

Organizational Wellness and Change: Addressing Institutional Bias to Achieve Organizational Equity

Dates: Thursdays, July 14 through August 18 | 12-1:30 pm EST

Description:

Institutional biases can chronically perpetuate inequities. Acknowledging and understanding systemic and structural oppression inherent in institutional bias is critical to reducing siloed and performative change initiatives. Taking a specific and actionable look at what organizations can do to be anti-oppressive, race-equitable, and rooted in authentic inclusion practices, this learning collaborative will examine the interconnectedness of institutional bias, stigma, and steps to addressing these forms of oppression to reduce harm. By addressing institutional bias and stigma, we can increase wellness, prompt organizational change, and improve our capacity to do trauma-informed work.

By participating in this collaborative, participants will learn about transformative culture shift to move to more sustainable, authentic, and trauma-informed change. In the sessions, we will take a critical look at the pervasive and innocuous consequences of racism and intersecting identity-based oppression on wellness and the role of organizations and all organization members in responding. We will review dominant culture and institutional biases that may uphold inequities within agencies and strategize around dealing with change fatigue and resistance to essential anti-oppressive practices. In this session, we will also review an equity-centered approach, understand the importance of leading with equity, look at common pitfalls and propose some best practices for transformational culture change.

Learning Objectives:

As part of this collaborative, folks will be able to:

- Define an equity-first framework and discuss how to apply it.
- Explain how institutional bias perpetuates stigma and stereotypes that impact folks on an individual and interpersonal level.
- Describe how addressing institutional bias prompts wellness and supports prioritizing the centering of folks with lived experiences and folks who have identities marginalized (overtly and covertly) by the organization.
- Explain how addressing institutional bias, stigma, and stereotypes encourages culture change to increase the wellness of all people and how to begin to respond to the inequities faced by folks of color and intersecting marginalized identities.
- Conduct a critical assessment of our responses to institutional biases and observed/experienced forms of bias and oppression.
- Identify and pivot performative equity solutions to be sustainable.
- Apply a transformation model to support equity culture shift.

Lead Trainer:



Ashley Stewart, MSW, LSW, PhD, received her PhD from the Ohio State University, College of Social Work, and her master's degree at Columbia University. She is the MSW Program Director and an Assistant Professor at Temple University, College of Public Health, School of Social Work, training interdisciplinary students about social justice theories and frameworks and translational skills for anti-oppressive practice. Dr. Stewart provides racial equity training, consultation, and support and understands and respects the intricacies inherent in equity-centered work. Her research includes assessing the intersections of identity, structural oppression, health and mental health, and policy. In addition to the advanced study of the consequence and causes of identity-based oppression, Dr. Stewart supports the implementation of anti-oppressive practices at organizational, structural, programmatic, and clinical levels.