



Health Equity Practice: Navigating Power

Minnesota Health Equity Networks

June 2023

Land Acknowledgement

Every community owes its existence and vitality to generations from around the world who contributed their hopes, dreams, and energy to making the history that led to this moment. Some were brought here against their will, some were drawn to leave their distant homes in hope of a better life, and some have lived on this land for more generations than can be counted. Truth and acknowledgment are critical to building mutual respect and connection across all barriers of heritage and difference.

We begin this effort to acknowledge what has been buried by honoring the truth. We are standing on the ancestral lands of the Dakota people. We want to acknowledge the Dakota, the Ojibwe, the Ho Chunk, and the other nations of people who also called this place home. We pay respects to their elders past and present. Please take a moment to consider the treaties made by the Tribal nations that entitle non-Native people to live and work on traditional Native lands. Consider the many legacies of violence, displacement, migration, and settlement that bring us together here today. Please join us in uncovering such truths at any and all public events.*

*This is the acknowledgment given in the USDAC Honor Native Land Guide – edited to reflect this space by Shannon Geshick, MTAG, Executive Director Minnesota Indian Affairs Council

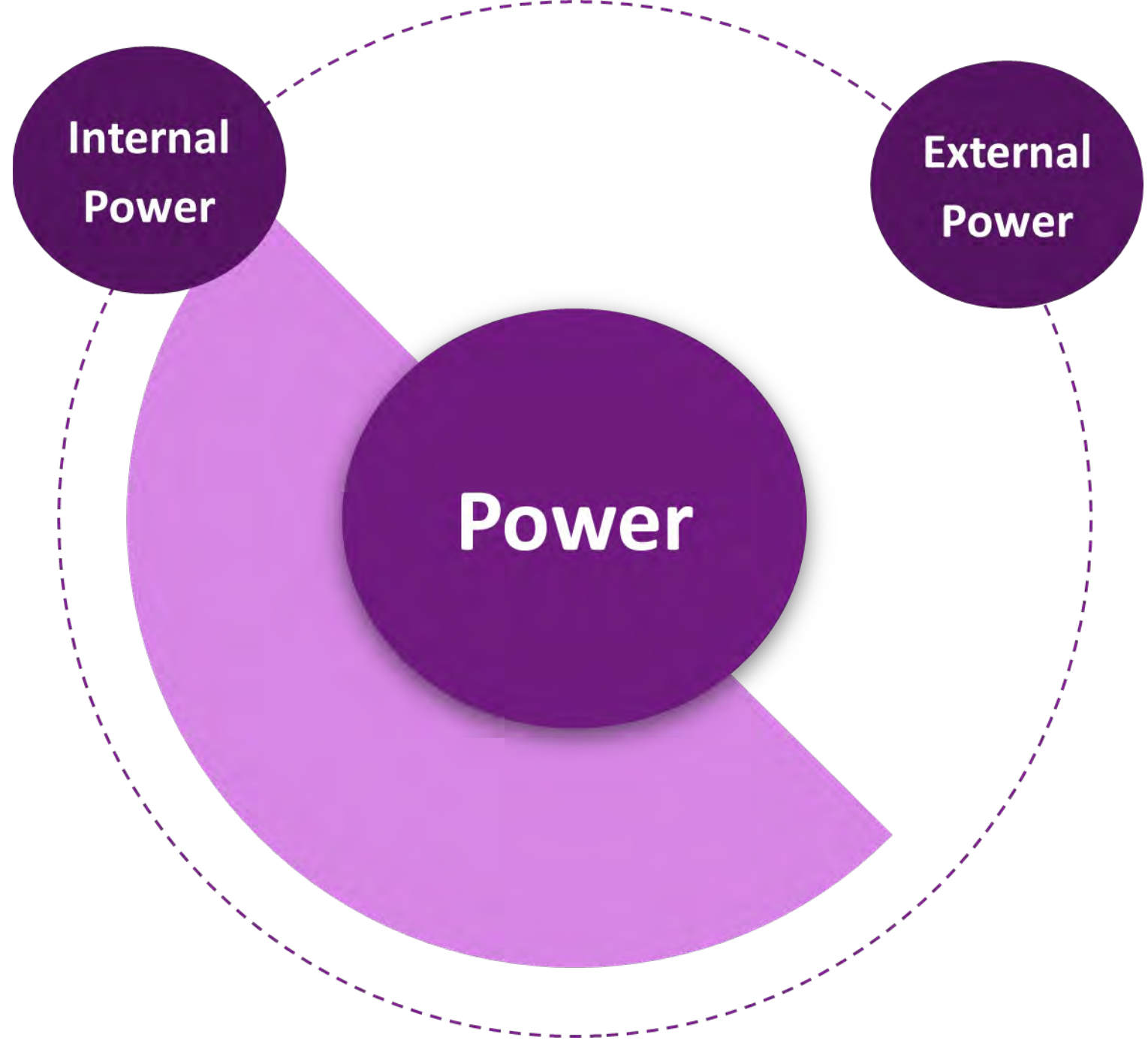
Community Agreements

- Assume we are all learning and want to create a space for all to thrive
- Practice accountability
- Practice listening for understanding
- What's learned here, leaves here and what's said here, stays here.
- No one knows everything and together we know a lot
- Take space and make space
- Allow everyone to speak and sign for themselves
- Allow for intentional pause between comments and questions

Baselines & Assumptions

- The Networks are relational, and we are doing things differently.
- It is our job in the public health system to explore the nuances and work towards creating a more caring and connected public health system.
- The public health system is responsible for working on alleviating barriers and injustices that lead to health inequities.
- Our personal commitment to continued learning and growth is a part of this ongoing work.
- Health equity is not just a buzz word. Health equity is about deeply honoring the humanity of all people.

Internal Vs. External Power



“Power To”

The power to take action,
to grow, to realize you can
make change

“Power Within”

An inner sense of power,
self-realization, growth,
determination

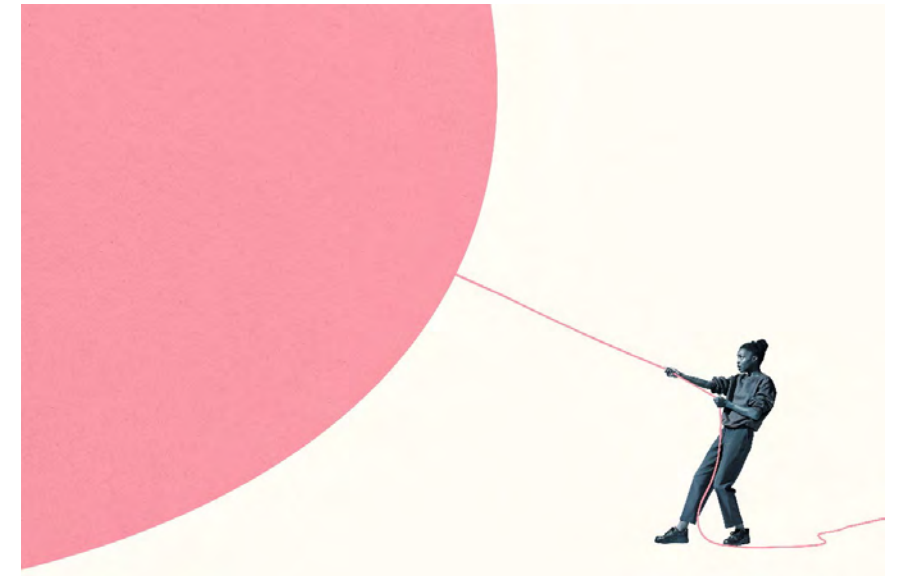


Internal Power

**Power
Over**



VS



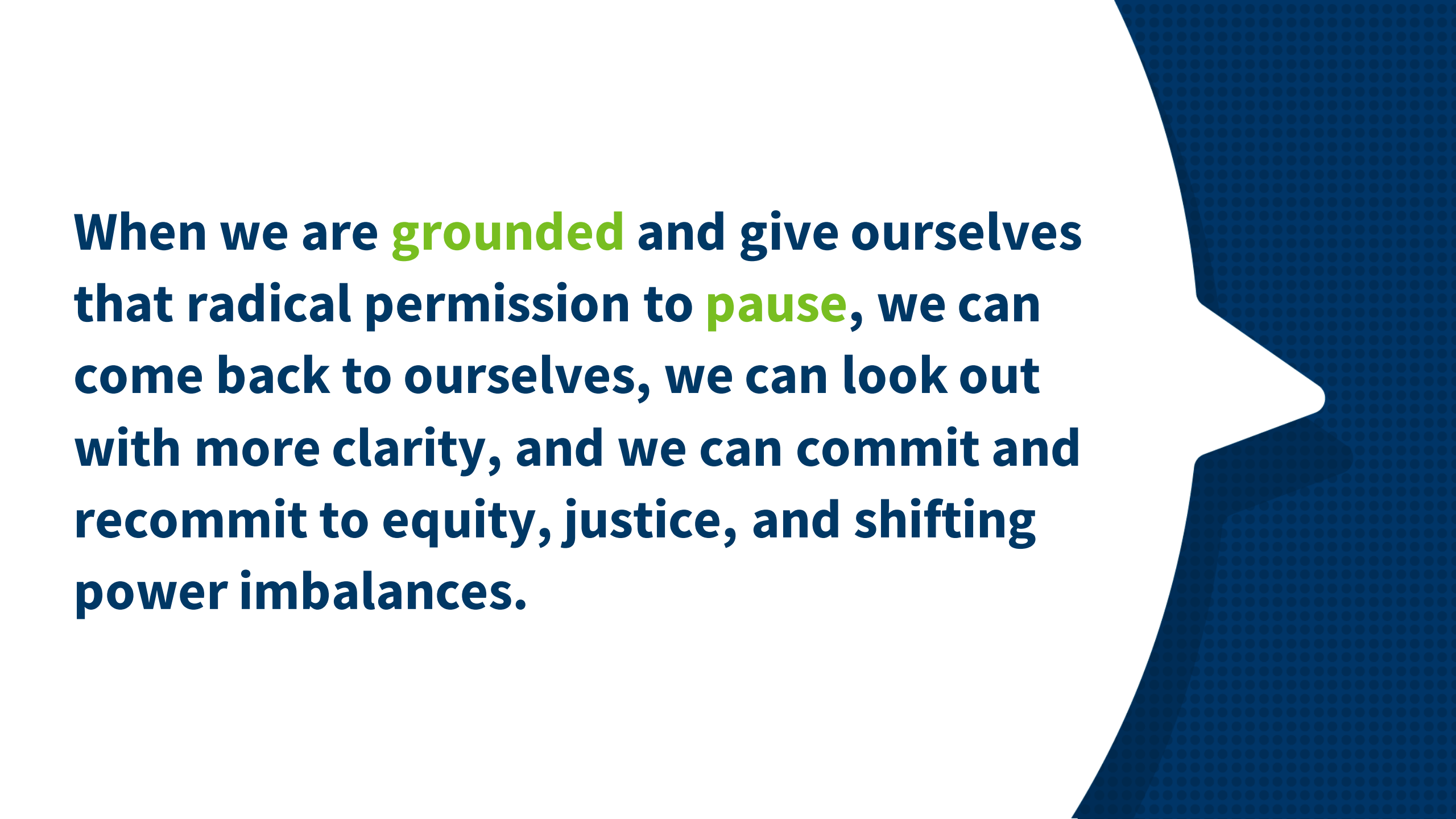
**Power
With**

- **Where do you see power emerging in your work, in public health, and in the public health system?**
- **As people working in or in relationship with the public health system, where do we hold power?**

Small Group Reflection (1 of 2)

Negotiating Power Starter Kit

- **Pause and Breathe**
- **Assess the situation at hand**
 - What needs to be achieved? And how am I positioned in this situation?
 - Who does this impact? How are they/we positioned in this situation?
 - What types of power at play?
 - Who has power in this situation? Decision making power? Hierarchical power? Power over?
- **Build relationships**
- **Work towards *power with***
- **Organize towards your goals**
 - Use tools like a Power Map, Action Plan, Community Engagement Plan, Community Focused Logic Model, CHIP/CHA
- **Practice accountability and transparency**



When we are grounded and give ourselves that radical permission to pause, we can come back to ourselves, we can look out with more clarity, and we can commit and recommit to equity, justice, and shifting power imbalances.

Assess the situation

- **Goals:** What are we hoping achieve?
 - And how am I positioned in this situation?
- **Impact:** Who does this impact?
 - How are they/we positioned in this situation?
- **Power Assessment:** Who has power in this situation? What types of power?
 - Decision making power?
 - Hierarchical power?
 - Power over?

Practices Towards Doing It Differently

- **Build relationships**
- **Work towards *power with***
- **Organize towards your goals**
- **Practice accountability and transparency**



Where do you see barriers, obstacles, and difficulties with doing this type of work?

How can we infuse some of these practices in our work in the public health system?

What would work for you in your work and communities?

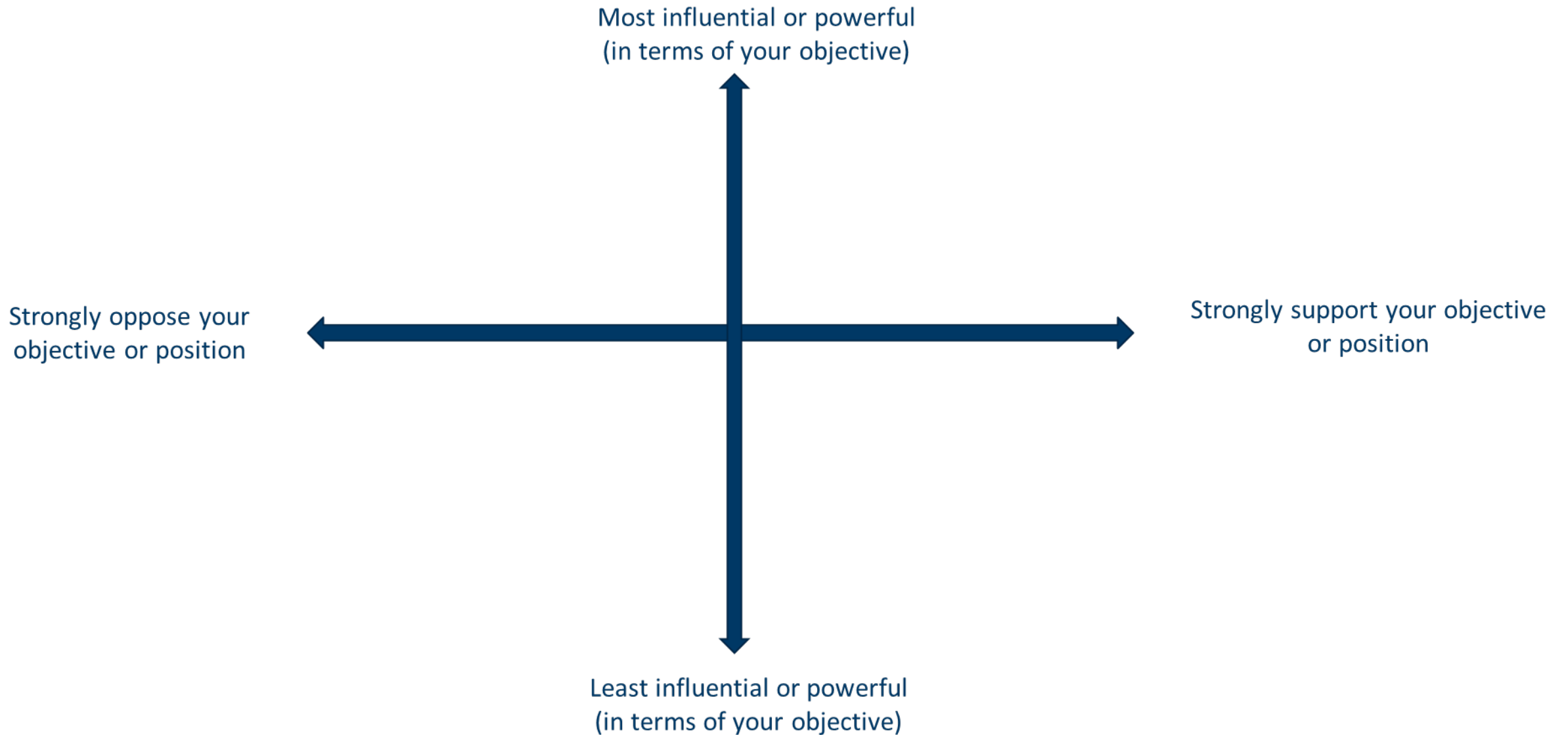
Small Group Reflection (2 of 2)

Power Mapping

What kind of power do you need to make sustainable change?

1. Who are the people that can give you what you want related to your issue?
2. Who are other powerful players and partners?
3. Who is the core constituency (those most impacted by the issue) and what power do they have to define the issue and advance impact?
4. Where do interests align with yours?
5. What are the dominant driving motives, ambitions, goals and visions of different players?
6. Where do interests align and collide among players and partners?
7. What would it take to move them up or to the right on the Power Map?
8. Explain how your strategy moves the core constituency up on the Power Map.

Power Mapping - A Tool



Reflection

- **What are pieces of our discussions today that you will carry back to your work and workplaces with you?**
- **What else comes up in your equity work related to power and powerlessness?**

What is coming NEXT!

We are planning for next year!

- We want our trainings and gatherings to be responsive to your needs!
- Fill out this brief survey to let us know what you want to see next year:
[Minnesota Health Equity Networks:
Program Feedback Form](https://redcap.health.state.mn.us/redcap/surveys/?s=CWAR39MML4DEX9NY)
(<https://redcap.health.state.mn.us/redcap/surveys/?s=CWAR39MML4DEX9NY>)

July Regional Gatherings

For upcoming dates, visit us online:

[Health Equity Networks](http://www.health.state.mn.us/equitynetworks)
(www.health.state.mn.us/equitynetworks)



NEW Technical Assistance Form

Capacity-building requests

Are you looking for support around health equity and community engagement?

The Minnesota Health Equity Networks are honored to provide support for network members*, local public health, Tribal public health and our other partners in the public health system in doing the important work of health equity and community engagement.

To request support, please complete our request form below. Please allow up to 2-3 weeks for a response as our team reviews your request. We appreciate your patience as we work to accommodate your request and the multiple others we receive.

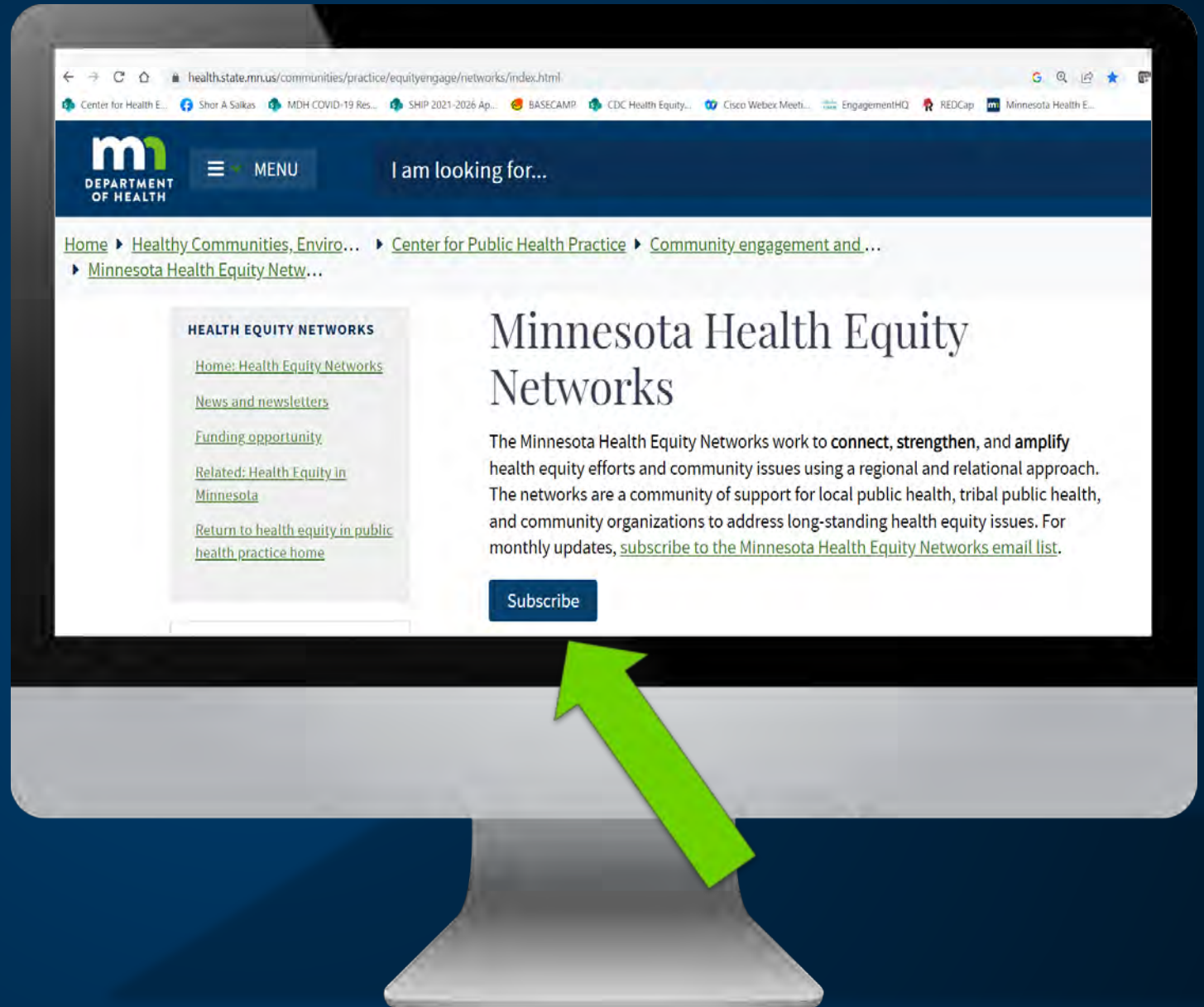
[Minnesota Health Equity Networks -- Training, TA, and Facilitation Request Form](#)

Once we receive and review your request, our team will set up a short phone call to clarify needs, expectations, and next steps.

**Network member refers to any person or organization who has participated in Minnesota Health Equity*

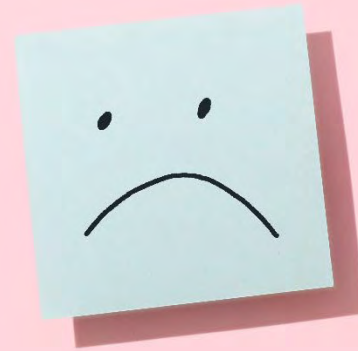


Sign up for our
newsletter!



How do you feel
after today's
gathering?

Share your answer in the chat box!



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Thank You!

Health Equity Networks Team

Shor, Lil, Fa, Mary, Colleen, Lyndsey & Anna

Website: www.health.state.mn.us/equitynetworks