

2024 JEDI Learning Collaborative

**Creating a More Equitable & Inclusive
Workplace Culture**

Welcome Packet

Welcome!

The Association of Clinicians for the Underserved (ACU) is excited to launch the first Justice, Equity, Diversity, and Inclusion (JEDI) Learning Collaborative of 2024, *Creating a More Equitable & Inclusive Workplace Culture*. This learning collaborative is designed to empower healthcare professionals with the knowledge and skills needed to champion and operationalize workplace equity and inclusion. Over five sessions, you will build your understanding of equity and inclusion in the workplace, learn about equity initiatives at health centers across the country, build a framework for inclusion and belonging, and explore equity and inclusion in the context of supervision and employee engagement. This learning collaborative combines interactive training, discussions, and case studies to build practical insights and support your efforts to create an equitable, compassionate, and thriving health center environment.

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Learning Collaborative FAQ

What is a learning collaborative?

Learning collaboratives are a form of peer learning where participants from various organizations convene to learn and share strategies to improve in a specific area. While there will be some didactic training, most of each session will be facilitated discussion. Successful learning collaboratives depend on group engagement and discussion.

What if I don't have much to share?

We are all in different places in our personal and organizational justice, equity, diversity, and inclusion (JEDI) learning journeys. Most health centers are not starting from square one when it comes to JEDI. If your organization has engaged staff members in discussions around cultural humility, health disparities, and health equity then you've begun this work already. But, also, simply asking questions will be helpful to our discussions. Your peers may have the same questions or may be able to respond with their own experiences on the matter.

Will recordings of the session be available?

Because we will be talking about challenges in the workplace and having frank and honest conversations, we will **NOT** be making recordings available. Essentially, for this learning collaborative, we will abide by the "what's said here, stays here" rule. However, a short summary of key questions, strategies, and other "takeaways" will be prepared after each meeting and shared with learning collaborative participants. Feel free to share the summaries with others in your organization.

Can I just attend one session, or do I need to attend all of them?

Each session will build on the previous; so, you're encouraged to attend all of them. Having a consistent cohort is part of what makes learning collaboratives successful. However, we understand that things come up that can't be controlled. If you miss a session, be sure to review the post-meeting summary to get caught up.

Learning Collaborative Schedule

All sessions are virtual and listed in eastern time

Wednesday March 6, 2024, 3-4 pm ET: Kick-off

- Describe how to make the most of the learning collaborative
- Meet your peers who are also working to advance JEDI at their organizations
- Develop a shared understanding of workplace equity and inclusion and what can be gained from the learning collaborative

Wednesday March 20, 2024, 3-4 pm ET: Building An Equitable Workplace Culture

- Describe equity in the contexts of workplace culture and climate
- Discuss challenges in employee understanding and acceptance of equity vs equality
- Understand what works and doesn't work in DEI trainings for employees

Wednesday April 3, 2024, 3-4 pm ET: Equitable Practices at Health Centers

- Learn and share equity practices implemented at health centers across the country
- Discuss challenges and successful strategies in implementing efforts
- Identify the value and impact of equity efforts

Wednesday April 17, 2024, 3-4 pm ET: Building A Culture of Inclusion and Belonging

- Understand the interconnectedness of inclusion and belonging
- Learn and share practices that promote inclusion and belonging
- Identify the value and impact of inclusion and belonging

Wednesday April 24, 2024, 3-4 pm ET: Embracing Equity and Inclusion: Supervisor Edition

- Discuss flexible and inclusive supervision approaches
- Discuss accommodations that can be made to help employees thrive at their jobs
- Using case scenarios, explore opportunities to support the unique and diverse needs of employees

Calendar invitations will be sent to you within two business days of submitting your [learning Collaborative application](#). If you are part of a team at an organization, a registration form must be completed for each person on your team.

Meet Your Facilitator

Sabrina Edgington (she/her) is the Senior Director of Justice, Equity, Diversity, and Inclusion (JEDI) Initiatives at the Association of Clinicians for the Underserved (ACU). In this role, she supports health centers and other health care institutions in increasing diversity, equity, inclusion, and justice in their workforce. Her anti-racist roots were planted in the deep south where she experienced and witnessed discrimination from the perspective of a bi-racial Korean American and daughter to an immigrant. She has been a racial justice activist for over 25 years and pursued a career in social work to address the systemic causes of oppression.



Contact information

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Sabrina has 15 years of experience working with health centers. Prior to joining ACU, she worked at the National Health Care for the Homeless Council supporting various program and policy initiatives with particular emphasis on medical respite care and permanent supportive housing. She also served as a facilitator at Integrated Work where she led peer-learning teams for Primary Care Associations, Health Center Controlled Networks, and National Training and Technical Assistance Partners.

She received her Bachelor Degree in Social Work at the University of Alabama and her Master of Science in Social Work at the University of Tennessee.

About ACU

The Association of Clinicians for the Underserved is a uniquely transdisciplinary membership organization striving to establish a robust and diverse workforce to help transform communities to achieve health equity for all. To support clinicians and organizations caring for medically underserved communities, we provide professional education, training and technical assistance, clinical tools, and more. Learn more about what we do at www.clinicians.org.

Acknowledgment

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