



HERO Members Only Think Tank February 22 and 23, 2021

A Virtual HERO Think Tank AND DO Tank!



Allyship and the Employee Experience

Allyship relates to the opportunity for a member of a socially privileged group (e.g., white individuals) to show support for an outgroup (e.g., black, indigenous, and people of color). The health promotion community, with our abundance of human resources professionals and public health experts, is privileged to have insider influence on the health and well-being movement in America. The outgroup that is the subject of this think tank is employees who experience discrimination due to race and ethnicity or who feel disenfranchised due to the color of their skin.

This think tank examines the employee experience through the lens of an outgroup, people of color, and asks what our professional community and predominantly white HERO membership needs to do differently to achieve health equity and a robust employee experience for outgroups. We will ask what people of color look for in authentic allies, and we will focus on how employers, human resources leaders, and wellness champions can play a pivotal role as allies. Our *think tank* aim is to get us on the same page concerning the magnitude of systemic racism and what sustains discriminatory practices. Our *do tank* aim is to transcend policy discussions and develop an action agenda that enables HERO Think Tank members to “be the change.”

There are three key objectives for this think/do tank. Participants will be able to:

1. Discuss opportunities for better integration of diversity and inclusiveness concepts and strategies into employee health and well-being initiatives.
2. Describe the current state of diversity and equity in the human resources and health promotion professions, and consider how these professions can better lead through example. Opportunities for HERO allyship and leadership will also be considered.
3. Have a deeper awareness and appreciation for the variety of approaches to dismantling systemic racism that are occurring nationwide.

Draft Agenda

Agenda – Monday, February 22nd

- 10:00 AM CT Opening Session
*Welcome from **HERO President Karen Moseley***
Paul Terry, PhD, Senior Fellow: Liberating Structures: How do you define Allyship?
- 10:15 AM Frameworks and Concepts in Assessing, Defining and Building Allyship, and Describing Reciprocal Positive Psychological and Social Benefits from Engaging in Allyship. Exceptional Allyship.

[Meg Warren, PhD](#), Assistant Professor, Department of Management, College of Business and Economics, Western Washington University

[Samit Bordoloi, PhD](#), Associate Professor, Woodring College of Education, Western Washington University
- 11:00 AM Issue One: Self-Assessments, Health and Well-Being, and Allyship

Groupwork: How are whites benefitting exercise?
[Meagan O'Reilly, PhD](#), Staff Psychologist/Outreach, Equity and Inclusion Program Coordinator, Vaden Health Services, Stanford
- 11:15 AM **Employee PANEL: Employee's Voices and the Employee Experience with Allyship**
1. [Oluremi Aliyu, MD, MPH](#), Manager, Shell Health - Houston; 2. [Steve Vinson, MHSA](#), Healthcare Finance and Project Management, Michigan Medicine; 3. [Amy Otto](#), Director of Business Development, Virtual Medical
- 11:45 AM Issue Two: Organizational Assessments, Health and Well-Being, and Allyship

Groupwork: Exceptional Allyship, Question Prompts (Dr. Warren, Dr. Bordoloi)
Appreciative Inquiry Exercise: Empowerment for sustaining exceptional allyship.
- 12:00 PM BREAK
- 12:30 PM Reframing Issues of Race, Class, Equity, Disadvantage and Advantage, Pyramid of Accountability

[Dr. Meg-gan O'Reilly](#)

[Cynthia Bowman, MBA](#), Chief Diversity and Inclusion and Talent Acquisition Officer, Bank of America
- 1:30 PM Issue Three: Organizational Health and Benefits Policy and Allyship

Group work: Appreciative Inquiry Exercise, continued: Expanding our repertoire of allyship skills, i.e., confrontation vs...?
- 2:00 PM Diversity and Inclusion as a Component of Well-Being Initiatives at Work

[Matthew Harrison, PhD](#), Senior Vice President, Talent & Development, Jackson Healthcare; Adjunct Assistant Professor of Psychology, The University of Georgia

People of Color Network, Women's Network, PRIDE Network, Young Professionals, Innovation

Draft Agenda

- 2:30 PM BREAK
- 2:45 PM Do Tank: Plans and Commitments. The Workplace Racial Equality Movement: Near term next steps and long-term audacious goals.
- 3:00 PM Sharing Plans and Commitments
- 3:15 PM Adjournment
- 3:30 PM Social Networking

Tuesday, February 23rd

- 10:00 AM CT Opening Session
Welcome from HERO President Karen Moseley
Paul Terry: Debrief on Learnings, Shared Commitments
- 10:15 AM HERO Strategy Refresh
The Employers Role in Advancing Health Equity and Well-Being
- 10:45 AM HERO Committee Updates
Committee Chairs: Research, Workplace Performance, Employee Experience, Healthy Workplaces Healthy Communities, Education
- 11:30 AM HERO Updates
- 11:45 AM Adjourn

Advance Readings:

Terry, Paul E., “[Allyship, Antiracism and the Strength of Weak Ties.](https://doi.org/10.1177/0890117120982201)” *The American Journal of Health Promotion*, Published Online First, December 22, 2020. <https://doi.org/10.1177/0890117120982201>

Johnson, S.S., “[Equity, Justice, and the Role of the Health Promotion Profession in Dismantling Systemic Racism.](https://doi.org/10.1177/0890117120943736)” *The American Journal of Health Promotion*, Vol.34, Issue 7, 2020. <https://doi.org/10.1177/0890117120943736>