MetroWest HEALTH FOUNDATION

Wayside Equity Training Center
MetroWest Health Foundation Workshop Series

All sessions will be held ***virtually from 10:00-11:30am***. The Zoom link for all sessions will be sent upon registration. Please register for each session to ensure you receive any materials prior to the sessions. The registration link is https://www.surveymonkey.com/r/WaysideEquity. The series will be taught sequentially, but it is not necessary to attend all sessions to participate. If you have questions, please contact Rebecca Gallo at rgallo@mwhealth.org or 508-879-7625.   If you would like to learn more about the Wayside Equity Training Center and for instructor bios go to About Us - Wayside Equity Center.

Date	Topic	Description	Instructor(s)
9/23/21	Growing Pains: Dealing with High Expectations and Resistance in DEI Culture Change in Your Organization	In this training participants will hear the story of Wayside's DEI journey. Participants will learn common mistakes made, concepts and models rooting our plan for organizational change, how we navigated high expectations and resistance, and outcomes of our plan. Participants will be inspired to make change within their organizations.	Guimel DeCarvalho
10/7/21	Oppression and Antiracism Groundwork Training	In this training participants will learn how to know the terms needed to support whole people at work like diversity, equity, inclusion, oppression, intersectionality, and more.	Daniela Thermora & Penny Russell
10/28/21	Equity at Work	In this training participants will deepen their knowledge of core concepts like cultural competence, microaggressions, gender diversity, and more.	Daniela Thermora & Penny Russell
12/2/21	I Know I May be Saying this Wrong? - Whiteness & Working it Out	In this training we will investigate, explore, and unpack what Whiteness means. You will learn the concept of White Fragility and then how to take action about it. You will learn to be an accountable ally to People of Color and work to change racist institutions. You will explore how to take responsibility for our own racial identity journey by learning the truth about the racist history of our country, nurturing a positive anti-racist white identity in children, building a white anti-racist collective and honoring our heritage of white anti-racist resistors.	Amy Hogarth & Penny Russell

1/6/22	Overview of Ways to Have Courageous Conversations	In this training participants will receive an overview of the Validate, Challenge, Request model, and the Tasks of the Privileged/Tasks of the Subjugated, Motivational Interviewing, and Traits of Cultural Conversations. Participants will learn how these tools translate in multiple settings in the work environment. Participants will learn the role organizational leaders must take in these conversations.	Tanisha Wilson & Amy Hogarth
1/20/22	Diversity Equity & Inclusion Create Systemic Organizational Change Plan	In this training participants will learn the nuts and bolts of Wayside's DEI Organizational Change Strategic Plan. Participants will learn how to complete an organizational assessment and will delve deep in the five main goals of this plan. Participants will learn steps for implementing the beginning stages of buy in from stakeholders, forming staff led committees, and how to tailor the plan to their organization.	Guimel DeCarvalho
2/3/22	Client Engagement with BIPOC Clients	This training will provide learning about challenges for families when having in home services, identifying strengths of parents/guardians, strength-based language in speaking about families/clients, and understanding the difficulties in following guidance from providers. Skills will build upon the other and provide a framework of what it is like to be the client receiving services, identifying good things, speaking in a way that shows you are looking at the positives and finally understanding why families don't follow plans/suggestions when they are given.	Daniela Thermora & Amy Hogarth
3/3/22	Executive Leadership in DEI: Navigating Your Power	By shifting to a multidimensional view of self you are able to orient yourself to the relationship and responsibilities you have to the individual and community in front of you. When you are in a position of power and hold privilege within the context of a discussion, you have the greatest responsibility to that relationship. As the leaders of organizations, you will inherently have the most power in the room and therefore, the greatest responsibility to the	Guimel DeCarvalho & Carlton Watson

		relationship with the participants. This training will provide a model for thinking about that power, when to use or not, and how.	
3/24/22	Diversity, Equity & Inclusion Recruitment & Hiring	In this training participants will learn the how biases, speed, and convenience play roles in a lack of diversity in recruitment and hiring. Participants will learn methods of tailoring job descriptions, postings, and recruitment materials to broaden a candidate pool. Participants will learn how to apply diversity, equity, & inclusion principles in the resume review, phone screening, and interview process. Participants will examine how their own biases impact hiring decisions and how self-awareness and vulnerability are key to countering them.	Amy Hogarth & Daniela Thermora
4/7/22	Culturally Competent Supervision	In this training participants will learn how power dynamics in their supervisory relationships impact the effectiveness of that work. Participants will learn how privileged identities and oppressed identities interplay in these relationships, how to navigate them, and how to impact better outcomes at work because of them.	Daniela Thermora & Amy Hogarth
5/5/22	Overview of Health Equity/Disparities in the Region	In this training participants will receive information on the current health disparities in the MetroWest region and what health equity gaps exist.	Tanisha Wilson & Taiany Goulart
6/2/22	Using Data to Develop Programming from an Equity Lens	In this training participants will learn a real-life example how data analysis from an equity lens created an opportunity for self-reflection and impacted a change in programming. Participants will learn how to extrapolate this to new program development or changes in current programming.	Guimel DeCarvalho & Penny Russell