

Equity Rounds Framework

MOTIVATION	
Identify Areas of Bias	How can/has bias manifest/ed in your work environment?
Identify an Event	The strength of Equity Rounds stems from the identification and presentation of an actual event or incident that occurred in your work environment. Think of an event or situation that could serve as a learning moment.
PLANNING	
Establish Equity Champions	<p>Identify a core group of equity champions in your workplace who have interest in this work. Be intentional about the makeup of the group and mindful about representation within your work environment.</p> <ol style="list-style-type: none">1.2.3.4.5. <p>Identify 1 person who will be responsible for keeping the group on task, scheduling meetings, etc.</p> <ol style="list-style-type: none">1.

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Identify Inclusive Leaders	<p>Creating a culture of antiracism is best promoted with support expressed by leadership. Identify leaders in your department who will openly support your effort. This may include someone already identified as an equity champion!</p> <ol style="list-style-type: none">1.2.3.
Identify a Setting and Format	<p>What are the possible settings for Equity Rounds? Routine department meetings? Professional development sessions?</p> <p>What setting will have the greatest impact in your department?</p> <p>What meeting format will work best? Small group? Lecture style?</p>
Organize Materials	<p>Decide on a central online location to store resources like articles, presentations, documents (e.g. BOX, Google Drive, etc.)</p>
DIDACTIC INSTRUCTION	
Establish Learning Objectives	<ol style="list-style-type: none">1.2.3.

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Highlight Perspectives	Consider the perspectives of the patient, client, or customer compared with the perspective of the UW employee or volunteer. This can be well illustrated using side-by-side comparison.
Identify an Equity Principle	Consider which equity principle(s) might be relevant learning opportunities in your event (for examples of equity principles, please refer to the glossary below).
Consult a Subject Matter Expert	Participation of a subject matter expert can enhance discussion. For example, during the preparation for an Equity Rounds presentation about security being called more frequently on black families/patients, the head of security provided insight on appropriate usage of UW security officers. Identify subject matter experts. <ol style="list-style-type: none">1.2.3.
EMOTION	
Create Community Agreement	Draft meeting ground rules/community agreement to be reviewed at every Equity Rounds.

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Address Well-being	Consider how different groups of people might react to Equity Rounds (white people, BIPOC, those involved in the scenario, etc.). How will you provide support and resources for the various emotions that might come up?
SKILLS	
Hold the Equity Rounds Event	Provide opportunity for low-stakes skill building while emphasizing a concrete next step.
Evaluate Impact	Create a survey to obtain feedback after your Equity Rounds meeting and use this feedback to develop future Equity Rounds.
Identify Relevant Stakeholders	Think about others who support equity initiatives within and outside of your organization that might be partners in this work. <ol style="list-style-type: none">1.2.3.4.5. What have been their successes or challenges?

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Glossary originally developed by the Boston Public Health Commission, with additional terms incorporated by the Department of Pediatrics' Health Equity Rounds team.

Ethnicity: A concept referring to a shared culture and way of life.¹

Implicit Bias: Learned stereotypes and prejudices that operate automatically, and unconsciously, when interacting with others. Also referred to as *unconscious bias*.⁵

Intersectionality: A framework first developed by Kimberlé Crenshaw⁶ that conceptualizes a person, group of people, or social problem as affected by a number of discriminations and disadvantages, taking into account overlapping identities and experiences to understand prejudices faced.⁷

Oppression: Unjust use of power and authority.⁸

People of Color: A political construct created by People of Color to describe people who would generally not be categorized as White.⁸

Prejudice: An unfavorable opinion or feeling formed beforehand or without knowledge, thought, or reason.⁹

Privilege: Advantages and immunities enjoyed by one, usually powerful group or class, especially to the disadvantage of others.

White Privilege: Advantages and immunities enjoyed by whites in the US.⁸

Race: A socially constructed way of grouping people, based on skin color and other apparent physical differences, which has no genetic or scientific basis. This social construct was created and used to justify social and economic oppression of people of color by Whites.¹⁰

Racial Discrimination: Unfair treatment because of an individual's actual or perceived racial or ethnic background.¹¹

Racial Justice: The creation and proactive reinforcement of policies, practices, attitudes, and actions that produce equitable power, access, opportunities, treatment and outcomes for all people, regardless of race.¹²

Racism: A system of advantage based on race.¹³

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§ **Internalized Racism** - The set of private beliefs, prejudices, and ideas that individuals have about the superiority of Whites and the inferiority of people of color. Among people of color, it manifests as internalized racial oppression. Among Whites, it manifests as internalized racial superiority.⁸

§ **Interpersonal Racism** - The expression of racism between individuals. These are interactions occurring between individuals that often take place in the form of harassing, racial slurs, or telling of racial jokes.⁸

§ **Institutional Racism** - Discriminatory treatment, unfair policies and practices, and inequitable opportunities and impacts within organizations and institutions, based on race.⁸

§ **Structural Racism** - Racial bias across institutions and society over time. It is the cumulative and compounded effects of an array of factors such as public policies, institutional practices, cultural representations, and other norms that work in various, often reinforcing, ways to perpetuate racial inequity.⁸

Stereotype: A standardized mental picture that is held in common about members of a group that represents an oversimplified opinion, attitude, or unexamined judgment, without regard to individual difference.⁸

Definitions were adapted from the following sources:

1. Johnson AG. *The Blackwell Dictionary of Sociology: A User's Guide to Sociological Language*. 2nd ed. Malden, MA: Blackwell; 2000.
5. Staats C, Capatosto K, Wright RA, Contractor D. *State of the Science: Implicit Bias Review 2015.*; 2015. <http://kirwaninstitute.osu.edu/wp-content/uploads/2015/05/2015-kirwan-implicit-bias.pdf>. Accessed January 19, 2019.
6. Crenshaw K. *Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics* Recommended Citation Crenshaw, Kimberle () "Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics.; 1989. <http://chicagounbound.uchicago.edu/uclfhhttp://chicagounbound.uchicago.edu/uclf/vol1989/iss1/8>. Accessed January 22, 2019.
7. YW Boston. What is intersectionality, and what does it have to do with me? YW Boston Blog. <https://www.ywboston.org/2017/03/what-is-intersectionality-and-what-does-it-have-to-do-with-me/>. Published 2017. Accessed January 22, 2019.
8. Boston Public Health Commission. Racial Justice and Health Equity Initiative: Core Workshop Facilitator's Guide. 2011.
9. Prejudice. Dictionary.com. <https://www.dictionary.com/browse/prejudice>. Accessed January 19, 2019.
10. Adelman L, Cheng J, Shim I. *Race: The Power of Illusion*. California Newsreel; 2003.
11. Smedley B, Stith A, Nelson A. *Unequal Treatment: Confronting Racial and Ethnic Disparities in Health Care*. Washington, D.C.: National Academies Press; 2002.
12. About Race Forward. Race Forward. <https://www.raceforward.org/about>. Accessed January 19, 2019.
13. Wellman DT. *Portraits of White Racism*. Cambridge; New York: Cambridge University Press; 1993.