



Transcript: Diversifying Your Network for Equity

Presenter: Ericka Burroughs-Girardi
Recorded on February 10, 2022

JENNIFER WINSLOW: Welcome, everyone. We're going to take a moment just to give folks a moment to get on, and then we'll begin in a minute. Welcome, everyone, to today's webinar, Diversifying Health Equity with Ericka Burroughs-Girardi. Today's presentation is sponsored by the Great Lakes PTTC and SAMHSA.

The Great Lakes ATTC, MHTTC and PTTC are funded by SAMHSA under the following cooperative agreements. The opinions expressed in this webinar are the views of the speakers and do not reflect the official position of the Department of Health and Human Services and SAMHSA.

The PTTC Network uses affirming language to promote the application of evidence-based and culturally informed practices. We ask that participants reflect on and apply this to today's dialogue. We have a few housekeeping items. If you are having technical issues, please message Kristina Spannbauer or Stephanie Behlman in the chat section and they will be happy to assist you.

The workbook is in the chat for you to download. We will be using it during the training today. We will be using automated transcriptions for today's webinar. The recording of this training and the workbook will be available on our website. It normally takes 7 to 10 days for it to be posted. You'll be sent a link after the presentation to a very short survey. We would really appreciate if you could fill it out. It takes about three minutes.

Certificates of attendance will be sent out to all who attend the live session in full. A link to your certificate will be sent to your email. If you'd like to know more about what we are doing or information on upcoming events, please see our social media pages.

Our speaker today is Ericka Burroughs-Girardi. Ericka is a Senior Outreach Specialist for County Health Rankings and Roadmaps. Excuse me.

ERICKA BURROUGHS-GIRARDI: Hello, Jennifer, are you ready for me to get started?



JENNIFER WINSLOW: I'm sorry. I struggled with my stop sharing. One moment. Let me finish the bio for you. Ericka's primary role is to manage County Health Rankings and Roadmaps' webinar production. She is also part of a team that develops online tools to connect communities to evidence-informed strategies and community change resources, fosters peer learning and connections, delivers knowledge and skill building sessions, and recognizes and celebrates health improvement.

Ericka holds an MA in Anthropology from the University of South Florida and an MPH from the University of South Carolina. Ericka resides in Florida where, in her spare time, she volunteers at the food pantry at her church. Welcome, Ericka.

ERICKA BURROUGHS-GIRARDI: Thank you so much, Jennifer, and welcome to all of you who are joining me right now from the Midwest region of our country. I live, as Jennifer said, in Florida, but I do work for the University of Wisconsin, and right now, it's kind of cool in Florida. It's actually like 60 degrees, so that's cool for me.

But anyway, welcome. County Health Rankings and Roadmaps is based at the University of Wisconsin Population Health Institute and our work is supported by the Robert Wood Johnson Foundation. I hope you've heard of County Health Rankings and Roadmaps. If not, there's a link to our organization that's going to be included in your slides, so check us out later.

I want to start by sharing the land acknowledgment for our University. And right now, I invite you to consider the ancestral lands on which you are currently occupying. You can place the name of it in the chat, if you wish, or you can just simply listen as I read our land acknowledgment.

The University of Wisconsin-Madison occupies ancestral Ho-Chunk land, a place their nation has called Teejop since time immemorial. In an 1832 treaty, the Ho-Chunk were forced to cede this territory. Decades of ethnic cleansing followed when both federal and state government repeatedly, but unsuccessfully, sought to forcefully remove the Ho-Chunk from Wisconsin. This history of colonization informs our shared future of collaboration and innovation. Today, the University of Wisconsin-Madison respects the inherent sovereignty of the Ho-Chunk nation, along with 11 other First Nations of Wisconsin.

I hope that you are ready to grow and strengthen your collaborative muscles. So I really encourage you to dig into today's session. There are a number of ways that you can engage with us today. So Alyssa or Kristina or Kris, I think,



is going to help launch some polls. They're going to be-- and note that all of the polls are anonymous, so please do answer all of the polls as honestly as you can.

When you're thinking about diversity, when you're thinking about equity, I want you to keep this in mind. There is no one that you can be more honest with than yourself when you're thinking about diversity and equity and what your role in it is. So we can all afford to strengthen our muscles when it comes to diversity and equity. So answer honestly whenever we have a poll launched.

We'll have a Q&A box that's open for you to use, and we're also going to be engaging in the chat. So here's the difference between the two. The Q&A box is going to be used for you to place questions that you have for me, and I'm going to pause periodically to answer those questions that I think Jennifer is going to lift for me, but they're going to be in the Q&A box.

And then the chat is going to be used for you to respond to questions that I might have for you. So there are going to be times where I'm going to pause and say, share what you think in the chat, and Alyssa is going to help lift some of those responses. Now, you all have received a workbook, and I want you to go ahead and make sure that workbook is out, because you're going to be doing some writing in your workbook as well.

And then you'll also see these icons on a variety of slides, and these icons are just to help prompt you to what's coming. If you see the little data one, that means we're going to have a poll. The workbook means that something that I've mentioned is actually in your workbook. When you see the pencil, that means that it's going to be time for you to write something in your workbook, and when you see that video icon, that means that we're going to-- Kris is going to play a video that we want you to look at and reflect on. So please do plan to engage with us in these variety of ways.

Now before we dig in, I want to make sure you're grounded in a few definitions. Some of you have been to the sessions that have been associated with this series before, and some of you might be new today. That's fine. That's totally OK. These definitions are definitions you may have heard before, and I want to make sure that I'm consistent and that we're grounded in that same definition.

Health equity describes a world where everyone has a fair and just opportunity to be as healthy as possible. An inequity occurs when there's unequal access to the conditions that impact our health, like education, health



care, housing, and so forth. And it's important to note, that inequities, or unequal access, occurs because of policies or practices that actually led to that unequal access.

Lastly, I want you to know that when we think about health and health outcomes, there are actually several things that kind of determine what our health outcomes might be. For instance, we have health behaviors here at County Health Rankings and Roadmaps. We think of health behaviors as those things like our diet and our physical activity habits, and yes, our substance use or misuse.

Like, how much do we indulge in tobacco, alcohol or other substances that have potential harm for our body? So those are those health behavior determinants of our health. But then there's the social determinants of health, and those are different, but they're very critical. Why is that?

Well, these social determinants are the ones that actually govern our decision-making. They're the ones that impact whether or not we are going to make a healthy choice or have the ability to make a healthy choice. We may have the best intentions to eat healthy. We may have the best intentions to be physically active.

But if we don't have a job that provides us with the income to support a healthy diet or if we're working three jobs and just don't have the energy to exercise, the decision has been made for us. And so social determinants weigh heavily on our health outcomes. So I want you to understand that there are multiple ways that our health can be impacted, but those social determinants, those are the ones that have really, really critical-- they play a critical role.

Now, there is a new definition that I want to introduce into the mix today. So you're going to hear me talk about equity, perhaps without pairing it with health, just equity a little bit more broadly. Equity is a conceptual term that means that people have the conditions to where everyone has a fair and just opportunity to thrive.

So you'll see in your workbook, a place where you can fill that definition in. Again, it's that conceptual term meaning that the conditions are there where everyone has a fair and just opportunity to thrive; a lot like health equity, but a little bit more broadly, because sometimes equity is not necessarily related to health. It literally means just being able to be in society, having access to what I need to thrive, having access to a good job, having access to a healthy home.



And when we say everyone, who's included in that everyone? Everyone. That means no matter a person's background, no matter the color of their skin, sexual orientation, or any other factor that might make us unique. It could be our age, it could be our educational background, but none of these should really interfere with our ability to thrive in this world.

So today, we're discussing about how you can diversify your network, the people that you are a part of, the people that you do this type of work with, your prevention work, with. How do you diversify your network so that way equity is the outcome? So we are looking to create conditions where everyone has that fair and just opportunity to thrive.

What's our role in who we partner with to make sure that happens? Because if you're connecting with communities most impacted by substance misuse, your prevention work becomes more effective and more accepted. It becomes relevant if we are diversifying our network to be inclusive of those who are most impacted with inequities.

Oh, you know what, I do want to make a note of what you see here on this slide, because there are a number of factors that can determine our equitable opportunities. I talked about age. What about race? Racism, not race, but racism. The fact that some people don't have equal opportunities because of the color of their skin.

The discrimination against sexual orientation, sexualism and ableism, discrimination against people with disabilities. You probably some other isms that play a role in inequities. Think about those, because if we want an equitable society, everyone has a role, a way to thrive. That's what that means.

Now, we have heard the word equality a lot. Equity is pretty much a new term for us. I mean, we all know about equity in our homes. We all know about that piece, but equity like these conditions that create an opportunity for people to have-- I mean, that create-- the conditions that allow for people to have a fair and just opportunity to thrive.

Thinking of equality in that way is new. Equality is different. We've been talking about equality since first grade, right? But there is a difference between the two, and I want to make sure that you feel comfortable understanding that difference. So what I'm going to do, is I'm asking Kris to launch a video that was actually produced by the Robert Wood Johnson



Foundation. And I want you to listen to this video, and then we're going to talk a little bit more about it on the other end. Thank you, Kris for launching that.

[VIDEO PLAYBACK]

- These days, we hear a lot of people using the word equity, but what does it really mean? It's not quite the same as equality, which means everybody gets treated the same. Equity is about fairness. It means that everybody gets what they need based on their own situation, because we're not all the same.

The difference between equality and equity is important. It's part of the reason the United States spends more on health care per person than any other advanced nation and has much poorer health. It's important to remember that a person's health depends on many factors-- things like their environment, schools and workplaces, to name a few.

We call these social determinants of health, like clean drinking water for children and easy access to fresh food. We can follow the lead of communities like Columbia Gorge in Washington and Oregon, where businesses, doctors, and farmers tackled the local hunger problem with the Veggie RX voucher program, and the New Jersey Partnership for Healthy Kids is bringing down high rates of obesity in underserved communities.

We should be inspired by these local efforts and remember that health equity is all about making things better for all of us. When everyone's healthy, everyone benefits.

[END PAYBACK]

ERICKA BURROUGHS-GIRARDI: Thank you, Kris. And I don't want to share just yet, because what I want you to do now is to look in your workbook. Oh, yeah, you can stop sharing that part. Yeah. Thank you so much. So I want you to look at-- go to your workbook and I want you to write down, take a moment just to write, how would you describe the difference between equality and equity? So take a moment to do that, and we'll talk about it.

Now I'm going to invite some of you to share your response in the chat. How would you describe the difference between equality and equity?



KRISTINA SPANNBAUER: Equity considers that we are not all starting from the same place, i.e. legacies of discrimination and exclusion. Equality is giving everyone the same resources. Equity is giving everyone the right resources, like giving everyone the same thing without regard to context.

Equality is giving everyone the same thing regardless of needs. Equity is giving everyone what they need to achieve the same.

ERICKA BURROUGHS-GIRARDI: Yeah, those are great examples. Thank you. I think that was Kristina that was reading. Equity is about the outcome. And someone said it so well, they said equality is about giving everyone the same thing, but equity is about achieving the same outcome.

So that's what-- what do we need to do to a particular group, a particular neighborhood, whatever, so that way the outcome, they can achieve the highest health opportunity, the highest health outcome possible? That's the difference. And so that means that you're never going to-- if you're seeking equity, you know coming in that doesn't mean everybody's going to get the same thing, everyone is not going to get the same slice of pie.

Good. I'm glad that we-- I feel better, I feel good that we're grounded in that. And if it's something that you're thinking about like, Oh I'm really still kind of struggling with that, that's OK. That's OK. This is the space where we all learn and support each other. So take a look at some of the ways that some of the folks are describing equity. Know that equity is about that achievement piece.

So with that, I want to go back to sharing a few slides, and then we'll talk some more. First, today's learning objectives. I want you to leave our time together with an understanding that-- understanding, rather, the connection between a diverse network and equitable solutions.

Today, you'll be learning and exchanging strategies to diversify your networks, and you will be practicing authenticity. That's always a hard word for me to say, authenticity, for connection. And you'll also have an opportunity to practice that during the Whisper course. I hope you sign up for the Whisper course as well.

So remember I was telling you earlier that honesty is so important when we're learning to grow. In a minute, we're going to launch a poll, but before I do that, I want you to be honest about how you showing up today. How are you showing-- how are you feeling right now? And again, it's important to be



honest with yourself. There's no one more important that you need to be honest with than yourself when you're doing this type of work, when we're trying to grow our equity muscle.

And so think about which Peanut character you are right now. Now we can all be Snoopy and Woodstock, because they're always looking to have a good time, and my goal is definitely for you to have fun in this training. But before you respond to the poll, I want to kind of go through these characters because I like all four of them.

But Sally is the one that says, it's all about me, and she gets frustrated when things stand in her way of getting what she wants. Are you just frustrated today? Like, Oh I just want to move on from all of this equity stuff. Charlie Brown. Well, you know him, he's always the one that's feeling so unsure and not really sure whether he should do this, or just not clear.

Are you Charlie today? Are you unsure what all this equity stuff means? And then there's Linus. You know Linus, always-- he's such a good guy, you know he always recognizes his limitations. He's not ashamed to carry a blanket. He's like, I need my support, and he's good with that. And then we have Lucy. Now, some of you all may call Lucy bossy, but I happen to call her pretty self-confident.

However you show up, any one of these four is fine, but think about it. And let me go ahead and ask in that poll we launched. And I want you to respond to that poll, are you Sally today, Charlie, Linus or Lucy? And I'll let you know when it stops sharing, but let's see how many people we can get to respond to this poll. We got 132 participants in the room. So please select one.

OK. All right, so let's close the poll in 3, 2, 1. If you would share those results, thank you so much. And so for those sitting in the room today, we're kind of a Linus. We know some things, but we've got a lot more to learn. We've got our security blanket with us today, and I'm so happy.

That's fine. So you are in a good place, and so thank you for being honest about how I'm showing up to this work. And I'm going to be honest with you, because you have been honest with me. I am also a Linus. I know some things, but there's always a lot more that I can learn. I don't know if I'll ever be a Lucy when it comes to diversity and equity work, but it's always good to be a Linus.



So let's talk about understanding the connection between diverse networks and equitable solutions. What do we mean by that? So a network is more than just the partners you work with on a daily basis. Your network includes your core partners plus the partners of your partners. So an abbreviated way to describe this is that a network includes your partners plus.

And so your core partners are those people who are trusted individuals or organizations who can give you access to a new group of partners, and these trusted core partners can become your ambassador to their worlds. And within our private lives, we all operate in networks. You know this. So let me share a couple of examples.

The one that always comes to mind when I think of my own individual network are these Mary Kay and Pampered Chef parties. So if you've ever been invited to one of these or been invited by a friend, you know how these work, right? You have a friend, and they say, Oh will you help me out? I'm going to come over to your house and I'm going to cook using one of these cool Pampered Chef clay pots, right? And they want you to go invite other people that they don't know.

They want you to invite your friends, your colleagues at work or your church members or your neighbors, whoever you have, right? And so then they come and they do like this cool cooking show or whatever, and they get access to all of those people that they didn't know that you brought to your party, and guess what they do. They then go ask them, now will you host a party, and then they get access to those people's network.

So that is the fastest way I always think about networks. I always think about Mary Kay and Pampered Chef. I happen to like Pampered Chef, so I'm not saying anything bad about it, but you know how this works. But there's other ways to we see our individual networks showing up. We have faith-based institutions-- book clubs, gym memberships, social media is definitely one that we more commonly use a lot, even your network.

I mean, I'm so sorry. Even your neighborhood, rather, can be a network, and they can be very valuable. Our networks, a lot of times, it's how we've met our life partners. It's how we have found jobs. You know, my husband remodels homes for a living. He has his own business, and he relies on word-of-mouth connections for his living.

I mean, he-- four years ago, he remodeled a bathroom for this couple who was selling their house. And the couple's, their real estate agent, said Oh my god, who did your bathroom? And it was like, Oh you know, Frank did it. And



then they were like, Oh my god. So these real estate agents connect with my husband, and now whenever they have other families who are selling their home but needs to get their house shaped up and ready to go before they sell it, who do they have them call?

They have them call my husband. So having these networks are important to us, and you know, in my case, it literally keeps food on the table. So networks are very, very valuable to us, and people that are in our network are folks that we have things in common with. These are the people who tend to be like us.

They may think like us. They may look like us. They may vote like us. They may worship like us or worship with us. They may spend money in the same places that we do. And then again, like I was saying before, all of us are familiar with social media networks. Some of us more familiar of some than the other. I'm very familiar with Facebook, still trying to learn TikTok, still trying to learn other ones that my son and his wife are on. Snapchat. I'm getting there, but anyway.

There is value in these networks, and you see that in your everyday connections, but networks tend to sometimes get kind of homogeneous and stagnant. And you know, what can happen with a network when it's just the same people all the time or they all think the same way and you don't see diversity, when they become insular? Just sharing a chat for a few moments, what can happen when you see networks do this?

JENNIFER WINSLOW: Some people are saying it gets boring. Group think, no new thoughts or ideas. They can get derailed by the one train of thought. stagnant, it becomes biased. Unimaginative. You run out of new ideas or don't stay up to date. You see one side.

ERICKA BURROUGHS-GIRARDI: Yep. Absolutely. Absolutely. That loss of creativity, when you have a network that's not growing, is huge. In today's society, the way we connect with people, the way we engage with people, has changed.

We have this saying in public health that says, the Public Health system is the last industry that's keeping the fax machine alive, the fax machine industry alive. We still use faxes in Public Health. Do you use faxes? If so, you need to move beyond that. This idea, this is what happens when we stay within our own sandbox and we don't grow it.



We also begin to do some things that can be troublesome, and some of you put that in the chat, like bias. When you don't have the opportunity to interact with people that look different than you, think different than you, vote different than you, maybe worship different than you, without realizing it, you create this persona of the other in your brain.

It's human behavior. I'm not chastising you. I'm not saying you're a bad person, that's human nature. That's human nature. You create this like, they're not like me, and you, without realizing it, don't realize that you begin to say, well they don't belong in my circle, and you have this bias. They don't belong in my sandbox.

And again, not chastising you, I'm telling you what happens when we don't exercise our muscle for equity and diversity. We have to exercise that muscle because we all have a tendency to want to stay in our comfort zone. And when we're in our comfort zone, we don't grow and we become stagnant, but that idea that you don't have any imagination is so true.

Groupthink can actually cause you to become irrelevant and obsolete, so you want to have diversity so you can achieve equity. Now, do we carry these tendencies of likeness and sameness into our professional networks? We absolutely do, because who makes up professional networks?

Human beings. And what do human beings do? Want to be like people that think like us and do like us. So yes, we do carry these tendencies into our work. So if you're finding that in your private life you are not exercising that diversity and equity muscle, in your professional life, you might be challenged doing it there too.

Not saying it's going to definitely happen, but it might be challenging. There might be some tension. You haven't exercised that muscle. Now, remember, your network consists of partners plus the partners of your partners. Your professional network that supports the work you do may consist of schools.

It may consist of law enforcement or justice-oriented organizations, like youth groups, like sports teams, Boys and Girls clubs and traditional-- those types of groups that are traditionally core-to-prevention work, and there are probably other core partners that you're thinking about as well. What I want you to do next, I want you to go to your workbook, and I think this is on page five.

Let me see. Yeah. No, it's on page two. Go to page two, and if you haven't done this already, I want you to make a list of people who are in your



professional network; that would be your partners and your partners of partners. So just do that for a second.

You might want to put a column that says, here are my partners; and then another column, these are the partners of these partners. And if you know those partners of those partners, actually list it below because I did create a space for you to do that. So start with who your partners are. Make a list.

And then in that next slot, make a list of the partners of the partners. Let's just to do that, those two for right now. I'll stop sharing, give us some time to think.

Your professional network may be homogeneous, and it's really time to exercise some muscle and grow it. On the other hand, you may find that your professional network is diverse. It's up to you to find out. It's important for you to play that role of investigator to be able to figure out where does my network stand?

Do I need to grow it? Is it stagnant? Are we starting to have some groupthinking and stuff going on? That's important. Let's talk about why that is, though. Why is it important to expand beyond your traditional partners? Why is it important to diversify your networks?

Let's explore those questions more. Well, some of our partners may have blind spots. They may not really notice the inequities of people that they serve because they're just not dedicated to serving everyone. They're kind of dedicated to serving the people who show up, but not necessarily investing a lot of time into finding out why people don't engage with them, why people don't show up to certain activities they do, why is it that they don't seem to resonate with everyone in a particular neighborhood.

And that's OK, I'm not saying that you should shun partners that are not doing that PI work. What I'm saying is, you do the PI work for yourself because you don't want to be in that situation. And some of your traditional partners may have limited exposure to those experiencing inequities, and I'm going to throw out an example.

If one of your partners is the local polo club, it's unlikely that they are interacting on a regular basis with people who struggle to get their daily needs met. And then there's those partners who may possess a limited growth mindset. They just are not ready, and believe me, they exist.



I want to share an example of a friend of mine who used to work with me, and he now works for a nonprofit in a major US city. And I have to apologize for the generalizations, but I actually did not get his permission to share the story, so we're going to keep it real general, but he was hired to serve as this organization's DEI, Diversity, Equity, and Inclusion, Officer.

And he does mostly work with people in this city who really haven't been involved in the type of work he does. It's related a lot to climate change. Now, after he began his job, he learned that the organization that he currently works with was actually seeking a grant, and they knew that they would be more competitive to receive the grant if they had a diversity, equity, inclusion coordinator in place, a DEI coordinator, and they wanted to be competitive.

They hired him, they did get the grant, but they weren't ready to really move into a space of diversity and equity. And since he's been there, unfortunately, they have done little to be inclusive. Now, he has gone out and sought partners that could be involved in this work. He's like, here's this partner, here is that partner, and we could be--

He's doing his job, but he's not getting the support that he needs. I don't want you to be that way. I don't want you to be that way, and I don't want you to-- if you're with a partner that seems to think that way, like I just want to get someone here to help me get a grant, I would ask you to have a talk with them because people don't deserve to be tokens.

And so he is in a position where he's working with an organization that has a limited equity growth mindset. There are organizations that are out there that are just not ready, so be careful about that in the work that you do. Be honest with yourself. Am I ready to grow my network, and if I am ready to grow my network, what needs to be done to help me get there?

So in order for you to figure out what your network looks like, you need to perform what I call a real basic professional network analysis. I mean, there's organizations that you can pay consulting fees to do like this super cool network analysis. Most of you probably don't have that kind of money in your organization, so you can actually perform one yourself with some graduate students. That's a way to do it, or some interns.

So I'm going to tell you a really cool, easy way to do a basic professional network analysis on a shoestring budget. You want to interview your partners. So what you want to do is you want to create a meeting with them, and I think face-to-face meetings work better, but in some cases now, in a season that



we're in with the pandemic, you may just have a one-on-one Zoom conversation; works just as well.

You want to interview your partners and talk and share with them. This is what we want to do, we want to grow our network, we want to be responsive to the equity needs within the communities we serve. And you just simply have a conversation with them and ask them to list their partners, and what you're going to do, you're going to do this with every one of your partners and then you're going to make note of how many times an organization tends to show up.

Like, how many times does your partners mention "blah"? Also make note of how many times an organization is only mentioned once or only mentioned twice. That's not a bad thing. Things that are only mentioned once or only mentioned twice tend to be organizations that want to be connected, they just haven't been connected yet.

So those that show up a lot, those are going to be the ones that have the most influence. The ones who are not showing up a lot may not have the influence yet, but they're hungry to make connections. So you see how both of them bring value? So you want to make sure you do this basic network analysis. Again, it does not have to cost a lot of money, it's just spending some time.

Time is valuable, but you can do this on a shoestring budget by having the conversation, bringing your list back to your graduate students or your interns, and having them perform that analysis. Who's showing up the most? Who's showing up the least?

Then, I want you to imagine how could you expand your network so that it does include non-traditional partners, or what we sometimes call the unusual suspects. Your network really should be reflecting those in your community who are experiencing inequities, not just those who have influence in your communities. So go back to your workbook.

I want to go to that section that says what sectors-- that question, rather-- what sectors are specific organizations could be included in your network? You know, there are youth-serving organizations that you may not have connected with, those who might be serving, let's say, first generation college students like Upward Bound. It could be organizations that specifically serve people with disabilities, managed care companies, organizations that have been specifically created to serve gay, lesbian, transgender and gender in questioning individuals.



It can be faith-based institutions. What organizations in your network have been created to specifically focus on the needs of people experiencing inequities? Not organizations serving everyone, but those that are created with the mission to serve those who are bearing the burden of inequities. So write down the sectors or specific organizations that could be in your network, and then I want you to share a few in the chat. I'm going to pause here. I'll stop sharing and pause.

ALYSSA CHWALA: We had someone answer the LGBTQ+ organizations. Faith-based.

ERICKA BURROUGHS-GIRARDI: Mm-hmm. Great. Awesome. All right. So very quickly, there are a number of benefits to this analysis, and I've already told you a couple of them, but this analysis helps all the partners, actually, who are seeking to create equity see how they fit within the network.

You can share your analysis with everyone that you had conversations with. Like I said, it helps to know which partner is connected to everyone, because again, most likely it would be the one with the most influence. It's helpful to know which ones are not on everyone's radar, and it's helpful to know which partner has the most access to those experiencing inequities.

The cool thing about a network analysis, it does actually help prompt you to think about what populations to whom you want to build a deeper connection because you'll begin to see who's on those lists, who's popping up. And this will help you think about who would I want to chat with, who needs to be included in conversations that I'm having about prevention?

In your workbook, you'll see that there is a space for you to put some other benefits of a professional network analysis that you might be thinking of, and I want you to think about that. You don't have to answer it now, but I want you to go back and think about what might be some other benefits of my doing a professional network analysis?

So I'm going to pause for questions in just a second, but I want to show you these key takeaways. I want you to remember that equity means conditions where everyone has a fair and just opportunity to thrive. Networks includes partners plus their partners, and expanding our networks can increase our proximity to those who experience inequities and your network should reflect those most experiencing inequities in your community.



So let me pause for questions, and then we're going to move through the next two sessions, section rather, and those are going to go pretty fast. So let's see what questions we have coming up right now.

JENNIFER WINSLOW: Yeah, we have one question right now. How do you grow your network and simultaneously avoid tokenism?

ERICKA BURROUGHS-GIRARDI: You know what, we're actually going to get into that. I'm so glad you asked that question because tokenism often happens when you grow your network but you don't relinquish power. So let me give you a very quick example.

You hire or you bring someone into your partnership. I'm going to bring in the blah, blah, blah, Boys and Girls Club because they represent this neighborhood, but you don't give that organization the power or equal power of a vote, equal power of engagement.

In other words, when you bring them to the table, you're not even really considering them as a partner. They may have a vote, but are you actually listening to what they say? Are you actually spending time with them? So the tokenism piece can be tricky because the tokenism actually comes in when you're not sharing the power, not when you bring them in.

So it's more like that. That is an excellent question. So let's talk about that next. I'm so glad you said that because that leads right into our next section. I can't talk today, but strategies to diversify your network. So let's say you have identified some partners in your network with whom you want to connect. How do you do that?

How do you explain why you want to connect, and what do you want to do? How do you explain the need for them to be involved in your prevention work? So creating connections with partners, it's all about building relationships. And when you think about it, we all feel the tension when we engage with someone who's different than us, when we have to connect with someone who's had a life experience that's different than the one we've had, when we've had to engage with someone maybe of a different race, different age, maybe someone who lives in a different neighborhood.

And there's tension there, that's to be expected. And in a minute, I want you to identify what those tensions are, and I'm going to ask you to share some of those tensions, or at least write them out. But before you do that, I want you to consider what I call the three H's of growth, because if we're going to learn



and grow, we must be, one, honest. What is it that we feel, and what is it that we don't know?

One of the things I asked you to do when we were getting started with this workshop, is to say, well, how is it that-- how am I showing up today? What is it that I really need to know, and how do I feel about this work? We also must approach learning with humility.

We can always learn something when we're able to open ourselves up to learning more, and we can always learn something when we share power, when we share our power; and we have power. We have power when simply by being part of an organization, you have power. When you share information, you're sharing power. When you share data, you're sharing power. When you choose to listen, you're sharing power.

So lastly, we have to be willing to hear a perspective that might be different than our own. So we have to have these three things, be settled in those three things, honesty, humility and willingness to hear. And again, I contend that this is a requirement if you're expected to grow.

So now, take just a few minutes to write down what tension do you feel when you want to engage with a partner that's different than you? And if you're comfortable listing some of those tensions, do that in the chat.

So if you go to page three on your book, and you'll see that strategy, that honesty, humility and hearing. To the right of that, write down some of those tensions that we feel. Are we nervous about meeting someone new? Are we scared that we're not going to be accepted?

Are we scared we're going to offend somebody, we're going to say something, say the wrong thing? What are we hearing in the chat?

ALYSSA CHWALA: We have some people saying the tension of the unknown, being misunderstood culturally. Fear, distrust, feeling safe, the unknown of their agenda, anxious, unsure in communication with others, nervous to make a mistake or offend someone.

ERICKA BURROUGHS-GIRARDI: Yeah.



ALYSSA CHWALA: Saying something offensive and not mean to, language and vocabulary.

ERICKA BURROUGHS-GIRARDI: And so the reason why is-- and thank you for sharing that-- because the reason why it's important that you listed to yourself is because that's what you're going to tell people. You're going to literally come out and say, I really want to connect with you and I need you to hear that it's important for us to connect, but I also need you to hear that I'm nervous about this. I'm nervous that I'm going to say the wrong thing.

That's that humility piece. That humility piece comes in when we say, this is what I want and these are my fears. You would be astonished by how willing people are willing to just tell you their whole life story when you approach them with humility. And you just simply say, I'm nervous about this because.

Humility means letting go of the pride that you know everything, because you know you don't. Don't act like you do. So letting that go, and say I need to learn more. And I'm telling you, you'll be astonished by how much people are willing to share when they are approached with your humble attitude. So I want to share some quick strategies that you can use to begin to engage with new partners.

One is the one-on-one meeting. I used to have this coworker named Jana, and Jana used to always have this saying that she said, "Never underestimate the power of a good cup of coffee." And I told her, "I'm going to steal that from you, but I promise you I'll give you the credit for it." Her name is Jana, she lives in Fort Collins, Colorado, so there's her credit.

Treating someone to a good cup of coffee will cost you less than \$20, but in the return on your investment, it's limitless. Because when you are in that conversation, and you approach that, you use this honesty, humility, and willingness to hear, people will tell you. Again. they will talk to you. They're willing to have a conversation with you.

Now, these one-on-one conversations can actually be with one of your trusted partners who's going to serve as your ambassador to connect you to someone else, or you may, say, you may be in a position where you don't necessarily have to have that trusted partner with you and you can go straight to the other organization and say, I want to connect with you about that. But remember, always remember, to be honest, humble, and be willing to hear.



And here's another strategy. Sometimes you want to hear directly from the people that these organizations serve, right? So sometimes you connect with that partner, because you're trying to grow your network, but you really want to connect with their constituents. So all of us have been part of community meetings, but listening circles are different.

Community meetings are when-- this the way I think of it, community meetings are when I want to share information. I want to share information to the community. But listening circles are different; listening circles are approached differently. Listening circles is when you want to hear from the community.

Now I remember one time, I used to-- I live in Florida. I used to work for the Department of Health in Orange County, and that's the County that serves Orlando, and I went to this community meeting. It was the County of Orange County. Community planners were giving this meeting. And I remember this lady in the audience, she really wanted to say something.

She kept putting her hand up because they wouldn't call on her. So she wasn't rude. She didn't blurt out anything. She kept putting her hand up, but finally, the person that was facilitating the meeting got so agitated, she said, "Ma'am, will you please put your hand down? I'm trying to engage the community here." And we all looked at each other like, are you serious? Are you really serious?

So she wasn't really there to listen. She was there to dictate. And then I think about this other meeting I went to where someone was leading a community meeting and other people were doing that in the audience, and he literally said, the person that was facilitating the meeting, said, "you know what, I'm not going to worry about my agenda."

He literally tore his agenda up and said, "Let's just stop right here. Let me hear from you." And so that's the difference between a community meeting and a listening circle. There is nothing more valuable to someone than to know that they've been heard, to know that know their name and that you've heard them and that you're willing to hear their life experience.

That is meaningful. That is powerful to someone. And so listening circles have a tremendous amount of return on investment, because you get to hear from people. How can I make your community better? How can I do my prevention work better? What is plaguing your community so we can address it together?



And these principles of being honest, humble, and willing to hear always comes into play. So stay away from the community meetings and invest in the listening circles. Now, what can happen when people are heard? This is a picture of a new neighborhood called Orlando's Creative Village.

Orlando's Creative Village was built in a neighborhood that is predominantly Black and has suffered from years of disinvestment. That community meeting that I was just telling you about, where the guy tore up his agenda, was the one that was leading the community that built Orlando's Creative Village.

It's amazing. I'm going to show you a map of what you can find in this neighborhood. You now find multipurpose housing, mixed income housing, where in these apartment buildings, they have people of different incomes. Certain amounts of apartments in that building are reserved for people who are lower income, and then certain amounts of apartments in that community or reserved for people with higher incomes.

You now have a preschool there. You have green space. You have a market. You have colleges that are setting up shop here. UCF Communication and Media college is there. Why is that important?

The reason why this is important, that these colleges and stuff are here, not only for people who live in that neighborhood that have access to schools right there, but it's also because now you are forcing people to spend time together. See, we will self-segregate given the opportunity, but if I'm learning communication and media at UCF, I have to now go to a neighborhood that I may not be comfortable with and I now have to learn about other people that live in a community that may not have ever, ever, ever spent time with them had it not been for the fact that I was in college in their neighborhood.

That's why it's important that we listen. And in those listening circles, what they found out from the community was, this is what we need, this is what we want, and this is how they responded. The guy who tore up the agenda used to spend time in this neighborhood.

That's the other way to learn. That's the other way to engage in a community. Spend time, spend money there. He used to go to Nikki's Place Restaurant, which I will tell you has really, really good food, but if you're trying not to pack on pounds, you might want to stay away from them because they have the best macaroni and cheese in Orlando, but that neither is here nor there.



He spent time there. He would go to Nikki's at least once a month. Yes, he did gain weight while he was working on this project, but he was very honest humble in telling folks, I want to learn about your community. He spent time in that community before he orchestrated all of that building that you saw, the Creative Village.

He would play games. He would play pick-up games with the folks in that community. He would work out at the gym in that community. Now they have a better gym, but before the gym was there, he worked out there, and he played games with the guys. He was always honest, humble, and willing to hear what they had to say.

And he got his haircut every Thursday. He would go get his haircut at Floyd's, and Floyd's is a famous barbershop there in that community, and he would get his haircut every Thursday. Now, what he did for that community was simply, by being honest, humble, willing to hear and spending time, not only-- he spent money there, let's face it. The money that he spent, it's not like he saved the community by spending his money there. It takes more than just his dollars to save a community, but what he did is, he got to know people.

He got to understand things from their perspective. He got to understand why these things were important to them, so when they built the Creative Village, it reflected so much of what's important to the folks that live in that community. So what I want you to do is, I want you to consider the one-on-ones, the one-on-one conversations, the listening circles, just spending time in the community.

I mean, just spend time, spend money. You don't have to-- just spend. Be there. Which one of these strategies do you think would be the most challenging for you? And I'm going to go ahead and ask them to launch a poll. Which one of these would be the most challenging for you?

OK. Let's get everybody to chime in. Go ahead and close the poll. It looks like it's slowing down. Share the results. The one-on-one. I'm surprised by that. That was actually-- the one-on-one, to me, seemed to be a little bit easier, but the spending time with community, hey listen. Thank you for being honest. So now that you know what is the ones that are most challenging for you, then let's begin to think about why is that the case.

And I want you to be sure to reach out to me later so I can help you work through that, because I can help you do that here at County Health Rankings and Roadmaps. OK. So thank you for sharing that poll. I appreciate you all.



Here are some key takeaways I want you to remember from this section. Always be humble and honest. There's a difference between a community meeting and engaging the community, and your partners are your ambassadors. Spend time and money in communities that you want to help build equity in. Equitable changes can happen when people are heard. Always remember that. Do we have any new questions that have popped up?

JENNIFER WINSLOW: We do. We have one question that asks, what is your strategy for getting a diverse group to show up at a listening circle?

ERICKA BURROUGHS-GIRARDI: Oh, my strategy is never knowing that I can't do it myself. I use the Pampered Chef strategy. I'm not joking. That is that the exact strategy I use. I literally tell the folks that I know are trusted partners to bring folks in. I do, in some cases, if it's going to be a really, really small listening circle and we do have some ways to compensate people for their time, I do that. You don't always have money, but people do tend to show up for food.

They do, so food always helps. All right. Any other current questions? Any other questions that have popped up? OK.

JENNIFER WINSLOW: No.

ERICKA BURROUGHS-GIRARDI: All right. We're going to go into our last section right now. And what I want you to do before, Kris is going to launch a video. We're going to listen to a fun video first, then we're going to get to the nitty-gritty. But I want you to think about, in both of these videos, what you see going on here. We'll talk about each video on the other side, and then we'll wrap up for the day. So, Kris, will we go ahead and launch this first one with The Big Bang Theory?

[VIDEO PLAYBACK]

- First there was PlayStation, a.k.a. PS One. Then there's PS2, PS3 and now PS4, and that makes sense. You'd think after Xbox, there'd be Xbox2, but no. Next, came Xbox 360. And now after 360, comes Xbox One. Why one? Maybe that's how many seconds of thought they put into naming it.

- Can you get the butter, please?



- Yeah. However, with the Xbox One, I can control my entire entertainment system using voice commands. Up until now, I've had to use Leonard.
- Then get the other one. Pass the butter?
- Hang on. I don't feel like you're taking this dilemma seriously.
- Fine, Sheldon. You have my undivided attention.
- OK. Now, the PS4 is more angular and sleek-looking.
- (SARCASTICALLY) No way.
- It's true, but the larger size of the Xbox One may keep it from overheating.
- (SARCASTICALLY) Well, you wouldn't want your gaming system to overheat.
- No, see? Well, you absolutely would not. And furthermore, the Xbox One now comes with a Kinect included.
- (SARCASTICALLY) Included?
- Yes. Not sold separately. Although, the PS4 uses cool new GDDR5 RAM, while the Xbox One is still using the conventional DDR3 memory.
- Why would they still be using DDR3? Are they nuts?
- See? That's what I thought. But then, they go and throw in an ESRAM buffer.
- Whoa, whoa. Wait a second. Who's "they"?
- Xbox.



- You're kidding!

- No, I am not. If this is ESRAM buffer should totally bridge the 100 gigabit-per-second bandwidth gap between the two RAM types.

- This is a nightmare. How will you ever make a decision?

- You see, I don't know. What should I do?

- Please pass the butter!

[END PLAYBACK]

ERICKA BURROUGHS-GIRARDI: OK. Someone put in the chat they love that show. I do too, it's such a great show. But tell me what it is that you saw, and feel free to put in the chat. What did you see that was so dysfunctional in that piece? I mean, it's humorous, but you know that it's really poor communication. And so what is it that you saw that was just, ugh, after you got the giggles out the way, that really irritated you? Let's hear what some folks are saying.

ALYSSA CHWALA: Some people are saying it's one sided. Pretend listening. Amy did not care about the video games. He was self-centered, but she married him knowing that. Listening only to respond, sarcasm, fake active listening. He won't pass the butter, he only wanted her to listen to him.

ERICKA BURROUGHS-GIRARDI: So what you saw there is a really one-sided conversation, and listen, if we're honest with ourselves, we've approached communities like this, haven't we? We've approached partners like that, haven't we? We have approached communities, partners, with literally vomiting out what it is that we do and what it is that we want?

And you see Amy's reaction? She's like, oh, here we go again. Right? So I would contend, a better way to really, really approach people when we're thinking about growing our network or growing our partners, just learning someone new, is come there with the listening ear first.



And you consider backing it up, and say I'm just going to spend time in this community first or go to their community meetings first before you approach them. So now we're going to look at one more video. This one's going to be a little bit-- the giggles are not going to be there. It's going to be a little bit more serious because it's going to be a little bit more timely. It's going to show a little bit of the real tension and friction that we feel when we are engaging with someone that's different.

And even though this is going to be a one-on-one communication, I think you're going to be able to make the application to how you could apply this when you're reaching out to a different partner, someone who's different than you. Kris, go ahead and launch that one for me now, and then we'll talk about that one on the other side.

[VIDEO PLAYBACK]

- The cat mom thing, like, I dig that.
- Cat mom all the way.
- Proud conservative. Warning. Warning, Will Robinson.
- No, that's not a warning. I just show people that if you're a Democrat and you want to raise hell to me, I'm not going to put up with that.
- Trump supporters, I mean, it's just there's no way around it. Like, they're mentally deranged. You're not right in the head.
- This shows me he is very deranged. You're deranged, sir.
- So I'm glad she likes animals. I don't think I would have anything else in common with her.
- Because I like Trump, right away, he says I'm mentally deranged. He don't know me, you know what I'm saying? I mean that's wrong, you know? That's prejudice to me.
- My mom developed cancer, and so she and I were estranged. I left home when I was 17. She was an alcoholic all of my life. It turned out that she had a



cirrrosed liver because of the alcoholism, and then it turned out they found cancer. This is it for her. It was the hardest thing I've ever done in my life, and I let out cries and screams of pain like I didn't even know it was possible.

So after Mom died, and I went to California and was on unemployment, my granddad died, and then right after that, Kitters, my cat, I found her headless carcass on the road. She got run over by a car and, like, it was just too much. Like, I was just like boom, boom, boom, by life, just, you know, one after the other. It was such a traumatic period for me. It probably took me 3 1/2 years before I was able to truly laugh again and smile again and find joy in life.

I think it was probably traumatic in a way that affects her, will affect her the rest of her life.

- Mm-hmm. That's true.

- And it makes me identify because of my experience, and it makes me empathize more. So, Christin, this is Isaac.

- Hi, I'm mentally deranged.

[LAUGHTER]

So how are you doing? You still think I'm mentally deranged?

- Absolutely.

- [LAUGHS] Thanks.

- Yeah. Honestly, though, I think this is awesome. Like I've said probably five times now, this is so cool.

- But I did get upset when you jumped to conclusions and said--

- Of course.



- --"deranged" and you didn't know me. I did see that we had similarities in our lives, losing our loved ones, your cats. I love cats. I lost my grandparents, my sister and my aunt. Those are the four people that I love with all my heart, and now I have nobody. I'm on my own.

I don't talk to my mother. She's a very bad person, and so were the rest of my living family members, but-- thank you-- so I'm on my own, and I did have a cat. I had a couple of cats that passed away that meant so much to me too.

- You and I are getting different perspectives leading into the same experience. You and I see certain things similar. You and I have had similar experiences with loss.

- Yes.

- I did allow my beliefs to color what I thought of this pretend person. This experience we're sharing is going to color my interactions going forward with other people.

- 'Cause you never know what someone might be going through in their life or what's, you know, the problems they have. So just don't be quick to get.
Angry

- Yeah.

- You know, even though someone might be quick to judge me, we have stuff in common that we might get along with them. You never know. You sure I'm not mentally deranged now?

- You might be, but still, that doesn't mean I don't want to get to know you.

- OK. Might be a good thing, you never know. Thank you.

[END PLAYBACK]

ERICKA BURROUGHS-GIRARDI: OK. So let me, oops. There we go. Start my video again. All right. So this particular exchange may resonate with you. In the society that we live in is, quite frankly, very polarizing right now.



So I did something I always tell facilitators not to do. I do webinars all the time, and I always tell my guests, when you're on a webinar, don't ever look in the chat. But I did take a peek, and I broke my own rule and I'm glad I did, because I saw some wonderful things in the chat. Victoria was saying that she found success in creating common ground.

And as Britney Brown says, people are hard to hate up close, so move in, and that is absolutely right. That's the reason why, I am telling you, that's the reason why you hear me say, be humble, be honest, be humble and be willing to listen. And that's the reason why you hear me saying, be willing to spend time with folks, because that's how we learn, that's how we bridge differences.

Now, you're going to have an opportunity to figure out-- we aren't going to do it today, but it's part of the Whisper course, and I hope you'll sign up for it. You'll be able to figure out where do you stand on this comfort level of engaging with people or partners that are different than you? You're going to take a quiz, and the quiz is really, really short, and then you'll get some resources on how you can exercise that muscle.

So real quick, let's go over the key takeaways for this particular section. Diversifying your partnership for equity positions you to engage with people that your network should reflect. Always remember that. And to engage with people in an authentic way, we need to be honest, humble, and willing to hear, and engaging authentically takes courage, but it also takes practice.

This doesn't come easy. You know what comes easy? Staying in your own camp, staying with your own people. That comes very, very easy, but we'll never change the world by just staying with ourselves. We have to be willing to grow our edges. We have to be willing to take chances.

We have to be willing to say, you know what, I'm going to have a conversation with you and I might say all kinds of wrong things. I'm just asking for your patience and indulgence and forgiveness up front. You'd be surprised how many times people will just be-- they'll share. They'll share, because you know why? Because they know they've been in that place; they've been in that place of feeling unsure.

So let me pause for questions, and then we're going to wrap up. You guys have been so patient.



JENNIFER WINSLOW: Hi, we have a question. It says, as someone who is the lone minority member of my network, how do you raise the awareness that your community needs representation even if it seems like a small percentage of the community as a whole?

ERICKA BURROUGHS-GIRARDI: Yeah. That is an excellent question, and some of us have been there. I would argue that the best way to do that is, first of all, get outside of-- you're going to address this issue, but you've got to take a step back. You first have to get your organization or your coalition to commit to values of diversity and equity. Why is this important?

They have to make a commitment to that. When they make a commitment to that, then you can say, if we actually are going to exercise this value, this is what has to be done. Now, you will often find that organizations don't mind saying that that's a value, but we all know that values show up not in your words, they show up in your actions.

So if they have committed that as a value, you call them on it. This is what you said is a value to you. Your values don't show up in your words, it shows up in your actions. Are we going to act on this value that says we are going to be inclusive and challenge them on that? Any other questions?

JENNIFER WINSLOW: Yes. Someone is wondering if you can provide a resource so they can learn more on tokenism.

ERICKA BURROUGHS-GIRARDI: Yes. The bridging values exercise you're going to do is from an organization called Science for the Greater Good, and they actually address that in their work that they do. So you can find some resources there. And it's actually in your book, too. It's in your workbook. Any other questions?

JENNIFER WINSLOW: No other questions right now.

ERICKA BURROUGHS-GIRARDI: OK. So just talking about why this is important, why do we have values, why do we do what we do? This is my answer to why I fight for equity. I have this picture, meet Brexton. My son got married in 2019 and he actually ended up marrying his high school sweetheart.

And I told them, I said, listen, I'm so glad you guys got married. I think you're a great couple or whatever, but promise me that you're not going to make me a



grandmother so soon, because I wasn't ready for grand motherhood. I still considered myself like, ah. But no, they like-- first of all, they said, no, we're not going to do that.

And then, yeah, that's exactly what they did. They broke their promise to me, so I ended up becoming a grandmother last year in 2021, and I am so thrilled and I'm so excited and that's all I could ever talk about is Brexton. So in 2020, actually, I became a grandmother, and so this is why I fight for equity.

I know that the type of changes that we are seeking that create an equitable world are not going to happen overnight. It's not going to happen tomorrow, but when Brexton gets to become my age, and he is now looking at his grandson, I want him to have the opportunities and his grandson to have the opportunities that I never had.

This is why we do what we do, and this is why we want to exercise that muscle to create an equitable world. So begin to think about what's in it for you. It may not be you yourself, but it might be a Brexton. So with that, I want to let you know how you can stay connected to us here at County Health Rankings and Roadmaps.

We're all over, I wouldn't say all social media, some social media. So we got Facebook, Twitter and LinkedIn. But the best way for you to find out and get connected to us is through our newsletter, and you can get that through CountyHealthRankings.org backslash-- or slash, subscribe. And then you can also reach out to us at CountyHealthRankings.org.

And if you ever have a question, if you want have a one-on-one conversation about how do I do this work or I'm stuck or can I practice with you, can I practice authenticity with you, you go to that. And you just simply say, hey, connect me with Ericka Burroughs-Girardi. I'm the only Ericka in the nation, so they will find me. So with that, I will stop.

KRIS GABRIELSEN: Thank you so much, Ericka. I'm going to go ahead and share a few ending slides for you all. I know Ericka mentioned the Whisper course. For those of you who aren't familiar with these yet, this is something we've been trying with this year, just started. We've done a couple now.

If you sign up for this course, you will receive three emails over the next 1 and a half weeks. Each email contains a reminder of the key concepts from this wonderful training that Ericka delivered today, along with one or more concrete actions that you can take in a short period of time. So we want you



to just dive in, even if it's just something small. Not even if, but just something, a small, doable kind of task, and then we ask that you share what action you take with your fellow participants by completing a Google form.

So research shows that within one hour of completing the training, people typically forget half of what they have just heard, so that is why we're doing these Whisper courses is because this incredible information Ericka just shared with us, we don't want you to forget. So this is one way that we're working on helping people retain the information from these wonderful trainings.

So look at the bottom of your form, your workbook form at the end, as well as, I'm guessing, they're putting it in chat. I can't see that right now, but for a way to sign up. So that's the Whisper course. On our PTTC Facebook page, I highly encourage you to go over there and check out our Facebook page.

I just posted, during the session, Ericka's Spotify playlist of some songs she loves and a couple of favorite podcasts. So not necessarily work-related, which is what I asked for, but something fun to learn a little bit more about Ericka. So check that out. The podcast, I cannot wait to listen to, as well as, of course, the songs. So check that out. I encourage you to go ahead and follow and like our page, so you can get more information over time.

We post almost at least once every weekday, so hopefully you can find that as a good resource to share information and receive information. Upcoming trainings. I want to make sure everybody knows about some amazing things coming up. We have, next Tuesday, if you're wanting help on creating PowerPoint slides and handouts.

This is not specific to the prevention field, but just something we all need to know. This is a wonderful training that I encourage you to sign up for. Next Thursday, Chuck Klevgaard and myself are going to present Understanding the Preventive Fields Role in Harm Reduction. We're hearing tons about harm reduction. If you want to figure out where our piece is in the prevention field within that, I encourage you to attend that.

We have a NIATx Virtual Change Leader Academy for Prevention Specialists. Limited number of slots, so if you're interested in that, be sure to sign up soon for that. The fourth part of our Health Equity Series, we have Nicole coming back, Nicole Augustine. She's going to discuss examining data for disparities. Are we perpetuating health inequities by how we're collecting and analyzing data or are we helping address health disparities by what we're doing?



Another limited slots so this is-- there's only 30 slots for this course, so if you're interested, you've got to do this now. Foundations in Prevention Intensive Training Course. There is a prerequisite of an online course that you have to do ahead of time, so read through that information if you're interested. It's going to be great. Erin Ficker and myself are going to be the trainers for that.

To register, as always, go to our Great Lakes PTTC website, the Events page, and you can find links to all of those there. Please, please, please, fill out our GPRA evaluation form. This is really important for us, not only to know how well this training has resonated with you and worked for you, as well as we provide the feedback to our funders to share with them how these are going. So if you can please go to that link, that would be fantastic.

And just a huge thank you, again, to Ericka, to all of the participants on this training. You all have been a fantastic group of folks. Very interactive, and adding in a lot of great information. I also want to say a huge thank you to our backend folks, Jennifer, Kristina, Alyssa, Stephanie was also on. They make this all work. So thank you, thank you, thank you.

Everyone have a fantastic rest of the slide. I see can you go back to the training slide? Sure. I will pull that up real fast, but the rest of you, feel free to log off. Production team, if you can hold on just one minute, I will follow the request. Let me get back up, go this way. Sorry.

There we go. So we'll hold that up here for 30 seconds, a minute, and then we'll go ahead and log off. Thank you, everyone. Oh, Whisper registration says that it's closed? We will check that out, and we will make sure it opens up. Check back in just a few minutes.

JENNIFER WINSLOW: We'll send an email to everyone.

KRIS GABRIELSEN: OK great. Yeah, it says that it already submitted. I wonder if we had the wrong link. I apologize for that. We will send out an email. Be sure to look for that so you can sign up. Thank you, thank you, for letting us know.

JENNIFER WINSLOW: All right. Thanks, everyone.

KRIS GABRIELSEN: Take care.