



Health Equity: Life in Black and White Small Group Facilitator Guide Cliff Notes

Marta Flory, MD

Clinical Assistant Professor of Radiology

Stanford University

OVERVIEW

Overall structure to keep in mind (60 min total, 30-40 in small groups):

- Pre-Session: Center yourself (-5 min)
- Group session introduction (3-5 min) (Whole group, content may overlap with small group welcome)
- Break out sessions:
 - Welcome (3-5 min)
 - Define Terms
 - Set Ground Rules
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 - Dialog (15-25min)
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- Check out (10-15 min) (Whole group reconvenes, share and discuss learning from small groups)

PRE-FACILITATION (-5minutes):

Topics around race can be emotional and tense. It's important for you, as a facilitator, to maintain calm and centered in order to be able to create a respectful, open and productive environment and discussion. Thus, we recommend that:

5 minutes before the session:

CENTER YOURSELF

Clear and calm your mind and body , e.g. with:

- Some quiet space
- A few deep breaths
- Meditate on or contemplate feelings of openness and gratitude

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WELCOME (~3 min)

- Thank you for choosing to participate.
- I'm excited and grateful you're all here.
- First, I'd like to define some terms and lay out the ground rules for our discussion today
- Then, we will go around and introduce ourselves, "checking" with everyone

DEFINE TERMS

- This will vary depending on the session. An example for session 1, Identity and Privilege, is provided on the next few slides.
 - **RACISM.** We'll use Ijeoma Oluo's definition from her book, "So you want to talk about race?" In chapter 2 she defines *racism* as:
 - “any pre-judice against someone because of their race, when those views are reinforced by systems of power.” (p26)
 - Note that this is a definition that focuses on racism as a system. One can also talk about racism at the individual level (a racist person), but that definition is less productive if we are trying to combat racism—it's hard to change individuals. In contrast, we can more effectively work together to change racist systems, like laws and policies, which will have a larger impact and help more people.

Define Terms:

- Helpful graphic to have for session 1 to illustrate concepts of identity and privilege and serve as focus point for discussion:

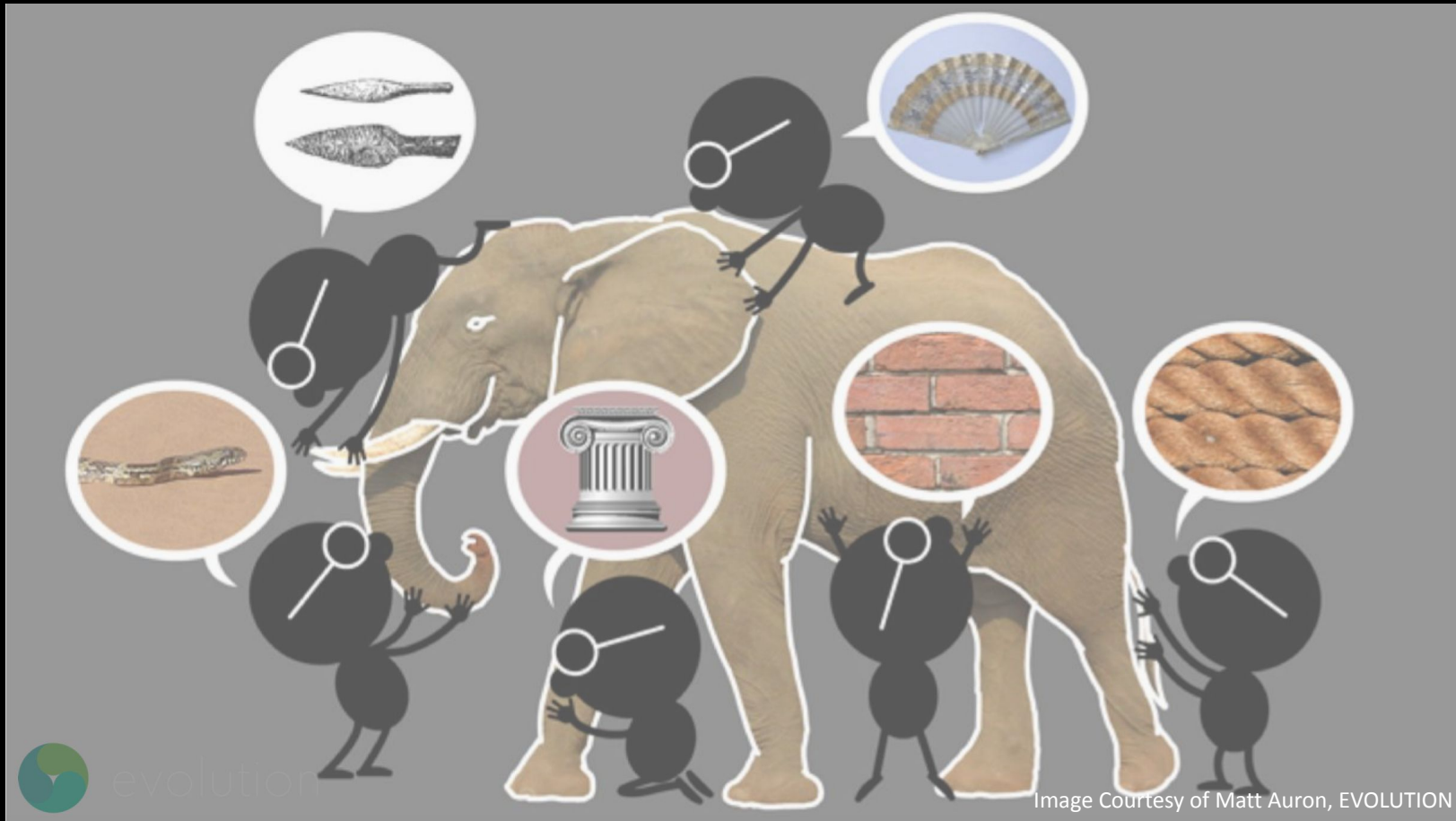
Various components of individual identity across the top (columns), and whether these are advantageous vs disadvantageous within our American Culture at large (rows)

	Sex	Race	Age	Religion	Gender Identity	Ability	Class	Looks
Privilege	men and boys	white people	ages 35-60	Christian	presumed straight and cis	temp living w/o disability	owning	Ken and Barbie
<i>Access to benefits and privileges</i>								
Target	women and girls	BIPOC	young people and elders	too many to name- Jews, Muslims, Atheists...	LGBTQ+	people w/ physical, cognitive and/or emotional disabilities	working, including middle-class, working poor, non-working poor	Everyone else

Ground Rules

- Confidentiality
 - Everything discussed in these groups is 100% confidential and should not be shared without permission.
- Authenticity
 - When talking, use “I/my,” rather than making generalizations (their, we, etc.)
- Equality & mutual respect
 - Be open to and curious about your own and others’ experiences and feelings
 - Respect your own feelings and experiences, and those of others
 - The “Elephant and the blind men” parable (next slide)
 - Suspend judgement

Mutual respect: The blind men and the Elephant



There is one elephant (ie Truth), but it is experienced very differently depending on which part of it you are touching (e.g tusk, body, limb, tail). Despite being perceived differently, all are true and accurate descriptions and experiences of the elephant.

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INTRODUCTIONS

- Let's check in with everyone.
- Any form of introduction is fine, we like popcorn style:
 - Please introduce yourself, and specifically call out/address someone in the group (**PASTE the following in the Zoom CHAT BOX if relevant**):
 - Hi _____(name someone who hasn't gone yet)
 - My name is.....
 - Today I am feeling...
 - Based on my reading/watching/listening, an issue on my mind is.....
- GO FIRST as an example
 - *Hi Joe, my name is Jenny. I'm feeling excited and nervous to be here today. I'm also feeling uncomfortable about what I read on microaggressions, which I've been thinking about a lot. I think I've accidentally committed a few microaggressions myself. I know I have definitely heard some at work and I don't really know a good way to address it. I'm hoping to talk more about microaggressions in this session. What about you, Joe?*
 - **Joe** goes next.....
 - Hello **Sarah**, My name is Joe and today I'm feeling frustrated/vulnerable. I read about privilege. Etc..... (**Sarah** goes next, addressing another person in the group)

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Dialogue

LISTEN.

You may want to say something, but **PAUSE**.

Let there be silence.

Give participants an opportunity to TALK. Let conversation flow from there.

Dialogue, Trouble shooting tips: (Consider keeping this slide open on your desktop during discussion as a reference)

See List of Questions associated with each Module/Set of Vignettes

Questions to help facilitate dialogue:

- I heard several people mention..... (identity. What does that mean to you? Can show slide 6.)
 - Let the prompt hang until people speak up.
- What did you read, watch, or listen to? **How did it make you feel?**
 - What is the overall *impact*?
 - Your main *takeaways*?
 - Did anything surprise you? What didn't surprise you?
- What was your reaction to? Did any thing surprise you? Did anything not surprise you? Did any aspect make you feel uncomfortable?
- What, if any role, is your role/the role of Radiology in promoting a more diverse and inclusive workforce?

Techniques:

- **Reflect** feelings (It sounds like you/people are feeling.....)
- Use **WHAT** and **HOW questions** (How does that make you feel? What does that mean to you? What's that like for you?)
 - AVOID WHY questions (blame, can put someone on defensive)
- **MODERATING** feelings of hurt, anger, frustration:
 - Safe space. **ALL** feelings are ok.
 - Remember to speak from your experience, rather than generalize
 - Check your privilege at the door (someone can have a very different experience than you due to their disadvantage.)
 - Elephant and the blind man (slide 8) (all perspectives are valid. one person's experience of injustice does not negate anothers experience of injustice.)
 - **COMPASSIONATE CURIOSITY**
 - Buddhist acronym RAIN, **N being the most important for diffusing feelings of hurt/anger/vulnerability:**
 - Recongize (how I feel)--feeling flushed, heart racing, hands are clammy, upset, vulnerable (can label the emotion or the physiologic response)
 - Acknowledge (how I feel)—
 - Investigate (with compassion, how I feel)
 - **Non-identification** (I felt angry/upset, or I did a racist action, but **this does not define me or make be a "bad person;" does not define who I am moving forward.** I can learn and do and be better)

We've got about 12 minutes left, so I'd like to wrap up.

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Check Out: Preparing to leave

- Thank you everyone for sharing today. Together and individually, we've taken an important step in recognizing and acknowledging the role of systemic racism in our lives, and specifically within Radiology and Healthcare. We're going to move on to our check-out part of the session, where we reflect on the class and prepare to go back to the rest of our lives. Some questions to think about (a-c, can paste in chat if want).
 - a) How I'm leaving this session
 - b) What I got from this session (felt challenged by, learned, appreciated)
 - c) Something I'd like to do/learn more about....., something I'm excited about/interested in....
- I can go first. Please use similar style to the check-in process, where you call on the person who goes next.

Sara,

- Today I learned/felt challenged by.....
- I amlooking forward to(e.g. hearing your feedback and learning more about the inequality around race and use of mammography)
- (Sara goes next)

Thank you

- Thank you all for coming. For your honesty and openness, with yourselves and with the group.
- I'd like it if one person can volunteer to share some of the concepts we talked about in our small group with the large group
- We value your feedback. Please feel free to talk to me after the session or reach out to me via email with feedback.
- Back to the main group: one person, preferably not the moderator, shares and/or summarizes discussion points from their small group

Acknowledgements:

- Heike Daldrup-Link, MD, PhD for her unwavering belief and support in this effort.
- Matt Auron, Director, EVOLUTION, for his images (slides 6&8), overall approach, guide, and practical structure
- Elizabeth Skolnik, CPPC, Professional Stanford Wellness Coach, for her professional coaching and approach to conflict
- Mastering Clinician-Clinician Communication Course (ACES), for coaching and approach to conflict
- All participants of the Stanford Radiology Racial Justice Challenge, Winter/Spring 2021, for their willingness to challenge themselves, learn, and share, and without whom none of this would've been possible