

Systems Alignment Innovation Hub
Communities Leading Systems
Alignment Research

August 7, 2024
12-1:15pm ET





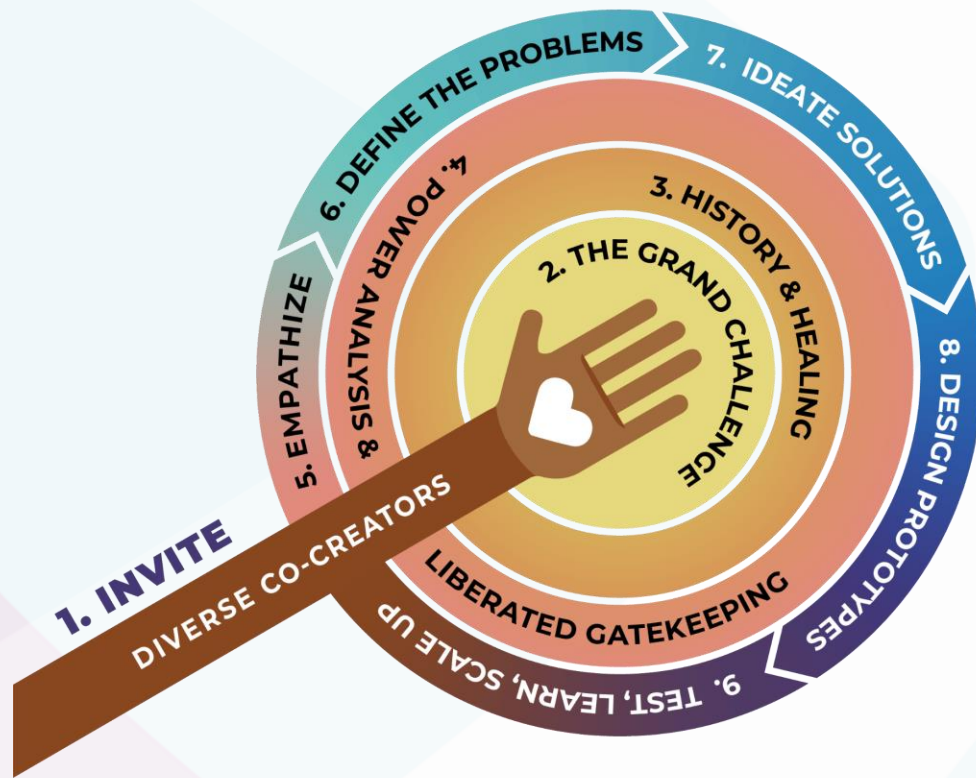
LaMont Green, DSW
(he/him/his)
SAIH Director
Director of Diversity, Equity , & Inclusion, TAC

Welcome



Lori Pampilo Harris
(she/her/o'ia)
Indigenous Expert
Wayfinder Consulting

Equity Centered Community Design



Always start with:

1. Inviting Diverse Co-Creators
2. Identify the Grand Challenge
3. Understand History & Healing
4. Conduct Power Analysis & Liberated Gatekeeping
5. Building Empathy

Then Incorporate

1. Define the Problem
2. Ideate Solutions
3. Design Prototypes
4. Test, Learn & Scale Up

Decolonizing Framework

A Path for Healing and Transformation

Decolonization is the process of undoing colonizing practices. This means confronting and challenging the colonizing practices that have upheld and influenced systems that create injustice, inequities, disparities and chains of poverty.

Decolonization is about the cultural, psychological, and economic freedom towards self-determination towards how we solve community problems. It emphasizes the need for equity, justice, and the inclusion of diverse voices in decision-making processes, ensuring that solutions are culturally relevant and sustainable.

Indigenization is the act of making something **more native, more local**; transformation of some service, idea, etc. **to suit a local culture, your local community**. It brings the strategies, research, actions, problem solving to the local community level, not within a stuffy board room or city hall.

Power, dominance and control are rebalanced and returned to the community, and other ways of knowing and doing are perceived, presented, and practiced as equal to Western ways of knowing and doing.





The ASSET Initiative

Accelerated Accountable Strategic Sustainable Equity-centered Transformation

colorado school of
public health



To serve communities by delivering innovative sustainable solutions that connect, improve and transform how social and health care agencies together deliver holistic, person-centric care and services.

Services

Community Resource MarketPlace
Rooted Together Village – Aging in Community

Presenters

Vickie W. Harris, BS, MBA



Founder and CEO



James Muchira, PhD, MSN



Assistant Professor, SDOH Researcher



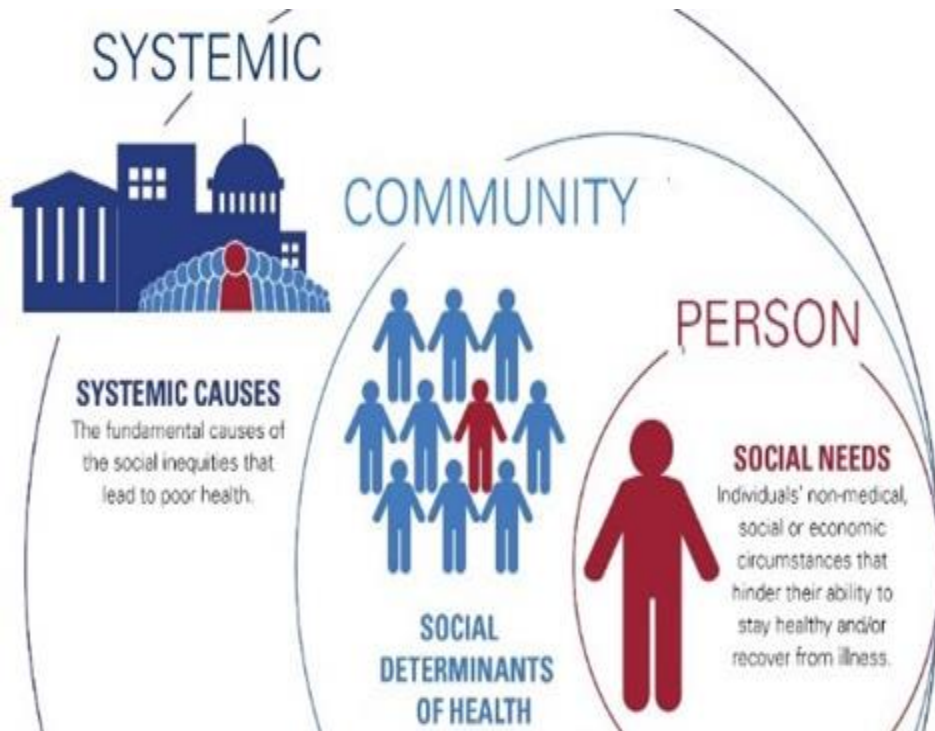
The Planning and Research Team

**7 African Americans and 3 Whites
4 Minority-owned small businesses**



“If not **us, then
who?
If not **now**,
then **when**?”**

The Grand Challenge



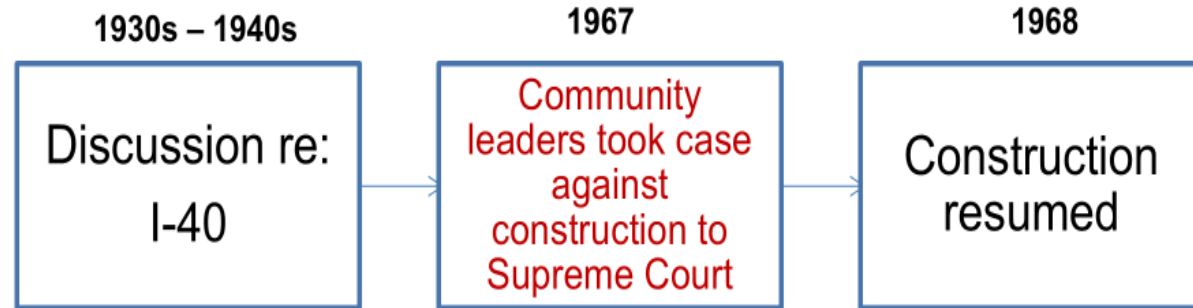
Systemic racial drivers of the fragmentation in human and social service funding, service delivery, and the underinvestment that perpetuates the inequities and continuously undermines health and wellbeing.

The Grand Challenge | The Historical “Why”



Interstate 40 Construction

Construction for Interstate 40



Civil Rights Movement

Political Retaliation?

Within years of construction, community saw accuracy in their predictions:

DEMOLITION

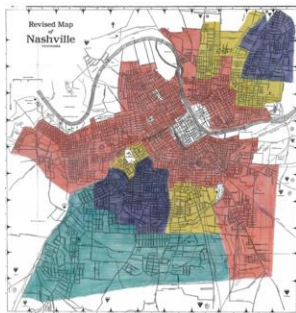
620 Homes
27 Apartments
6 Churches

HOUSING VALUE

More than
30%

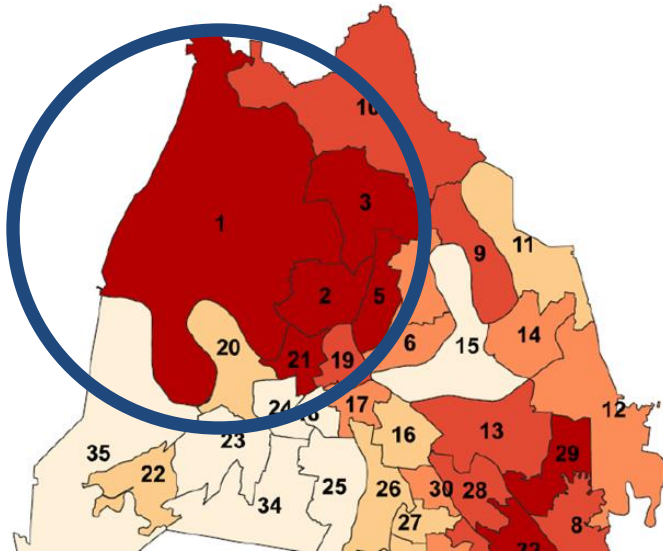
BUSINESSES

Suffered financially & closed



Red Lining

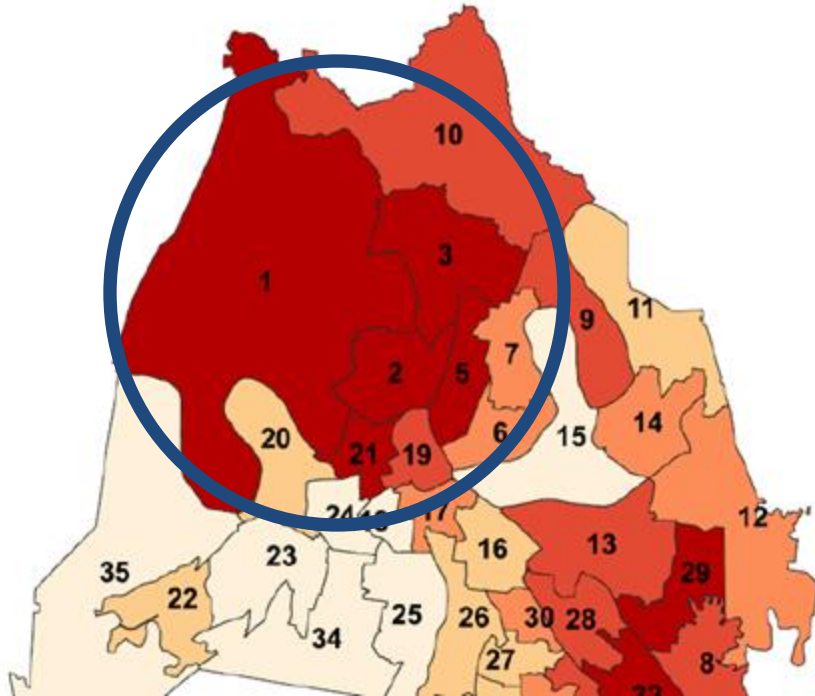
The Grand Challenge | North Nashville Demographics



Nashville, Davidson County
(by Metro Council Districts)

Metro Davidson County “Know Your Community 2023”						
	Black/AA Population	Hispanic/Latino Population	White Population	Per Capita Income	Female HH (No Spouse or Partner)	With Children under Age 18
Davidson County	25.3%	10.6%	56.4%	\$40,753	34.6%	6.2%
District 1 (37207)	52.2%	2.8%	41.4%	\$36,104	36.1%	8.5%
District 2 (37208)	68.4%	10.3%	20.2%	\$28,589	50.9%	15.8%
District 3 (37218)	61.8%	4.1%	30.8%	\$34,382	40.2%	13.9%

The Grand Challenge | The Current Data “Why”



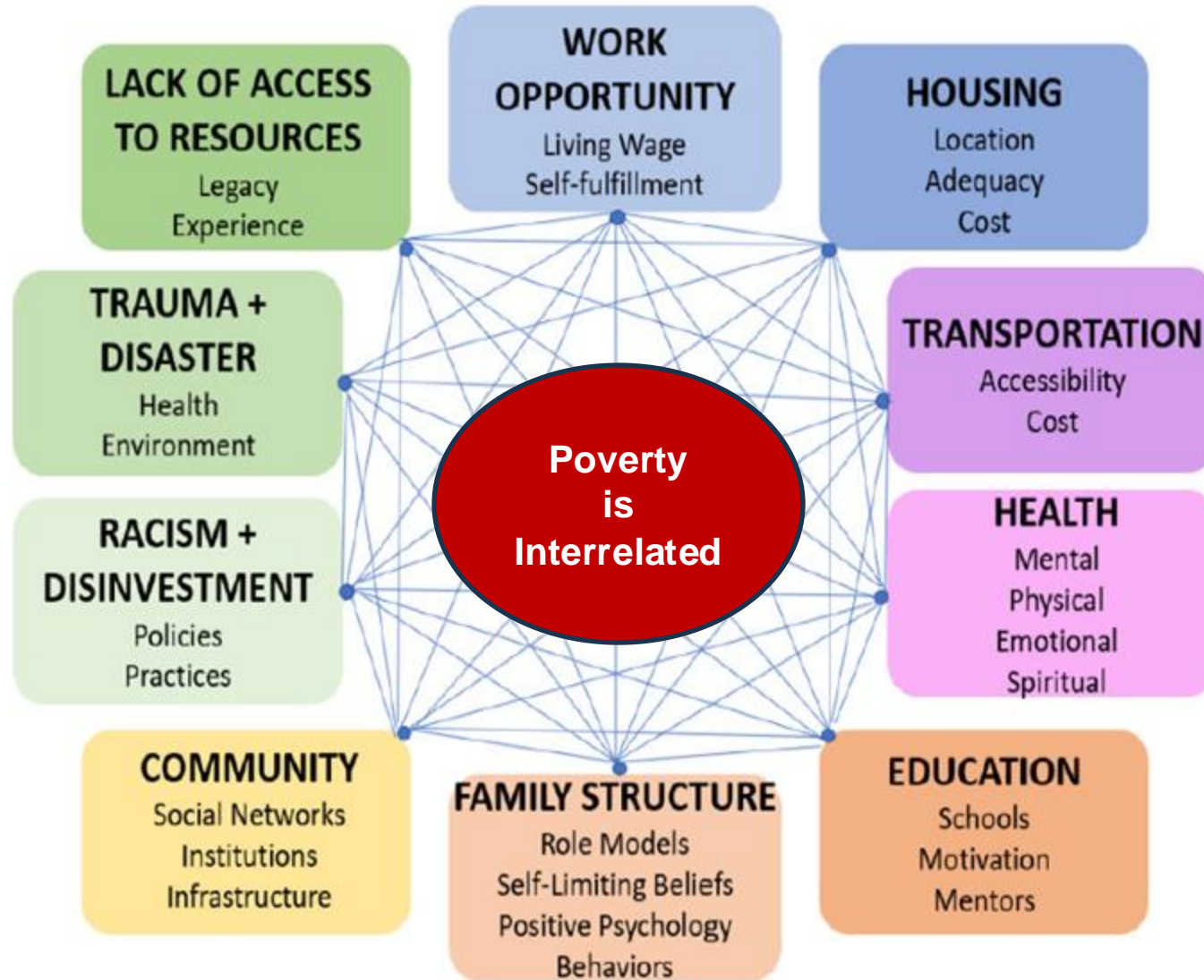
Zip Codes: 37207, 37208 & 37218

Highest rates of:

- food insecurity
- chronic diseases
- mental health issues
- mortality

Nashville, Davidson County
(by Metro Council Districts)

Cross-Sector System Alignment is a Non-Negotiable





Accelerated,
Accountable



Strategic



Sustainable



Equity-Centered

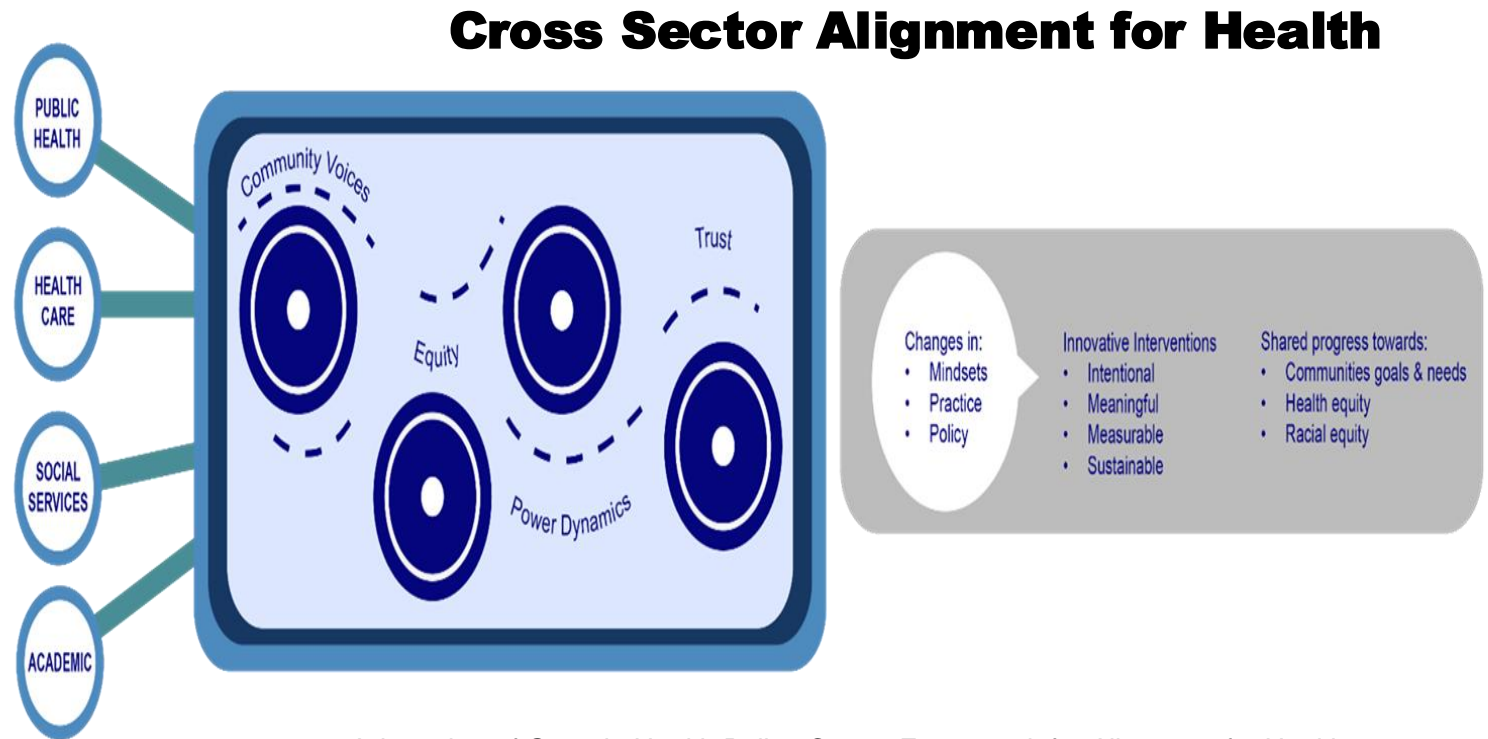
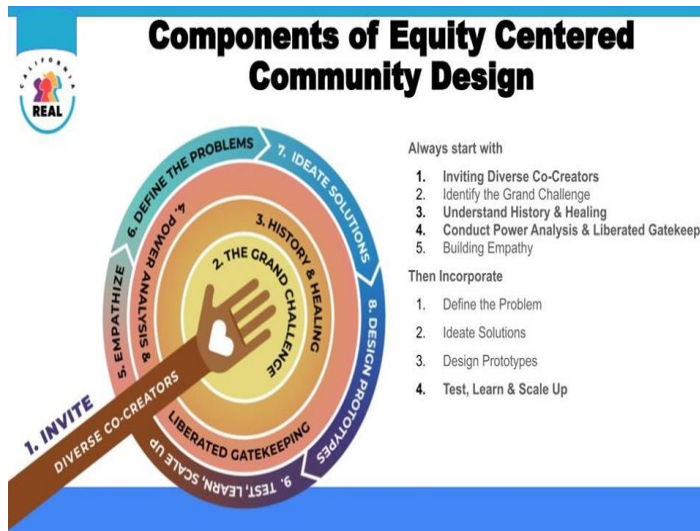


Transformation

Strategic Priorities

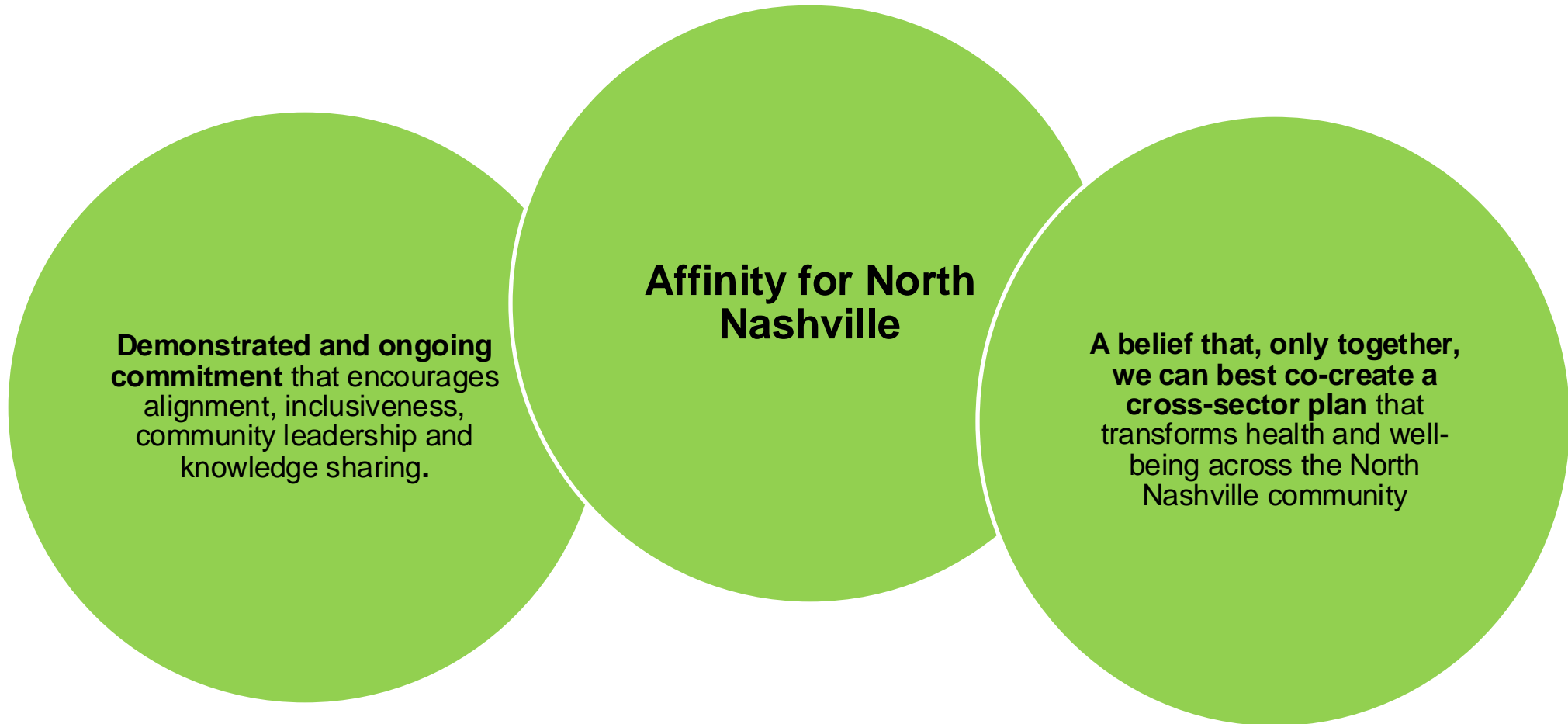
- Empowerment of community
- Streamlined and coordinated access and service delivery
- Accountable reversal of the under investment

The ASSET Systems Alignment Strategy



Adaptation of Georgia Health Policy Center Framework for Alignment for Health

Two Frameworks as Strategic Guiderrails



Together: Community and Cross-Sector Organizations

Community Empowerment Strategic Approaches

- **Board of Advisory Stewards:**
Community Advisory Stewards as Co-Creators with Cross-Sector Organization Stewards
- **RoundTable Roadshows**
- **Dedicated Webpage:**
ASSET Initiative |
CommunityConneXor.com

6 Neighborhood Associations

- Haynes Heights
- Haynes Manor
- College Hill Neighbors
- Haynes Trinity Neighborhood Coalition
- Parkwood Neighborhood Association

3 Community Organizers

- Multiple Community Coalitions

Advisory Stewards – Cross-Sector Organizations



Health Systems



Public Health Systems



Academia



Community Based Human and Social Service Organizations



Empowering Communities. Changing Lives.

Advisory Stewards Meeting 1 | Existing Assets

The Foundation for Systems Alignment

North Nashville and Bordeaux Assets



What aspects of North Nashville makes it an asset and should be elevated in the future?

Board of Advisory Stewards Meetings

- Grand challenge consensus
- Solutions development and prioritization
- Consensus on one solution for a pilot
- Review of prototype, logic model and implementation plan

Planning and Research Team

- Pilot prototype, logic model & implementation plan

ASSET Solutions Criteria

- Cross-sector
- Person-centric and holistic
- Trifecta, addressing at least three (3) SDOH
- Leverages existing “assets” with intentional focus on organizations owned or led by people of color
- Innovative system-building



Accelerated,
Accountable,
Strategic, Sustainable
Equity-Centered
Transformation



THANK
YOU

ASSET



Mandela Yoga | A Public Health Crisis, Systems Solution For the People, By the People



*Strategies to Achieve Alignment, Collaboration and
Synergy Across Delivery and Financing Systems*

Research-in-Progress Webinar | August 7, 2024

colorado school of
public health

Presenters and Research Team



Jeffrey Thomas
Founder/Executive Director



MANDELA
YOGA PROJECT



Julia Naganuma-Carreras
Community Research Coordinator and Thought Partner



Tori Blot
Research Coordinator



Richa Gawande, PhD
Research Scientist

Grand Challenge

To heal the disparities in physical, psychospiritual, and community health among people of color.

To reverse and reimagine the systems that have historically exploited their bodies and voices so that people of color become architects and authors of their own health.

Grand Challenge: To Heal and Reverse Disparities Attributed to the American Public Health Crisis of Racism

- Addressing the **public health crisis of racism** and resulting **chronic illnesses** requires a **population-wide approach**.
- Mandela Yoga is a **systems alignment approach** is led by the **wisdom of patients of color**

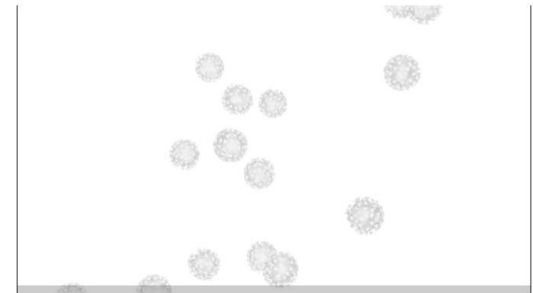
HEALTH

American Medical Association, the nation's largest group of doctors, deems racism a 'public health threat'



[Nada Hassanein](#)
USA TODAY

Published 7:13 p.m. ET Nov. 23, 2020 | Updated 10:40 a.m. ET Nov. 24, 2020

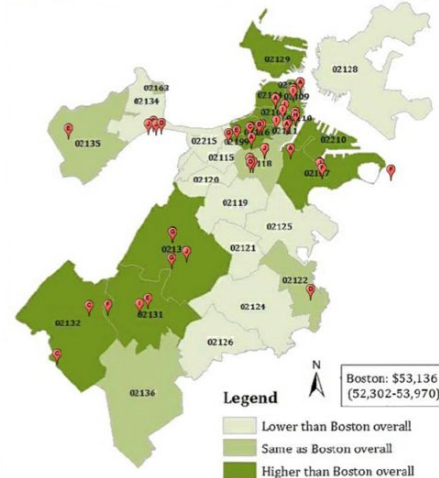


How systemic racism led to COVID-19's rapid spread among people of color

Racist policies have led to COVID-19 being more dangerous and deadly for Black, Latino, Asian and Indigenous Americans than for white Americans. *Patrick Shannahan, USA TODAY*

The Problem

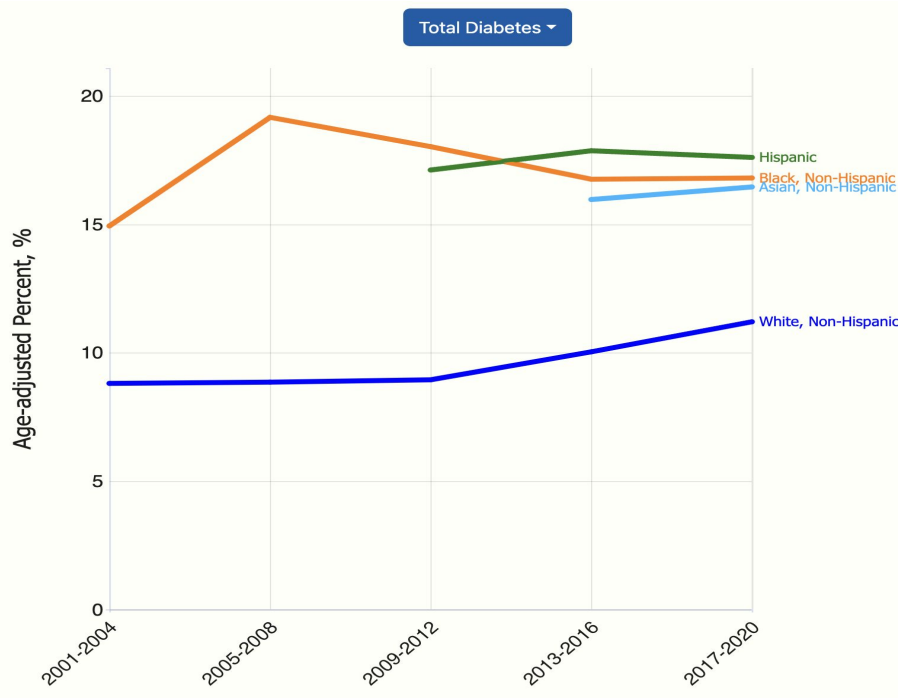
- There is widespread ignorance, denial and erasure of the health needs of people of color, leading to a lack of access to and effectiveness of healthcare in these communities.
- Systemic barriers to healthcare in communities of color manifest in disproportionate chronic health outcomes and premature death.



Availability: Yoga Studios

Income by Neighborhood and Yoga Studios,
2009-2013

The Problem: Racial and Ethnic Disparities in Chronic Illnesses Persist Over Time



- POC are at **higher risk** for and have **lower rates of control** of diabetes, hypertension, obesity, and heart disease
- Chronic diseases (diabetes & high blood pressure) **prematurely claim the lives of Blacks at twice the rate of Whites** - 37.8% vs 18.8%.
- One in four health care dollars goes to care for people with diabetes.
- **Costs are higher and treatment is less available in-low income neighborhoods.** ([Williams et al 2010](#)).
- Total US **health care costs are projected to increase 53%** - from \$408 billion to \$622 billion from 2015-2030.
- Cases of **mental illness among blacks are more likely to be persistent, severe, disabling, and untreated** than for whites ([Williams, Gonzalez et al. 2007](#)).

Mandela Yoga Project Mission: to scale the delivery of:

- a new system of free gentle yoga designed for all bodies
- designed by people of color to address stress, racial trauma, and chronic health conditions
- implemented in public health crisis communities by residents who are well-trained and well-compensated Peer Facilitators.

*“We are all related, from the 5-10% who survived, **just like all the roots in the earth**, we just **connected** like that. Even if we might **not know our history**, or if we don't remember the why. But **our bodies remember**, our DNA knows. It's almost like an urgency of **giving the hand** that we were hoping to receive once **that never came.**”*

- MY Peer Facilitator



Services

- MYP collaborates with **health centers and public health systems** serving **primarily Black and Brown people** with lived experience of **racism** and **chronic health conditions**, and/or are affected by **homelessness** and **incarceration**
- Offers a **culturally-relevant, trauma-informed Mandela Yoga intervention** designed to support chronic illness, stress reduction, trauma healing, agency and belonging for people of color
- MYP has conducted 6 initial pilots at health, residential, and re-entry settings
- Recent pilots use a **participatory research process** for the implementations, which are **co-designed, conducted, and disseminated by the wisdom of people of color**

*“I felt a **different world** during the...session. With my eyes closed I felt like being in a garden, walking peacefully with my God.”*
- Participant of color at community health center

Demographics and Representation

We ARE the people: MYP's sole focus is people of color who face chronic health challenges due to the American Public Health Crisis of Racism.

- **Peer Facilitators** are all **people of color** who face chronic health conditions, including those in recovery, formerly incarcerated, seniors, health care workers, and a former member of the Latin Kings
- **Staff** at MYP are entirely **people of color** with lived experience with racial oppression.
- **Board members** are **almost all people of color**, and either **formerly incarcerated** and in **addiction recovery**, the other is a **resident at an FQHC**.
- **Implementation champions** at partner organizations are **people of color with lived experience with racial oppression**



System Partners

Social Services Partner: Mandela Yoga Project, Inc.

Public Health Partner: Cambridge Public Health Department, an RWJF Culture of Health Prize recipient accredited by the Public Health Accreditation Board.

Health System Partners:

- **Cambridge Health Alliance:** Harvard Medical School teaching hospital, a safety-net provider serving **140,000 Medicaid/Medicare patients** who traditionally experience barriers to care.
 - Award-winning group medical visit program serving majority people of color
 - Center for Mindfulness and Compassion focusing on **people of color mind-body practices in primary care**, is a lead collaborator.
- **Community Care Cooperative**, an **accountable care organization funding 23 of 53 FQHCs** in the Commonwealth of Massachusetts.
 - C3 represent more than **175,000 patients, 82% are racial or ethnic minorities**; 50% are of Hispanic ethnicity; 34% are Black or African American; **58% are best served in a language other than English**; and 47% are insured by Medicaid/CHIP (HRSA, 2021).



Derrick Neal, Cambridge Chief Public Health Officer



Paula Gardiner, MD MPH CHA Researcher and Primary Care Doctor



Mohammad Dar, MD, C3 Chief Medical Officer

"We suggest health care professionals create culturally tailored interventions that aid individuals in educating others, advocating for themselves, or recognizing situations outside one's control and detaching from responsibility, rather than internalizing experiences of discrimination or engaging in strong responses that upon reflection are detrimental to one's health." *Coping With Discrimination Among African Americans With Type 2 Diabetes: Factor Structure and Associations With Diabetes Control, Mental Distress, and Psychosocial Resources*
ORIGINAL RESEARCH — Volume 21 — January 25, 2024

"Respirando es vida y life es breathing, y previene lastimarnos."

[Translation] Breathing is life and life is breathing, and prevents us from getting hurt.

-Mandela Yoga Participant

The Solution

Mandela Yoga is a **Systems Alignment Solution** that resources people of color to be greater agents in their own healing and leaders of self healing in their communities.

Mandela Yoga Intervention:

- Standardized, peer-led sequence of yoga postures, group sharing, breathwork, and cultural wisdom practices
- **All bodies, all levels** (stand, sit, or visualize)
- Grounded in the **science of yoga** (postures proven in clinical setting to lower blood sugar and high blood pressure), **mindfulness** (emotion and attention regulation), and **trauma healing for oppression** (choice, transparency, collaboration, self-love)
- Offered in **trusted spaces** in communities with **concentrations of people of color with chronic health conditions**

Participatory Research Process offers opportunities for people of color to reimagine the systems that have historically exploited their bodies and voices

- **To become architects and authors of their own health**
- **to inform the delivery of care** by health providers, and make **recommendations to public health policymakers**

SONYA'S SEQUENCE



Utilizing principles of Equity Centered Design, MYP is Piloting Implementation of Mandela Yoga at Three Health Centers:

- 6-week and 24-week pilots:
 - FQHC-ACO partner to **collect and share health data** - HT; A1C; Obesity (BMI); hospitalizations; heart attacks; ED visits; weight management medication; and, Quality-of-Life Survey with Health Center approval.
- **Harness participatory methods** to inform care delivery. Patients prioritize **community voice** to co-design and iterate care delivery in newly formed **Mandela Yoga + Group Medical Visit**
- **Alignment of these systems** will help in achieving racial equity and health equity and will help to progress towards the ultimate goal of not only identifying but also addressing community goals/needs
- **Developing strategy with public health partner** on ways to **utilize recommendations of patients of color** in policymaking

Next Steps: Testing, Learning & Scaling Up

Achieving Systems Alignment by Refining the Mandela Yoga Public Health Intervention:

- **Build on self-reported results** on the Mandela Yoga Public Health Intervention from patients of color
 - Jointly collecting health data on patients of color with a public sector **Medicaid**
 - **Data collection for 6 months pre, during, and post for 18 months total**
 - Potential to expand the implementation to as many as five health centers serving the highest concentration of patients of color in Massachusetts.
- Follow the current patient-of-color-iterated 6-week pilots at Cambridge Health Alliance by conducting a **randomized controlled trial** to assess **effectiveness of MY for outcome collaboratively decided on by patients, providers, and payors related to chronic illness**
- **Develop the existing partnership with Cambridge Public Health Department** by featuring the recommendations of patients of color presented by the patients of color themselves.
- **Equity centered design** approach is propelling us toward **addressing the grand challenge** of healing and reversing **disparities** attributed to the American Public Health Crisis of Racism by harnessing the **wisdom of patients of color, making them architects** of the solutions.

[Mandela Yoga] helped me to keep myself strong so I wouldn't make those same old choices. I had new tools....Before I used to think I did not have options...I see my life with Mandela...I get to breathe more. I get to sit back and I understand. And I know that I always have an option. I can always give myself that option even if I don't get it from the outside.