



**DEPARTMENT  
OF HEALTH**

**CENTER FOR HEALTH EQUITY**

**Community Conversation  
#MNHealthEquity**

June 26, 2017

5:30 PM – 8:30 PM



Facebook.com/MNHealth

#MNHealthEquity

@MNHealth



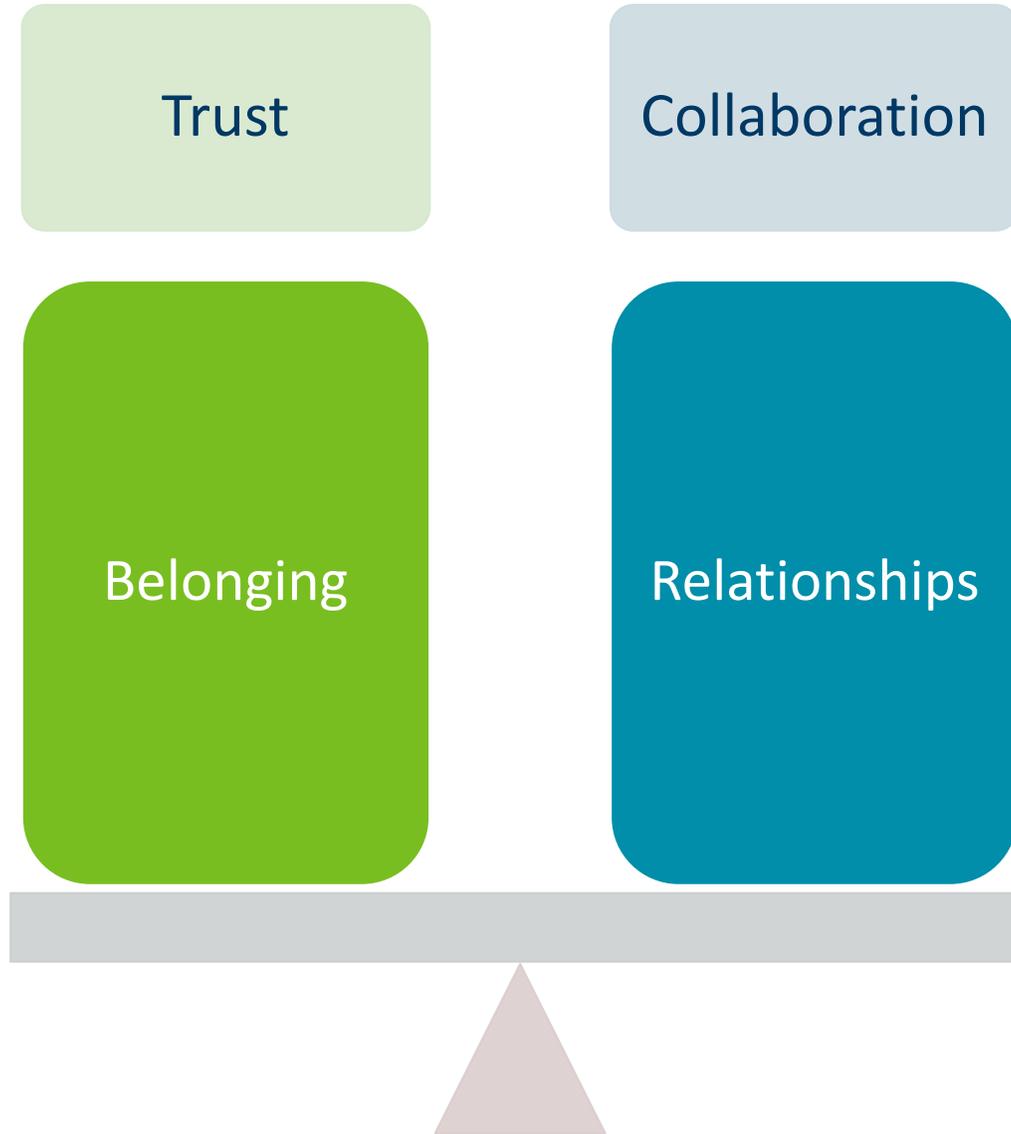
@eehlinger

@BThao\_MNHealth

**trust**

takes years  
to build,  
seconds to break  
and forever  
to repair.

Q U O T E D I A R Y . M E



# Belonging



“When a population or community belongs (i.e., is not marginalized or excluded), it means their voices are heard in such a way that they have a say in shaping the conditions in the community that affect their lives and their health.”

*- From 2017 MN Statewide Health Assessment draft*

# Belonging

The background image shows a serene landscape at sunset. The sky is filled with warm, golden-orange clouds. In the foreground, a calm body of water reflects the sky and the surrounding trees. On the right side, several canoes are docked at a wooden pier. The overall mood is peaceful and contemplative.

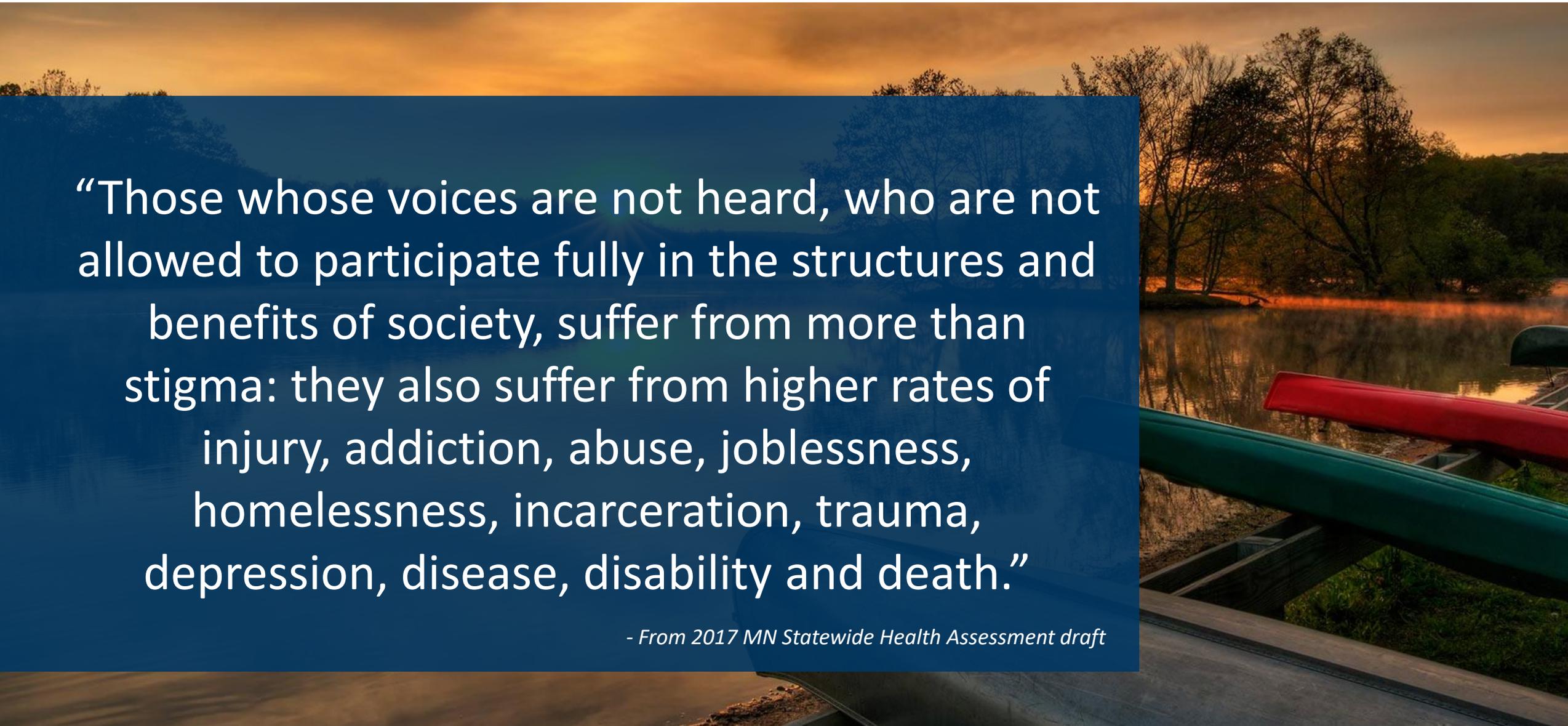
“Belonging in society is a powerful force for the health of individuals and populations ... Not belonging is in many ways the true source of health inequities. When prejudice and discrimination are a constant force in our lives, we hear a persistent message: “You do not belong; you are not supposed to be here.”

*- From 2017 MN Statewide Health Assessment draft*

# Belonging

“Those whose voices are not heard, who are not allowed to participate fully in the structures and benefits of society, suffer from more than stigma: they also suffer from higher rates of injury, addiction, abuse, joblessness, homelessness, incarceration, trauma, depression, disease, disability and death.”

*- From 2017 MN Statewide Health Assessment draft*



# What is network leadership?



Traditional model  
of individual  
leadership:

- Directive
- Top-down
- Transactional

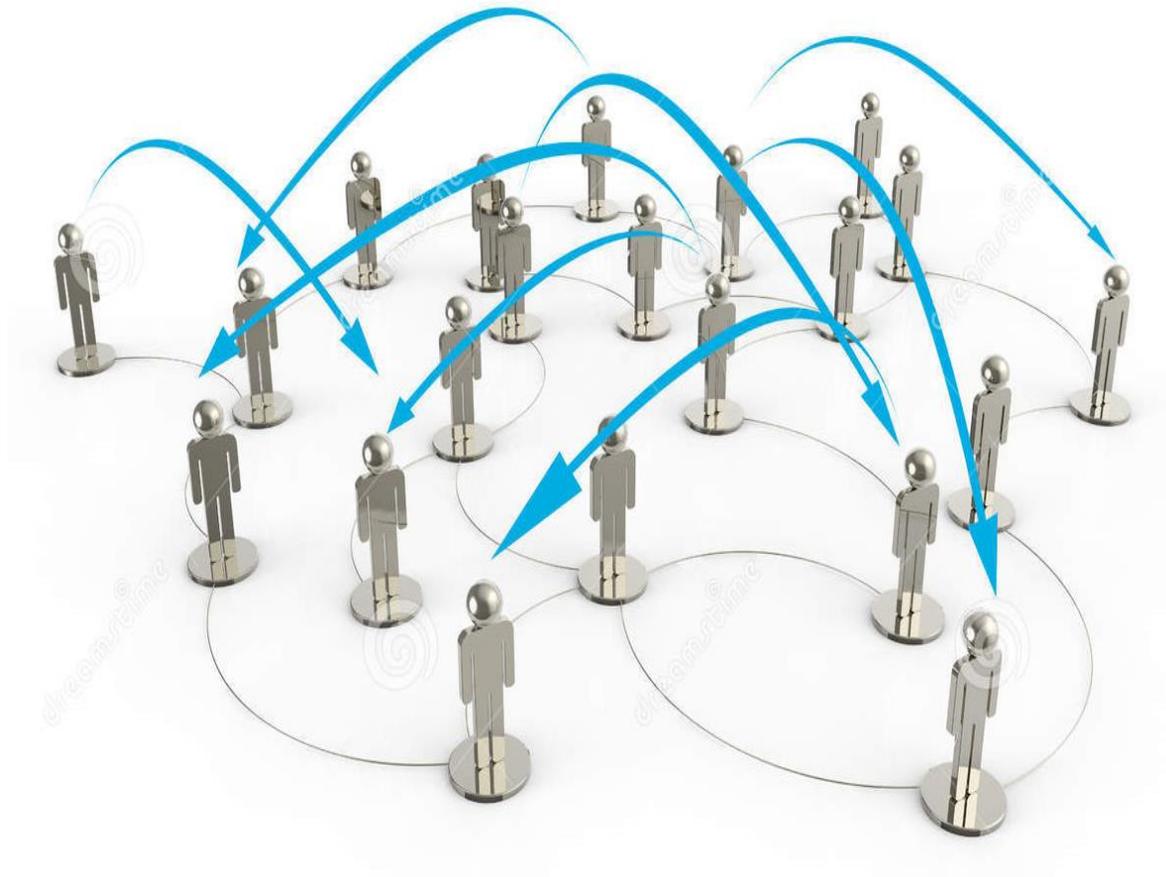
# What is network leadership?



Traditional  
model

- Silos

# What is network leadership?



## Network Leadership:

- Collective
- Distributed
- Bottom-up

# Core Principles of Network Leadership

- Connecting and weaving
  - Network weaving – linking people to strengthen bonds and build bridges, thereby expanding a network’s reach, influence, and innovation
- Sense of ownership and self-organizing
- Learning and risk taking

*Leadership Learning Community – “Leadership and Networks: New Ways of Developing Leadership in a Highly Connected World”*

# Why use a network leadership approach?

- Build social capital
- Catalyze community engagement
- Change hearts and minds
- Mobilize people to your cause
- Stimulate creativity and innovation
- Bring projects to scale
- Transform systems
- Foster greater equity

*Leadership Learning Community – “Leadership and Networks: New Ways of Developing Leadership in a Highly Connected World”*

# Health Equity Advisory & Leadership Council

- HEAL Council
- 15-25 members
- Representatives of groups/networks/organizations most impacted by health disparities
- Race/ethnicity, LGBTQ, Geographic, Minnesotans with disabilities...
- Details & application forthcoming

# Brave Space

- Deep Listening
- Confidentiality - Take the stories, Leave the names
- Ask permission
- Step up, Step back
- Compassionate questions
- Challenge yourself
- Take care of yourself

*<https://ssw.umich.edu/sites/default/files/documents/events/colc/from-safe-spaces-to-brave-spaces.pdf>*

# *Question 1*

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What is needed to build a  
sense of trust &  
belonging between you  
and MDH?

## *Question 2*

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Think about a time you were in a collaborative or partnership where you felt truly valued, heard and respected. What made this possible?

# Question 3

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Imagine MDH as a true partner to you and your community.

- What would MDH be doing?
- How would MDH employees be engaging with you?
- How are research or programs partnering with you?

# Thank You!



@BThao\_MNHealth