZED FORMS OF IDENTITY-BASED OPPRESSION
- ORGANIZATIONAL CHANGE

TRAINING AND CURRICULUM SPECIALIST

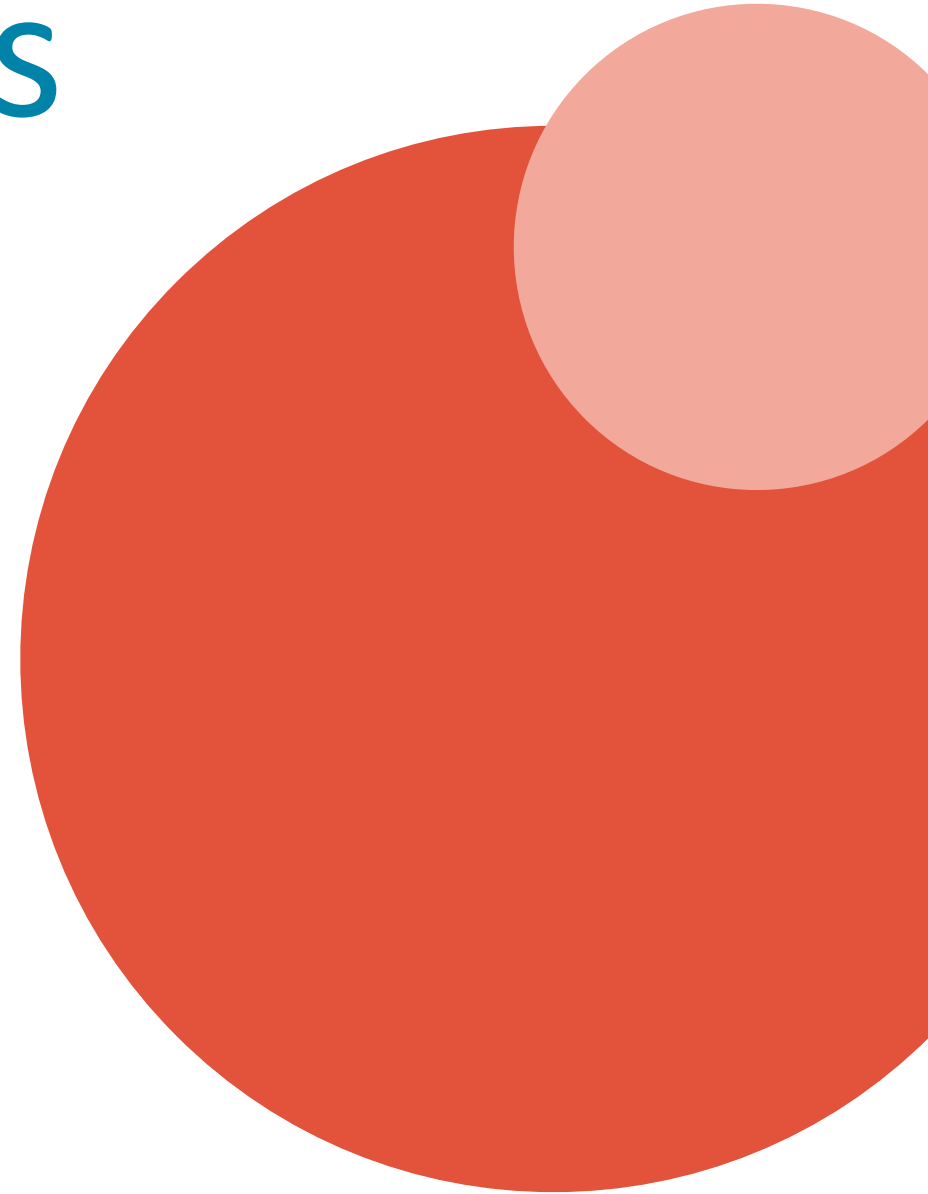
- UNIVERSITIES
- CORPORATIONS
- NATIONAL ORGS
- HEALTH PROF.
- ORG EQUITY PRACTICES

INDUSTRIAL ORGANIZATIONAL EQUITY CONSULTANT & STRATEGIST

- EQUITY AND ANTI-OPPRESSION ACCOUNTABILITY LEADERSHIP SUPPORT

Learning Objectives

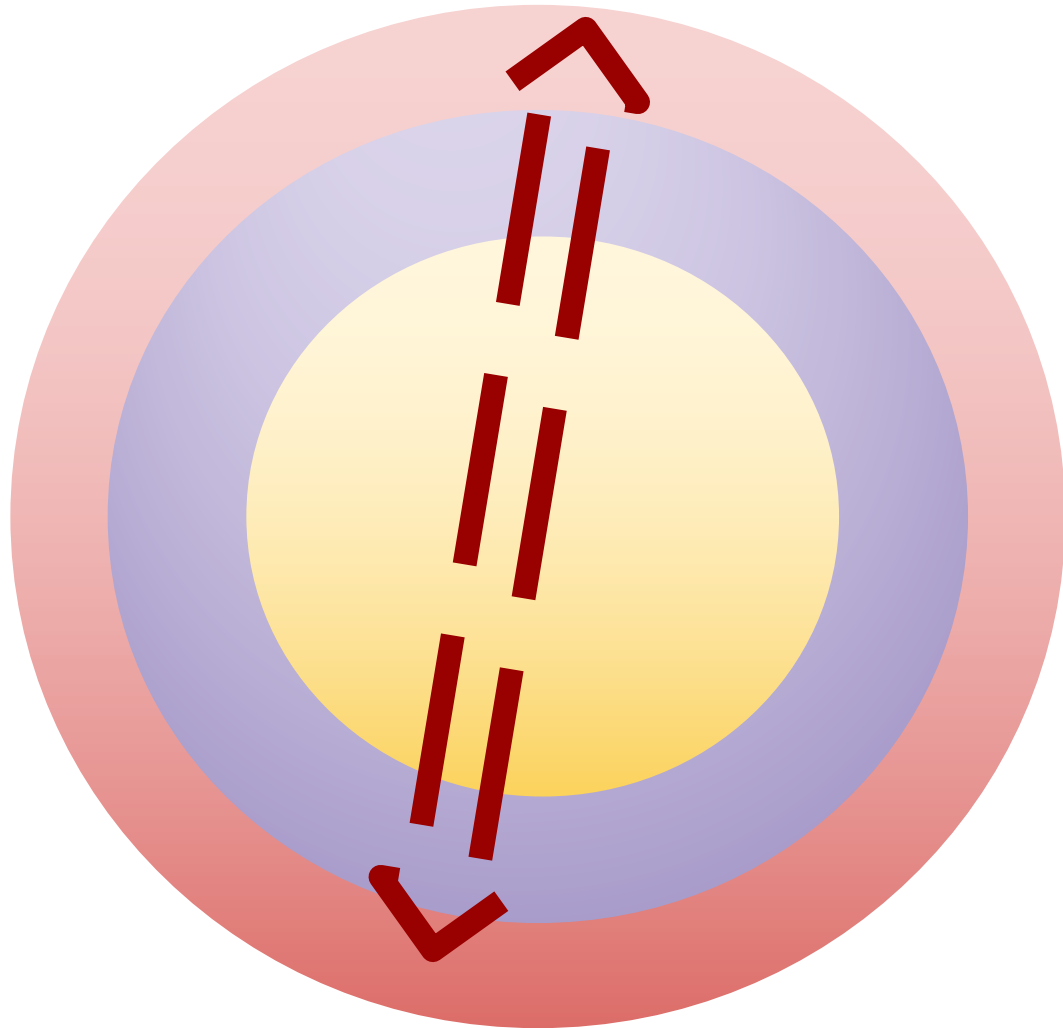
- Define and provide tangible examples of equity.
- Assess our readiness to engage meaningfully in conversations around equity.
- Review common organizational pitfalls in implementing equitable practices.
- Assess what transformative change looks like in practice.



Equity First Framing



Observing Our Zones of Engagement



Panic Zone:

The panic zone is the area where folks feel overwhelmed and uncomfortable, possibly avoiding. This zone plays a role in equity work.

Stretch Zone:

The stretch zone is marked by engagement. A learning, growing and nervous excitement.

Comfort Zone:

The comfort zone is familiar, easy, and may not be at all motivating toward change.

Adapted from the learning zone model



“The **best** tool you have for equity in action is to know yourself when confronted with inequity.”

– Ashley Stewart, Ph.D.





What can your
“CUE” activate
for you?

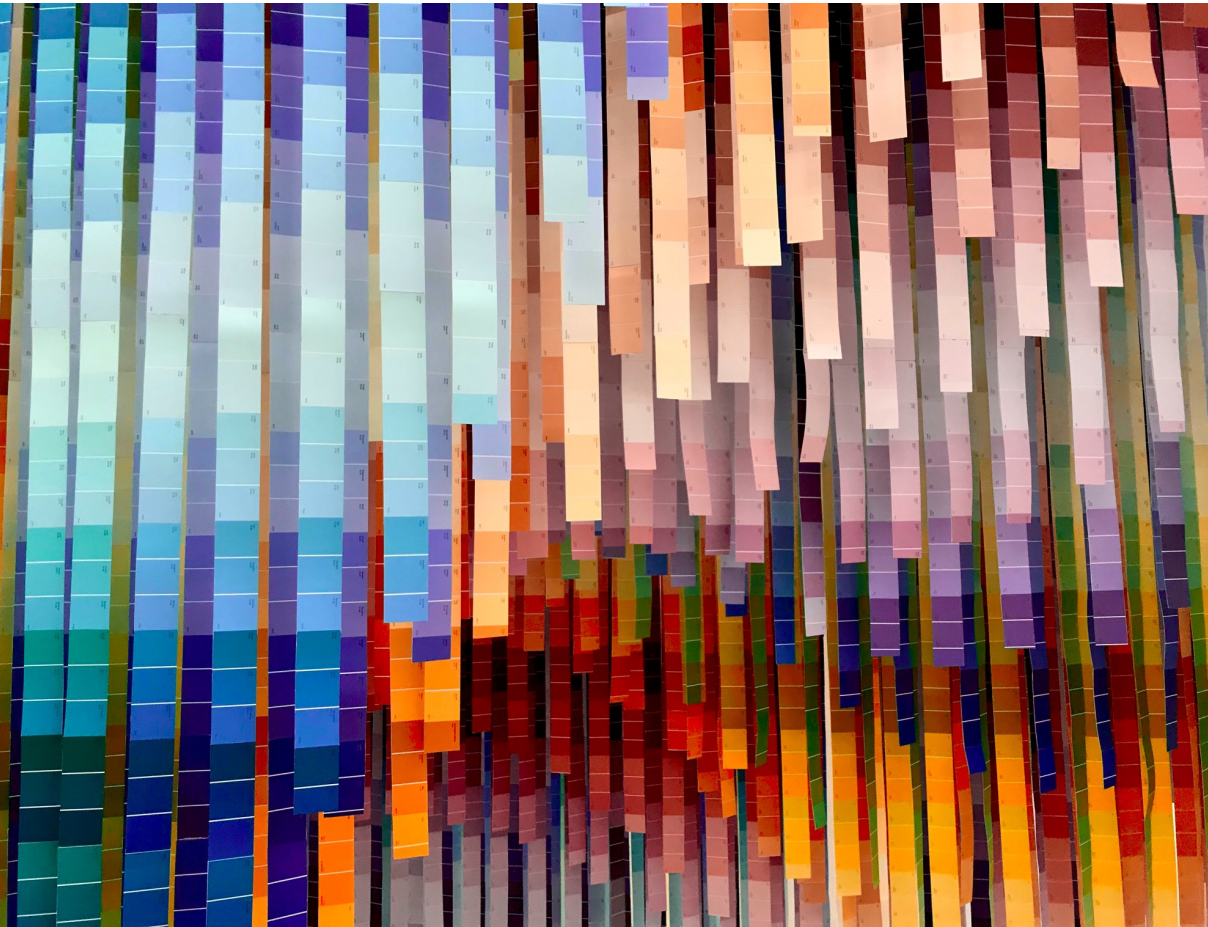


Moving with

[Strategic] Urgency

Equity: Culture Shift

Avoiding Equity Pitfalls



Doing Equity	Treating equity as series of tools, strategies, and compliance tasks versus a whole-person, whole-system change process linked to culture, identity, and healing.
Siloing Equity	Locating equity work in a separate and siloed policy, team, or body.
The Equity Warrior	Nesting equity with a single champion and holder of the vision.
Spray and Pray Equity	Engaging "equity experts" to drop in for a training with no ongoing plan for learning or capacity building.
Navel-Gazing Equity	Keeping the equity work at the level of self-reflection and failing to penetrate the instructional core and school systems and structures (such as instructional planning, student tracking).
Structural Equity	Redesigning systems and structures (such as master schedule) without investing in the deeper personal, interpersonal, and cultural shifts.
Blanket Equity	Investing in a program or curriculum, rather than building the capacity of your people to address equity challenges as complex and ongoing places of inquiry.
Tokenizing Equity	Asking leaders of color to hold, drive, and symbolically represent equity without providing support and resources, nor engaging the entire staff in the work.
Superficial Equity	Failing to take time to build equity-centered knowledge and fluency, leading to behavioral shifts without understanding deeper meaning or historical context.
Boomerang Equity	Investing time and resources to understand your equity challenges, but reverting back to recycled, status quo solutions.

What Does It Take to Transform?

Kotter's Eight Steps to Transformation

- Create a sense of urgency
- Build a guiding coalition
- Form a strategic vision and initiatives
- Enlist others
- Enable action by removing barriers
- Generate short-term wins
- Sustain acceleration
- Institutionalize change

(Kotter International, 2016)



Necessary Ingredients for Successful Change

SKILLS + INCENTIVES + RESOURCES + ACTION PLAN = CONFUSION

VISION + INCENTIVES + RESOURCES + ACTION PLAN = ANXIETY

VISION + SKILLS + RESOURCES + ACTION PLAN = GRADUAL CHANGE

VISION + SKILLS + INCENTIVES + ACTION PLAN = FRUSTRATION

VISION + SKILLS + INCENTIVES + RESOURCES = FALSE STARTS

VISION + SKILLS + INCENTIVES + RESOURCES + ACTION PLAN = CHANGE