

Create Actionable Change to Address Systemic Racism

2020 has shown the persistent nature of systemic racism in Virginia. Through Virginia Health Catalyst's racial equity webinar series, participants learn how we can each address racism and health inequities in the commonwealth.

TRAINING OVERVIEW:

Through partnerships with leading racial equity facilitators, Virginia Health Catalyst is offering a series of trainings in 2021 for partners in the health care community. Each training has been tailored to the health care landscape in Virginia and will address topics such as: the history of racial equity in health care, recognizing and understanding microaggressions, and how to be an ally. In the cohort learning series, you'll have a chance to create a tailored equity plan to implement in your own work.

No matter what training you attend, each attendee will leave with actionable takeaways to improve the overall health and oral health of Virginians by addressing systemic racism.

Read course descriptions and learn more on the next page!

WHO SHOULD ATTEND:

Everyone is invited to attend the racial equity trainings! Whether you serve patients as a practitioner, community health worker, home visitor, or health advocate these trainings will provide actionable takeaways for your every day work.

More than one person from an organization is invited to attend the trainings, register to attend today!

REGISTRATION IS LIMITED. RESERVE YOUR SPOT TODAY AT:

[HTTPS://VAHEALTHCATALYST.ORG/EVENT-CALENDAR/](https://vahealthcatalyst.org/event-calendar/)

For questions or additional information, please contact
Chloe Van Zandt at cvanzandt@vahealthcatalyst.org

Racial Equity Training Agenda

OPTION ONE: TAKE PART IN A COHORT LEARNING OPPORTUNITIES

Attendees interested in creating a customized actionable plan for their work can register for one of two cohorts facilitated by the Virginia Center for Inclusive Communities. Cohorts are open to individuals or groups from the same organization.

Training 1: Exploring Racial Equity in Healthcare

In an increasingly multicultural society, it is critical for healthcare providers to work across lines of difference to support all populations. Interactions and experiences are often shaped by biases around race. This workshop will provide participants with an opportunity to reflect on their own race and consider its impact in workplace and community dynamics. Attendees will walk away with practical tips and approaches to bias-free decision-making in the workplace while providing healthcare to underserved communities.

Training 2: Action Plan Development

Participants will work through the Action Planning process and consider how they would like individuals and institutions to address bias and what it takes to stand up to it—in the moment and the long term. By the end of the program, participants will receive resources to develop and implement a 1-3 year action plan for diversity, equity, and inclusion at their organizations.

Training 3: Action Plan Implementation

Participants will share their experiences and lessons learned from the process of implementing their action plans, discuss any issues or challenges they have, and receive feedback from the facilitators and partner organizations. Facilitators will also share how to assess the success of action plans and how to sustain them long-term.

Cohort One Schedule: Thursdays 12:00 - 1:30 PM

January 14, 2021

February 18, 2021

March 18, 2021

Cohort Two Schedule: Fridays 2:00 - 3:30 PM

January 29, 2021

February 26, 2021

March 26, 2021

OPTION TWO: ATTEND A STAND ALONE TRAINING

Take part in a one-day training with facilitators from Ebony Walden Consulting to learn more about the history and legacy of race and racism. To ensure enough space for everyone, each attendee can only join one training.

Racial Equity 101 -

January 12, 2021 9:00 - 11:00 AM or February 19, 2021 12:00 - 2:00 PM

An introduction to the concept of equity, this workshop focuses on moving beyond diversity and inclusion to a focus on creating equitable outcomes. Participants learn both what equity is and how to apply an equity lens to their work.

Unconscious Bias Training -

January 27, 2021 12:00 - 1:30 PM or March 10, 2021 9:00 - 10:30AM

This training will review the latest research on how our brain wiring relies on mental shortcuts, and how these unconscious impulses impact our behaviors in ways that perpetuate disparities and inequity. We will discuss strategies for interrupting individual bias, as well as dialogue about how to implement anti-bias strategies organization-wide.

How to be an Ally -

February 9, 2021 9:00 - 10:30 AM or March 25, 2021 12:00 - 1:30 PM

How do you effectively work on a social justice issue that doesn't impact you directly? There is a unique challenge for allies in navigating the conundrums involved in allyship. For example, when do you speak up for others, and when do you step back to allow others a voice? This workshop offers a path forward for allies, focusing on providing tools and skills to be more effective in the role of an ally.

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