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.
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?

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: Employees’ Voices and the Employee Experience with Allyship
1. Oluwemimi Aliyu, MD, MPH, Manager, Shell Health - Houston; 2. Steve Vinson, MHSA, Senior Financial and Business Analyst for the Medical Group Enterprise, University of Michigan – Michigan Medicine; 3. Amy Otto, Director of Client Experience, Virtual Medical Staff

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  Courageous Conversations, Representation First, Pyramid of Accountability, Reframing Semantics About Race.
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
Groupwork: Appreciative Inquiry Exercise, continued: Expanding our repertoire of allyship skills, i.e., confrontation vs…? (Dr. Warren, Dr. Bordoloi)

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
2:30 PM  BREAK


Chris Calitz, MPP, National Executive Portfolio Lead, Health & Well-being, American Heart Association

3:30 PM  Adjournment

3:40 PM  Social Networking

**Tuesday, February 23rd**

10:00 AM CT  Opening Session
Welcome from HERO President Karen Moseley
Chris Calitz: 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 Study Committee Updates

11:15 AM  Education & Research Updates

11:45 AM  Strategy Refresh Wrap Up

12:30 PM  Adjourn

Advance Readings:
