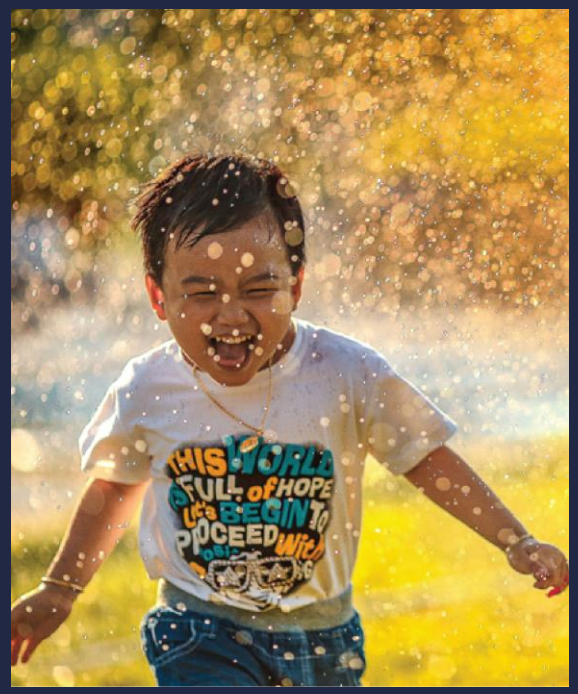
PARTNERING WITH COMMUNITIES TO CREATE GROUNDED CHANGE IN TURBULENT TIMES

SOMAVA SAHA, MD MS, PRESIDENT AND CEO, WE IN THE WORLD
EXECUTIVE LEAD, WELL BEING IN THE NATION (WIN) NETWORK



WE IN THE WORLD

OBJECTIVES AND DISCLOSURES

1) Discover where their organization is on the spectrum from change reactive to change resilient
2) Know how to build change resilience through community partnerships
3) Identify community partnerships to advance strategic initiatives even in the context of this moment that strengthen impact and lead to sustainable change

I have no financial disclosures.

WHEN YOU THINK ABOUT CHANGE, WHAT IS THE FIRST WORD THAT COMES TO YOUR MIND?

WHICH WAY DOES YOUR ORGANIZATION REACT TO BIG CHANGE?

- "AAAAH!!! The sky is falling! Everybody, duck for cover"

Reactive

- "Maybe it'll go away…?"

Wait and see/ride it out/hope for the best

- "A burning platform is a terrible thing to waste!"

Change resilient organizations

Multiple Tsunamis

- Federal and state environment
- Climate change → unexpected disasters
- Aging population
- Increasing prevalence of chronic disease
- Escalating healthcare costs and debt
- Dissatisfied patients
- Increasing gap between the "have's" and the "have-nots"
- Over-use of services
- Gaps in the quality of care – 540 quality metrics
- Public scrutiny and regulation

NAVIGATING CHANGE IN TURBULENT TIMES

1. It feels far better to be prepared, even if you don't like the change, than to be hit unprepared. Building a culture of change resilience helps staff to feel more secure.

2. Building staff and governance capacity to navigate change helps to build both emotionally and strategically resilient organizations.

3. Every change—even ones that seem really hard or bad—can lead to a chance to substantially deepen your mission.

REMEMBER, YOU ARE NOT ALONE!!

THREE WAYS ORGANIZATIONS HANDLE CHANGE

- Reactive
  - Lots of wasted energy, time and resources spent in reacting
  - Often poorer decisions are made
  - More psychological stress
- Wait and see/ride it out/hope for the best
  - Can be an okay strategy if the change might correct itself
  - Better for organizations that are not good at navigating change
  - Can be costly in terms of opportunities lost
- Change resilient
  - Proactive and strategic
  - Know that every change can offer opportunities and pathways to deepen mission and strategy. They ask, "how might we use this support our strategy and goals?"
  - They are asset-based and nimble in their thinking and approach.
  - Are able to take advantage of new opportunities
  - Emotionally more grounded through change

KEY CHARACTERISTICS OF CHANGE RESILIENT ORGANIZATIONS

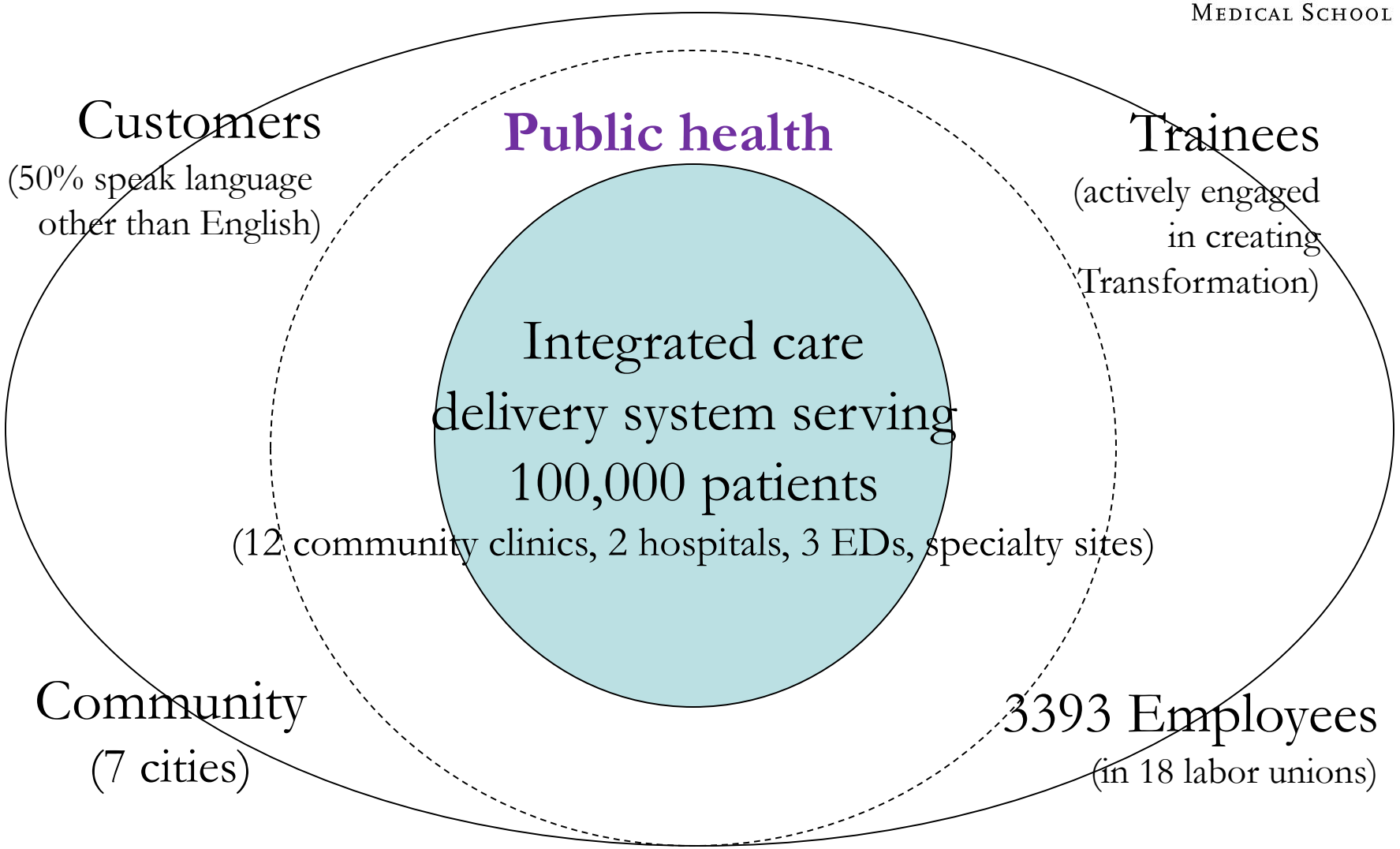
1. They know that change is normal. They scan for and plan for change.

2. They assess change proactively based on their mission and strategy and plan from a place of abundance, community and "how might we?"

3. They create supports for their people—from governance to frontline staff--to feel secure—and even joyful--in navigating change.

Cambridge Health Alliance (CHA)

Harvard Medical School



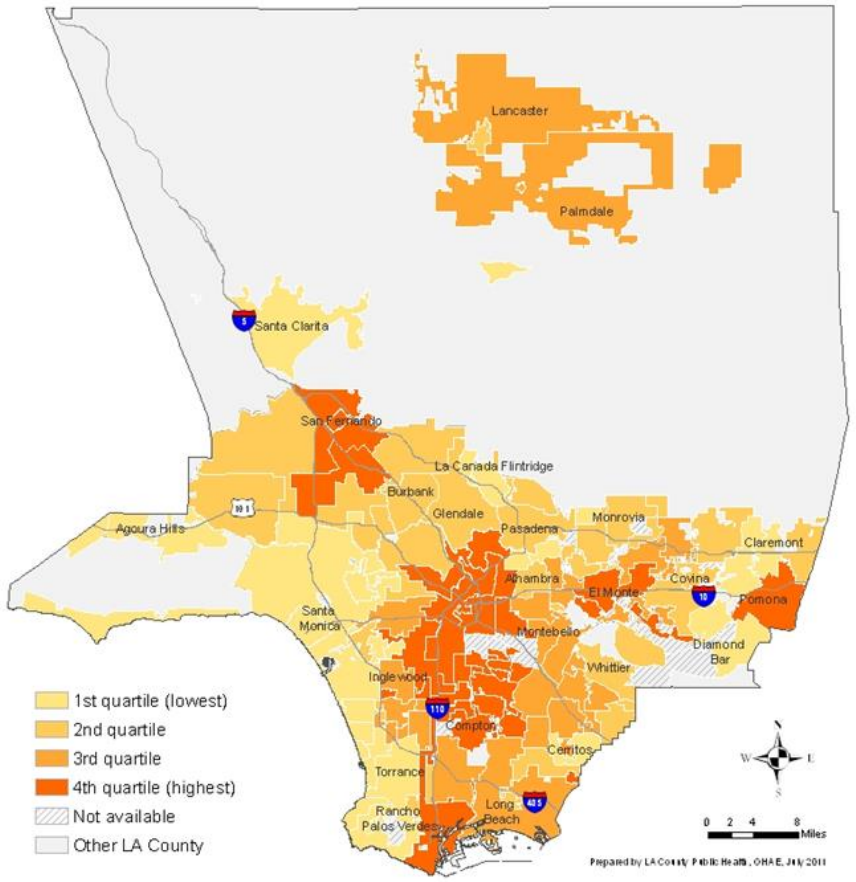
"The $40 million we owe you for this year isn't coming and the $100 million for services delivered last year isn't looking good either."

"What is the healthcare system we need for our communities?

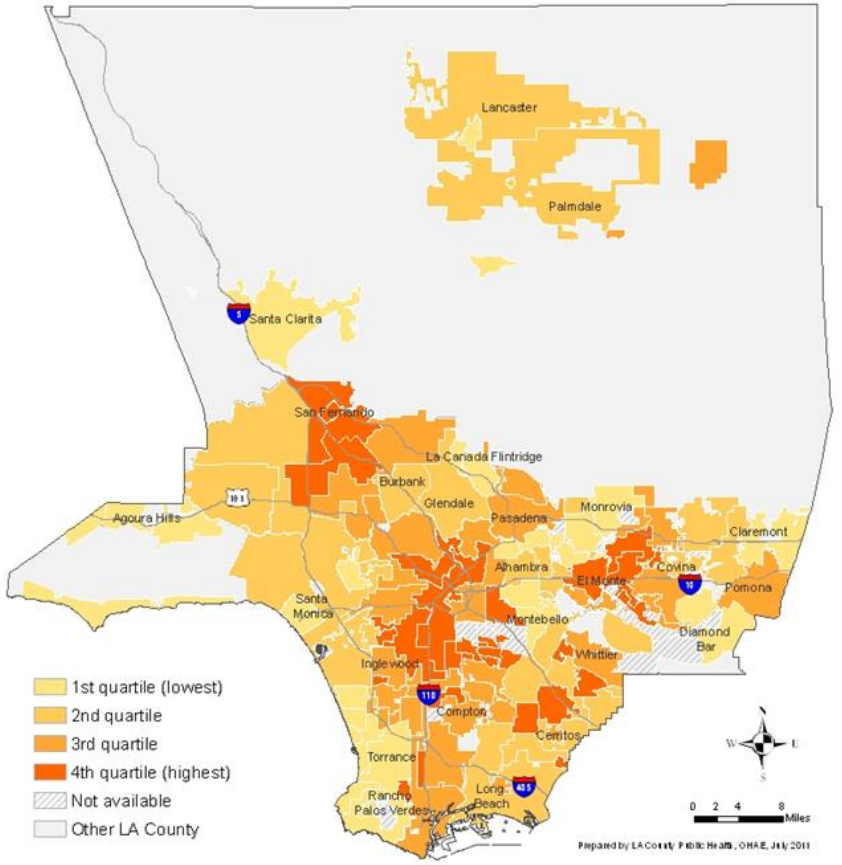
How can we think about what we have differently?

PEOPLE, PLACES AND EQUITY

Economic Hardship Index by City/Community, Los Angeles County, 2000



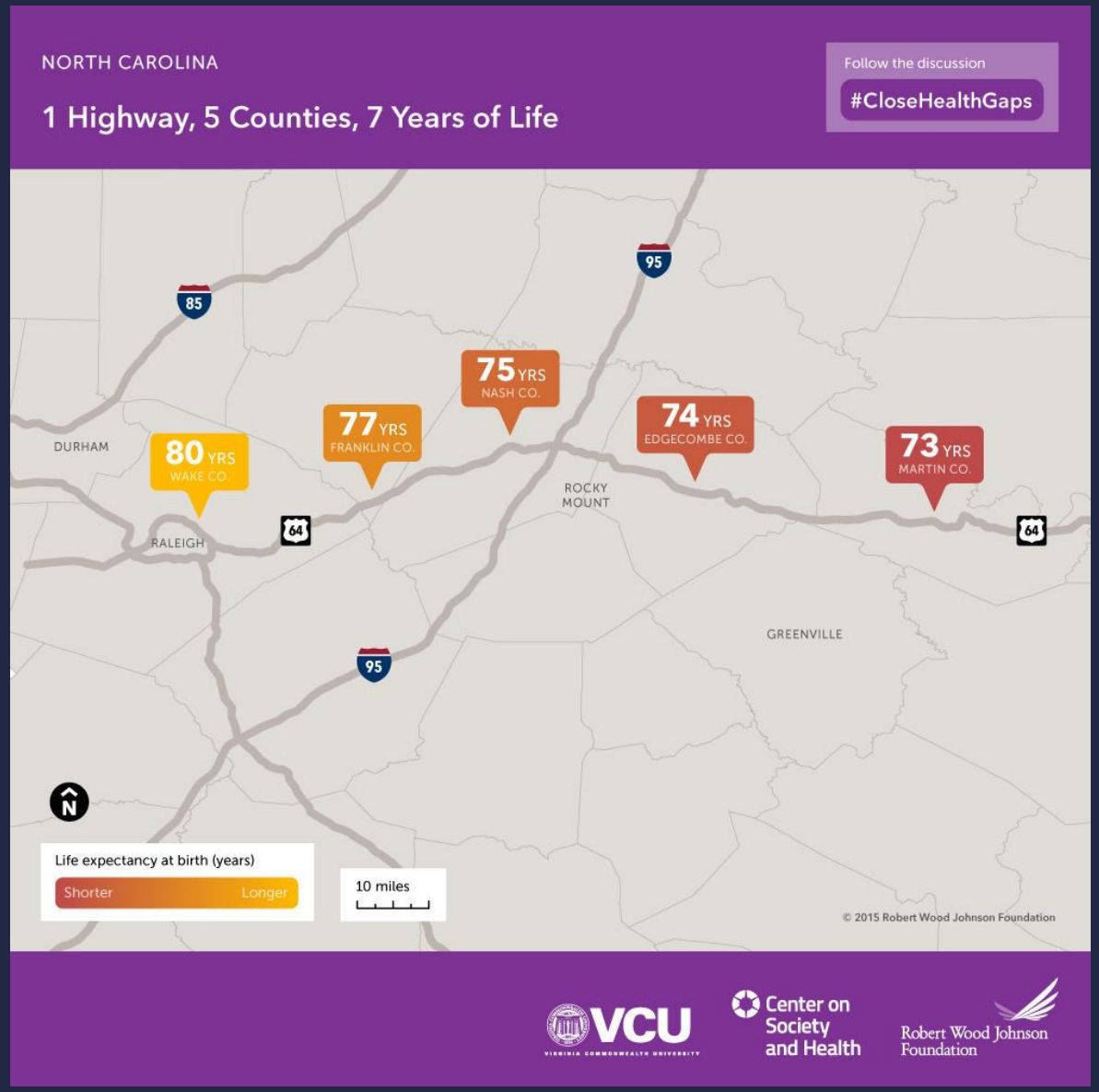
Prevalence of Childhood Obesity by City/Community, Los Angeles County, 2005



"16 MILLION BIRTHDAYS LOST ON OUR WATCH" – DAVE CHOKSHI

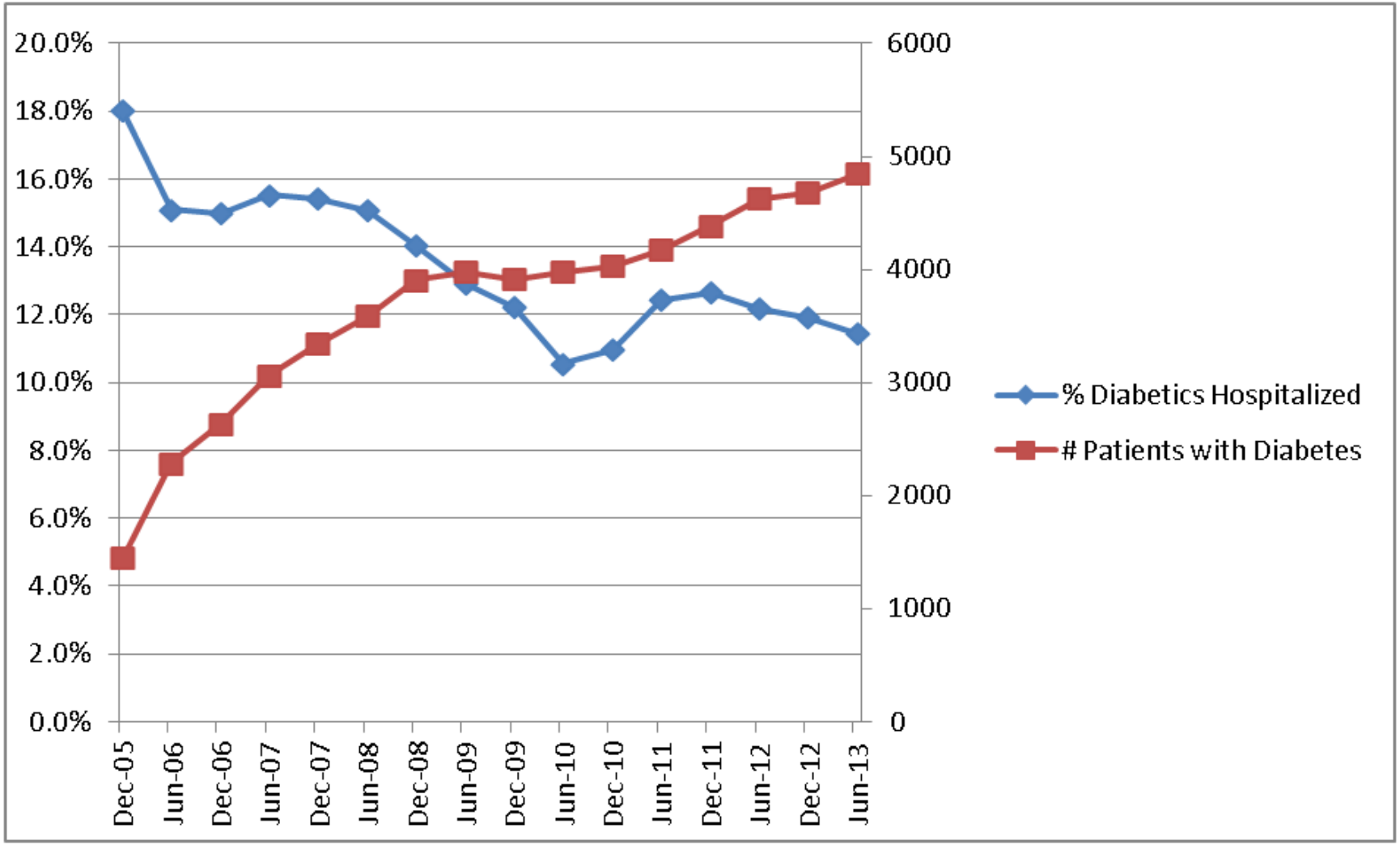
- Life expectancy for a child born in
  - 2019 – 78.8 years
  - 2020 – 77 years
  - 2021 – 76 years

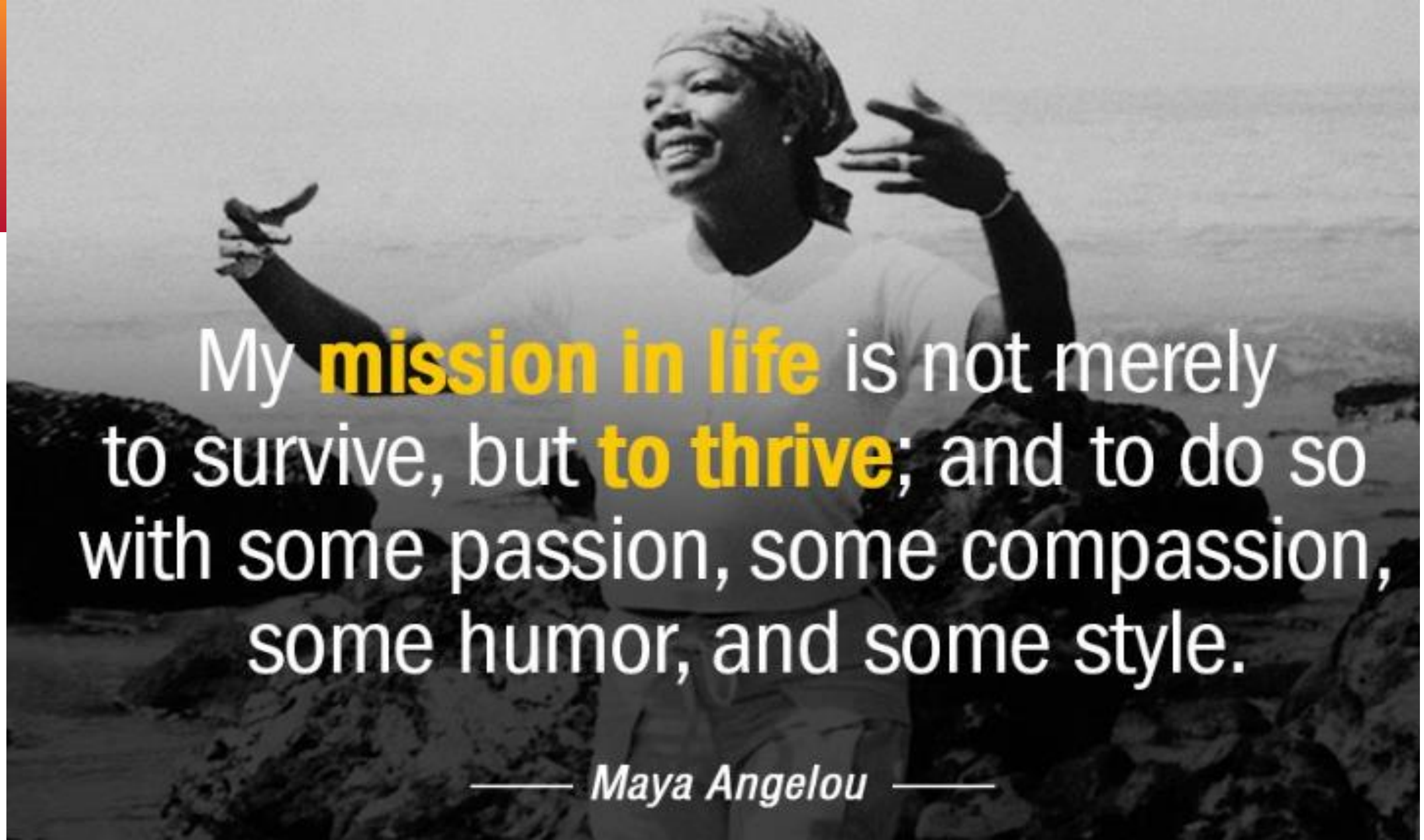
PHOTO BY NIKHITA SINGHAL ON UNSPLASH



LOSING LIVES WITH MILES IN NORTH CAROLINA

CREATING CHANGE WITHIN HEALTH CARE IS NECESSARY BUT NOT CLOSE TO SUFFICIENT (20%)




My mission in life is not merely
to survive, but to thrive; and to do so
with some passion, some compassion,
some humor, and some style.
Maya Angelou

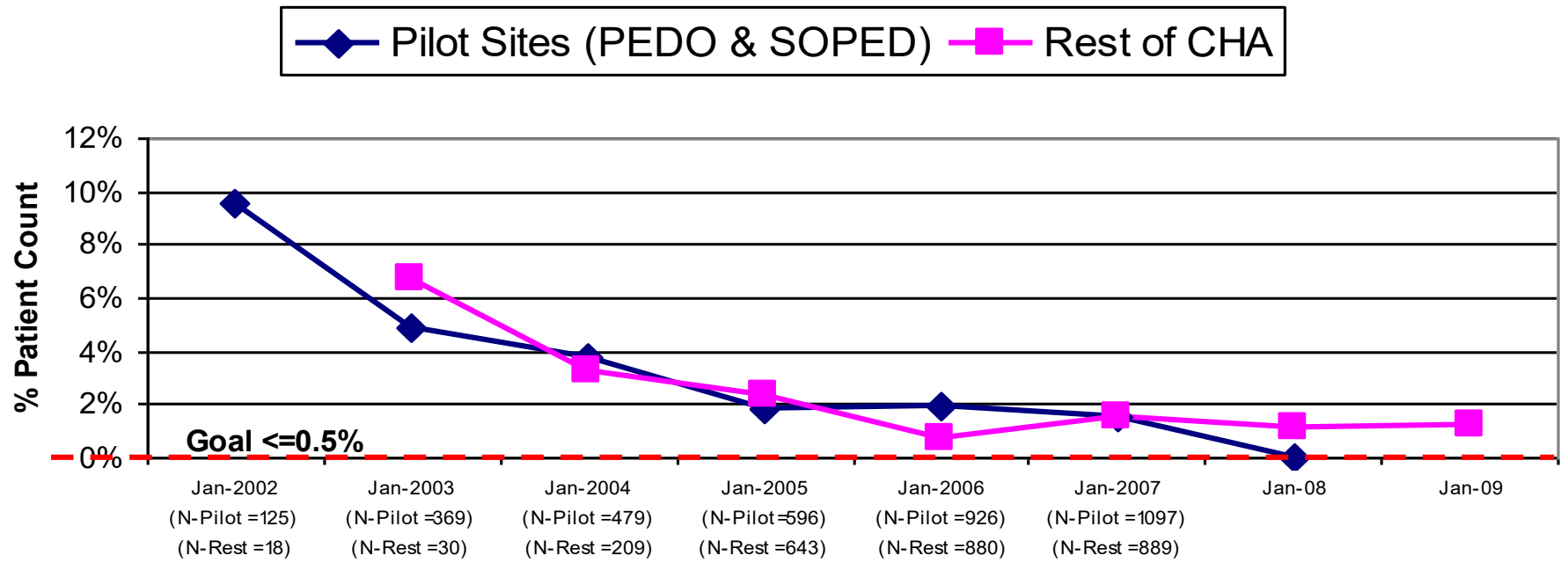
PARTNERING WITH COMMUNITIES TO ADDRESS CHILDHOOD ASTHMA

School

Home

Pediatrician

Childhood Asthma:
% Patients with Asthma Admissions

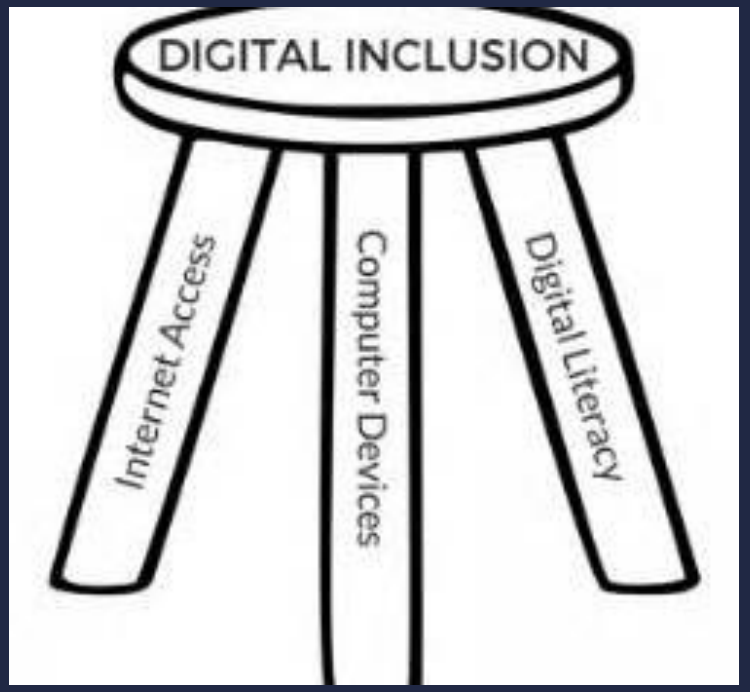


LEVERAGING THE POWER OF COMMUNITY TO ADDRESS CHRONIC DISEASE – PROVISO PARTNERS FOR HEALTH


Justice


REUSEDEPOT

INVEST IN CROSS-CUTTING SYSTEMIC EFFORTS TO ADDRESS ROOT CAUSES OF HEALTH DISPARITIES



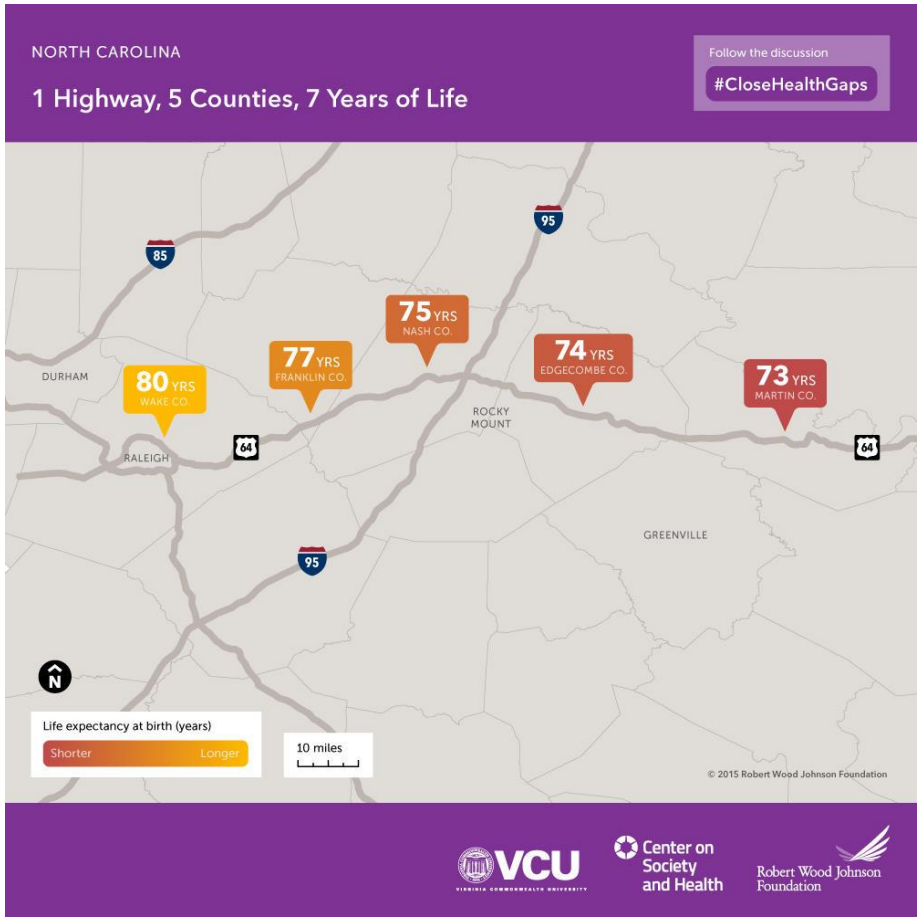
HOW MIGHT THIS APPLY RIGHT HERE IN NORTH CAROLINA AT THIS TIME?

AN EXAMPLE: WHAT WE KNOW

- There will be cuts to food and social assistance programs.
- The Healthy Opportunities Pilot is not funded in the current budget.
- Food insecurity is already at an all time high. Chronic disease rates are as well.
- Small and minority and historically disadvantaged farmers are among the most food insecure
- They are also one of the groups who have the highest rate of suicide
- We can address this in the hospital—without enough beds--or we can create the conditions for hope and resilience in the community

HOW MIGHT WE CREATE HOPE, HEALTH, AND ABUNDANCE IN THIS CONTEXT?

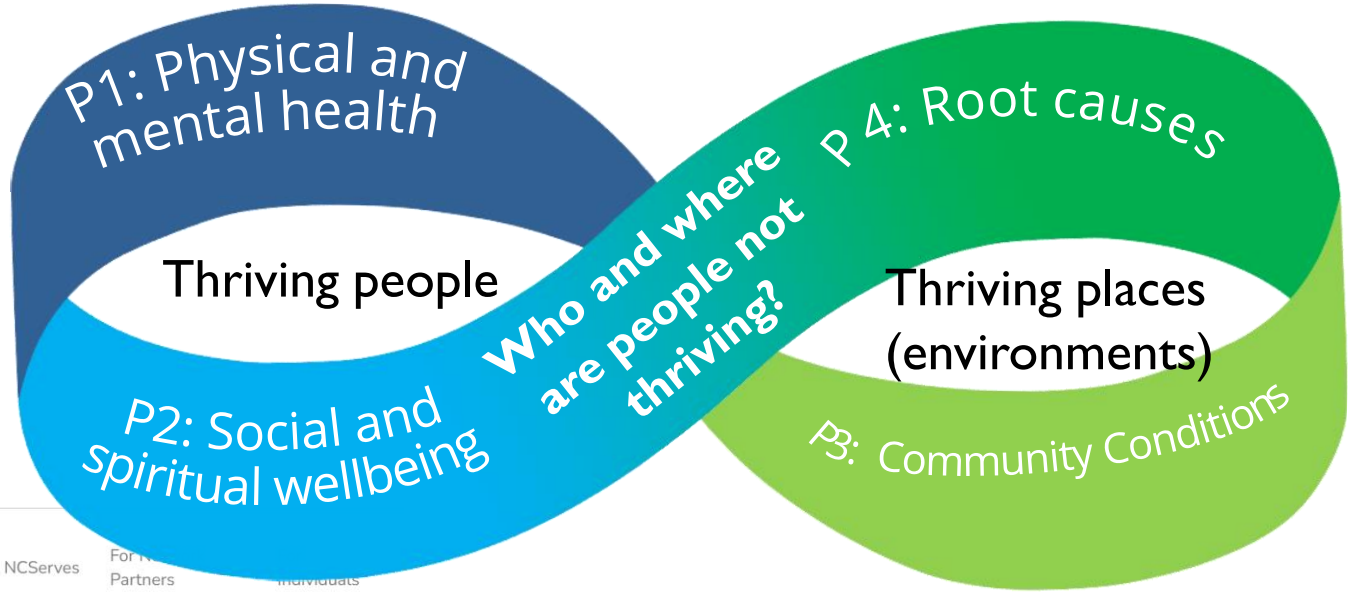
INVESTING IN COMMUNITIES: CONETOE, NORTH CAROLINA



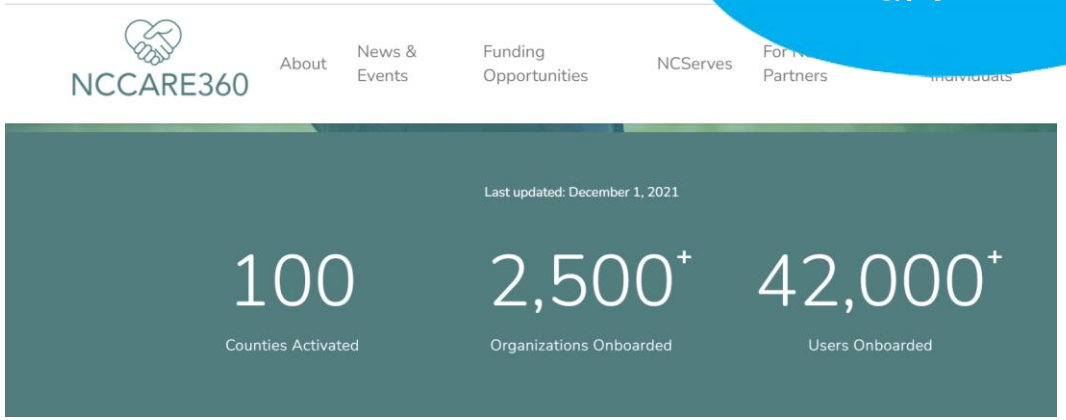
CREATING THE CONDITIONS FOR EVERYONE TO THRIVE

Continue to screen people for why they might not be doing well with chronic disease and why they might not be thriving

Reimagine diabetes and mental health education in the community



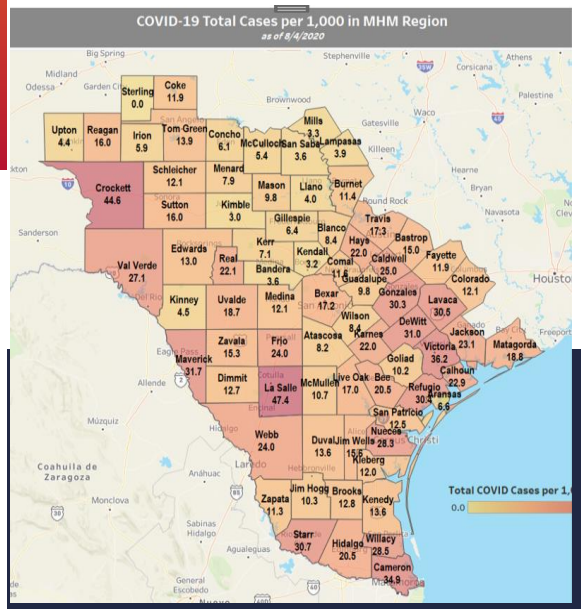
Advocate for health and farming policies and payment models that not only stabilize children, working families, and older adults but create the conditions for a wellbeing economy



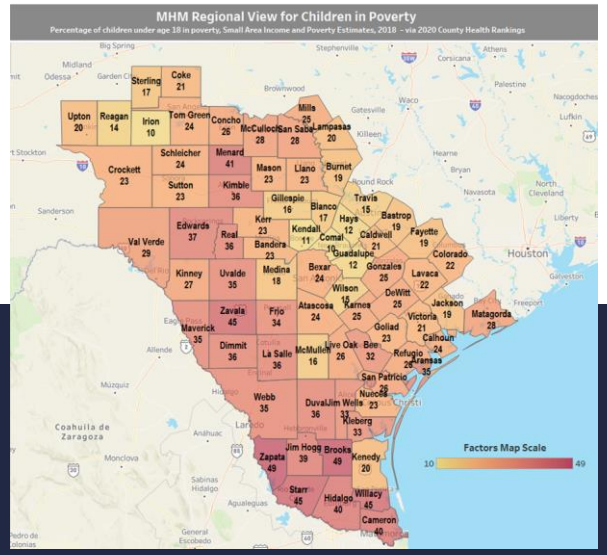
Health centers and hospitals contracting with community farming cooperatives of small, disadvantaged farmers that meet the needs of the community

https://rise4all.org/

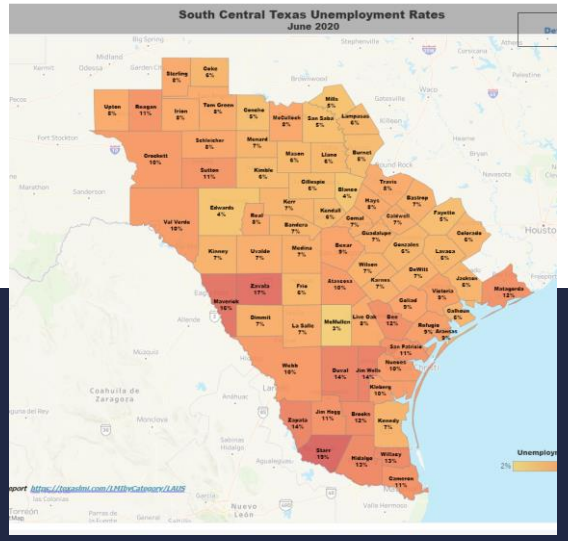
COVID Cases



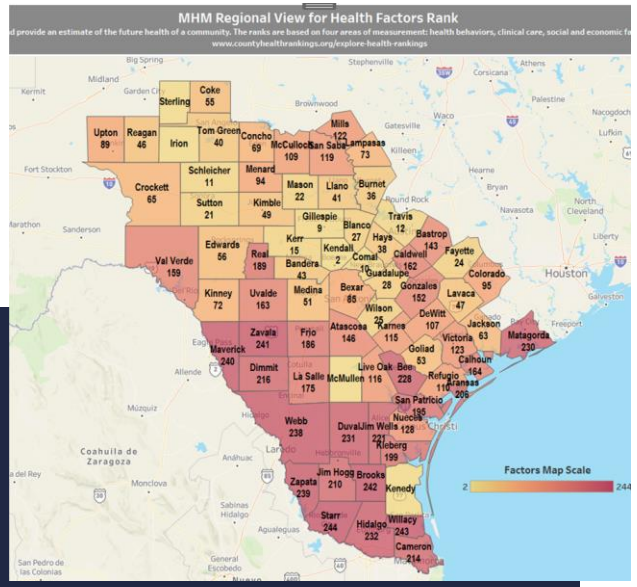
Child poverty



Unemployment



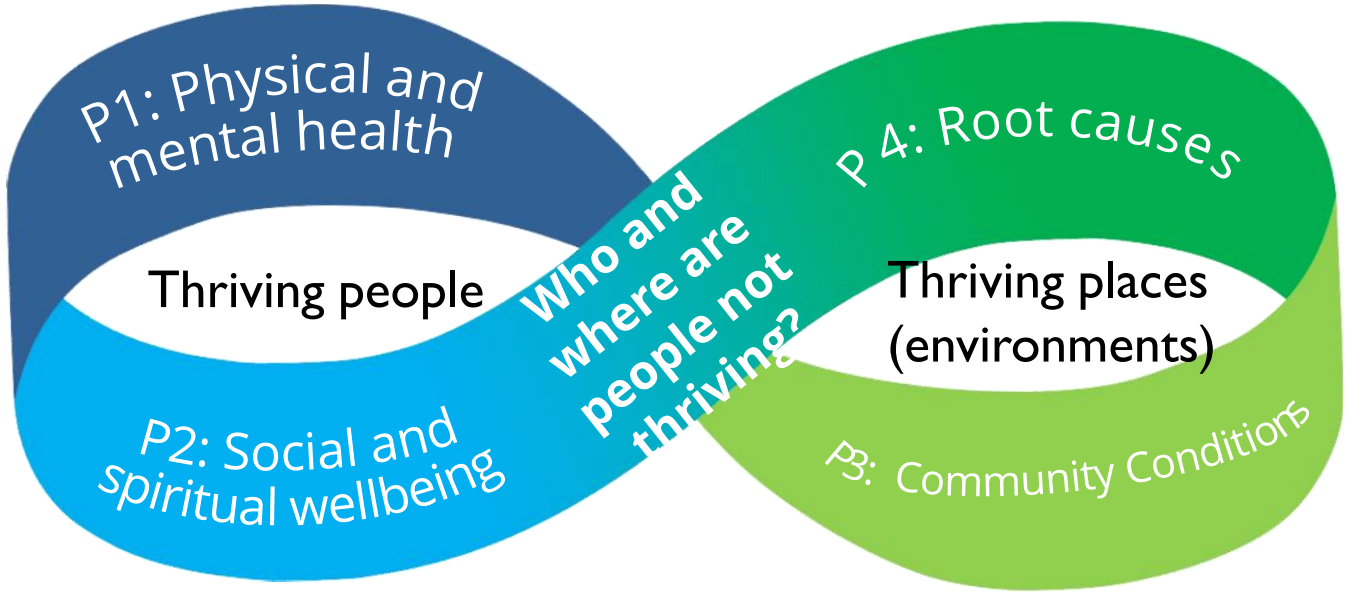
Health status



APPLYING AN ASSET-BASED APPROACH IN THE SOUTH OF TEXAS

ADVANCING HEALTH EQUITY IN SOUTHERN TEXAS

Equitable access to mental health and physical health in rural areas



Investment in community-led initiatives build civic engagement and economic development

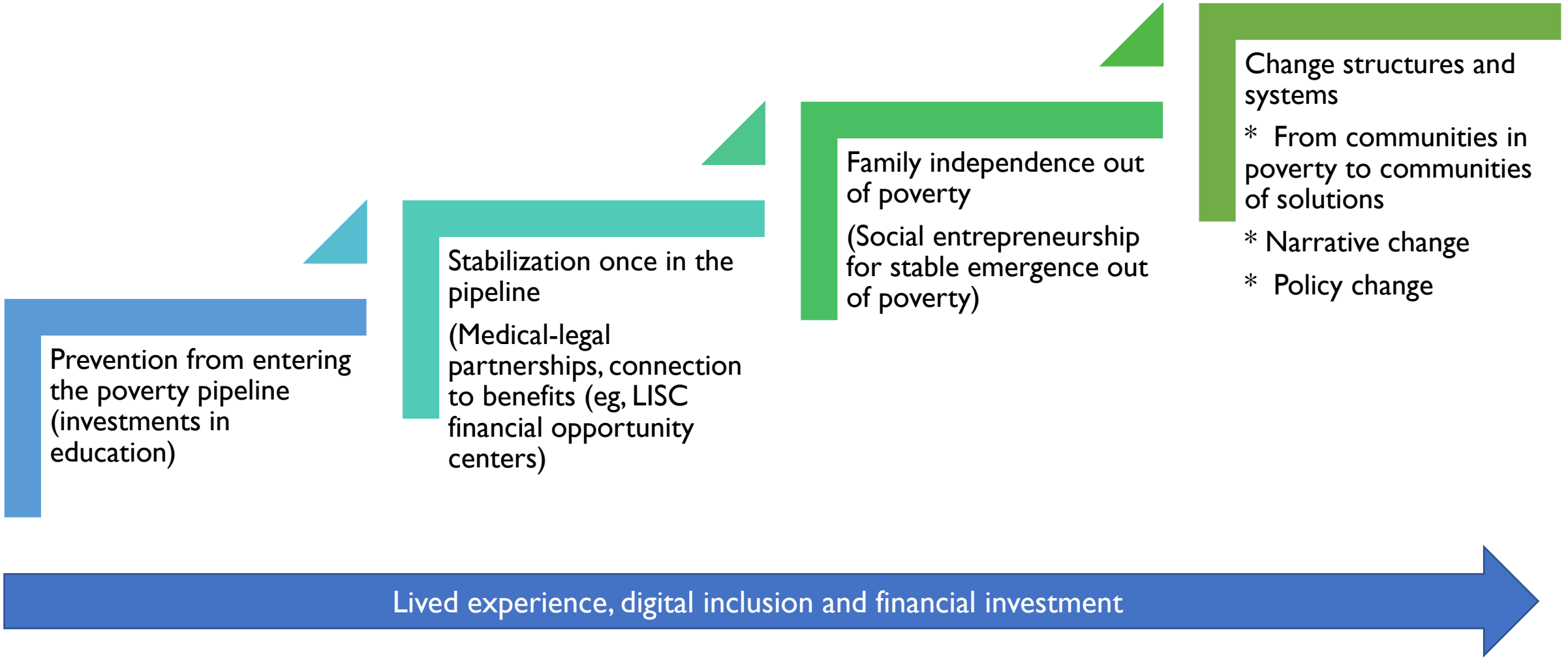
Expanding Medical-Legal partnerships; screening for social needs

Shared investment in broadband and other community conditions

2. INVEST IN EMERGENCY AND RECOVERY SUPPORTS IN A WAY THAT ADVANCES LONG-TERM EQUITABLE RECOVERY AND RESILIENCE

- Giving people food →
- Building the capacity of community assets (food banks, faith communities etc) to distribute healthy food →
- Making fresh healthy food affordable where people shop in local markets

Reversing the intergenerational poverty escalator in Texas



ABUNDANCE

"Abundance does not happen automatically. It is created when we have the sense to choose community, to come together to celebrate and share our common store. Whether the scarce resource is money or love or power or words, the true law of life is that we generate more of whatever seems scarce by trusting its supply and passing it around. Authentic abundance does not lie in secured stockpiles of food or cash or influence or affection but in belonging to a community where we can give those goods to others who need them—and receive them from others when we are in need."

-Parker Palmer, *Let Your Life Speak*

FOR MORE INFORMATION

Well-being and Equity (WE) in the World - www.weintheworld.org

WIN Network: www.winnetwork.org

Springboard for Equitable Recovery and Resilience: https://thriving.us/

Better Ancestors: betterancestors.org

Somava Saha – somava.saha@weintheworld.org @somavasaha