

# RACIAL EQUITY TRAINING

— Led by the Racial Equity Institute —

Increase your understanding of racial equity and its impact on systems, including health care.

Engage in lively discussions with other SFHP Providers centered on:

- Structural racism, markedness theory, and implicit bias
- Institutional power arrangements and power brokers
- History of race in American economic and policy development
- Racial identity and its interaction with institutional culture



## GROUNDWATER PRESENTATION

### For Providers and Clinicians

In this participatory presentation, you'll hear stories and data which present a perspective that racism is fundamentally structural in nature, and that our racially structured society is what causes inequity.

The Groundwater metaphor is based on three observations:

1. Racial inequity looks the same across systems
2. Socio-economic difference does not explain the racial inequity
3. Inequities are caused by systems, regardless of people's culture or behavior.

*Space is Limited. Register Now. Please select **one** option for registration.*



#### Option A:

3 hours in-person  
Mon, May 20  
9:00am–12:00pm



#### Option B:

3 hours in-person  
Mon, May 20  
1:00pm–4:00pm

## PHASE 1 WORKSHOP

### For Non-Clinicians and Staff

This two-day workshop is designed to develop your capacity to better understand and identify racism in its institutional and structural forms.

Along with the Groundwater metaphor, you will develop shared language and explore how to address inequity both inside your institution and the community where it works.

*Space is Limited. Register Now. Please select **one** option for registration.*



#### Option C:

16 hours in-person  
Tue–Wed, May 21–22  
9:00am–5:00pm



#### Option D:

16 hours in-person  
Thu–Fri, May 23–24  
9:00am–5:00pm

All trainings will be delivered live, in-person in San Francisco, CA. Physical location provided at registration.

514201 0324

#### Questions? Contact:

Emily Srock  
Program Manager, Care Experience  
emsrock@sfnhp.org  
1(415) 615-4296

**SAN FRANCISCO  
HEALTH PLAN**



*Here for you*

**REI**  
racialequityinstitute