



## **P.E.A.C.E. TEAM**

*Promoting Equity Among  
Communities Effectively*

**September 13, 2023**

**SERIES 3**

# THEME: Listen, Learn, Love

**“In order to heal, to me, healing is about making whole. And to be a healer, you have to be able to listen, to learn, and to love.”**



Dr. Vivek Murthy, U.S. Surgeon General

# Instructions

Go to

**[www.menti.com](https://www.menti.com)**

Enter the code

**2378 2632**



Or use QR code

# P.E.A.C.E. Training Team



**Katie Zenger, MPH**  
Zenger Strategies, LLC  
Project Manager Facilitator



**Brittany Wearing, MPH**  
Co-Facilitator & Moderator  
Adolescent Health Expert



**Jennifer (Bingo)  
Gunter, Ph.D**  
University of South Carolina  
Converge Founder



**Latesha (Tesda)  
Murray**  
Facilitator and  
Social Justice Advocate

# 10 AM to 11 AM: Lunch Keynote

1 Kit Cummings - Author, Speaker, Activist

— Speaking - 40 minutes —

2 Q&A / Large Group Discussion

— Open Discussion 20 minutes —



# September 13, 2023 Agenda

**1** Welcome, Housekeeping, Introductions and Centering Exercise

**2** Understanding Unconscious Bias  
Latesha “Tesha” Murray

— Group Activity & Discussion —

**3** Health Equity, Hunger & Chronic Disease:  
The Impact of COVID-19 on Social  
Determinants of Health  
Dr. Jennifer “Bingo” Gunter

— Small/Large Group Activity & Discussion —

**4** Keynote Speaker- Kit Cummings  
5 Steps to Understanding Equity

— Discussion  
& Group Q & A —

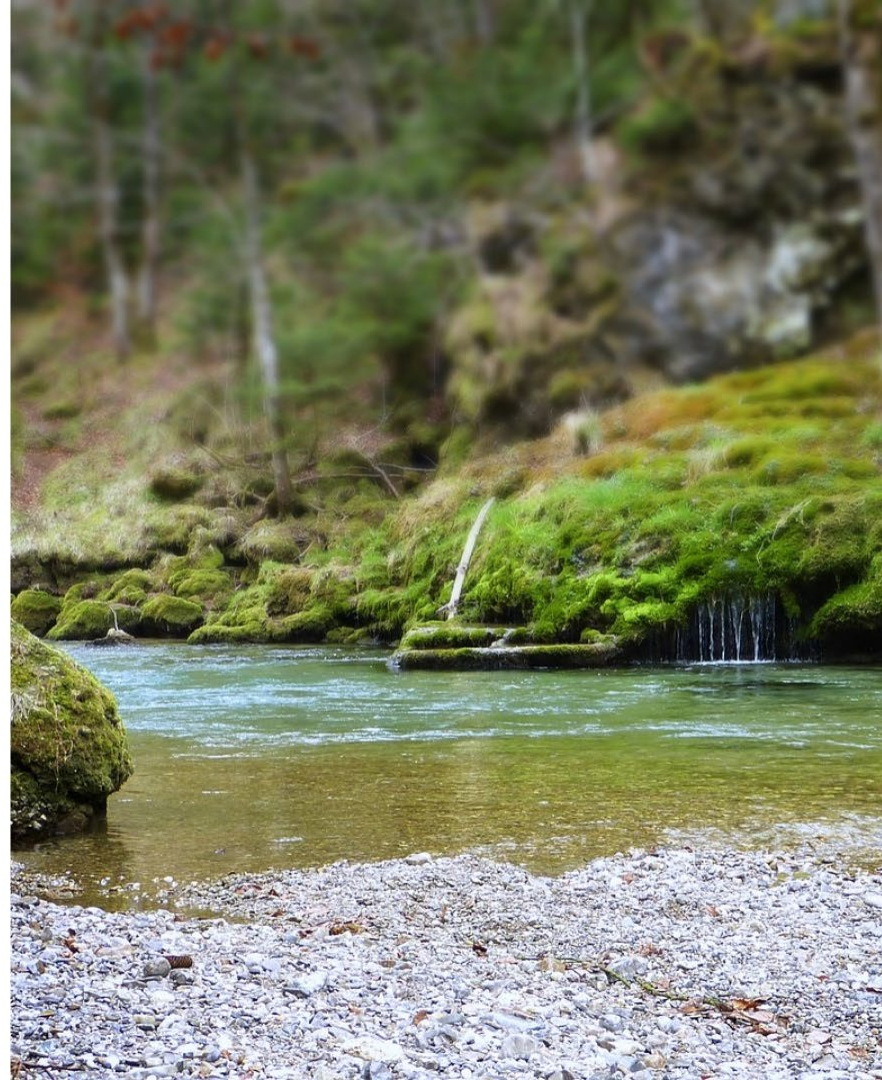
**5** Power Over versus Power With  
Considerations for Inclusive Coalitions and Community  
Engagement

**6** Rest and Restoration  
Latesha “Tesha” Murray

**7** Wrap Up/Closing Remarks



# Centering Exercise





# 8 *GUIDEPOSTS*

- 1 **Be present and welcoming**
- 2 **Listen deeply to learn**
- 3 **No fixing**
- 4 **Suspend judgment and assumptions and seek understanding**
- 5 **Speak your truth and respect the truth of others**
- 6 **Maintain confidentiality**
- 7 **When things get difficult, turn to wonder**
- 8 **Accept “non-closure”**



# What is Unconscious Bias?

**A CHANGE MAY BE JUST AROUND THE CORNER**



## Misconceptions about Bias



- Good people are not biased
- We can get rid of all bias
- We can't change biases
- There's nothing I can do about it

# Exercise #1

**Up**

**Left**

**Fast**

**Stop**

**Hot**



**Good**

**Dog**

**Happy**

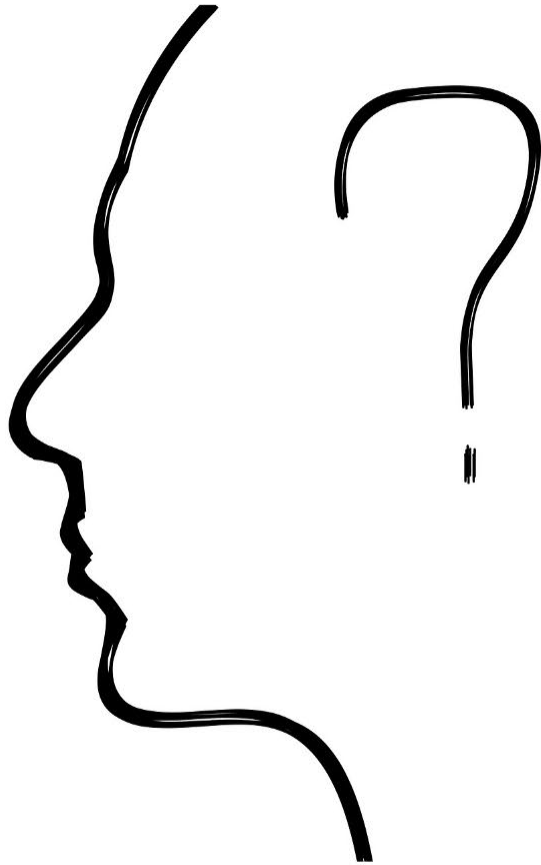
**Day**

**Love**

# What did you notice?

Did you see any similarities? Why do you think we had those results? How did you arrive at your answers? How does Unconscious Bias play a role in our response?

# What are consequences of **UNCONSCIOUS BIAS**?



## #1: Lack of Communication

- people disengage- reduces deep interaction
- lack of 2-way communication- people don't feel heard; limited peer-to-peer sharing



## #2: Diminished Trust

- erodes confidence within coalitions & community partners
- deters collaborative conversations & relationships



## #3: Reduced Innovation

- derails creative flow of ideas that spark new thoughts
- people don't feel their input is valued



# How to combat **Unconscious Bias** and promote an *Inviting* and *Inclusive* environment



## #1: Focus on seeing people as individuals

- Rather than focusing on stereotypes to define people- replace a negative opinion with a positive one
- Complete an **IAT** (Harvard University Implicit Association Test) to uncover attitudes and beliefs



## #2: Pause and Reflect

- To reduce reflexive reactions- deliberate and replace potential biases with positive examples of the stereotyped group



## #3: Adjust your perspective

- Try seeing things from another person's point of view.



## #4: Increase your exposure

- Explore different cultures & experiences outside your own- museum, festivals, books.



## #5: Listen, Listen, Listen

- Active listening creates space for people to feel *valued*, *respected* and that their *voice matters*- that's how you learn more about them.





# Health Equity, Hunger, & Chronic Disease: **The Impact of COVID-19 on Social Determinants of Health**

# What are the Social Determinants of Health?



TRANSPORTATION  
EDUCATION  
EARLY STRESS INCARCERATION SOCIAL LIFE EXCLUSION  
SOCIAL POVERTY NET INCOME SOCIAL WORK  
SAFETY UNEMPLOYMENT FOOD  
SUPPORT HOUSING  
ADDICTION

# COVID-19 & SOCIAL DETERMINANTS OF HEALTH

Not everyone has been affected equally by the pandemic. The social determinants of health affect not only who gets sick (pink) but everyone in the community during this unprecedented time.

The pandemic is exacerbating the impact of these inequities, particularly for communities who are already under-resourced and experiencing barriers.

## ENVIRONMENT & SAFETY

Higher risk of exposure due to job type

Need for PPE (especially masks) and training

## ACCESS TO HEALTHCARE

Distrust of the healthcare system

Need for additional mental health supports during isolation

Lack of support for people who are undocumented

## FOOD SECURITY

Challenges going to the grocery store (single parent families with no child care, seniors living alone)

Ability to afford food (fixed income seniors, families on ODSP)

## CULTURE & LANGUAGE

Access to public health information in spoken language

Influence of cultural practices & customs

Cultural and religious centres closed or reduced capacity

## HOUSING

Space to adequately isolate  
Paying rent & threat of eviction  
Exposure to extreme heat  
Lack of quiet places to study/work

## TRANSPORTATION

Testing sites are too far for people without a vehicle  
Fear of taking transit, crowded buses  
Physical mobility barriers

## INCOME & JOB SECURITY

Fear of losing one's job  
Loss of income from taking time off  
CERB supports ending  
Cost of additional expenses like WiFi & technology

## SOCIAL ISOLATION

Mental well-being during isolation  
Increased stress and anxiety  
Grief and loss (disproportionate # of deaths in this community)  
Isolated from social supports who can help with childcare  
Loss of in-person community services





# Food Security



# Food Access Terminology

- Food Desert
- Food Apartheid
- Food Swamp
- Food Sovereignty

Join at [menti.com](https://www.menti.com)

## Mentimeter Quiz

[www.menti.com](https://www.menti.com)

Enter the code

**2378 2632**

The image shows a screenshot of a Mentimeter quiz interface. At the top right, there is a button that says "Join at menti.com". Below that, the text "Mentimeter Quiz" is displayed in a large, bold, black font. Underneath, the website "www.menti.com" is shown in a smaller, bold, black font. Below the website, the instruction "Enter the code" is written in a smaller, regular font. At the bottom, the quiz code "2378 2632" is displayed in a large, bold, black font. The background of the interface is a light beige color with a darker beige header and footer.

- **Food Desert**

an area that has limited access to affordable and nutritious food, in contrast with an area with higher access to supermarkets or vegetable shops with fresh foods, which is called a food oasis. Could be misleading because it implies that it's a natural occurrence.

- **Food Apartheid**

a system of segregation that divides those with access to an abundance of nutritious food and those who have been denied that access due to systemic injustice.

- **Food Swamp**

communities where fast-food chains and convenience stores abound, swamping the neighborhoods with unhealthy eating options rather than healthy food choices.

- **Food Sovereignty**

the right of peoples to healthy and culturally appropriate food produced through ecologically sound and sustainable methods, and their right to define their own food and agriculture systems.



# Chronic Health Concerns That Stem from Food Insecurity

## Lower food security leads to:

- Hypertension
- Coronary Heart Disease
- Hepatitis
- Stroke
- Cancer
- Asthma
- Diabetes
- Many more





# Policy Impact

## Ending the Public Health Emergency (PHE) Status

- **Changes to SNAP.**

Since March 2023, the average family's benefits reduced by \$90. Some were reduced up to \$250.

- **Food banks seeing an increase in need for healthy items - vegetables and fruit.**

With less SNAP money many families are cutting back on what are seen as less important items.

- **Able Bodied Adults Without Dependents**

18- 49 year olds must work or participate in a work program for at least 20 hours per week to receive benefits for more than 3 months in a 36 month period.

The image features a soft-focus background of a green lawn with several people walking in the distance. In the foreground, a colorful, patterned blanket is laid out on the grass. The text "Access to Care" is centered in the middle of the image in a white, bold, sans-serif font.

# Access to Care

# How does cost affect access to healthcare?

Kaiser Family Foundation (KFF)

- 1** In the 2021 NHIS, 1 in 11 adults reported delaying or not getting medical care due to cost reasons.
- 2** March 2022 poll March 2022 found four in ten adults (43%) report that they or a family member in their household put off or postponed needed health care due to cost.
- 3** 1 in 11 adults reported that they delayed or did not get care because of cost reasons.

# How does cost affect access to healthcare?

Kaiser Family Foundation (KFF)

- 1** The share of adults going without medical care due to costs remained stable in 2021 through mid-2022 after declining in 2020.
- 2** 1 in 4 adults reported delaying or foregoing care either due to cost or the pandemic.
- 3** Adults with incomes below 200% of the federal poverty level are more likely to go without medical care due to cost reasons.

# Policy Impact

## Changes to Medicaid Ending the Public Health Emergency (PHE) Status

- **Continuous Enrollment Provision**  
States could not end Medicaid coverage even if recipient is no longer eligible.
- **Many changes are still in effect but could still change.**  
Telehealth options continue to help rural recipients with access to health care.
- **Has led to mass confusion**  
Being audited on a state by state basis with different rules and regulations.

# COVID-19 & SOCIAL DETERMINANTS OF HEALTH

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Who is considered hungry in South Carolina? Why do we care about hunger and has that changed since the pandemic? What are you seeing in your community?

# Break Out Groups

A row of white wooden figures with a single red one in the center, symbolizing a break out group.



**Small Break**





Kit  
Cummings:  
7 Steps to  
Empathy



*vimeo*

## The Power of PEACE Principles

# 7 Steps to Empathy



1 **Seek first to understand**

2 **Find common ground**

3 **Walk a mile with your neighbor before you judge them**

4 **Practice active listening**  
and pause before responding

5 **Practice compassionate communication**  
and use your influence for PEACE

6 **When wrong, promptly admit it**  
and make amends

7 **Treat your neighbor with dignity & respect**  
-  
*ESPECIALLY* when you disagree

# Questions & Answers

THOUGHTS? COMMENTS?



**LUNCH BREAK**



# Power Over vs Power With

Considerations for Inclusive Coalitions and  
Community Engagement





09/03/1868- 12/01/1933

Pioneer of Business Management & Organization Behavior

**“It seems to me that whereas power usually means power-over, the power of some person or group over some other person or group, it is possible to develop the conception of power-with, a jointly developed power, a co-active, not a coercive power.”**

**MARY PARKER FOLLETT**



## Concepts At-A-Glance: Power Over vs. Power With

CONCEPT CATEGORY	POWER OVER	POWER WITH
PERSPECTIVE	<ul style="list-style-type: none"> <li>The world is generally hostile</li> <li>Scarcity: I need to get and protect my share at all costs</li> <li>Mechanistic: the organization as machine</li> <li>Zero-sum game</li> <li>Leader as lion</li> <li>Divide and conquer</li> <li>Manageable pieces</li> </ul>	<ul style="list-style-type: none"> <li>The world is generally friendly</li> <li>Abundance: There's enough or everyone</li> <li>Humanistic: the organization as social system</li> <li>Synergy: 1+1&gt;2</li> <li>Servant leader</li> <li>Strive to unite</li> <li>Chaotic whole</li> </ul>
PRIORITIES	<ul style="list-style-type: none"> <li>Rules</li> <li>Procedures: How to do it</li> <li>Compliance</li> <li>Competition</li> <li>Extrinsic rewards, threats, and punishment</li> </ul>	<ul style="list-style-type: none"> <li>Principles</li> <li>Mission: Why we do it</li> <li>Commitment</li> <li>Co-Creation</li> <li>Intrinsic motivation</li> </ul>
ACTIONS	<ul style="list-style-type: none"> <li>Bemoaning what's going wrong</li> <li>Fixing blame</li> <li>Dwelling on weaknesses</li> <li>Hoarding and selectively handing out key information and resources</li> </ul>	<ul style="list-style-type: none"> <li>Telling stories of what's going right</li> <li>Fixing processes</li> <li>Leveraging strengths</li> <li>Freely sharing whatever is necessary for the greater good</li> </ul>
RELATIONSHIPS	<ul style="list-style-type: none"> <li>Fear: Instilling feared being fearful that others will take or diminish our power</li> <li>Skepticism: You'll mess this up.</li> <li>Apathy</li> </ul>	<ul style="list-style-type: none"> <li>Trust: Trusting others and working to earn trust</li> <li>Confidence: You'll do fine.</li> <li>Empathy</li> </ul>
DECISION-MAKING	<ul style="list-style-type: none"> <li>Exclusion: A small number of people are best qualified to make decisions for the majority</li> <li>Group decision-making produces chaos</li> <li>My way or the highway</li> <li>Efficiency</li> <li>Win-Lose</li> </ul>	<ul style="list-style-type: none"> <li>Inclusion: The best outcomes unfold when many people are involved in decision-making</li> <li>Group decision-making fosters commitment</li> <li>Multiple paths</li> <li>Effectiveness</li> <li>Win-Win</li> </ul>
LEARNING	<ul style="list-style-type: none"> <li>People are empty vessels who need to be told what to do.</li> <li>A few teach, some learn</li> </ul>	<ul style="list-style-type: none"> <li>People bring abundant know-how and learn best by experience.</li> <li>Everyone teaches, everyone learns</li> </ul>





Mentimeter

# Effects of a Power Over Dynamic

## *Exploratory Question*

Tell us about a time when you experienced or witnessed a Power Over dynamic? How did it make you feel? What did you learn from that experience?

Join at [menti.com](https://menti.com) use code 2378 2632

Mentimeter

## Instructions

Go to  
**[www.menti.com](https://www.menti.com)**

Enter the code  
**2378 2632**



Or use QR code



## Mentimeter Questionnaire Results

# Effects of Power Over Dynamics



**POWER WITH**





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# Results of Power With

when combined with a meaningful mission



## Quick Assessment: Power Over vs. Power With

### Instructions:

1. Choose one answer (1 – “Very Strongly Disagree” to 7 – “Very Strongly Agree”) to mark your level of disagreement or agreement with each statement. Answer quickly, honestly, and go with your gut instinct. Your answer for each statement corresponds to the number of points for that statement. So, for example, “Disagree” equals 3 points, “Strongly Agree” equals 6 points, etc.
2. Total up your points from each column into one total number, then use the “Score Results” section below to begin interpreting the results and deciding how to take action.

STATEMENT	Very Strongly Disagree	Strongly Disagree	Disagree	Neutral/ Neither Agree nor Disagree	Agree	Strongly Agree	Very Strongly Agree	LINE TOTAL
	1	2	3	4	5	6	7	
1. There is a sense that we are all in this together, even though people have different jobs, titles, and salaries.								
2. People are treated with equal respect.								
3. As conversations unfold, people set aside their own opinions and assumptions in order to reach a deeper collective understanding.								
4. The people who do the work shape how that work is done.								
5. Information and data are widely available to everyone.								
<b>ALL 5 STATEMENTS TOTAL</b>								

# SMALL GROUP DISCUSSION

1. Share your score from your assessment.
2. Share your insights from the assessment.

# Moving Forward





# SMALL GROUP DISCUSSION

1. How can we utilize Power With principles to create Inclusivity with our coalitions and in our community engagement?
2. What's the best approach to ensuring all voices are heard and thoughts & ideas are welcomed?



happiness

joy

peace

restore

**REST AND RESTORATION**

rest

sleep

quiet

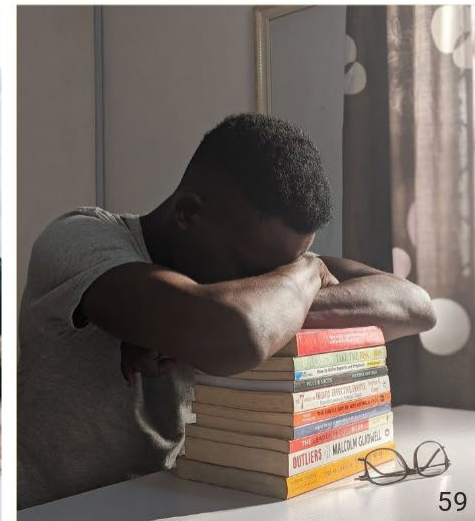
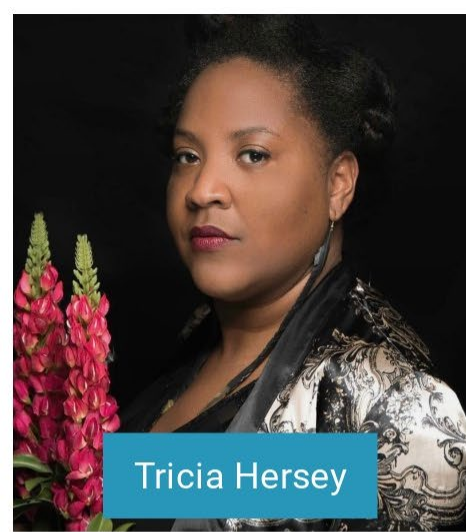
dream

## Wellness and Self Care

# Rest and Restoration

**We believe our bodies are portals.** They are sites of liberation, knowledge, and invention that are waiting to be reclaimed and awakened by the beautiful interruptions of brutal systems that sleep and dreaming provide.

-TRICIA HERSEY, THE NAP MINISTRY



# CALMING STRATEGIES FOR ADULTS

Big Life Journal



DO DEEP  
BREATHING



NAME MY  
FEELING



LISTEN TO  
MUSIC



LISTEN TO  
NATURE SOUNDS



HOLD MY PET



CALL A FRIEND



LAY DOWN WITH  
EYES CLOSED



LOOK AT  
PHOTOS



DO TAPPING



DOODLE



KNIT OR CROCHET



JOURNAL



APPLY CALMING  
OILS



MAKE A CUP  
OF TEA



GIVE SOMEONE  
A HUG



SAY AN  
AFFIRMATION



TAKE A BRISK  
WALK



READ A POEM



TAKE A WARM BATH



WATCH AN  
UPLIFTING VIDEO



VISUALIZE MY  
FAVORITE PLACE



DANCE TO MY  
FAVORITE SONG



HOLD AN  
ICE CUBE



DO A FEW YOGA  
POSES

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

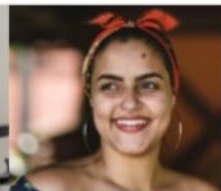
THURSDAY

FRIDAY

SATURDAY



ggsc.berkeley.edu  
 greatergood.berkeley.edu



1 Do something **spontaneous and playful**.

2 **Listen** without offering advice or judgment.

3 Embrace the **healing power of solitude**.

4 Reflect on your strengths and what gives you **meaning at work**.

5 **Face your fears**.

6 Ask yourself: **Could I be wrong about this?**

7 Join our **Finding Purpose Across the Lifespan** event.

8 Honor **your roots and family traditions**.

9 Do a **mindful breathing meditation**.

10 Be curious about where people's **perspectives and opinions** come from.

11 See your **vulnerability as a strength**.

12 Consider **forgiving someone** who harmed you.

13 Try to **learn from everyone** you meet.

14 **Deepen a friendship** at work.

15 Experiment with saying yes and **going with the flow**.

16 **Have a conversation** with your family about race.

17 When you're struggling, **write a compassionate letter to yourself**.

18 **Recall a recent act of kindness** or courage you witnessed.

19 Dance and **move your body**.

20 Does your organization have a **culture of gratitude**? Take our quiz to find out.

21 Notice **the feelings you have about your feelings**.

22 Identify **what values are most important** to you.

23 Look for the **humor in life**.

24 Be thoughtful when **choosing a mental health app** to use.

25 **Imagine your life** 10 years from now.

26 Express **genuine gratitude** at work.

27 **Journal about a struggle** you're going through.

28 Help children understand **the reality of prejudice in our society**.

29 Honor **people's boundaries**.

30 Be patient when you're **looking for answers in life**.

-What is one **takeaway** from this session? OR...

# What Stuck?

Go to **www.menti.com**  
and enter the code: **23  
78 26 32**

OR...What is one thing you'll do  
**differently** after this session?

23 78 26 32





# Meeting Evaluation



- Please take the time to take the Survey Monkey meeting evaluation
- Use the QR code to the left
- Or link in Chat!



# Session #2: Conflict Management for Equitable & Inclusive Community Engagement

**Monique McDaniels, MPA, PMP**

VP of Community Engagement for Goodwill Industries of SC

**FRIDAY, SEPT. 29TH 9:00 AM TO 1:00 PM VIA ZOOM**

**TOPICS:**

Understanding conflict, your conflict style, and reframing conflict as an opportunity for connection and engagement with your community and coalition members

PLUS: Facilitated Skill-Building Breakout Sessions







## **P.E.A.C.E. TEAM**

*Promoting Equity Among  
Communities Effectively*

**THANK YOU!**

”

"Because it is only when people care about and are vested in one another that they advocate together, that they move together in the same direction, recognizing that a solution to someone's problem, even if it's not my problem, is a solution that we all need because we are one people and **we are united.**"

DR. VIVEK MURTHY, U.S. SURGEON GENERAL

