

Break into our four Workgroups

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For report out to full Council

- 1) One or two ideas of how to bring equity into your professional work
 - a. Wondering if there is a way to create flexibility in policies—how are institutions working with federal entities to promote equity and cultural sensitivity in policies.
 - b. Thinking about the way we collect data—and the premise of qualitative data and think of data differently.
 - c. Policy discussion-intentions may be all well and good BUT how do we move beyond that. there is a conversation in there about how we push on change and differently.
 - d. Changing hiring practices in healthcare organizations, licensing practices, we talk about encouraging hiring from a variety of backgrounds, but current hiring practices sets up barriers. Have people in hiring teams who represent the groups you are hoping to recruit from.
 - e. DA who completed their strategic planning process-justice inequity is their first priority of 7. They are embedding and weaving justice inequity work into each of their other priority areas. Unless the people who are most impacted by the policies are a part of all the work and informing what happens, the work doesn't move forward in the best way. We need to create our culture. They are learning and moving forward and it is a journey. It's about the process to get there.
 - f. We should be including the people we work with in our policy work, etc—how do we do that?? are there groups?
 - g. Are we giving stipends to folks in this group who are not paid to be here?
- 2) One or two ideas of how your workgroup will ensure the work is equity-based
- 3) Capture a brief response (this could be three words or a sentence) to describe response to Report template.

I think we start leading by example and start talking about our own identities, when we introduce ourselves to our clients, patients, etc. I am the Executive Director at DRVT, AND I am: white, a woman, bisexual, a victim of sexual assault, and a family member of a person with a serious mental illness. I think we need to be more open about who we are in order for others to start to open up to us. All of our identities are important and should be considered in every interaction we have, health care, employment, whatever it is.

I also agree that we should have so many more people with lived experience in this group... I don't know how well this is advertised... but maybe it should be? Facebook? Etc...

Thanks J

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