Welcome to our Webinar:
Centering Equity in Multisector Collaborations

Presented by:
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Centering Equity in Multi-Sector Collaborations

An assessment and reflection guide for centering equity

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Agenda

1. Our Journey Begins
2. Deepening our Understanding
3. Reflecting & Learning
Let's Begin Our Equity Journey Together

Intros and where we started
Guiding Questions

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?

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

ACTION
Where do we start?
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.
Equity in Multi-Sector Collaboration Toolkit

**ASSESSMENT**
Rating scale with indicators that offer concrete equity practices & processes

**REFLECTION GUIDE**
Curated resources & supports

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**EQUITY VALUES**

<table>
<thead>
<tr>
<th>Value 1</th>
<th>Value 2</th>
<th>Value 3</th>
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<tbody>
<tr>
<td>We are equity focused.</td>
<td>We dismantle dominant culture practices that promote inequity or marginalization.</td>
<td>We are led by and serve the people most affected by inequities.</td>
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**EQUITY CAPABILITIES**

**STRONG TIES THROUGHOUT COMMUNITY**

<table>
<thead>
<tr>
<th>Capability 1</th>
<th>Capability 2</th>
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<tbody>
<tr>
<td>Create meaningful and deep engagement with community</td>
<td>Share leadership and power with residents</td>
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</table>

**DISCIPLINED IMPROVEMENT AND ACCOUNTABILITY APPROACH**

<table>
<thead>
<tr>
<th>Capability 3</th>
<th>Capability 4</th>
<th>Capability 5</th>
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<tbody>
<tr>
<td>Define ambitious equity goals</td>
<td>Use a disciplined improvement approach to obtain results that residents want to see</td>
<td>Use data with an equity oriented mindset</td>
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**STRATEGIES TO ADDRESS THE STRUCTURAL BARRIERS THAT UPHOLD INEQUITIES**

<table>
<thead>
<tr>
<th>Capability 6</th>
<th>Capability 7</th>
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<tbody>
<tr>
<td>Recognize and eliminate structural barriers that uphold racism, sexism, homophobia, classism, etc.</td>
<td>Design and implement collective and ambitious equity policy agendas</td>
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**BUILD CAPACITY FOR EQUITY AMONGST STAFF, LEADERSHIP, AND COMMUNITY LEADERS**

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<tr>
<th>Capability 8</th>
<th>Capability 9</th>
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<tr>
<td>Equity is highly valued as a core competency</td>
<td>Design structures and processes to promote equity at individual and organizational levels</td>
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*Oxygen Consulting, Blue Shield of California Foundation*
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
Disaggregating the data is a key way to make inequities explicit. We can’t eliminate inequity if we don’t talk about racism, gender inequality, etc. 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
- counter the disinvestment of organizations led by and serving people of color (or those most affected by inequities)
- those who traditionally hold all the power in communities -- government agencies, large CBOs -- need to become good allies
- acknowledgement of when the core team/leadership does not represent those affected by inequities
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

Equity in Multi-Sector Collaboration

assessment and toolkit for centering equity
Favorite Ice Cream?

- Chocolate
- Strawberry
- Mint
- Vanilla
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.

1. Forming
   - Just starting the conversations about root causes; no plans in place to continue

2. Learning
   - Some knowledge; occasionally mentions root causes in our discussions

3. Thriving
   - 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

1. Feedback Session & Score Report
2. Using the Equity Assessment
3. Diving Into Reflection Guide
4. Feedback & Adaptation
Interested in learning more?

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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

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