

Appendix B16: Office Of AIDS 21-Day Racial Equity Challenge Q&A (Replication Tips)

California Department of Public Health, Center for Infectious Diseases
Confronting Institutionalized Workplace Racism Work Group

Community of Practice:
Office of AIDS 21-Day Racial Health Equity Challenge

| Question | Answer |
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| <p>1. If teams want to do the challenge, what would the next steps be?</p> | <p>Here are recommendations for next steps for groups interested in implementing the 21 Day Challenge:</p> <ul style="list-style-type: none"> - Pull together a team of 6 – 8 people who are interested together to develop an implementation plan, including: <ul style="list-style-type: none"> o Ensuring the appropriate leadership is awarded and supportive of implementing the 21 Day challenge. Support and encouragement of leadership makes a big difference! o Reviewing the 21 Day Challenge Materials (List of Topics/materials; facilitator guide, slides to use for weekly facilitated discussion; excel sheet for tracking cohorts) - Review the 21 Day Challenge List of Topics/Materials and links; some may need to be updated. Consider making changes to reflect the needs of your program. - Develop ground rules for the Challenge to help support open communication. - Develop evaluation plan for how you’re going to receive feedback from Challenge participants. - Have the team of 6 – 8 people do a “Practice Run” of the 21 Day Challenge, including the weekly check-ins (cohort members take turns facilitating each week for practice). - Develop an implementation plan for holding the challenge in your program, including developing an outreach and support team; timing of the first cohorts, sign-up process (cohorts are 6 – 10 people). <p>Note: OA has generously shared the materials they developed for the 21 Day Challenge; please reach out to Sharon Eghigian for more information.</p> |

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| | <p>Sharon.Eghigian@cdph.ca.gov if you are interested in materials. We are very interested in tracking interest in the Challenge, providing support as needed, and knowing how to implement the Challenge.</p> |
| <p>2. How do you avoid having people in the group feel offended or triggered if there is an agreement to “say it ugly”. Is it a safe space to make mistakes or a safe space to not experience microaggressions and other forms of racism? I worry about talking openly about sensitive topics because I’m afraid of saying the wrong thing. I want to learn from mistakes and correct my misconceptions of the cost of making a mistake is not too high.</p> | <p>To avoid people in the group feeling offended or upset when discussing these topics, it's crucial to establish clear group agreements. Creating a safe space through an absence of hierarchy and encouraging active participation can help. Facilitators can use strategies like guided discussions and check-ins, fostering a sense of comfort and trust among group members. It's important to acknowledge that discussing racism can be challenging and may require time for participants to process. Facilitators should be prepared to address any overtly racist remarks, encourage moderation, and offer private channels for expressing concerns. The context of a specific discussion can heighten emotions, so it's important to create an atmosphere where participants feel free to share their thoughts and experiences without judgment.</p> |
| <p>3. How do programs participate in these facilitated discussions?</p> | <p>Please refer to the response to question 1 for suggestion on how to implement the 21 Day Racial Health Equity Challenge for their team.</p> |
| <p>4. Are the more passive aggressive and small micro aggressive things that are said in the workplace addressed in this challenge? How are they called out and how are they transformed into a learning experience?</p> | <p>Microaggressions in the workplace are addressed in this challenge. Participants actively call out microaggressions when they occur during discussions. Participants are encouraged to share their own experiences with microaggressions in the workplace, fostering robust conversations and transforming them into learning experiences.</p> |
| <p>5. How did the Sexually Transmitted Diseases Control Branch implement the modified version of the challenge?</p> | <p>The Sexually Transmitted Diseases Control Branch implemented a modified version of the challenge similar to the Office of AIDS' 21-day challenge. However, around, they switched to a 21-week challenge based on feedback from staff who found that the daily challenge pace was too fast. The 21-week challenge allowed for more in-depth engagement with the materials and provided staff with additional time for reflection and preparation for weekly debriefs. The decision to extend the challenge came from their Racial Health Equity (RHE) Workgroups, particularly the incubator focused on program and workplace culture improvement, which also addresses staff experiences with racism-related issues.</p> |
| <p>6. Is there an admin/HR subgroup that is working on standardized protocols/processes for mitigating bias and improving diversity during position recruitments and the hiring process? For example, having a separate team redact names/gender from applications before giving to hiring managers, following an objective app</p> | <p>Office of AIDS (OA) and Sexually Transmitted Diseases Control Branch Racial Health Equity (RHE) Workgroups include a focus on hiring and recruitment. These workgroups have developed strategies to increase equity and diversity in their hiring; including adding health equity questions to job descriptions and promoting openings on diverse Listservs.</p> |

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screening process, adding questions related to health equity to interviews, etc. etc.

These groups have also identified challenges they have experienced collaborating with Sharon Eghigian, CDPH Health Equity Liaison to concerns with CID leadership and CDPH HRD.

CalHR is currently looking at updating the system to redact personal information that relates to demographics, so we might see that change as early as next year to come!