April 2022: Foundations of Social Justice and Organizational Change
Agenda

1. Introductions
2. Why Is This Important?
3. SJLA Overview: Competencies, Curriculum, Workbook, Webinars
4. Systemic Challenges
5. Opportunities for Change
6. Coming Next in SJLA Learning Series
7. Leaving In Action
Facilitator Introductions

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Watauga Consulting

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Director, Practice Improvement
The National Council for Mental Wellbeing

www.thenationalcouncil.org
Why Is This Important To You?

- https://www.menti.com/
# SJLA Learning Series Overview

- Competencies
- Event Series
- Curriculum
- Additional Learning: Workbook & Learning Community
## SJLA Learning Series Overview

### Competencies

**The Social Action Leadership Transformation** (SALT) Model components informed the development and structure of the SJLA Workbook and Learning Series.

<table>
<thead>
<tr>
<th>SJLA Leadership Competencies</th>
<th>Social Action Leadership Transformation Model Elements</th>
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<td></td>
<td>Capacity for Empathy</td>
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<td>Collaboration</td>
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<td>Self Awareness</td>
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<td>Empathy &amp; Integrity</td>
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<td>Influence &amp; Communication</td>
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<td>Accountability Through Action</td>
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<td>Change Management</td>
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<td>Data-Informed Decision Making</td>
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SJLA Learning Series Overview

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<th>Competencies</th>
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<tr>
<td>Event Series</td>
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<tr>
<td>• Free, 12-month virtual learning series</td>
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<td>• Presentations, workshops, office hours</td>
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<td>• Register via National Council website</td>
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<tr>
<td>Curriculum</td>
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<td>Additional Learning: Workbook &amp; Learning Community</td>
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## SJLA Learning Series Overview

### Competencies

- Structural & Systemic Biases
- Stigma, Shame, and Discrimination
- Trauma
- Suicide Prevention

### Event Series

- Criminal Justice Reform
- Leadership Principles
- Assessing racial equity in your organization
- Change Management

New topics and learning events will be announced via email newsletter and on our website.

### Curriculum

**Additional Learning: Workbook & Learning Community**
SJLA Learning Series Overview

Competencies

Event Series

Curriculum

Additional Learning: Workbook & Learning Community

SJLA Workbook

• Self-guided learning
• Background of social justice in mental health and substance use treatment
• 90+ pages of Interactive lessons, tools, and exercises
• Available for purchase on the National Council website

Learning Community

• Platform for SJLA Learning Series attendees to share knowledge, learnings, and best practices (details forthcoming).
What is Social Justice?

Equal rights and equitable opportunities for all.

Core principles of social justice:

• Access
• Rights
• Participation
• Equity
Problems

No Social Justice = No Mental Wellbeing

Inequalities, Inequities

Piece-Meal, Transactional or Inauthentic Change
Access: None, Limited, Barricaded

- Wealth, education, housing, safety
- Health, services and supports
- Jobs, careers, aspirations, full-potential
- Identity, belonging, community, representation

*Do all have easy access to quality, integrated, successful care at your organization with people who inspire belonging and hope?*
Rights: None, Stripped, Ignored

- Body sovereignty, family integrity
- Voting, economic, community
- School – to -- prison pipeline
- Freedom to move, associate, speak, love, believe, do
- Self-determination, recognized as best expert on own health and wellbeing

*Do you actively expand and protect all rights of your clients, communities and staff?*
Participation: None, Sideline, Ignored

- Community, economy, power-structures
- Plans, choices, decisions
- Health and well-being designs, service, supports
- Organizational options, decisions

Do you actively engage your clients, communities and staff in meaningful designs and decisions about services and support?
Inequities: All levels, Compounded, Cumulative

- Formal, legal, policy
- Cultural, normed, practical
- Lack of early opportunities limits later opportunities
- Options, decisions

*Do you actively connect with, recruit, mentor, engage, support clients, communities, staff who are historically marginalized?*
No Real Change: None, Limited, Surface, Transactional

- Laws, policies, practices without enforcement
- Not data driven
- Performative platitudes, training, rules, goals without accountability
- Ignoring the multiple levels necessary for real change

*Do you lead transformational change at all levels – self, interpersonal, institutional, community, systemic?*
Solutions for Mental Wellbeing

Social Justice

Equity

Transformational Change
Social Justice

- Access
- Rights
- Participation
Equity

- Anti-Supremacy
- Laws, Policies, Goals
- Norms, Culture, Behavior
Change that Transforms

- Down, Mid, Upstream
- Formal, Adaptive, Emergent
- Holistic, Lasting
Coming Next in the SJLA Learning Series:

SJLA Learning Series Office Hours:
April 28, 1:00 – 2:00pm ET
Opportunity for further discussion of concepts introduced in today’s session. All attendees of today’s learning event are welcome to attend. Register here.

Learning Event 2: Structural and Systemic Biases
May 16, 1:00 – 2:30pm ET
Join Dr. Portia Newman of Chartis Just Health Collective for a discussion on the topic of bias, discrimination, and stigma at the personal, organizational, and community levels. We will discuss how conscious and unconscious biases shape our daily thoughts and actions, and how bias paired with power creates social injustices. Register here.

Learning Event 3: Structural & Systemic Inequities in Mental Wellbeing
June 27
Join Victor Armstrong, MSW, North Carolina DHHS Chief Health Equity Officer, for a discussion on the topic of how systemic inequities rooted in race, gender, ethnicity, age, and class have created lasting and damaging health disparities. We will discuss the barriers to wellbeing faced by those in marginalized communities and what we can do on personal and organizational levels to dismantle unjust systems and structures. Registration details forthcoming.
Leave In Action

1. Why are you joining the SJLA Learning Series community?

2. What will meaningful participation and success look like for you?

3. Explore your own cultural identity:
   • How do you understand yourself as a cultural being?
   • What experiences shaped that cultural identity?
   • How does your cultural identity shape and benefit your work?

4. Interview any colleague using the same cultural identity questions
Create an Action Plan:

What action steps will you take to operationalize your principles? Consider action steps to take for individual growth and to take with others (maybe staff). What is your current readiness for each action, based on the Stages of Change?

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<tr>
<th>In the Next 30 Days I will...</th>
<th>Completed?</th>
<th>In the Next 60 Days I will...</th>
<th>Completed?</th>
<th>In the Next 90 Days I will...</th>
<th>Completed?</th>
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<tbody>
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<td>Seek out and create list</td>
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<td>Engage the team in learning</td>
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<td>Create a shared commitment</td>
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How will you address accountability and assess how well you did in implementing your action steps and document any successes, a-ha’s, pivotal learning?

This action plan template and other tools can be found in the [SJLA Workbook](#).
Questions?
Closing

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

• (What one word describes your commitment?)