

# Advancing the Stories of All of Us

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THE EQUITY PROJECT™  
EQUITY · REDEFINED · ACTUALIZED.




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One of the top  
(and most widely overlooked)  
leadership  
competencies is  
**Noticing**

Building our Capacity  
for Noticing is key



**NOTICE**  
THANK YOU FOR  
NOTICING  
THIS NOTICE  
YOUR NOTICING IT HAS BEEN NOTED  
AND IT HAS BEEN REPORTED TO THE AUTHORITIES

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**What are you noticing?**

**LOUD**

**SUBTLE**

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There are  
**Windows...**

There are  
**Mirrors...**



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## Everything Counts on this...

- **A Culture of Psychological Safety**

A shared belief held by members of a team that it's OK to take risks, to express their ideas and concerns, to speak up with questions and to admit mistakes – all without fear of negative consequence.

Harvard Business Review, 2023

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There is **Complexity** and there are **Conundrums**.

**They are not the same.  
You should not pretend they are the same.**

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**Conundrum** | noun

co ◦ nun ◦ drum



Definition of *conundrum*

- 1 a :an intricate and difficult problem
- b :a question or problem only having a conjectural (guesswork) answer

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**Recency Effect**

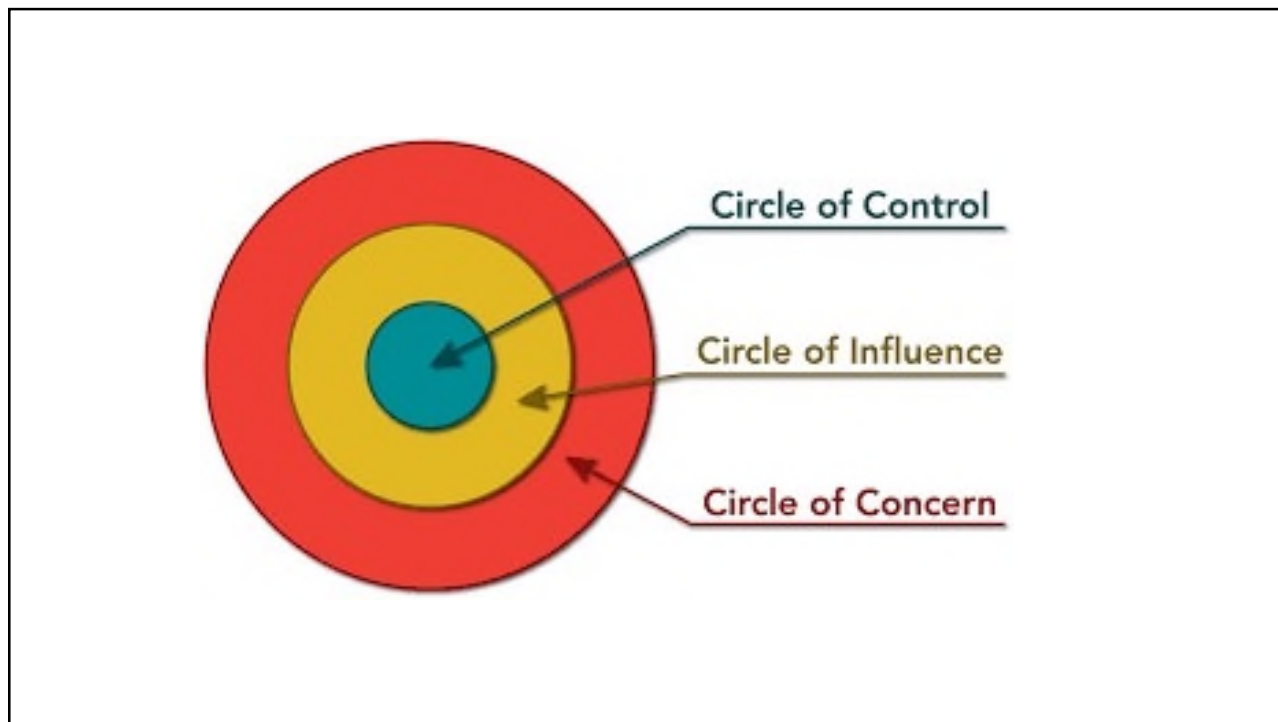
A phenomenon in which the most recently presented material, facts, impressions, or items are learned or remembered better than material presented earlier

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## Compassion Fatigue is Real and impacts all of us

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**...sometimes all of this is just close to home**

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How are you seeing **Psychological Safety**, **Compassion Fatigue**, **Recency Effect** and **difficulty talking about race** play out in the workplace or community?

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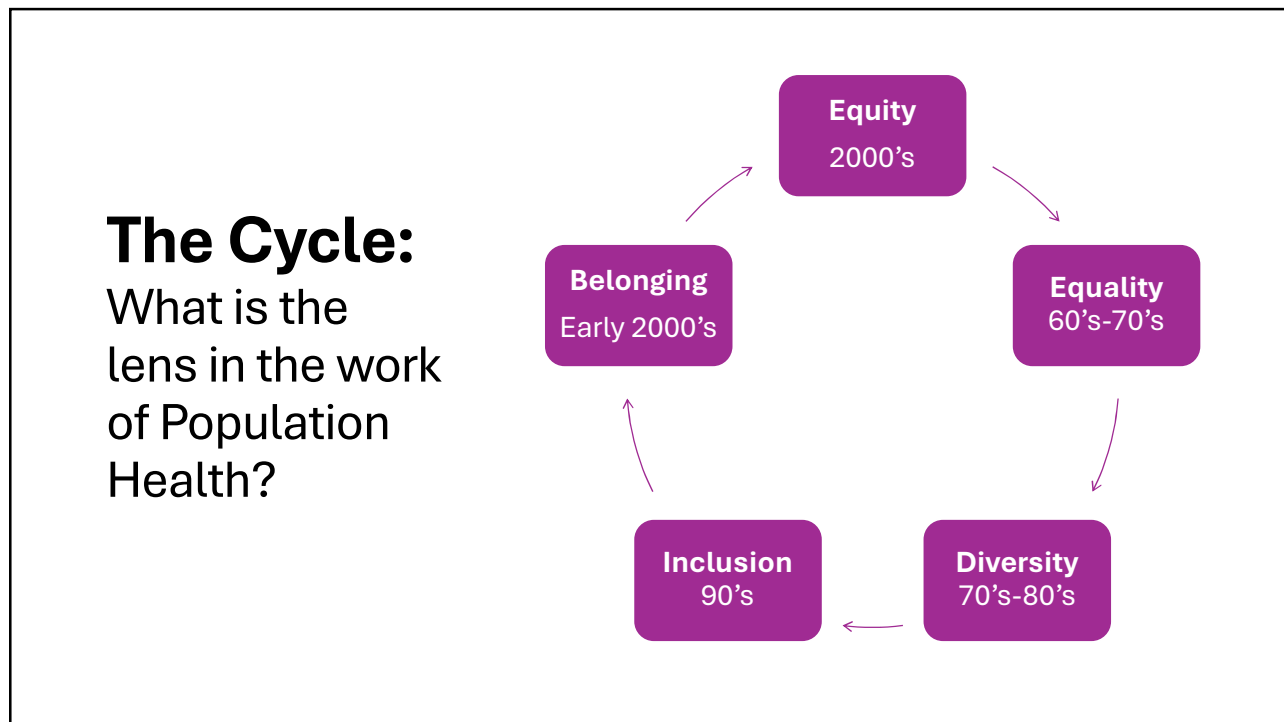


## Population Health:

### *Our Past*

How did Equity, Diversity & Inclusion (EDI) play into our history?

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**Population Health:**  
*Our Present* The world is calling for more intentionality in what we do next.

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### A FRAMEWORK

## For Equity, Inclusion, Diversity and Belonging

**Learn it**

**Hearts & Minds Work:**

- Values
- Beliefs
- Feelings
- Analysis
- Emotions

**Live it**

**Behavior Change Work:**

- Communications
- Approaches
- Norms
- Cultural Adeptness
- Process & Practices

**Lead it**

**Construction Work:**

- Strategies & Tactics
- Policy Change
- Budgets & Financials
- Processes
- Guidelines
- Structures


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Our Population  
Health Future: Our  
Approach Matters

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There is a shift

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## The Five Bases of Social Power

( French & Raven )

1	2	3	4	5
<b>LEGITIMATE POWER</b>	<b>EXPERT POWER</b>	<b>REFERENT POWER</b>	<b>REWARD POWER</b>	<b>COERCIVE POWER</b>
Power based on title, position or rank	Power based on skills, abilities lived experience and knowledge	Power based on reciprocity or mutual respect	Power based on the ability to give and take away rewards	Power based on the ability to punish

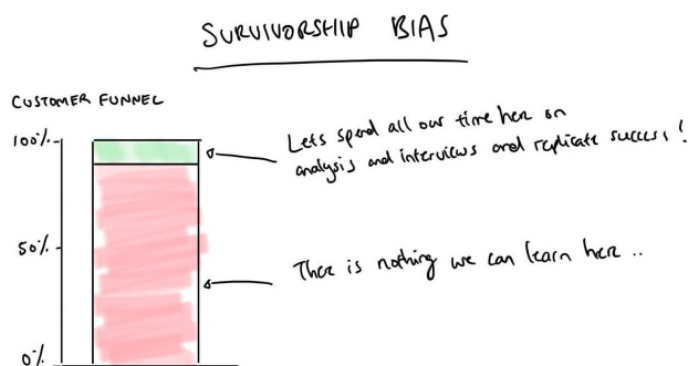
**\*\*INFORMATIONAL POWER** – Power based on you being the keeper of all the information

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## Survivorship Bias

- Focus on the traits of what is successful while ignoring the failures.
- This involves limiting our analysis to instances that have passed a success hurdle and not analyzing those that didn't pass the hurdle.
- This commonly occurs when we adopt key learnings from successful case studies yet ignore the unsuccessful instances that may also inform learnings.

***Let's just go with what we know.***

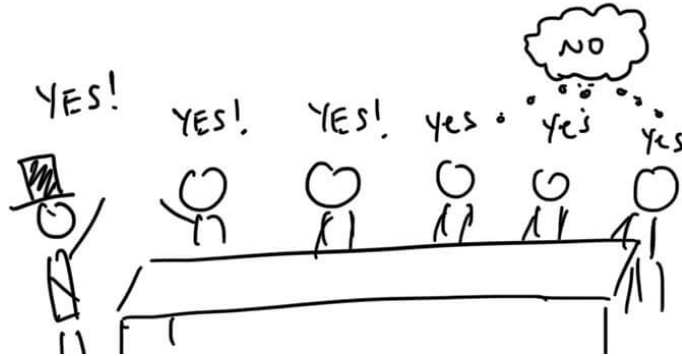


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## Groupthink Bias

- People tend to avoid conflict, particularly in the presence of a majority and people of authority.
- People assume others have made informed decisions and fear the risk of looking un-knowledgeable in front of others.

*I say "yes" when I mean "no."*



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## Decline Bias



- The decline bias refers to the tendency to compare the past to the present, leading to the decision that things are worse, or becoming worse in comparison to the past, simply because change is occurring.

*Change is the culprit.*

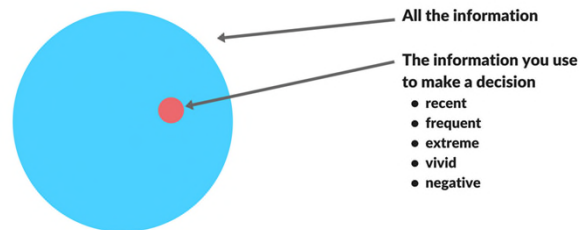
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## Availability Bias

- Also known as the availability heuristic, this bias refers to the tendency to use the information we can quickly recall when evaluating a topic or idea—even if this information is not the best representation of the topic or idea.
- Using this mental shortcut, we deem the information we can most easily recall as valid and ignore alternative solutions or opinions.

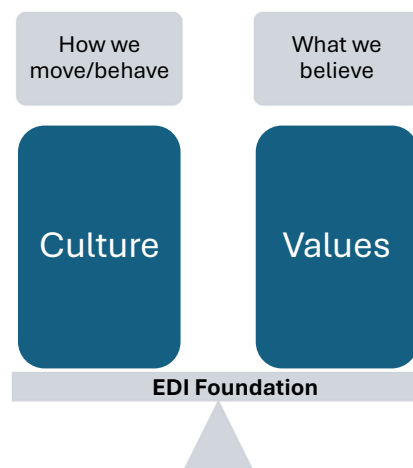
*Why your brain confuses “easy” with “true.”*

### The availability heuristic



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## The **Finessing** of What We Care About is Real



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**Number 1  
Strategy:  
Eliminate  
“outsiderness”**



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**What does this all  
mean in your  
story?**



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