



Promoting Equity Through Leadership and Management

Sparked by national and international outcry following the murder of George Floyd in May 2020, numerous organizations are responding to the demand for reforms and dismantling the influence and impact of racism and other forms of oppression perpetuated by systems and institutions, as well as by those in positions of power or influence. Through introspection and by facilitating difficult conversations to initiate meaningful change, healthcare and human service leaders can stand at the forefront of vital reforms. HMA can help you identify key individuals within your organization and lead them through the next right steps.

Healthcare and human service providers can respond to systemic racism as the public health emergency it is and serve as catalysts for advancing equity through organizational leadership.

Trained in trauma-informed care and dedicated to serving community-based organizations and providers, our HMA experts can support your efforts to advance equity and develop an understanding of cultural humility and the myriad ways in which communities and individuals are impacted by historic oppression and persistent marginalization.

With vast experience advancing equity, our colleagues will meet your organization where you are at and help initiate or catalyze momentum for your journey to create a more diverse, inclusive, and equitable organization.

OUR TEAM CAN HELP YOU BY PROVIDING SUPPORT TO:

Assess organizational climate, policies, and practices

- » Establish equity as a critical foundation of your organizational culture in a way that is apparent and transparent to staff and clients
- » Identify priorities to infuse equity throughout the organization
- » Create plans for ongoing feedback and organizational action responsive to staff and client needs

Recognize and address disparate treatment within health and human service systems

Align organizational strategy with an actionable equity agenda

Work with leadership and staff to ensure that your organization's activities are designed and implemented in a way that supports an equity agenda for both staff and clients

Facilitate equity workshops and build organizational capacity

- » Design and facilitate equity workshops to build organizational competencies, including:
 - » Equity principles and fundamentals
 - » Equitable practice strategies, metrics, and continuous quality improvement
 - » Cultural humility and community engagement approaches
- » Plan, convene, and facilitate forums for large and small groups within a workplace or system ensuring buy-in from involved parties and leadership
- » Establish a framework for mutual support and information sharing while integrating insights through continued learning and dialogue.

HMA's more than 400 consultants across the country, in all areas of healthcare, are ready to help incorporate and implement these shifts by assisting with:

- + Delivery system redesign
- + Strategic planning
- + Training
- + Technical assistance
- + Implementation and ongoing guidance

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