



LEADING EFFECTIVE COALITIONS: EQUITY AND INCLUSION

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Level of Complexity of the Issue

Simple

Issue is clear and there are determined approaches

Complex
Emerging practices

Community of Practice

Video

Webinar

Online Module

In-Person Training

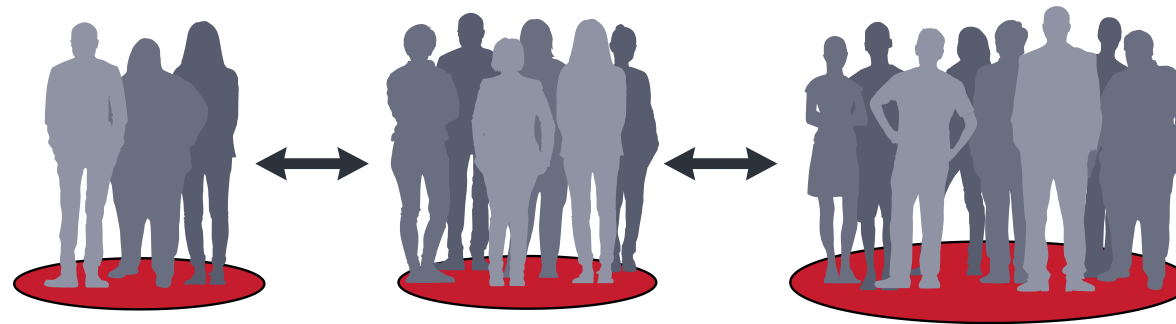
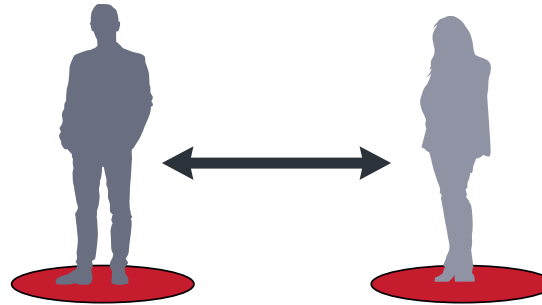
Online Toolkit

In-Person Workshop

Online Course

ECHO Series

**KNOWLEDGE HELD BY ONE HAS
THE POWER TO CHANGE LIVES.**



**TEAM OF
EXPERTS**

**COMMUNITY
PROVIDERS**

**HIGH
IMPACT**

TO ECHO IS TO LEARN, TO SHARE, TO ENGAGE AND TO CONNECT.



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Agenda

- Small Group Introductions
- Presentation
- Small Group Discussion
- Large Group Discussion

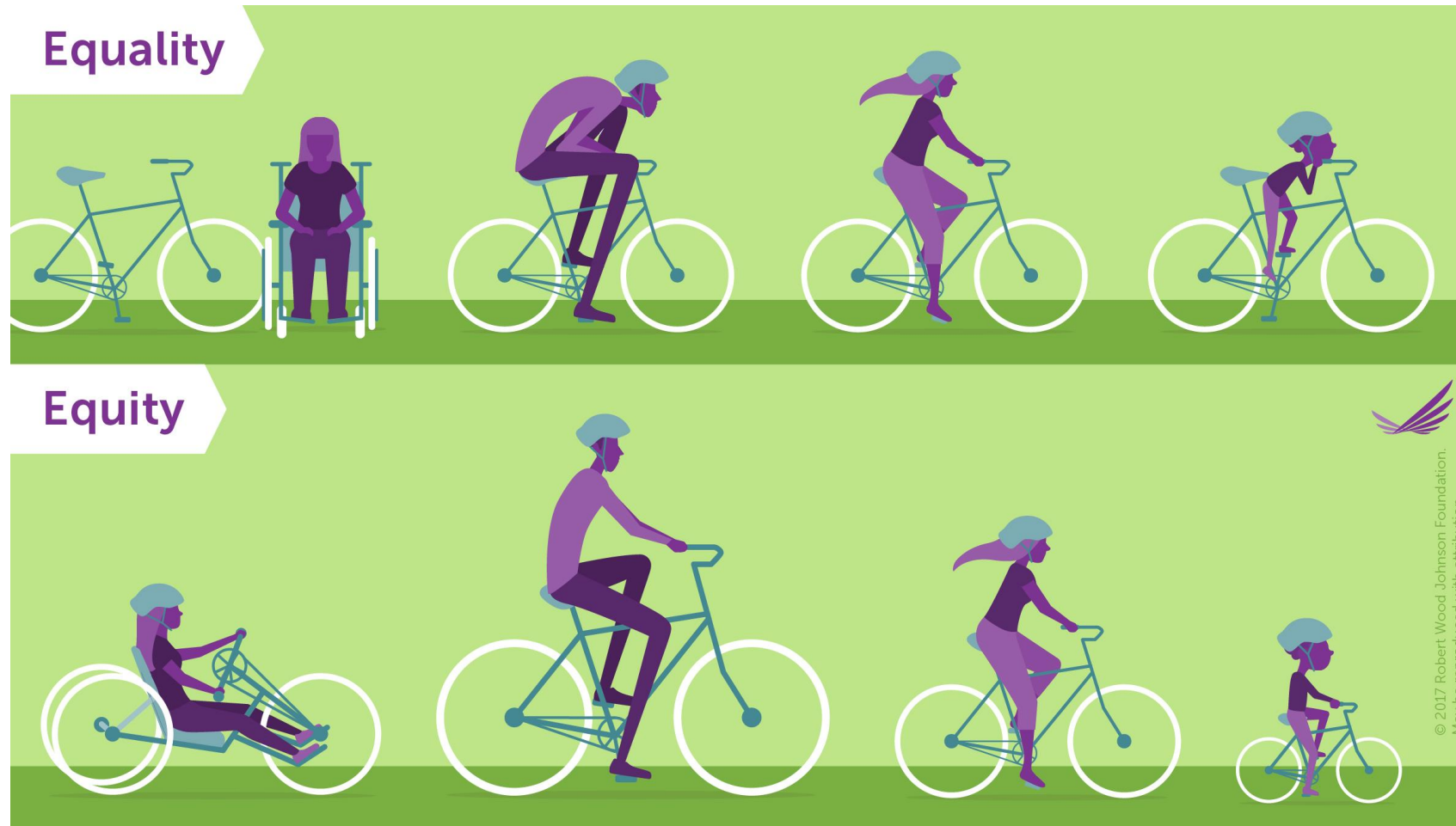
Small Group Introduction

1. What is your name?
2. What coalition do you represent?
3. How long have you been engaged with coalition work as a leader?
4. What does your leadership role in the coalition look like?
5. What is one challenge you're experiencing with your coalition?

PRESENTATION

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What is an equitable coalition?



What is an equitable coalition?

People and organizations, aligned behind a common goal.

All members are genuinely invited, all are engaged, and their contributions are valued.

Components of an inclusive/equitable coalition

- All are represented
- All are confident in sharing their expertise
- All are valued for what they bring to the table
- All are aligned

Components of an inclusive/equitable coalition

In reality:

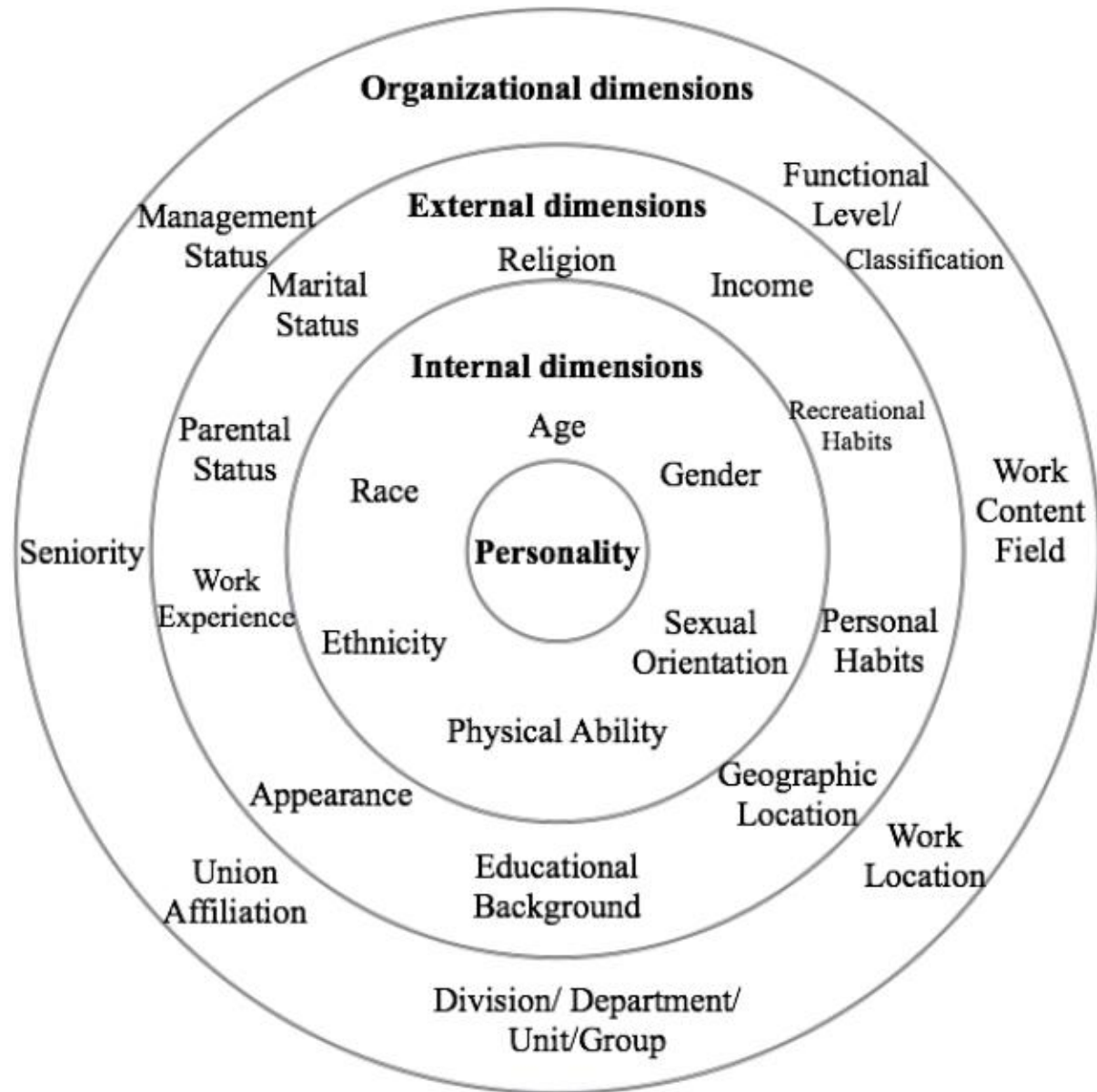
- As many as possible are represented
- All have an avenue to share their expertise
- All are valued for what they bring to the table
- All are aligned

Learning to value diversity and inclusion

- Diversity as a tactical advantage
- Examining our native theories of participation
- Embracing “Inclusive Excellence”

Dimensions of Diversity

Each member of a coalition has two roles:
person and **representative**



Strategies to recruit diverse stakeholders

- Be strategic and intentional
- Set clear roles and expectations
- Be conscious of costs and benefits of participation

Strategies to maintain engagement

- Elevate others: ideas, voices, accomplishments
- Reduce barriers to engagement
- Check in regularly
- Examine ROI (individual and group)

Infusing equity into all aspects- Personal

Be conscious of your biases and behaviors

Interrogate your own culture

Speak for yourself, be a megaphone for others

Infusing equity into all aspects- Structural

Rules as Tools:

- Safer spaces
- WAIT- Why am I talking/Why aren't I talking
- Oops, ouch, educate
- Speak for self, not others or groups

Small Group Discussion

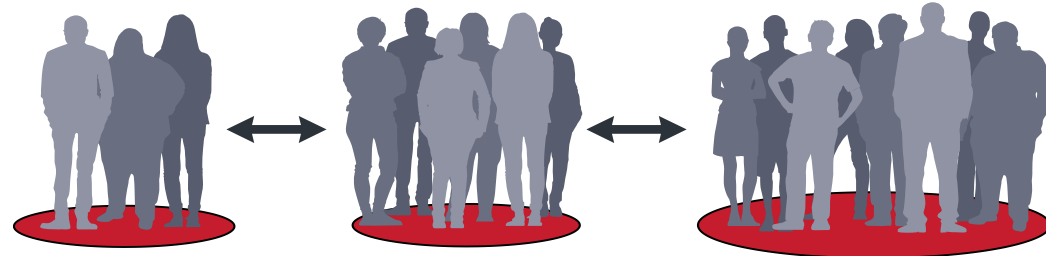
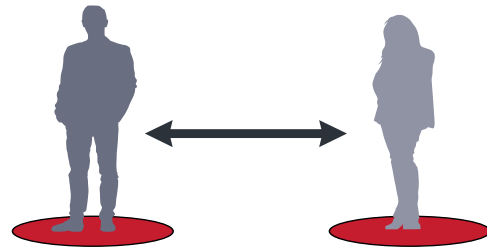
1. Describe a time when a coalition you were involved with/know about successfully incorporated equity into multiple elements of a coalition (norms, value, leadership structure/membership representation, decision-making, etc.)
2. How does your coalition center equity?
3. What have you used to test assumptions about who should and shouldn't be at the table?

QUESTIONS/REPORT OUT

Large Group Discussion

1. What are methods you've used to ensure equitable participation?
2. What kinds of strategies have you used to engage communities?
3. Where have you experienced true community led change?
4. What has it looked like? What made it doable?
5. What did you accomplish that you would not have accomplished otherwise?

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