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BUILDING A SYSTEM-WIDE APPROACH TO ADDRESS THE IMPACT OF RACISM ON COMMUNITY HEALTH: MAKING OUR WORK MORE RESTORATIVE

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Learning Objectives

- 1 Identify three barriers to incorporating social justice and health equity priorities into community coalition substance misuse prevention efforts.
- 2 Describe opportunities for state prevention systems to support local prevention coalitions in integrating social justice and equity into their work.
- 3 Describe three strategies community coalitions have used to incorporate a social justice and health equity lens into their work

Agenda

- Setting the Context: The Massachusetts Prevention System's Evolution of Readiness
- Massachusetts' Ecosystem of Support
- The Importance of Professional Development
- Next Steps in the Journey

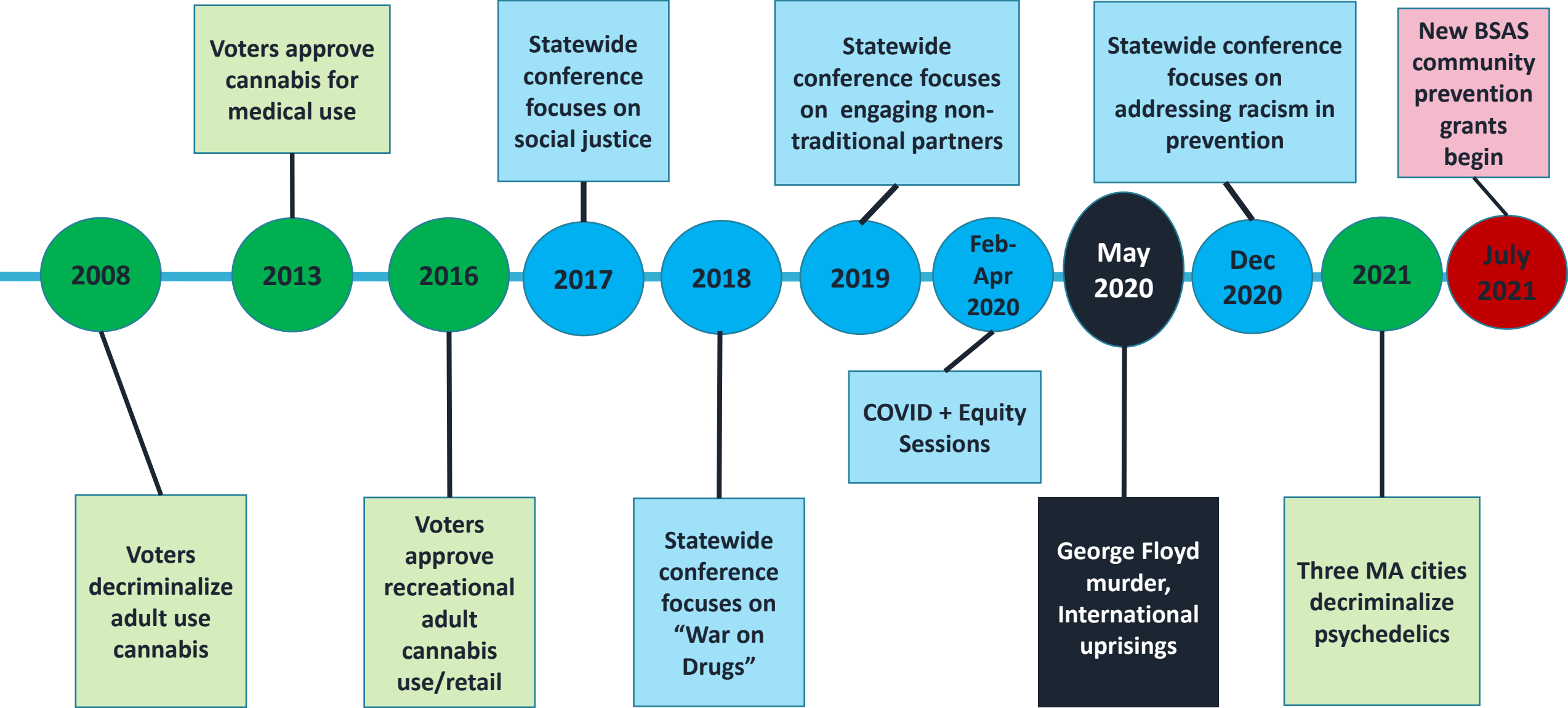


SETTING THE CONTEXT


The Massachusetts Prevention System's Evolution of Readiness



Massachusetts Prevention Timeline



ECO-SYSTEM OF SUPPORT

- **Bureau of Substance Addiction Services**
 - **State Evaluator**
 - **Technical Assistance (TA) System: Center for Strategic Prevention Support**
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Bureau of Substance Addiction Services: Evolving Prevention Goals

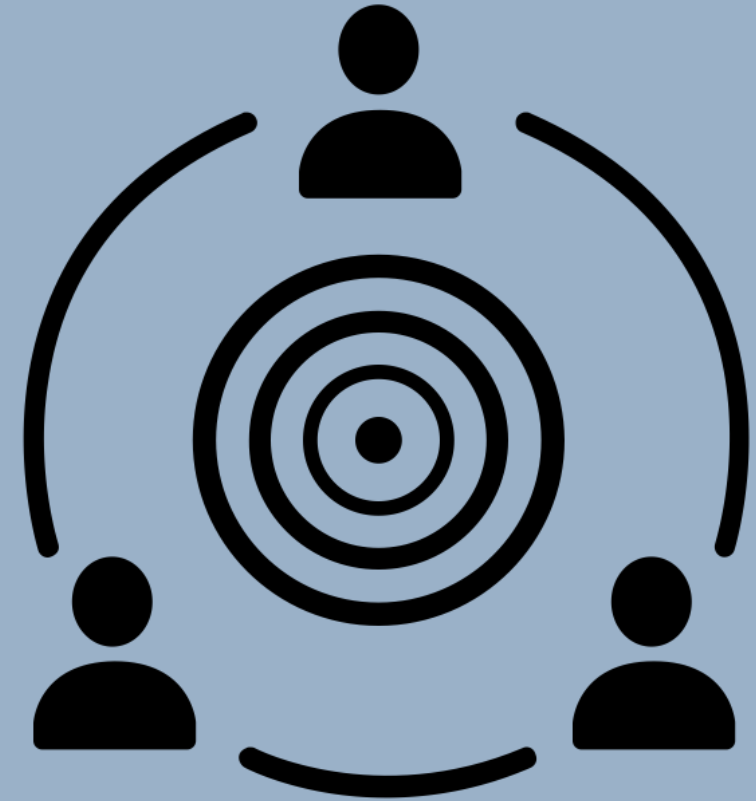


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State Evaluator: Social Science Research and Evaluation



Supporting BSAS Goals: The TA Perspective

- **Go deep**
 - 2020 BSAS Annual Conference focused on power-sharing, community engagement, strategic planning with a race/health equity lens
- **Facilitate on-going discussion**
 - Monthly peer-sharing calls with follow-up action items
- **Expand capacity**
 - Advisor on race and health equity joins management team

Building Our Own Capacity

While providing services TO communities, also:

- Assessed our own work on race and health equity
- Engaged in learning opportunities, including work on implicit bias
- Established book-group to discuss reparations, War on Drugs, etc.
- Required all staff to attend racial equity trainings
- Focused multiple in-service trainings on what it means to incorporate race and health equity into our work



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What's Next in Supporting the Prevention System?

- Host affinity groups
- Continue identifying and addressing grantees' professional development needs
- Balance “showing” grantees how to do the work with providing them the tools to do it themselves



“Move at the speed of trust.”

-Adrienne Maree Brown

Key Take-Aways

- Education and performative efforts are not enough. We need to be intentional about moving ourselves and our grantees to action.
- The communities we are attempting to serve are the people who should be determining priorities and our collective course of action. We need to work in partnership.
- We need to move beyond diversity, equity, and inclusion to identify the impact we are hoping or attempting to achieve.



INTERNAL PROFESSIONAL DEVELOPMENT



Image courtesy of the University of Sheffield

Professional Development for TA Team

Goal: Provide opportunities for our colleagues to learn and apply new knowledge and build skills to use in their current positions

- Use a race and health equity-centered planning approach
- Use various formats, recognizing that staff are at different stages in engaging in this work and have different learning styles
- Engage all partners in planning and delivering professional development
- Make space for all voices

NEXT STEPS IN OUR JOURNEY

- Statewide Conference 2021
- Customized TA
- Equitable Strategic Planning
- Additional tools and resources, as needs arise



Image courtesy of PxHere

THANK YOU!

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