



Welcome to our Webinar: Centering Equity in Multisector Collaborations

Presented by:

Kristene Cristobal, MS, Cristobal Consulting



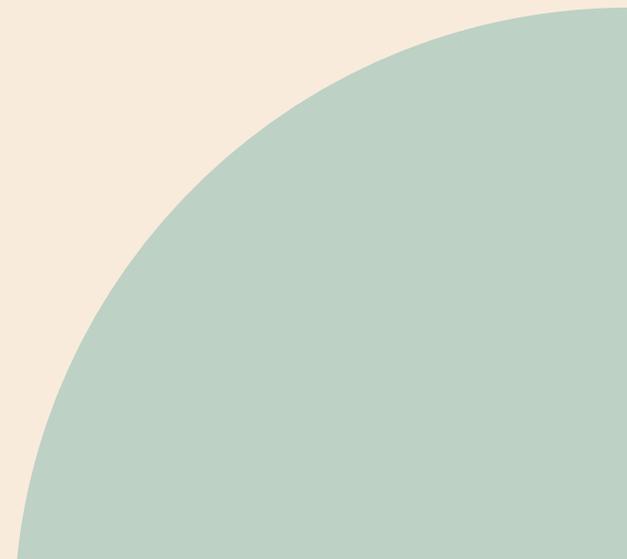
Centering Equity in Multi-Sector Collaborations

An assessment and reflection guide for centering equity

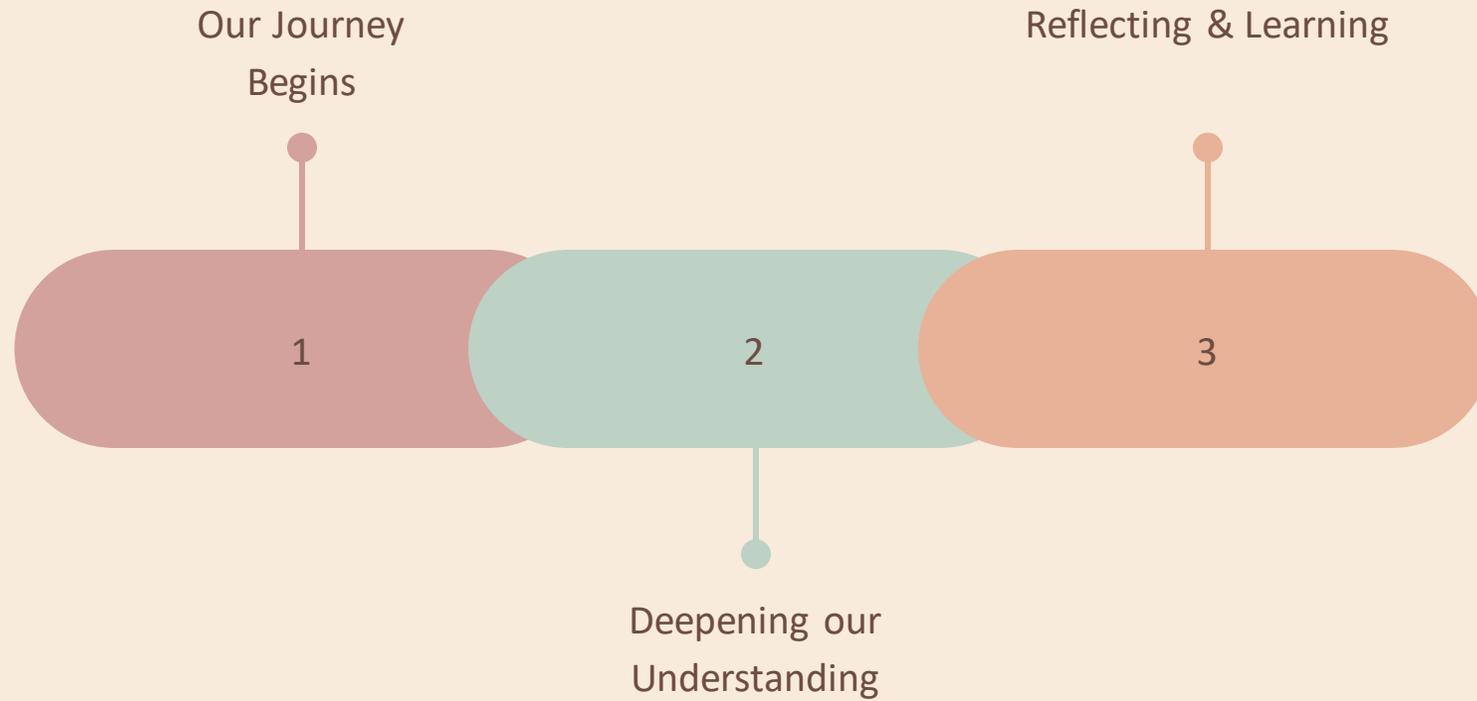
Kristene Cristobal, MS

Cristobal Consulting

Blue Shield of California Foundation

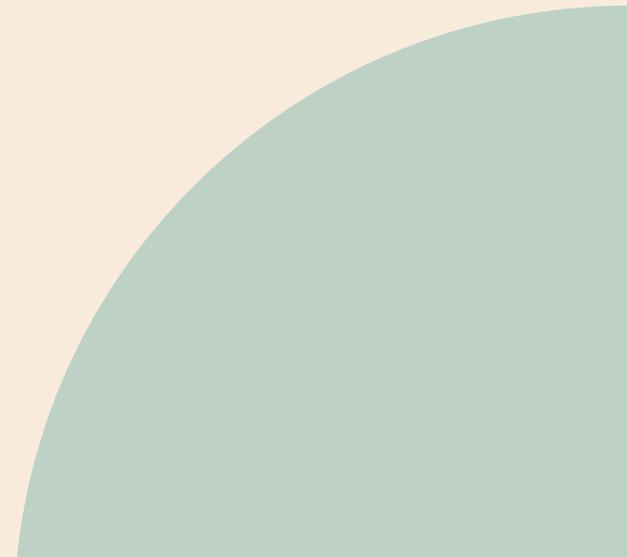


Agenda



Let's Begin Our Equity Journey Together

Intros and where we started



Guiding Questions

HOW
What gets in the way?
What's most important?

ACTION
Where do we start?

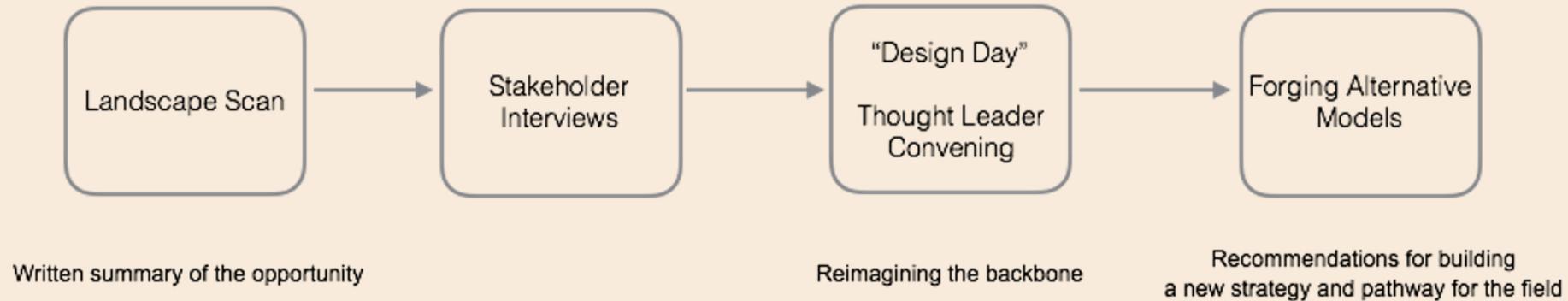


? **FOCUS**
How can we center equity as a multi-sector collaboration?

? **ASSESS**
How well do you address equity right now?

? **LEARN**
How do we go deeper?

What activities helped us answer these questions?



Landscape scan

Reviewed many types of information from articles to blog posts to videos of keynote speeches

Interviews

Thought leaders from many different walks of life, voices of lived experience

Equity & Collaboration Design Day

Built off what's known using equity centered design thinking methods



health improvement partnership



COLLECTIVE IMPACT FORUM



Tom Wolff & Associates

Creating Collaborative Solutions



Southern Jamaica Plain Health Center



Equity in Multi-Sector Collaboration Toolkit



ASSESSMENT

Rating scale with indicators that offer concrete equity practices & processes



REFLECTION GUIDE

Curated resources & supports

Framework for Equity and Collaboration

EQUITY VALUES

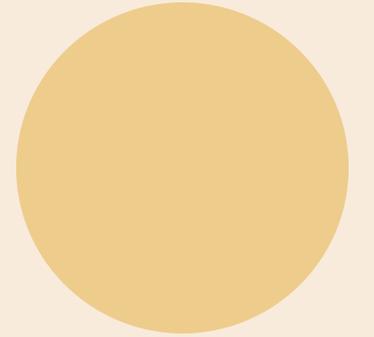
Value 1	Value 2	Value 3
We are equity focused.	We dismantle dominant culture practices that promote inequity or marginalization.	We are led by and serve the people most affected by inequities.

EQUITY CAPABILITIES

STRONG TIES THROUGHOUT COMMUNITY		
Capability 1	Capability 2	
Create meaningful and deep engagement with community	Share leadership and power with residents	
DISCIPLINED IMPROVEMENT AND ACCOUNTABILITY APPROACH		
Capability 3	Capability 4	Capability 5
Define ambitious equity goals	Use a disciplined improvement approach to obtain results that residents want to see	Use data with an equity oriented mindset
STRATEGIES TO ADDRESS THE STRUCTURAL BARRIERS THAT UPHOLD INEQUITIES		
Capability 6	Capability 7	
Recognize and eliminate structural barriers that uphold racism, sexism, homophobia, classism, etc.	Design and implement collective and ambitious equity policy agendas	
BUILD CAPACITY FOR EQUITY AMONGST STAFF, LEADERSHIP, AND COMMUNITY LEADERS		
Capability 8	Capability 9	
Equity is highly valued as a core competency	Design structures and processes to promote equity at individual and organizational levels	

Deepening Our Understanding

Key takeaways



What we learned from the field

How to have the most impact
on equity

Must be explicit about race,
racism, and other forms of
inequity

Ways to shift power

Build equity capability

Have the most impact on equity

by centering residents and people with lived experience AND leveraging structural/systems level changes

Engaging residents

Equity and engaging residents and people with lived experience is often an afterthought

Too many strategies that don't meaningfully impact the results that communities want to see

Structural/systems change

Approaches in equity need to be bold, make impact at scale, be disciplined in its disaggregation of data, ambitious in its goal setting, structural and targeted (to specific groups) in its strategies to implement, and clear in its accountability to the equity goals

Multi-sector collaborations must impact policy at a large scale

Must be explicit about race, racism, and other forms of inequity

1

We can't eliminate inequity if we don't talk about racism, gender inequality, etc

2

Disaggregating the data is a key way to make inequities explicit

Ways to shift power

analyze and address power and the dominant culture practices that reinforce power held by the few

those who traditionally hold all the power in communities -- government agencies, large CBOs -- need to become good allies

counter the disinvestment of organizations led by and serving people of color (or those most affected by inequities)

acknowledgement of when the core team/leadership does not represent those affected by inequities

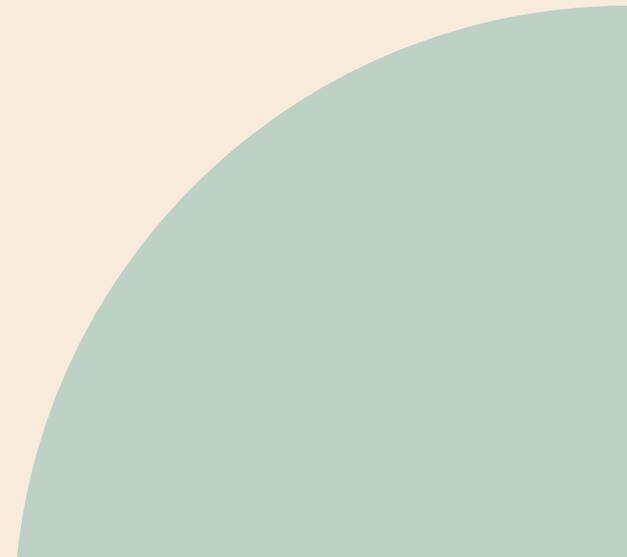
Build Equity Capability

Equity needs to be more hardwired as a set of values, practices, and capabilities in governance, decision-making, and the staffing and operations of the MSC core team and the member organizations themselves

Need to build the capability for doing equity centered work everywhere - within the MSC core team, at the collaboration level, within each of the collaboration's entities, and at the funder level

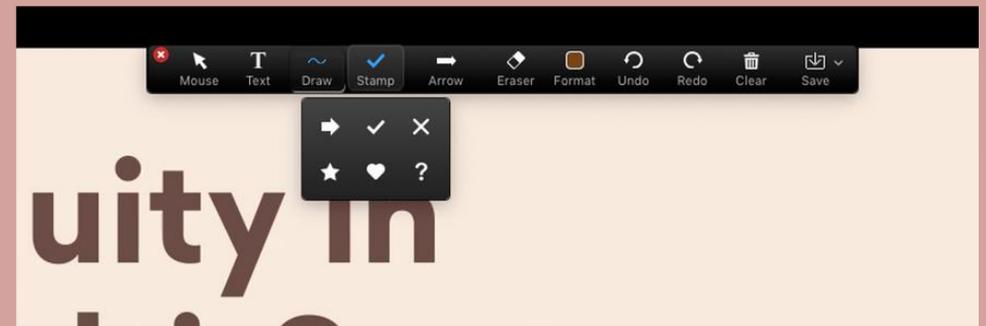
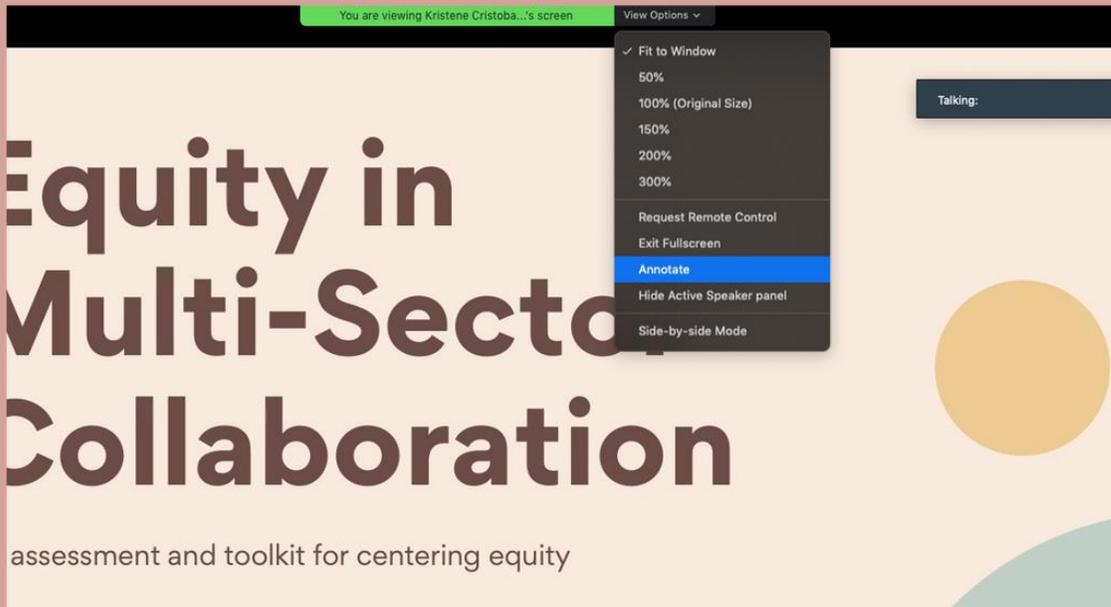
Reflecting & Learning

Diving into the assessment



Emoji-spectrum

View options > Annotate > Stamp



Favorite Ice Cream?

Chocolate

Strawberry

Mint

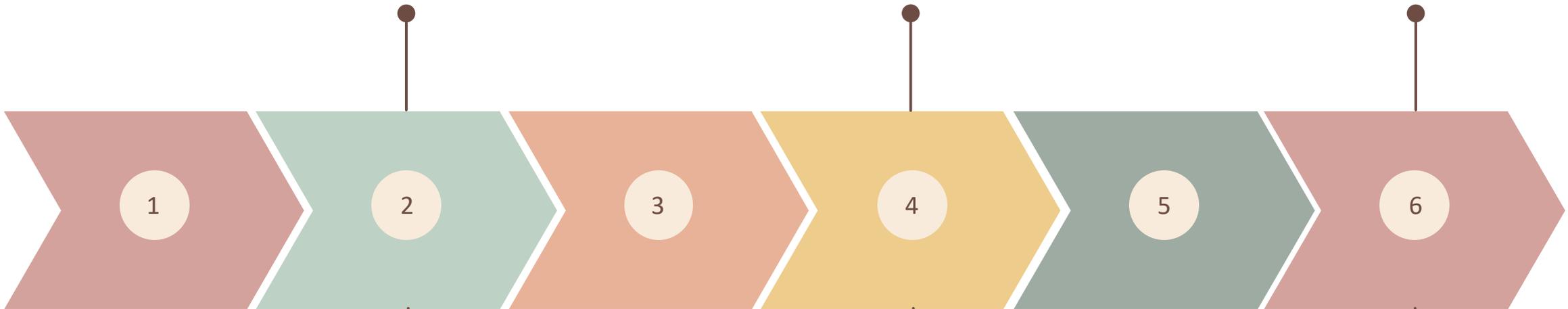
Vanilla

Assessment Scoring Practice

Forming

Learning

Thriving



1

2

3

4

5

6

I'm thinking about cooking more healthy meals at home, but it happens rarely.

I make meal plans and cook healthy meals at home about half the time.

I follow a meal plan for cooking healthy meals at home pretty much every day.

Share leadership and power with residents

01 Access to power

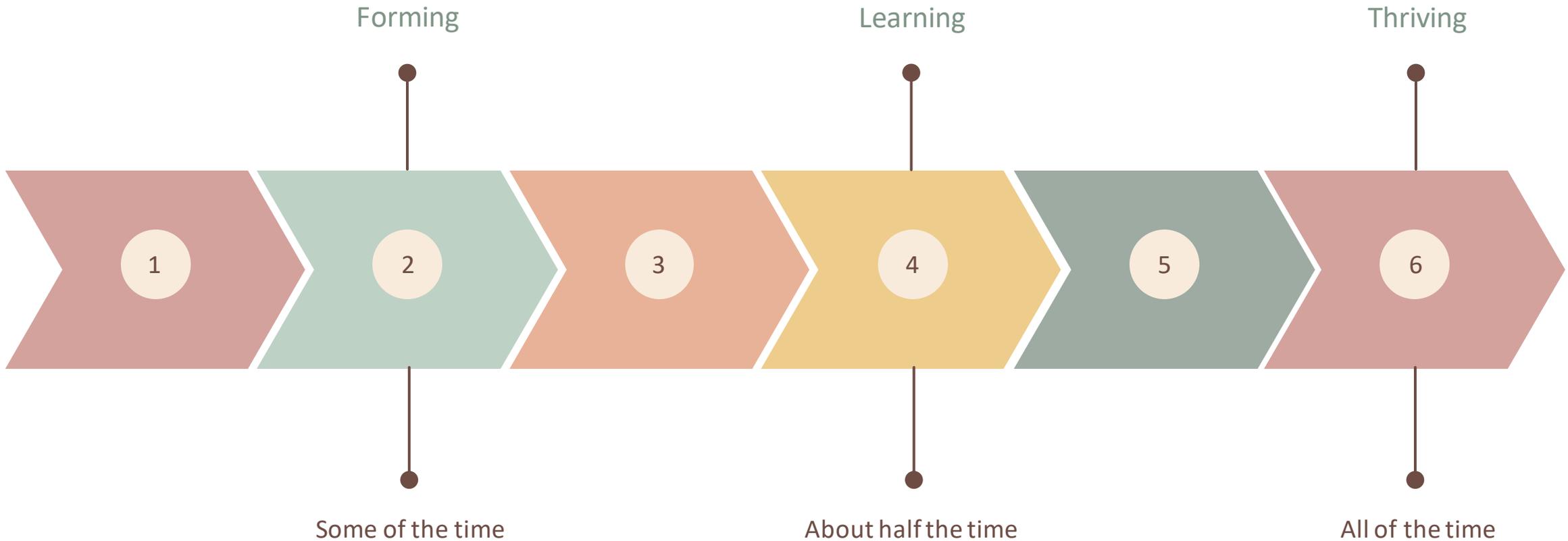
02 Representation of backbone

03 Decisionmaking
transparency

04 Normalization of equity
conversations



Our decision making roles and processes foster inclusive power-sharing across our community's systems, institutions, and people from groups most impacted by inequities (e.g., Black people, Indigenous people, and People of color have as much say in shaping strategies and decisions as anyone else in the MSC)





In your breakout group, share why you gave your MSC the score you did

Define ambitious equity goals and use data with an equity-oriented mindset

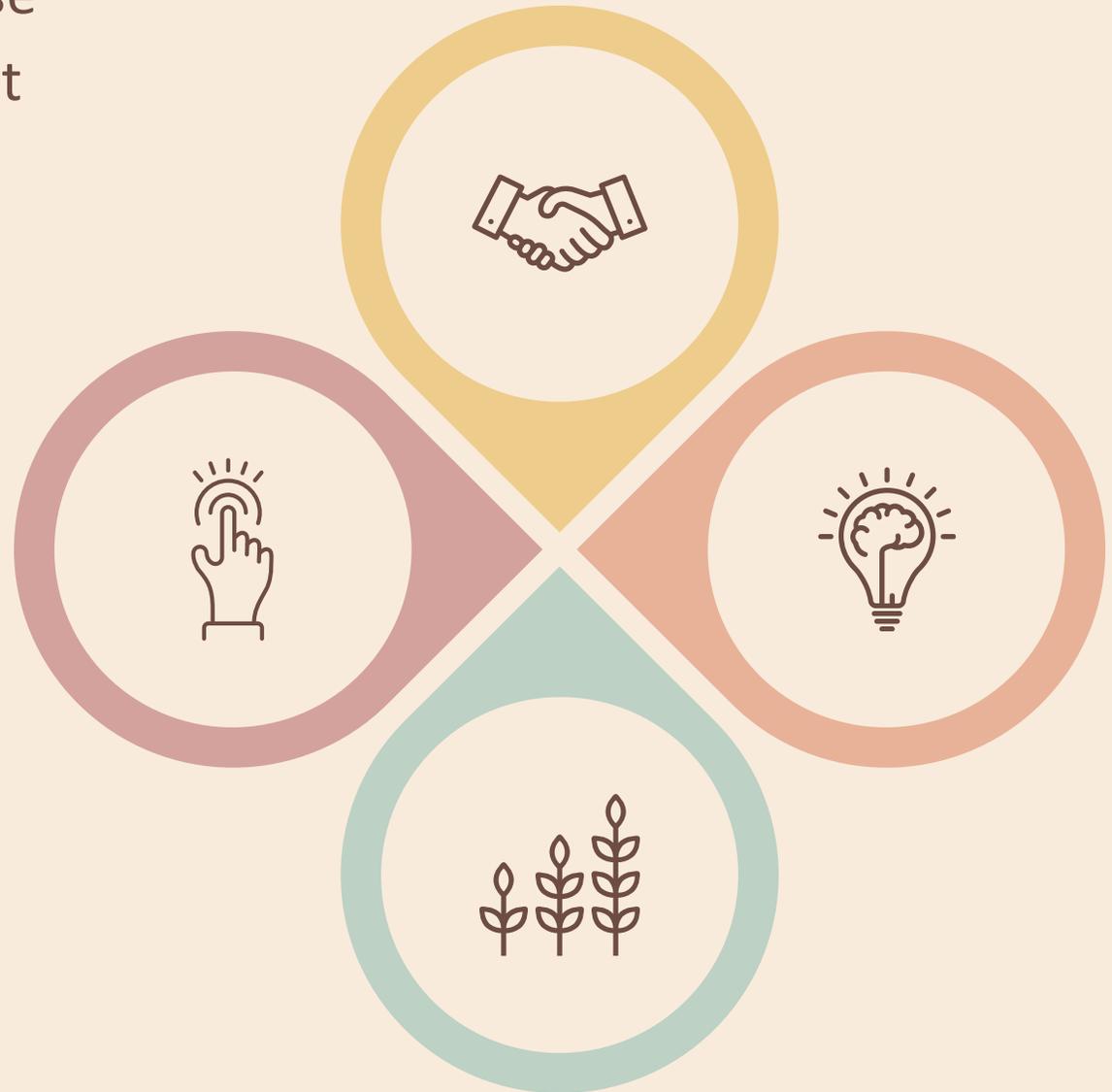
01 Full involvement

02 Targeted universalism

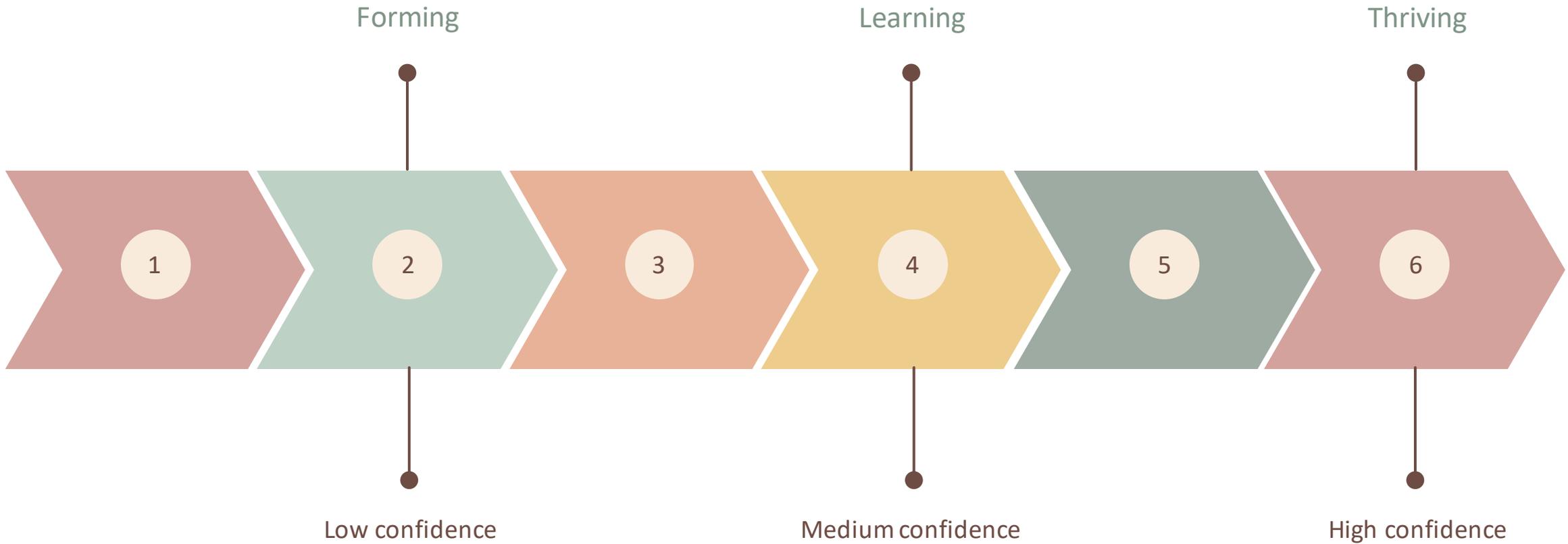
03 Change at scale

04 Disciplined approach to equity improvement

05 Disaggregated data and data-driven focus



Your level of confidence that your MSC's goals represent the ideas and strategies informed by residents and people from groups most impacted by inequities because they have been regularly involved in shaping the goals from the beginning.





In your breakout group, share why you gave your MSC the score you did

Recognize & eliminate structural barriers that uphold racism, sexism, homophobia, classism, etc.

01

Structural and root causes

02

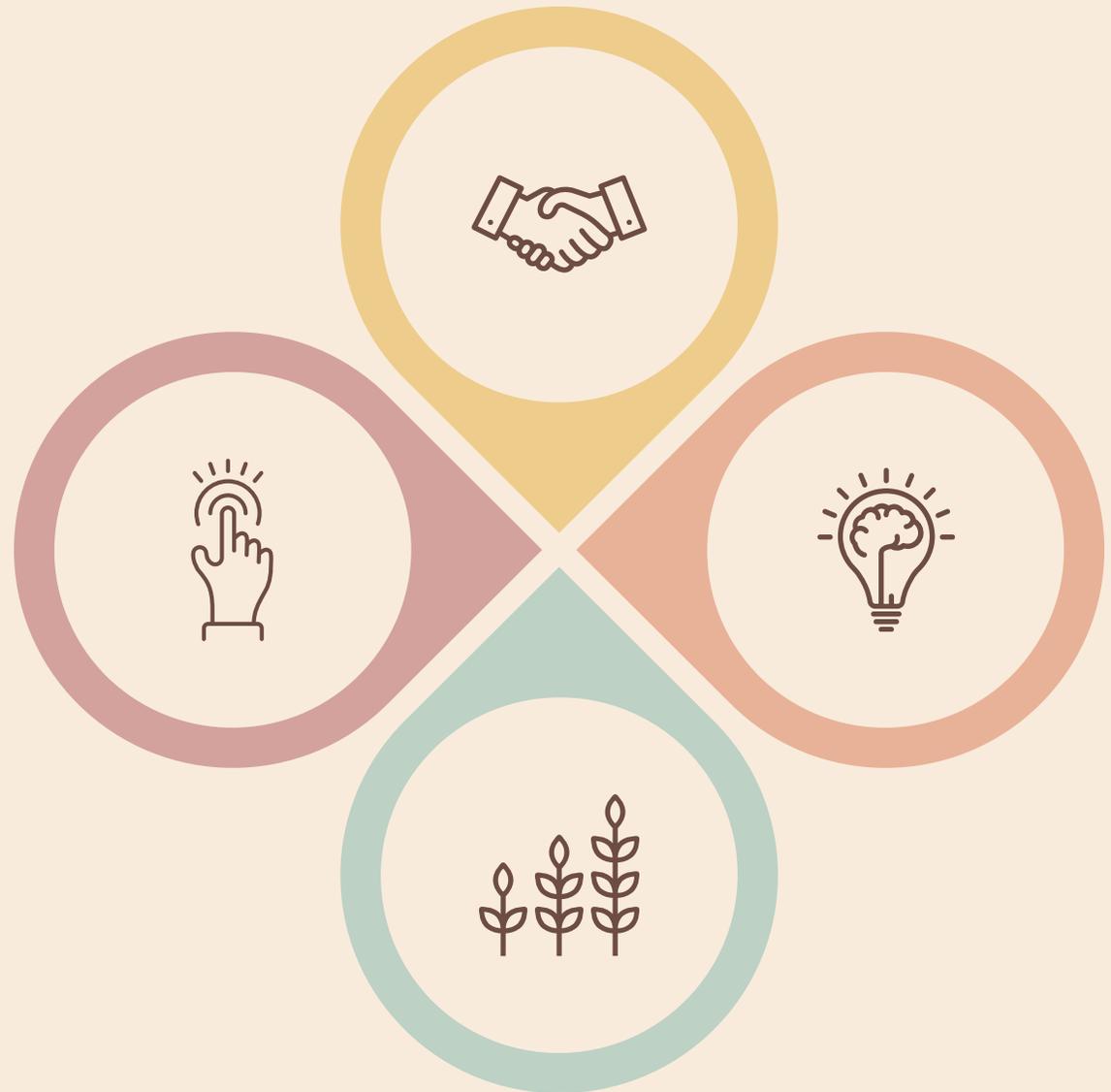
Equity capability of backbone

03

Anti-racism awareness, approaches

04

Powerful system actors dismantling structural racism

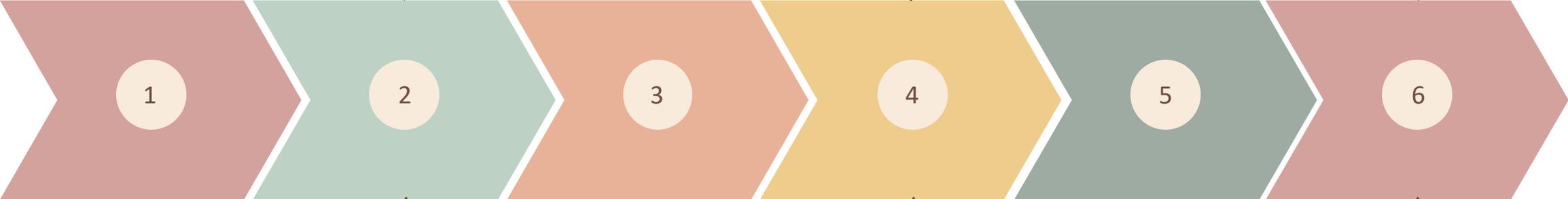


Our core team or backbone staff's knowledge of, and capability for leading strategies informed by, the historical and structural barriers that are the root causes of inequities in our community.

Forming

Learning

Thriving



1

2

3

4

5

6

Just starting the conversations about root causes; no plans in place to continue

Some knowledge; occasionally mentions root causes in our discussions

Well-versed; can explain it to others and centers root causes when developing strategies



In your breakout group, share why you gave your MSC the score you did

Design structures & processes to promote equity at individual & organizational levels

01

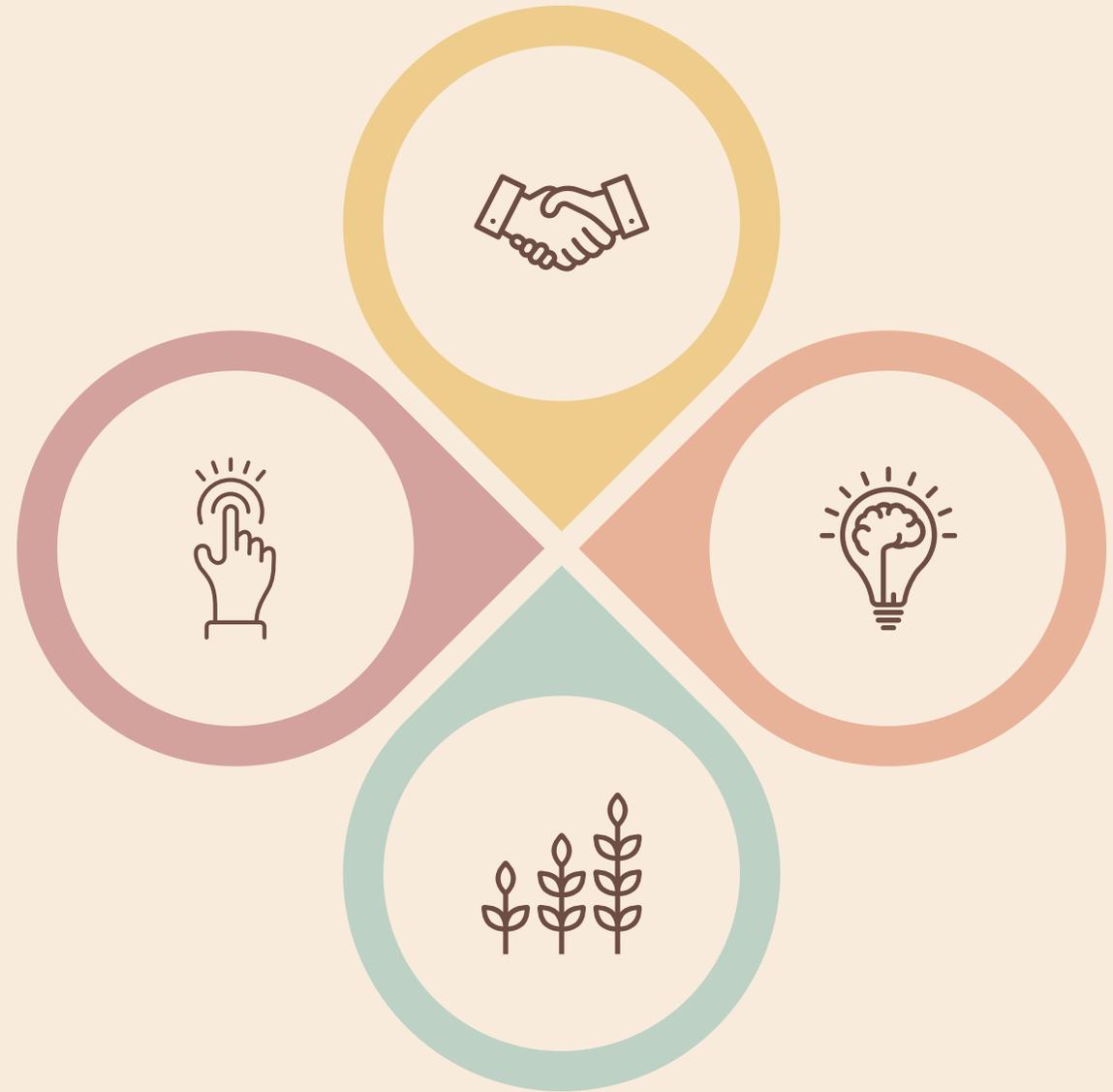
Organizational processes and equity action plans

02

Accountability for equity

03

Partnerships and internal capacity



Shifting from a backbone to a root body

01

Power to direct resources,
set agenda, and lead
discussions

02

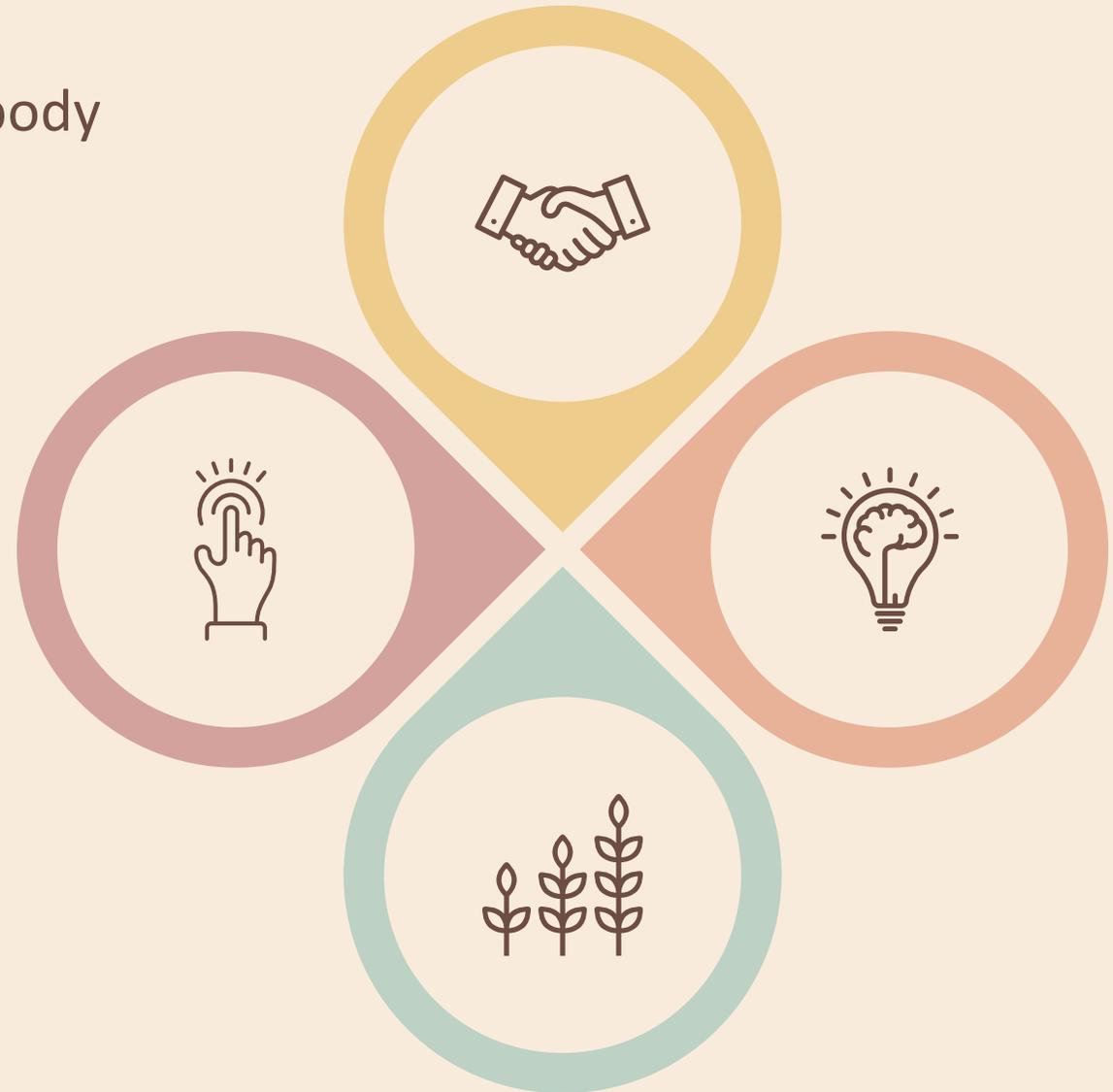
Transparent, accountable
decision making

03

Community feedback on
backbone

04

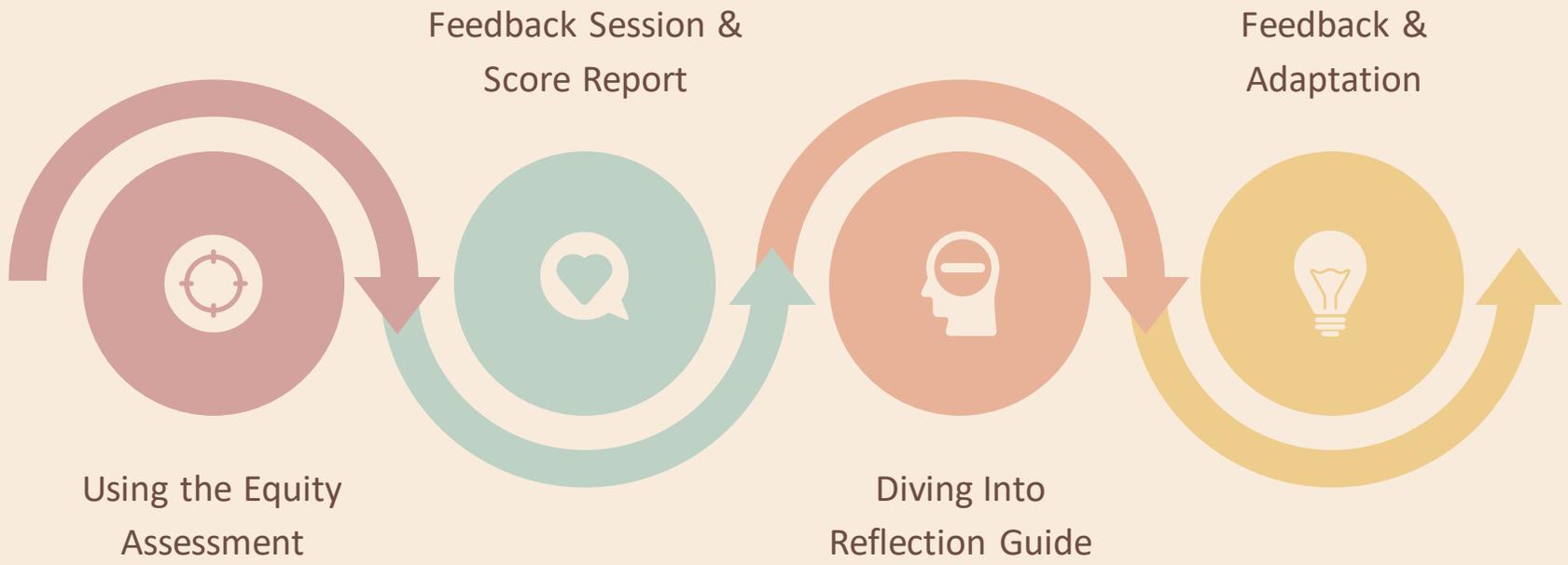
Pathway for resident
leadership





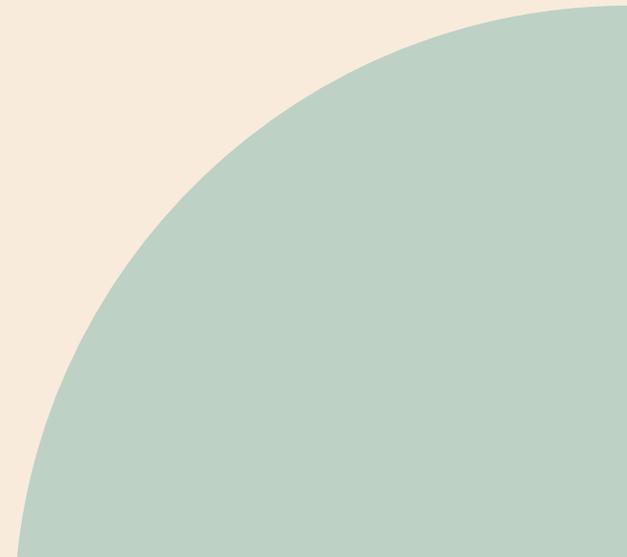
In this journey of addressing equity that we're on together, how do I know that I'm growing and learning so far?

Partnering and Learning



Interested in learning more?

kristene@crisobalconsulting.com



Thank you for attending our webinar!

Do you have questions about our work or want to connect with us directly?

Email us at: Childrensteam@futureswithoutviolence.org

Visit our websites:

Promising Futures – <https://promising.futureswithoutviolence.org/>

Futures Without Violence – <https://www.futureswithoutviolence.org/>



Promising Futures

This webinar is supported by Grant Number 90EV0532-01-00 from the Administration on Children, Youth and Families, Family and Youth Services Bureau, U.S. Department of Health and Human Services. Points of view in this training are those of the authors and do not necessarily reflect the official positions or policies of the U.S. Department of Health and Human Services.

