Equity in Multi-Sector Collaboration

An assessment and toolkit for centering equity

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Agenda

1. Grounding
2. Framework
3. Deepening our Understanding
4. Partnering & Learning
How can we center equity as a multi-sector collaboration?

What gets in the way? What's most important?

How well do you address equity right now?

Where do we start?

How do we go deeper?
Your Equity Journey

Successes

SHARE A WIN
Why did it work?

Challenges

SHARE WHAT'S HARD
What gets in the way?
Equity in Multi-Sector Collaboration Toolkit

ASSESSMENT
Rating scale with indicators that offer concrete equity practices & processes

REFLECTION GUIDE
Curated resources & supports

Framework for Equity and Collaboration

EQUITY VALUES

<table>
<thead>
<tr>
<th>Value 1</th>
<th>Value 2</th>
<th>Value 3</th>
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<tbody>
<tr>
<td>We are equity focused.</td>
<td>We dismantle dominant culture practices that promote inequity or marginalization.</td>
<td>We are led by and serve the people most affected by inequities.</td>
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EQUITY CAPABILITIES

<table>
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<tr>
<th>STRONG TIES THROUGHOUT COMMUNITY</th>
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<tbody>
<tr>
<td>Capability 1</td>
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<tr>
<td>Create meaningful and deep engagement with community</td>
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<th>DISCIPLINED IMPROVEMENT AND ACCOUNTABILITY APPROACH</th>
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<tr>
<td>Capability 3</td>
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<td>Define ambitious equity goals</td>
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<th>STRATEGIES TO ADDRESS THE STRUCTURAL BARRIERS THAT UPHOLD INEQUITIES</th>
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<td>Capability 6</td>
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<td>Recognize and eliminate structural barriers that uphold racism, sexism, homophobia, classism, etc.</td>
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<th>BUILD CAPACITY FOR EQUITY AMONGST STAFF, LEADERSHIP, AND COMMUNITY LEADERS</th>
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<td>Capability 8</td>
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<td>Equity is highly valued as a core competency</td>
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Share leadership and power with residents

01 Access to power
02 Representation of backbone
03 Decisionmaking transparency
04 Normalization of equity conversations
Share leadership and power with residents

- **Access to power**
- **Representation of backbone**
- **Decisionmaking transparency**
- **Normalization of equity convos**

Most of our MSC’s core team or backbone staff live in the neighborhoods we serve or have lived experience.

We regularly hold discussions with all of the MSC members about power, e.g., who they think holds power, whose power to leverage, who does not have power, who feels comfortable in the MSC space, who doesn’t.
Define ambitious equity goals and use data with an equity-oriented mindset

01 Full involvement
02 Targeted universalism
03 Change at scale
04 Disciplined approach to equity improvement
05 Disaggregated data and data-driven focus
Define ambitious equity goals and use data with an equity-oriented mindset

01 Full involvement

02 Targeted universalism

03 Change at scale

04 Disciplined approach to equity improvement

05 Disaggregated data and data-driven focus

Our MSC is addressing inequities or disparities with the same amount of rigor and attention as we spend on any of our other major goals.

Our backbone or core team is regularly assessed by everyone in the MSC on their connection and engagement with the community, their leadership capacity to develop and drive a common agenda that eliminates inequities, and willingness to cede visibility and roles to the community at large.
Recognize & eliminate structural barriers that uphold racism, sexism, homophobia, classism, etc.

01 Structural and root causes
02 Equity capability of backbone
03 Anti-racism awareness, approaches
04 Powerful system actors dismantling structural racism
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01 Structural and root causes

02 Equity capability of backbone

03 Anti-racism awareness, approaches

04 Powerful system actors dismantling structural racism

All of the MSC partners who are in positions to make or change policies that address structural barriers, e.g., government agencies, elected officials, school districts, businesses, and other key anchor institutions, actively implement multiple anti-racist policies.

All of the MSC's partner organizations recognize their past unjust policies or negative impacts on the community -- have acknowledged it, taken responsibility for it, and worked hard to build trust and dismantle/not reinforce the structures that create inequities.
Design structures & processes to promote equity at individual & organizational levels

01 Organizational processes and equity action plans

02 Accountability for equity

03 Partnerships and internal capacity
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01 Organizational processes and equity action plans

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03 Partnerships and internal capacity

Our MSC has a written equity action plan with specific organizational policies and practices for individuals and organizations in the MSC, which is closely monitored, implemented, and adapted at regular intervals.

There are many changes across operational functions/departments in the MSC or in partner organizations where equity strategies are being implemented, e.g., in contracting, hiring, budgeting.
Shifting from a backbone to a root body

01 Power to direct resources, set agenda, and lead discussions
02 Transparent, accountable decision making
03 Community feedback on backbone
04 Pathway for resident leadership
Shifting from a backbone to a root body

- **Power to direct resources, set agenda, and lead discussions**
- **Transparent, accountable decision making**
- **Community feedback on backbone**
- **Pathway for resident leadership**

Residents or people with lived experience have veto power on all important decisions.

We are regularly asked our honest opinion about the backbone's capability for addressing equity, more than once a year.
Residents and people with lived experience rarely have as much say in shaping strategies and decisions as anyone else in the MSC.

About half the time, residents and people with lived experience have as much say in shaping strategies and decisions as anyone else in the MSC.

In all instances, residents and people with lived experience have as much say in shaping strategies and decisions as anyone else in the MSC.
Partnering and Learning

- Testing the Equity Assessment
- Feedback Session & Score Report
- Diving Into Reflection Guide
- Facilitation Guides
- Feedback & Adaptation
Interested in learning more?

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