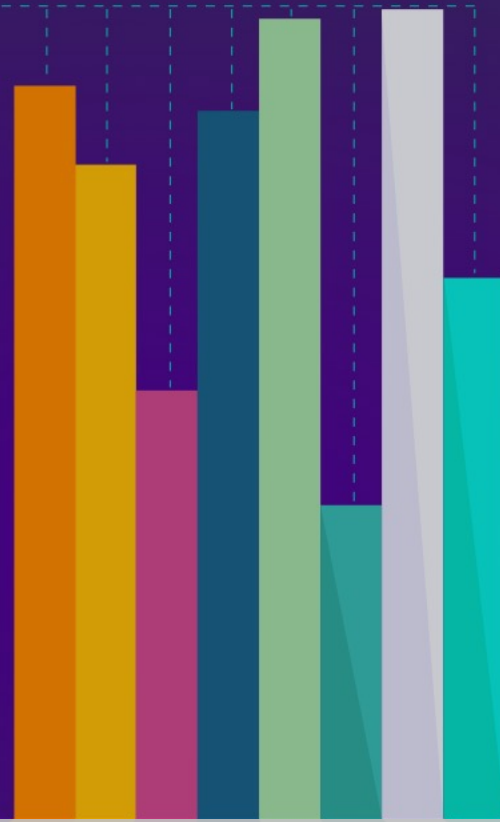
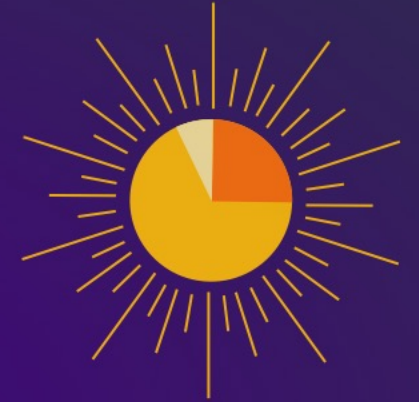


siren

Social Interventions Research & Evaluation Network

RACIAL HEALTH EQUITY IN SOCIAL CARE

2022 National Research Meeting



Anti-racism data equity framework:
Designing equitable and inclusive research processes

Day 2: Anti-racism data equity framework: Designing equitable and inclusive research processes



Tanissha Harrell



Artrese Morrison



Rox Suarez

Agreements for a safe and brave meeting

Practice active, judgement-free, and empathetic listening

Respect each other's differences and backgrounds

Agree to disagree – but seek understanding. We are here to learn!

Honor the difference between unsafe and uncomfortable

Be curious about intentions but recognize that impact is more important than intentions

Welcome being called in as a gift and an invitation to learn

Be mindful of positionality and power dynamics

Acknowledge judgments and assumptions (including our own – we all have biases)

Use inclusive language and avoid using derogatory or stigmatizing language

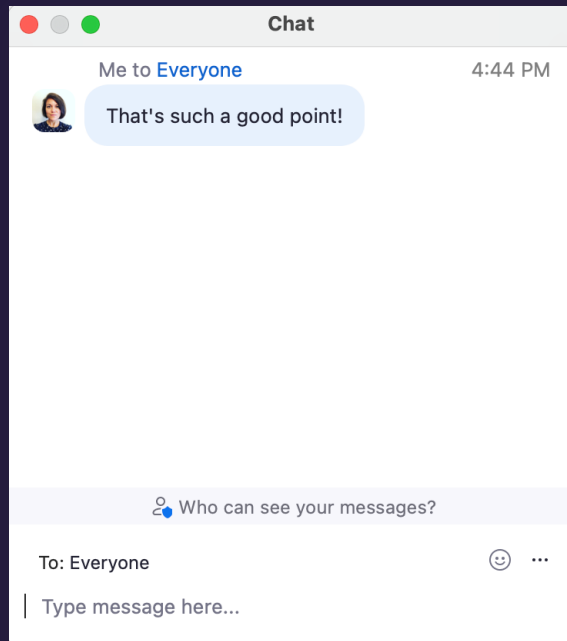
Release control, privilege, and notions of being right

Accept that things may remain unresolved; we might not feel a sense of closure

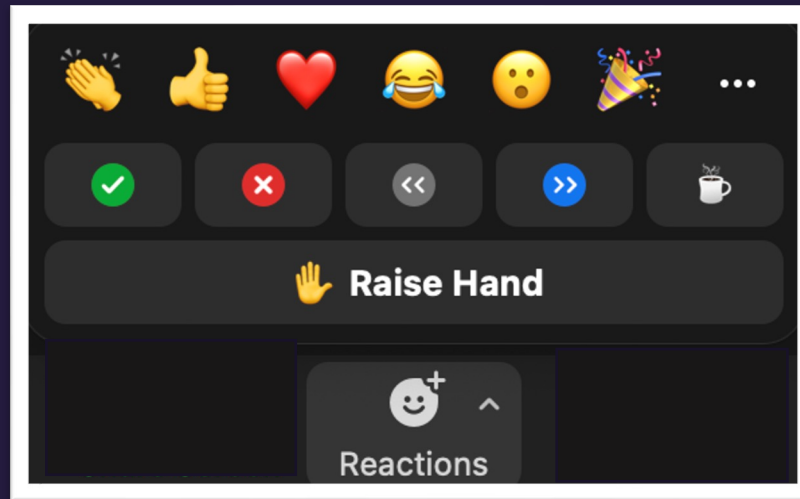
Reminder: This session is being recorded. Recordings and slides will be available after the meeting.

3 Ways to Engage in the Room

1. Chat Window

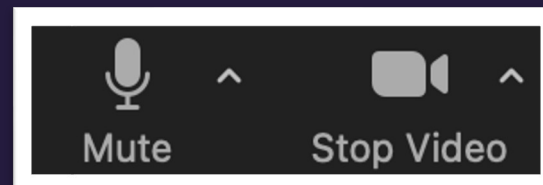


2. Emoji Reactions



3. Audio and Video

(We encourage you to keep your camera on during the session)



...and on Twitter!



#SIRENRacialEquity

@SIREN_UCSF

Agenda

- Welcome, **Session Goals**, **Facilitator Introductions**
- **Overview** of CIE Data Equity Framework
- **Institutional and Individual Reflection**
- **Large Group Reflective** Discussion
- **Closing** Remarks

Session Goals

Session Goals

1. Present the landscape of data system design types, including those that center anti-racist practices
2. Discuss challenges of developing, establishing and maintaining anti-racist data design practices
3. Review and discuss the strategic visioning to reflect on the institutional practices that do harm and transform them into anti-racist solutions
4. Reflect on your personal biases as you engage in this work

Overview of Data Equity Framework



Key Concepts for Understanding & Awareness

Racism

- Racism operates at multiple levels – interpersonal, structural or institutional, and internalized.
 - **Interpersonal racism** often manifests in stereotypes, individual discrimination, and forms of prejudice.
 - **Institutional racism** is advanced through individual choices that provide or offer "differential access to goods, services, opportunities, by race." It is "normative, sometimes legalized, and often manifests as inherited disadvantage."
 - **Internalized racism** is defined as "acceptance by members of the stigmatized races of negative messages about their own abilities and intrinsic worth."
- Source: Jones CP. Confronting Institutionalized Racism. *Phylon* 2003;50(1-2):7-22.

Do No Harm

- Recognizes that the realities of poverty, class, racism, past trauma, sex/identity based and other social inequities affect people's ability to live a thriving life experience.
- Institutions that practice Do No Harm will:
 - Acknowledge and address the real and tragic harm and danger that can be associated with the results of racial and social inequity experiences;
 - Ensure that community members with said experiences have a real voice in the creation of programs and policies designed to serve them;
 - Practice civic engagement and shared leadership within institutions and boards that are reflective of communities served; and
- Promote more inclusive and equitable data practices.

Anti-Racism

- A set of actions that respond to the systemic nature of racism.
- Anti-racism is a process that includes both unlearning and learning, abolition and building, divesting and reinvesting to create systems that advance racial justice.
- Practicing anti-racism offer opportunities to reimagine ways of understanding and addressing human needs without re-trenching a hierarchy of needs in society.
- It also offers opportunities for intersectional solidarity between individuals facing other systems of oppression and individuals, systems, and communities.

Landscape of Data System Design: Axes



Landscape of Data System Design: System Types

Each system's approach is differentiated by how it centers the community.

Every system or intervention has the ability to produce harm, but **the response to the harm is what creates the lasting effect on the individual and the community.**



Predatory

Profits from systems of oppression



Passive

Observes systems of oppression



Savior-Designed

Acknowledges systems of oppression



Ally-Designed

Confronts systems of oppression



Equity-Empowered

Dismantles systems of oppression

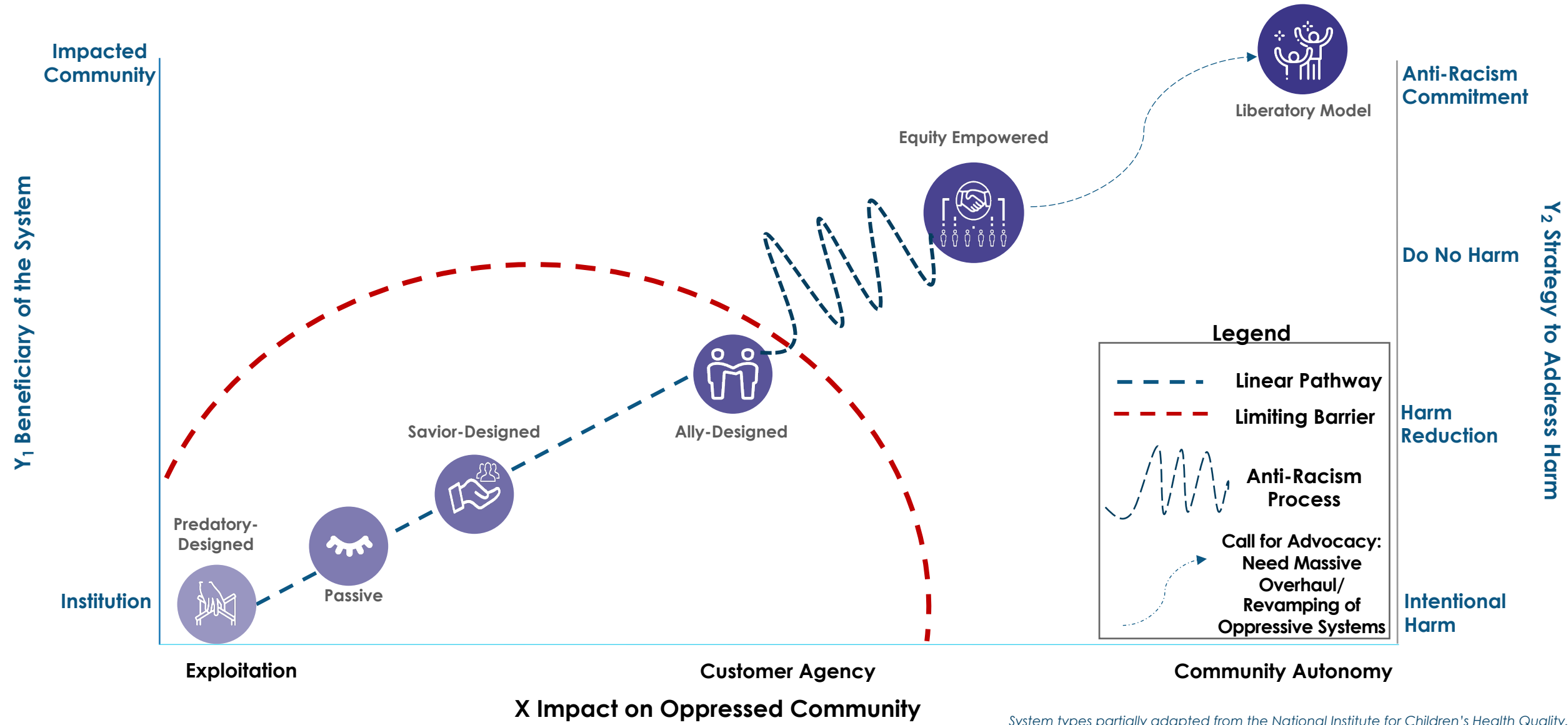


Liberatory Model

Eliminates systemic oppression

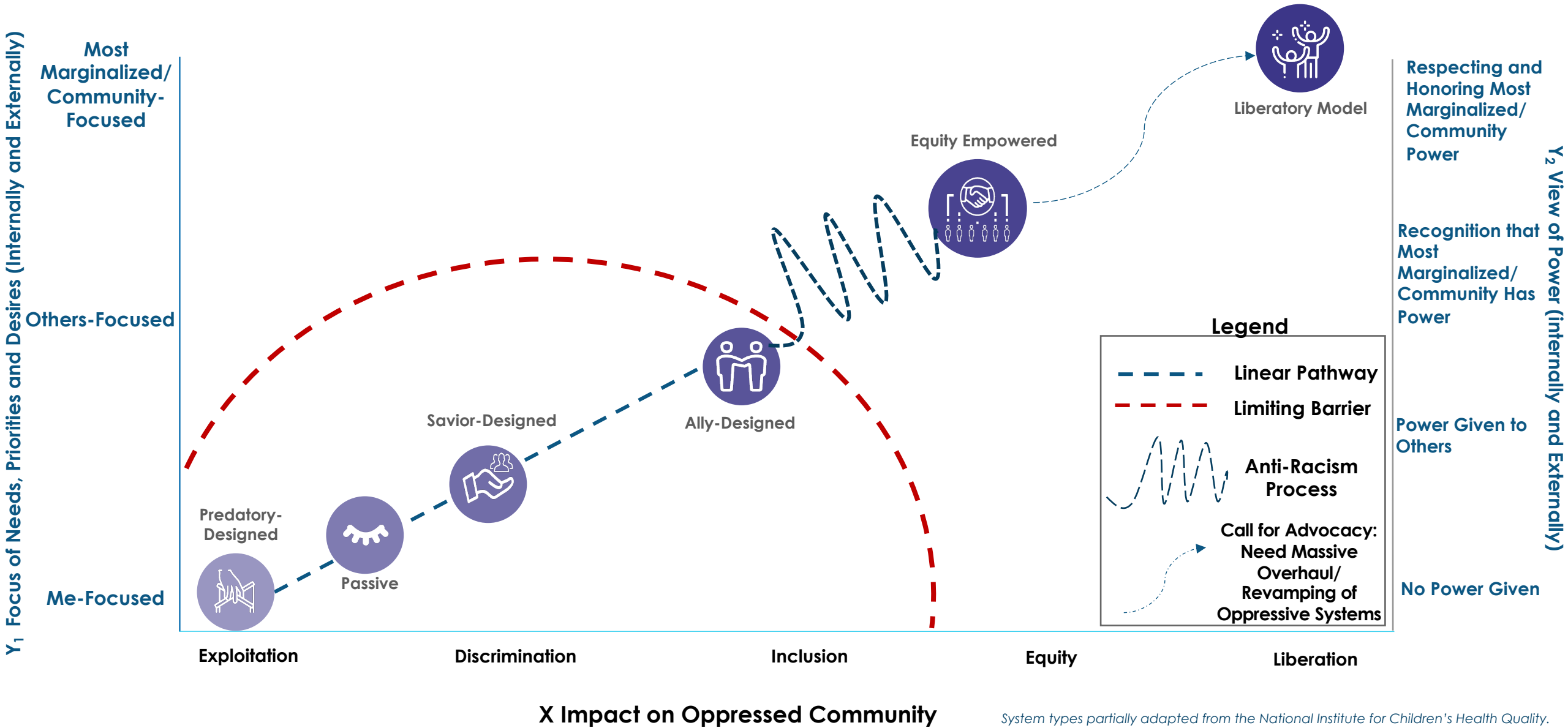
System types partially adapted from the National Institute for Children's Health Quality. <https://www.nichq.org/insight/savior-designed-equity-empowered-systems>

Landscape of Data System Design: Institutional Reflection



System types partially adapted from the National Institute for Children's Health Quality. <https://www.nichq.org/insight/savior-designed-equity-empowered-systems>

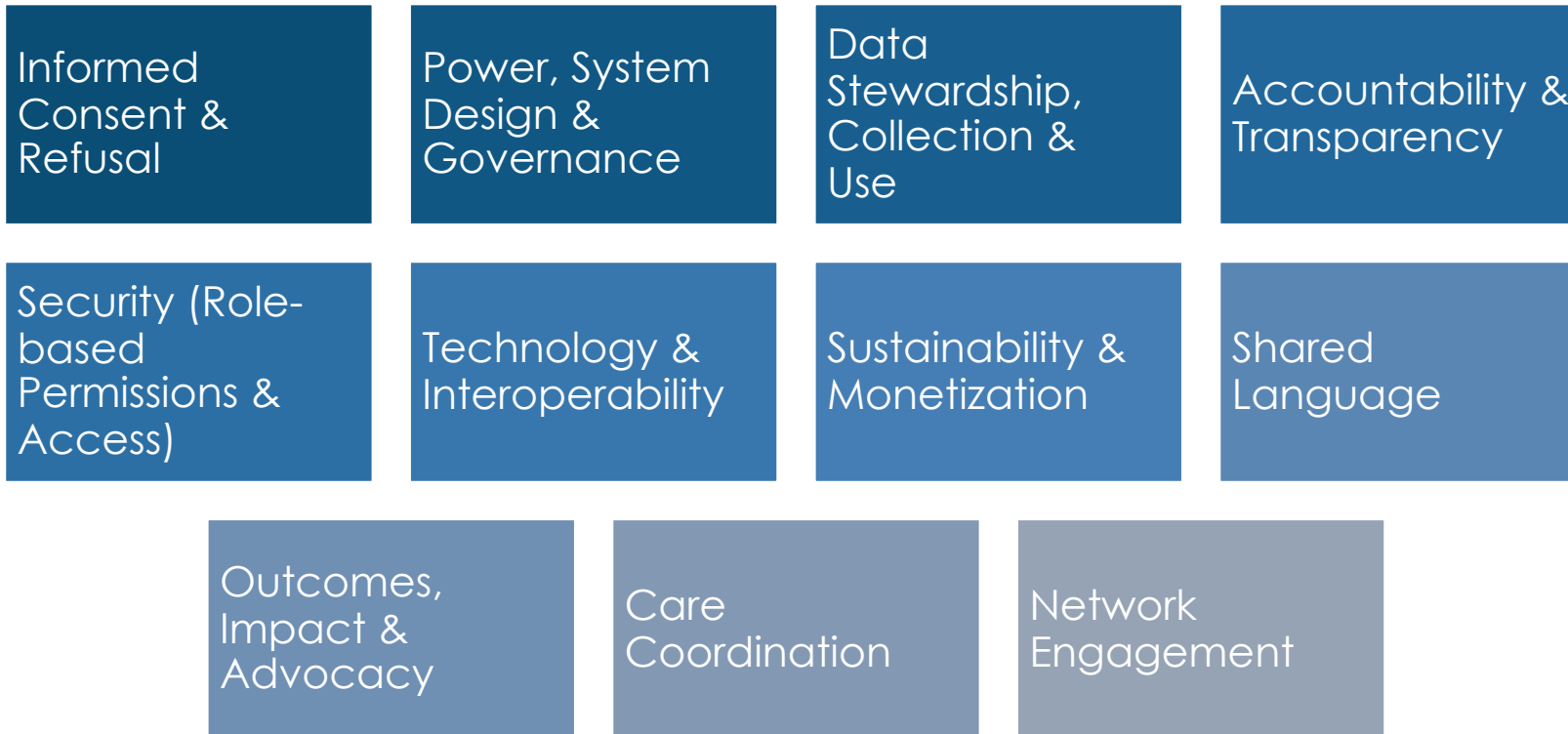
Landscape of Data System Design: Individual Reflection



System types partially adapted from the National Institute for Children's Health Quality. <https://www.nichq.org/insight/savior-designed-equity-empowered-systems>

Data System Drivers

These 11 key components provide detailed descriptions of existing data drivers that will help institutions and organizations understand the differences between each system design and opportunities to move towards an anti-racist model.



Application of Data Equity Framework: Institutional and Individual Reflection



Mindset

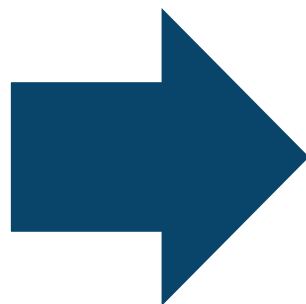


This framework is a reflection and planning tool, not a blueprint

- Help facilitate conversations with key stakeholders, investors and partners on the importance of system design within the work.
- Many organizations will have differing paths forward.
- Some may require breaking down and rebuilding much current systems may look different for different stakeholders.

- Better understand the design and key drivers to building a robust data system of care.
- We will need to continue to do intentional, ongoing and meaningful work to move towards genuine impact on our communities.

This framework is a starting point



This framework can be used beyond data systems:

- This framework can be leveraged to examine other institutions or systems within our society.
- Democratization of all systems of care are necessary to liberate humans from systems of oppression.

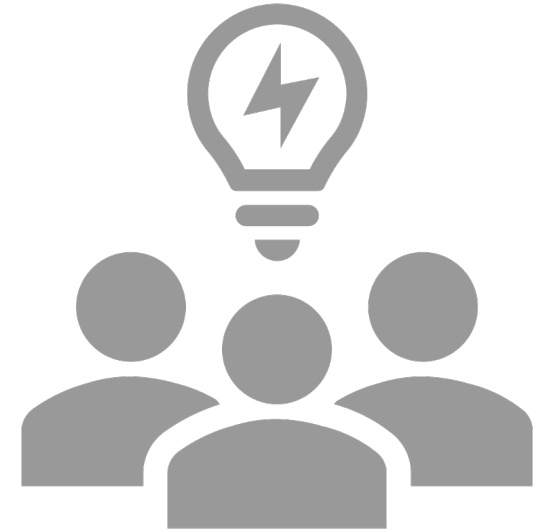
Strategic Visioning

Understand where you are on your journey to champion data equity and justice.

- See things for how they really are, not what you are aspiring to
- Understand how you are operationalizing or perpetuating harm

Set intentions.

- State what you intend to accomplish through your actions.
- Make a commitment to what you want the journey to be about as you move forward.
- Be in the moment: who you are, what you do, why you do it.



Institutional Reflection



How should we use the Institutional Reflection Questions?

- Guide institutions as they navigate where they are in their journey to champion data equity and justice and where they want to be.

Introducing Miro

- What is it? A virtual whiteboard
- What you need? A device with internet access
- Tip:
 - Zoom in/out as needed

Go to: <https://bit.ly/dataequityreflection>



Beneficiary of the System

Which stakeholder(s) have decision-making rights and power in the design of services, intervention or programs?

- Who benefits the most from your work? The institution creating the intervention or the most impacted populations in the community?



Institution

Impacted Community

Impact on Oppressed Community

REFLECT: Consider how the oppressed groups in the community are benefiting from or being harmed by the system.

- Are community members being exploited?
 - Are they receiving more agency and feeling empowered?
 - Are they exercising autonomy? (ie feeling empowered to shape or lead the program/intervention/services?)
-
- **How are the most underserved/vulnerable populations in your community experiencing and benefiting from your institution's services?**



Exploitation

Customer Agency

Community Autonomy

Strategy to Address Harm

- Does the program/intervention/solution have a clear intention and strategy to reduce or address community harm?
- If yes, how? What harms are being reduced? What are the program/intervention/solution's intentions and strategy aimed at reducing or addressing harm? What is the evidence that it is actually reducing or addressing harm?
- If not, what harms are present/being created? What are the barriers to declaring an intention and developing a strategy along these lines?



Intentional Harm

Harm Reduction

Do No Harm

Commitment to Anti-Racism

Miro Results

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Community
Information
Exchange®



THANK YOU!

Useful Resources

ciesandiego.org/data-equity

Leveraging Community Information Exchanges (CIEs) for Equitable and Inclusive Data: **A Vision for the Future**

October 2021



Karis Grounds, MPH
Vice President of Health and Community Impact,
211/CIE San Diego

Beth Johnson, MPH
Senior Consultant, Strategic Initiatives,
211/CIE San Diego



Leveraging CIE for Public Health Needs and Response

March 2022



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Vice President, Research & Development
Health Leads



CIE Data Equity Framework System Design Reflection and Planning Worksheet

October 2021

Leveraging Community Information Exchanges for Equitable and Inclusive Data: **The CIE® Data Equity Framework**



CIE® Data Equity Framework developed by:

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Tanisha Harrell

Health Leads
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Artrese Morrison

