Achieving Community Change with Equity and Inclusion

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Training Facilitators

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We engage, inform, and mobilize our network of advocates and organizations.

Together, we have grown the walking movement
We provide opportunities for the movement to come together to share resources, best practices, and success stories.

Together, we have made walking a national priority.
Our network of community change agents creates safer streets, engaging places, and stronger communities.
Today’s Agenda

• Introduction and Overview

• Recognizing and Overcoming Individual Biases

• Incorporating Equity and Inclusion Into the Walking Movement Panel Discussion

• Open Discussion: Challenges and Opportunities in Incorporating These Themes

• Taking Steps to Incorporate Equitable Communities Messaging into the Walking Movement
Guidelines for Discussion

- Listen carefully and observe attentively.
- Ask clarifying questions.
- Personalize observations.
- Show respect.
- Experiment with suspending judgment as best you can.
- Pay attention to your feelings.
- Invite humility while cultivating curiosity.
The Intersection of Walkability and Equity
Zip Codes are Health Determinants
The Power of Walkability

Walking Can:

• Engage community members

• Bridge community divides

• Improve access to opportunities for school, work, and play

• Address existing health, social, and economic disparities
Walking as a Right

• All community members have the right to safe, accessible, enjoyable places to walk and be physically active.

• “Walking” means so much more than the steps we take.

• Walking offer opportunities for interesting interactions that can create social bonds, help develop shared community values, and provide joyful experiences.

So now what?
Recognizing and Overcoming Individual Biases
Guidelines for Discussion

- Listen carefully and observe attentively.
- Ask clarifying questions.
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- Show respect.
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Implicit Biases

- pervasive
- related but distinct mental constructs
- do not necessarily align with our declared beliefs
- generally favor our own ingroup
- malleable
Our Minds Filter...

- What we see
- What we hear
- How we solve problems
- Norms and Expectations
- What we don’t see
- Distinctions
- Interpretation

Perceptual Identity/Diversity
Activity 1

PERSONAL EXPERIENCES

• Recall an incident that occurred early in your life in which you felt different from people around you.

• What happened?

• How did you feel?

• How did this incident influence the choices you made or make about the future?
What is Cultural Competence?
Activity 2

GROUP IDENTITY

• What are some of the things that you have heard or learned about “people like you”?
• What’s hard about these things?
• What’s true about “people like you”?
• Which of these things would you like to see eliminated?
Definitions

• Culturally competent – the ability to provide services to clients that honor different cultural beliefs, interpersonal styles, attitudes and behaviors and the use of multi-cultural staff in the policy development, administration and provision of those services. (US Dept. HHS, 2016)
Why is this important?

When developed and implemented as a framework, it enables systems, agencies, and groups of professionals to function effectively to understand the needs of groups accessing health information and health care (US NIH, 2016)

This is critical in reducing health disparities/unequal access to goods or resources!
What happens when we aren’t culturally competent?

• **Specific groups of people remain underserved.**

• **Specific groups don’t stay in treatment.**

• **Minority groups are over-represented in punitive systems.**

• **Minority groups are under-represented in mental health systems.**

• **And much more...**

https://nextcity.org/daily/entry/visual-primer-social-impact-design
Activity 3

CULTURE QUESTIONS

• Identify one or more values or behaviors that you learned from your cultural background.
• Are there values or behaviors at your table that may conflict with one another?
• Why?
Questions and Considerations for Cultural Competence in Placemaking (and everywhere else).