Health Equity & Social Justice (HESJ) Workshop

The HESJ Workshop is a nationally-recognized learning model, and is part of Ingham County’s commitment to delivering public health services within a framework of health equity and social justice.

ICHD defines health equity as a fair, just distribution of resources and opportunities needed to achieve well-being, and social justice as the absence of unfair, unjust advantage or privilege based on race, class, gender or other forms of difference.

The HESJ Workshop:

- allows participants to learn about and practice tools, conversations and approaches for disrupting oppression and creating more just and equitable workplaces, communities and societies
- shines light on racism, classism, genderism, heterosexism and other types of oppression as root causes of health inequities
- relies heavily upon participation, deep listening and mutual respect

Learn more at http://tinyurl.com/HESJIngham
HESJ Workshop Learning Objectives:

- Learn the difference between conversation, debate and dialogue
- Learn the difference between inequity, inequality and disparity
- Explore the meaning of cultural identity
- Understand racism and other forms of oppression as root causes of health inequities
- Examine dominant stories in U.S. culture, common biases, and connections between them
- Practice analyzing case studies and scenarios in health equity and social justice frameworks
- Identify opportunities to promote health equity and end inequities through work and personal life
- Learn language and concepts to navigate difficult conversations about oppression and unearned privilege

What we do at this workshop:

Workshop facilitators share information and guide small and large group dialogue to help participants:

- Identify and share personal levels of privilege and oppression
- Discuss real-life experiences of privilege and oppression
- Identify and address implicit biases
- Explore new language that helps shine light on oppression and privilege
- Examine how language and stories we use about people, race and culture can knowingly or unknowingly promote or disrupt oppression
- Practice applying new language and frameworks in real-life scenarios with a goal of promoting health equity
- Develop personal action plan for ongoing health equity and social justice learning and action

What past participants say:

“the single most valuable experience I’ve had as an ICHD employee”

“gave me the tools and words to address problematic and discriminatory behavior”

“helped me see how institutional practices contribute to health disparities, and gave me the courage to engage institutional partners in trying new practices”