

Thank you for your interest in joining Blue Zones Project's

# Health Equity, Diversity, & Inclusion Community of Practice

## Sponsor

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The Health Equity, Diversity, & Inclusion Community of Practice, or HEDI CoP, originated during a “Feel Good Friday” meeting in the wake of the death of George Floyd. Blue Zones Project staff expressed a desire to make a more concerted effort toward promoting health equity internally and in the communities served. This led to the development of HEDI Workgroup in 2020. The workgroup has now evolved into a Community of Practice, a group of colleagues who share a passion for advancing health equity and diversity throughout Blue Zones Project.

The HEDI CoP meets monthly to engage in professional development, best practice sharing, and action planning toward promoting health equity, diversity, and inclusion internally and externally. Focus areas include hiring practices, colleague training, and assessment of our deployment of engagement activities promoting health and social equity in each Blue Zones Project community and the Central team.

## Our Beliefs

- **We believe** that an inclusive and collaborative process mobilizes coalition-building and delivers the best outcomes and results.
- **We believe** in enabling locally driven solutions that harness a community's unique strengths, assets, and character.
- **We believe** that well-being expertise is only valuable when it's delivered with humility and respect for on-the-ground knowledge.
- **We believe** community-driven data and analytics can foster the development of equitable solutions that improve community well-being.

## Our Goals

- To create opportunities for cross-community collaboration
- To share best practices and appropriately documentation
- To support colleague professional development and continuing education
- To encourage networking with other colleagues to build a community of support
- To identify process and product improvements and delegate work appropriately
- To improve resource sharing and archiving (events, webinars, grants, etc.)

## Our Accomplishments

- i. We have prioritized and contributed to the creation of external, community-facing mission, vision, and value statements.
- ii. We engaged Praxis Project, a national non-profit organization that works to build healthy communities by transforming the power relationships and structures that affect our lives and communities to:
  - a. **Develop and lead HEDI training sessions.** These learning are now shared with other Blue Zones Project colleagues in sessions led by a small cohort of certified facilitators.
  - b. **Introduce the Praxis Project Organizational Self-Assessment Tool.** The survey results highlighted strengths and opportunity areas – information collected was used to prioritize focus areas.
- iii. We collaborated with the Blue Zones Project marketing team to align efforts with the company's media calendar, including events and holidays such as Black History Month, National Hispanic Heritage Month and National Native American Heritage Month.
- iv. We formed HEDI subgroups to address existing products, collateral material, and processes to ensure that our work appropriately reflect health equity principles.

## In Progress

- Completing a project charter with recommendations for product and process enhancements
- Determining a formal CoP framework, structure, and budget
- Creating a platform by which best practices can be shared regarding what colleagues already doing to advance health equity, diversity, and inclusion in their respective communities, allowing the other communities and central team members to learn from each other and institutionalize those efforts.
- Developing a platform that encourages information sharing and learning opportunities on topics such as Cultural competency, allyship, microaggressions, food insecurity, mental health, accessibility, unconscious & implicit Bias, environmental justice
- Delivering HEDI training, and tracking and reporting on participation and evaluation feedback

*We look forward to working with you!*