



April 2022:  
Foundations of  
Social Justice and  
Organizational  
Change

# Agenda

1. Introductions
2. Why Is This Important?
3. SJLA Overview: *Competencies, Curriculum, Workbook, Webinars*
4. Systemic Challenges
5. Opportunities for Change
6. Coming Next in SJLA Learning Series
7. Leaving In Action

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# Facilitator Introductions



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Wellbeing

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# Why Is This Important To You?

- <https://www.menti.com/>

# SJLA Learning Series Overview

Competencies

Event Series

Curriculum

Additional Learning: Workbook & Learning Community

# SJLA Learning Series Overview

## Competencies

[The Social Action Leadership Transformation \(SALT\) Model](#) components informed the development and structure of the SJLA Workbook and Learning Series.

		Social Action Leadership Transformation Model Elements					
		Capacity for Empathy	Critical Consciousness	Commitment to Justice	Equity in Purpose	Value of Collective Action	Controversy with Courage
SJLA Leadership Competencies	Collaboration						
	Self Awareness						
	Empathy & Integrity						
	Influence & Communication						
	Accountability Through Action						
	Change Management						
	Data-Informed Decision Making						

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# SJLA Learning Series Overview

## Competencies

## Event Series

- Free, 12-month virtual learning series
- Presentations, workshops, office hours
- Register via National Council website

## Curriculum

## Additional Learning: Workbook & Learning Community

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# SJLA Learning Series Overview

Competencies

Event Series

Curriculum

- Structural & Systemic Biases
- Stigma, Shame, and Discrimination
- Trauma
- Suicide Prevention
- Criminal Justice Reform
- Leadership Principles
- Assessing racial equity in your organization
- Change Management

New topics and learning events will be announced via email newsletter and on our website

Additional Learning: Workbook & Learning Community

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# SJLA Learning Series Overview

Competencies

Event Series

Curriculum

Additional Learning: Workbook & Learning Community

## SJLA Workbook

- Self-guided learning
- Background of social justice in mental health and substance use treatment
- 90+ pages of Interactive lessons, tools, and exercises
- Available for purchase on the [National Council website](#)

## Learning Community

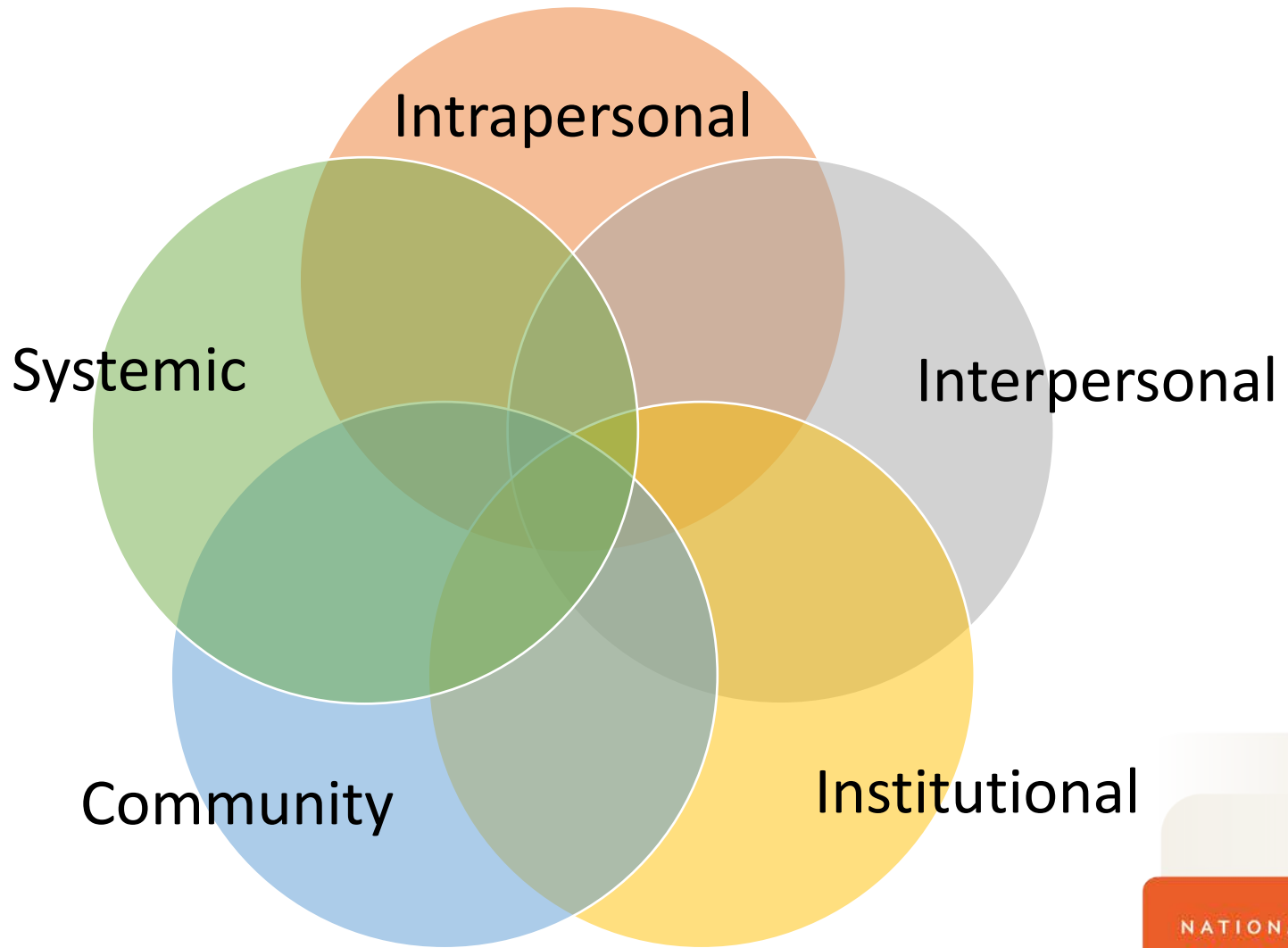
- Platform for SJLA Learning Series attendees to share knowledge, learnings, and best practices (details forthcoming).

# What is Social Justice?

Equal rights and equitable opportunities for all.

Core principles of social justice:

- Access
- Rights
- Participation
- Equity



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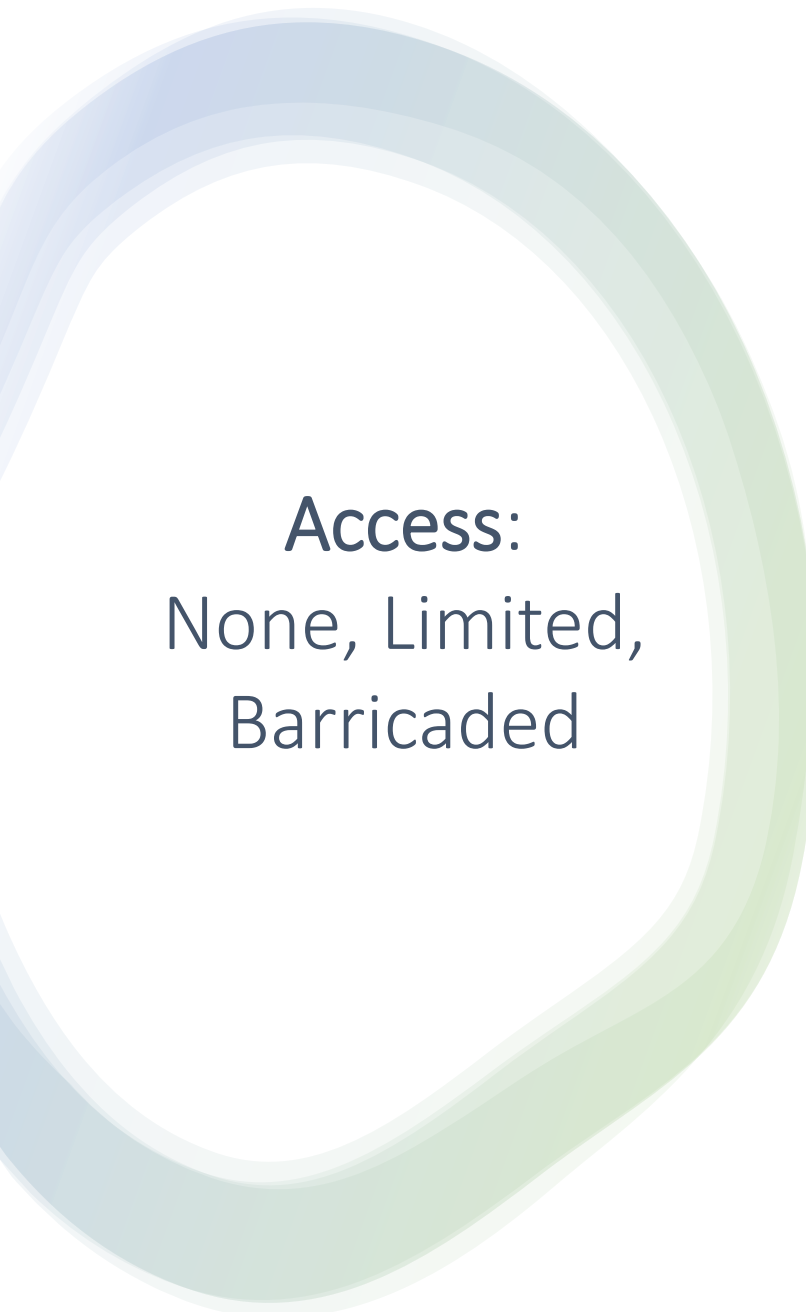
# Problems

No Social Justice =  
No Mental  
Wellbeing

Inequalities,  
Inequities

Piece-Meal,  
Transactional or  
Inauthentic Change

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**Access:**  
None, Limited,  
Barricaded

- Wealth, education, housing, safety
- Health, services and supports
- Jobs, careers, aspirations, full-potential
- Identity, belonging, community, representation


*Do all have easy access to quality, integrated, successful care at your organization with people who inspire belonging and hope?*



**Rights:**  
None, Stripped,  
Ignored

- Body sovereignty, family integrity
- Voting, economic, community
- School – to -- prison pipeline
- Freedom to move, associate, speak, love, believe, do
- Self-determination, recognized as best expert on own health and wellbeing

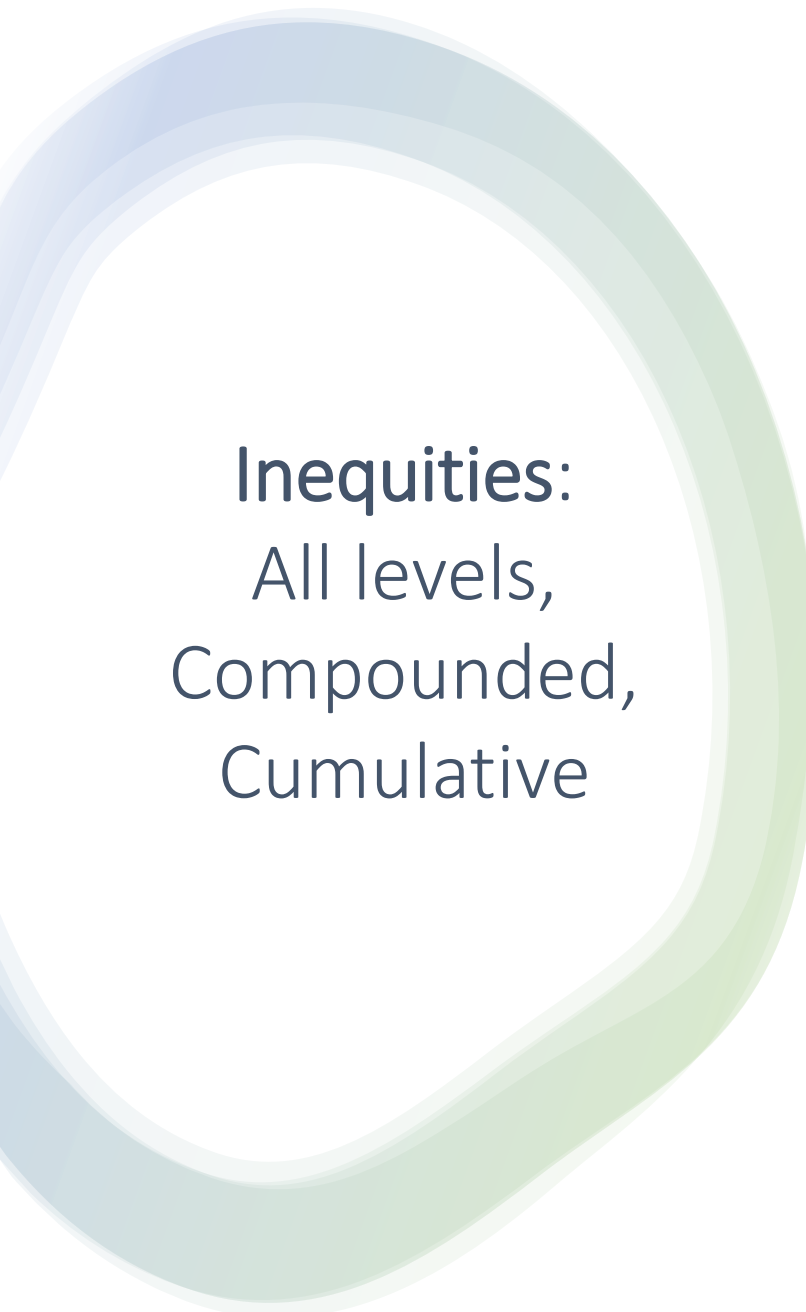
*Do you actively expand and protect all rights of your clients, communities and staff?*



**Participation:**  
None, Sidelined,  
Ignored

- Community, economy, power-structures
- Plans, choices, decisions
- Health and wellbeing designs, service, supports
- Organizational options, decisions

*Do you actively engage your clients, communities and staff in meaningful designs and decisions about services and support?*

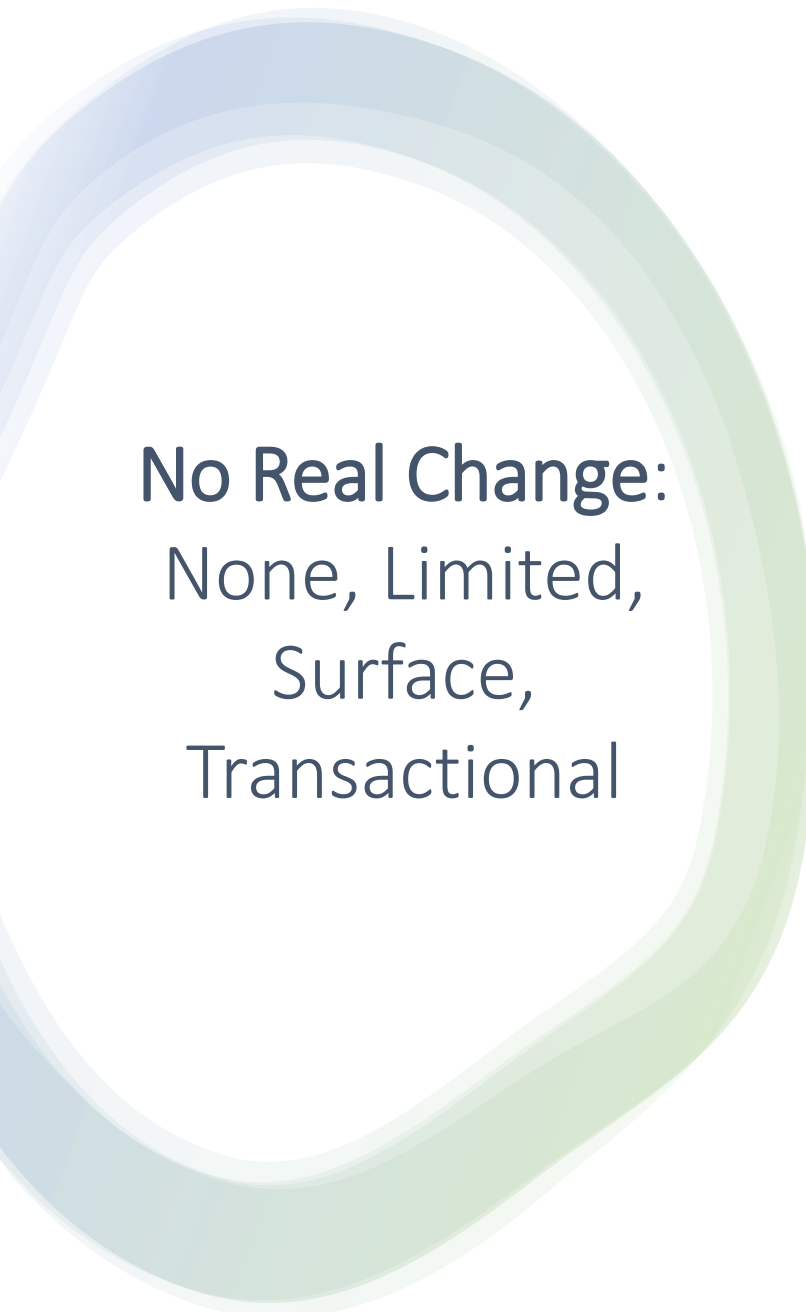


**Inequities:**  
All levels,  
Compounded,  
Cumulative

- Formal, legal, policy
- Cultural, normed, practical
- Lack of early opportunities limits later opportunities
- Options, decisions

*Do you actively connect with, recruit, mentor, engage, support clients, communities, staff who are historically marginalized?*





**No Real Change:**  
None, Limited,  
Surface,  
Transactional

- Laws, policies, practices without enforcement
- Not data driven
- Performative platitudes, training, rules, goals without accountability
- Ignoring the multiple levels necessary for real change

*Do you lead transformational change  
at all levels – self, interpersonal,  
institutional, community, systemic?*

# Solutions for Mental Wellbeing

Social Justice

Equity

Transformational  
Change

# Social Justice

Access

Rights

Participation

# Equity

Anti-Supremacy

Laws, Policies, Goals

Norms, Culture, Behavior

# Change that Transforms

Down, Mid, Upstream

Formal, Adaptive, Emergent

Holistic, Lasting

# Coming Next in the SJLA Learning Series:

## SJLA Learning Series Office Hours:

April 28, 1:00 – 2:00pm ET

Opportunity for further discussion of concepts introduced in today's session. All attendees of today's learning event are welcome to attend. [Register here.](#)

## Learning Event 2: Structural and Systemic Biases

May 16, 1:00 – 2:30pm ET

Join Dr. Portia Newman of Chartis Just Health Collective for a discussion on the topic of bias, discrimination, and stigma at the personal, organizational, and community levels. We will discuss how conscious and unconscious biases shape our daily thoughts and actions, and how bias paired with power creates social injustices.

[Register here.](#)

## Learning Event 3: Structural & Systemic Inequities in Mental Wellbeing

June 27

Join Victor Armstrong, MSW, North Carolina DHHS Chief Health Equity Officer, for a discussion on the topic of how systemic inequities rooted in race, gender, ethnicity, age, and class have created lasting and damaging health disparities. We will discuss the barriers to wellbeing faced by those in marginalized communities and what we can do on personal and organizational levels to dismantle unjust systems and structures.

Registration details forthcoming.

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# Leave In Action

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1. Why are you joining the SJLA Learning Series community?
2. What will meaningful participation and success look like for you?
3. Explore your own cultural identity:
  - *How do you understand yourself as a cultural being?*
  - *What experiences shaped that cultural identity?*
  - *How does your cultural identity shape and benefit your work?*
4. Interview any colleague using the same cultural identity questions

# Create an Action Plan:

What action steps will you take to operationalize your principles? Consider action steps to take for individual growth and to take with others (maybe staff). What is your current readiness for each action, based on the Stages of Change?

In the Next 30 Days I will...		Completed?	In the Next 60 Days I will...		Completed?	In the Next 90 Days I will...		Completed?
Action Step		Completed?	Action Step		Completed?	Action Step		Completed?
EXAMPLES	Seek out and create list of books to read around criminal and racial justice issues (self)	<input type="checkbox"/>	Engage the team in learning more about how they perceive social justice issues and any barriers they see or experience (others)	<input type="checkbox"/>	Create a shared commitment to social justice with the team (others)	<input type="checkbox"/>		
	Reflect/journal any biases or discrimination observed or experienced every two weeks (self)	<input type="checkbox"/>	Continue to reflect and journal on discrimination and biases I contribute to (self)	<input type="checkbox"/>		<input type="checkbox"/>		
		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		
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<p><i>How will you address accountability and assess how well you did in implementing your action steps and document any successes, a-ha's, pivotal learning?</i></p>								

This action plan template and other tools can be found in the [SJLA Workbook](#)



Questions?

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# Closing

- <https://www.menti.com/>
  
- (What one word describes your commitment?)