

COMMUNITY & FAITH-BASED ORGANIZATIONS (CFBO) SECTOR TELEBRIEFING

DIVERSITY, EQUITY & INCLUSION (DEI) WORKSHOP

County of San Diego

Last Updated: December 5, 2023



“Not everything that is faced can be changed. But nothing can be changed until it is faced.”

James Baldwin



AGENDA & SPEAKERS

Agenda Item	Speaker/Presenter
Welcome and Introductions	Liz Wellbrock
Announcements	Liz Wellbrock
Special Message	Daniel Orth
Public Health & Medical Updates	Dr. Cynthia Robertson
DEI Workshop	Dr. Keisha Clark
Closing	Liz Wellbrock



ELIZABETH WELLBROCK
Community Health Program
Specialist, CFBO Sector Lead
Live Well San Diego Support Team



DR. JKEISHA CLARK
Program Coordinator
Child and Family Well-Being
County of San Diego



CYNTHIA ROBERTSON, MD, FACP
Medical Care Services –
Outreach & Education
County of San Diego



DANIEL ORTH
Associate Director
*National Conflict Resolution
Center*

CFBO SECTOR TEAM



ROSE MARKS-PATTON



SUSANA MARFIL



BAYLOR SEBEK



BELLE STEVENS



KELLEN HOPP



WELCOME TO THE CFBO TELEBRIEFING

A few reminders before we begin:



This telebriefing is being recorded.



Your lines are muted.



Please enter your questions in the Q&A box and your comments in the chat box.

Email us at LiveWellCFBO@sdcounty.ca.gov

To receive a recording of today's telebriefing, please sign-up [HERE](#) or scan the QR code



Please say hello by adding your NAME, ORGANIZATION, and EMAIL to the chat box.



ANNOUNCEMENTS

ELIZABETH WELLBROCK (she/her/hers)

Community Health Program Specialist

CFBO Sector Lead, *Live Well San Diego* Sector Engagement Team

County of San Diego Health & Human Services Agency

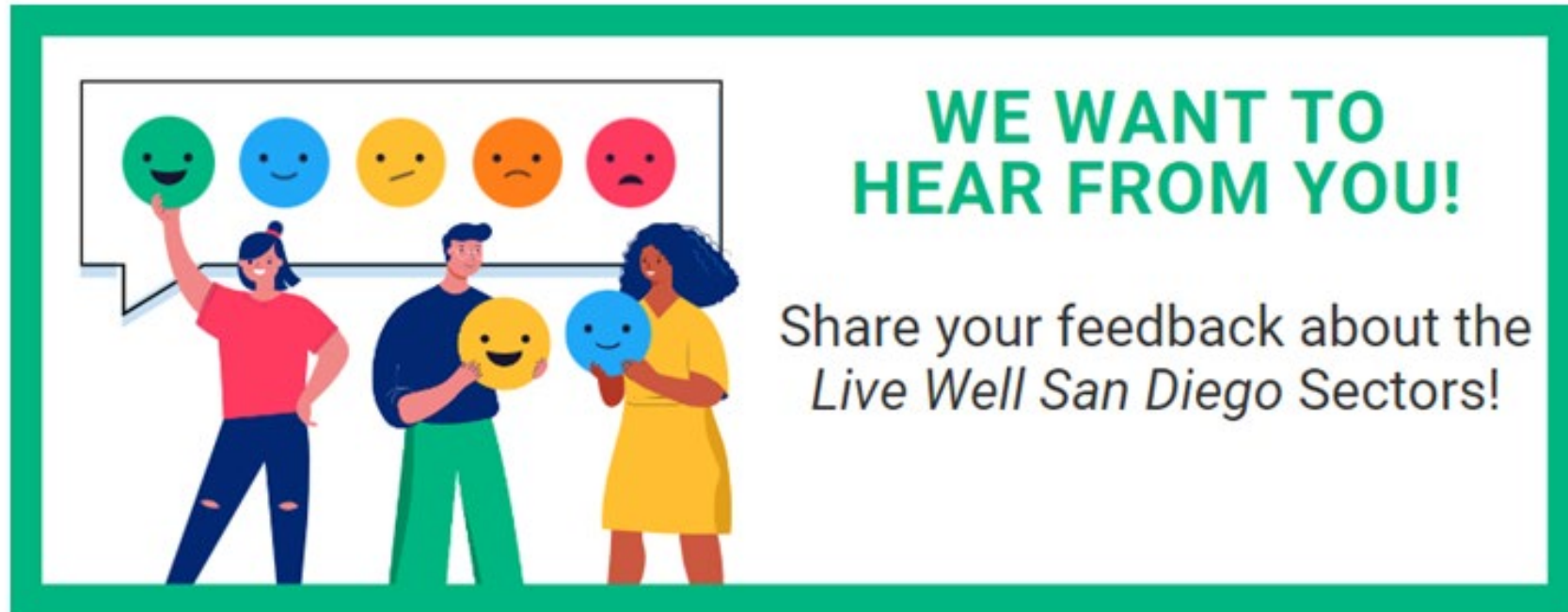


Fall Bi-Annual Sector Evaluation Feedback Form

- Respondents will have an opportunity to **receive a \$50 gift card** (*County of San Diego employees are not eligible).
- The more feedback we receive, the more we can tailor our efforts to meet the needs within our various and unique communities.

[FEEDBACK FORM](#)

**EXTENDED UNTIL
COB TODAY!**



- The *Live Well San Diego Virtual Connection Hub* is a space for Partners, local leaders, community members, and sector stakeholders to share ideas, discuss important topics, provide feedback on policy and planning, and contribute to the future of the Live Well San Diego vision.

Community Food Resources

Community Food Resources

6 minutes ago

Share information about any food resources your faith or community organization offers or if you know about any other organization that offers food resources.

[GO TO DISCUSSION](#)

LET'S ENGAGE!



CBO AND FBO E-NEWSLETTERS



Live Well San Diego CFBO
COMMUNITY | FAITH | RURAL COMMUNITIES



Do you have an upcoming event or announcement that you want to promote in our newsletters?



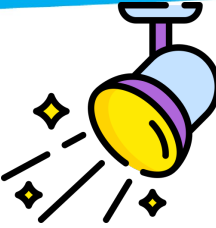
LIVE WELL
SAN DIEGO

E-Newsletter Content Request

Check out our [E-Newsletter Content Request Form](#) and submit your request today!



Do you want your organization to be in the **SPOTLIGHT** in our next CBO or FBO newsletter?



Complete this [FORM](#) for the opportunity to **spotlight** your organization in a future newsletter.



SPECIAL MESSAGE

DANIEL ORTH (he/him/his)
Associate Director
National Conflict Resolution Center





COUNTY OF SAN DIEGO
HEALTH AND HUMAN
SERVICES AGENCY

NCRC

“Trauma-Informed Inclusive Practices to Invite People In”

Daniel Orth

Associate Director,
National Conflict Resolution Center

December 5, 2023

[Israel-Hamas war](#)[Hostages describe conditions](#)[The negotiation process](#)[Senators view Oct. 7 footage](#)[U.S. humanitarian aid for Gaza](#)**LIVE COVERAGE**

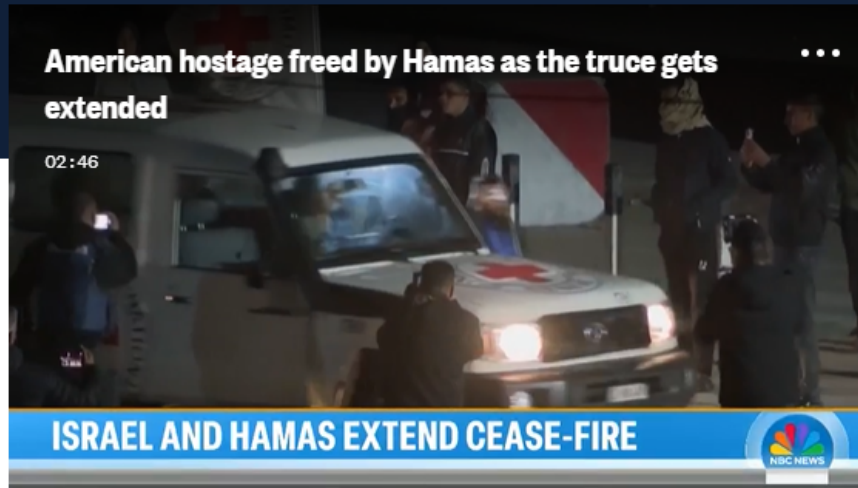
Updated an hour ago

Israel-Hamas war live updates: Gaza cease-fire extended a day; Jerusalem shooting kills 3

Two hostages have been released after the truce between Israel and Hamas was extended a day in a last-minute agreement that will see more captives and Palestinian prisoners freed.

American hostage freed by Hamas as the truce gets extended

02:46

**ISRAEL AND HAMAS EXTEND CEASE-FIRE**



Parents brawl during youth baseball game after disagreeing with 13-year-old umpire

Police in Colorado are looking for one of the participants.

By [Mark Osborne](#)

June 19, 2019, 3:36 AM



Parents brawl at Little League Baseball game in Colorado

The brawl ensued because the parents weren't happy with the calls made by the 13-year-old umpire.



US-MEXICO BORDER

San Diego immigration expert explains the influx of asylum-seekers at U.S.-Mexico border

"They don't speak English, they don't speak Spanish," Maria Chavez said. "Some people don't even know where they are, like what city they're in."

By Dana Williams • Published September 15, 2023 • Updated on September 16, 2023 at 8:41 pm



DEVELOPING STORY

WHY ARE WE SEEING MORE ASYLUM-SEEKERS AT THE BORDER?

Facebook X @NBCSanDiego 4:05 71°



San Diego has seen groups of up to 700 in between the border fences at a makeshift camp in san ysidro. Some people have since been processed and dropped off at transit centers throughout our county.

Trending Stories



DALLAS
Woolly Mammoth de-extinction project is underway



DUNE BUGGY CRASH
Scripps Ranch grandfather killed in Thanksgiving dune buggy crash, family survives



SDG&E
SDG&E is making more money than ever before and ratepayers are noticing



CONSUMER
Family vacation to San Diego turns nightmare after mistake at car-rental business



DUI
Woman sentenced for drunk driving crash in Bonsall that killed daughter, 5

WE HAVE NO HOPE OF SOLVING OUR PROBLEMS WITHOUT HARNESSING THE DIVERSITY, THE ENERGY, AND THE CREATIVITY OF ALL OUR PEOPLE.

ROGER WILKINS

Civil rights leader, history professor, and journalist



**Show
Respect**

**Listen with
Compassion**

Group Agreements

**Share the airtime
when in breakout
discussions**

Confidentiality

The background of the entire slide is a photograph of several people's arms and hands reaching towards the center, symbolizing unity and teamwork. The hands are of various skin tones. A blue arrow-shaped banner points to the right, containing the text "ACTIVE AWARENESS".

ACTIVE AWARENESS

We can use the “ART” to be more trauma-informed in our interactions with clients.

The background of the entire slide is a photograph of several people's arms and hands reaching towards the center, symbolizing unity and teamwork. The hands are of various skin tones. A blue arrow-shaped banner points to the right, containing the text "RESPOND RESPECTFULLY".

RESPOND RESPECTFULLY

The background of the entire slide is a photograph of several people's arms and hands reaching towards the center, symbolizing unity and teamwork. The hands are of various skin tones. A blue arrow-shaped banner points to the right, containing the text "TROUBLESHOOT TOGETHER".

TROUBLESHOOT TOGETHER

To provide effective services to a client, one must understand that individual's past and present.

“ Being trauma-informed helps us change the message from *What's wrong with you?* to *What happened to you?* ”

Dr. Marci Gordeyko
Institute for Trauma

**Demonstrate Understanding,
Acknowledge Impact,
Identity Needs**

**Ask Trauma-Informed,
Open-Ended Questions**



RESPOND

RESPECTFULLY



**NATIONAL
CONFLICT
RESOLUTION
CENTER.**

AMERICA'S HIDDEN POLITICAL DIVISIONS

The Spectrum of Political Beliefs in the U.S.

**LIBERAL
MINDSET**

**CONSERVATIVE
MINDSET**



**Progressive
Activists**

THE EXHAUSTED MAJORITY

**Traditional & Devoted
Conservatives**

THE CODE OF CIVIL DISCOURSE

We believe that the respectful and constructive airing of different points of view is critical to successful dialogue.

We pledge to engage in respectful and constructive civil discourse, therefore:



We will promote an **inclusive** environment where diverse perspectives are shared and considered;



We will show **respect** for ideas and views presented, even where we disagree;



We will listen attentively and ask questions to **understand** others' positions;



We will explain our positions by **fairly** presenting the reasons for them; and,



We will avoid personal attacks or other tactics that distract **attention** from the salient issues.



**NATIONAL
CONFLICT
RESOLUTION
CENTER™**

Daniel Orth
dorth@ncrconline.com

Download Free Resources!



SCAN ME!

CLINICAL UPDATES

Cynthia Robertson, MD, FACP

Healthcare Outreach and Education Physician

County of San Diego Health & Human Services Agency



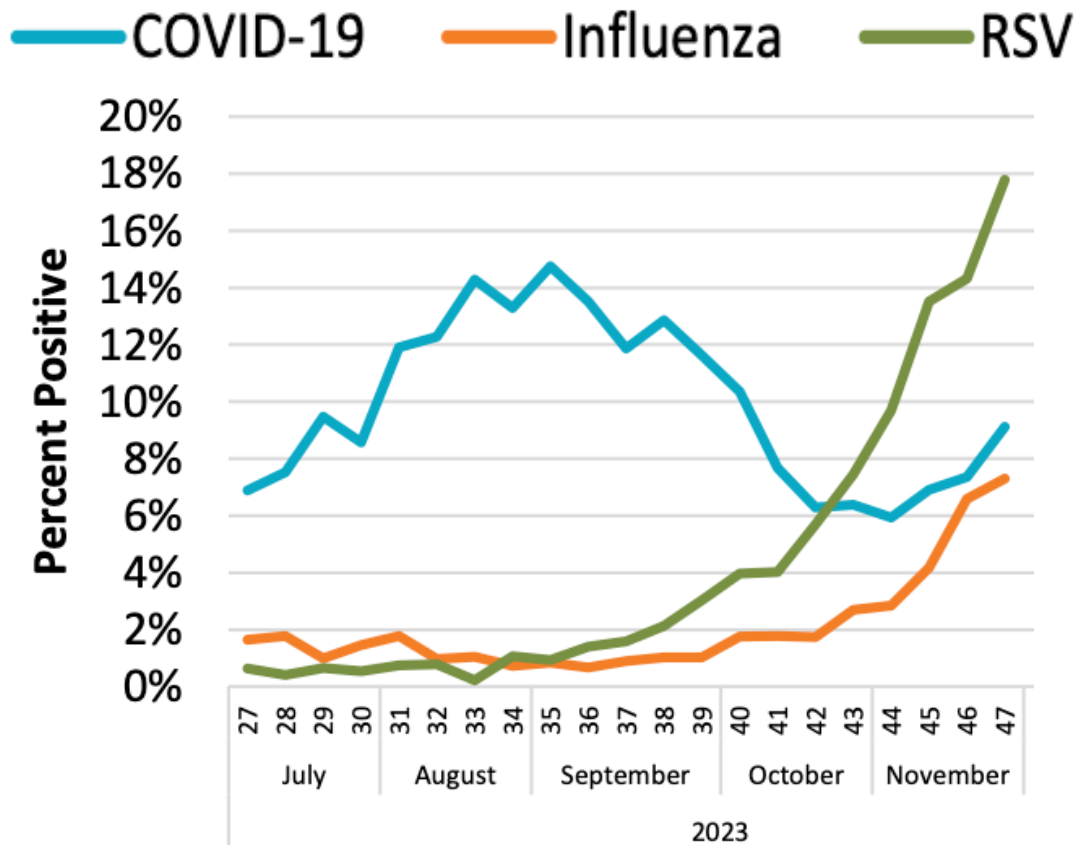
RESPIRATORY VIRUS SEASON

COVID-19 - FLU - RSV

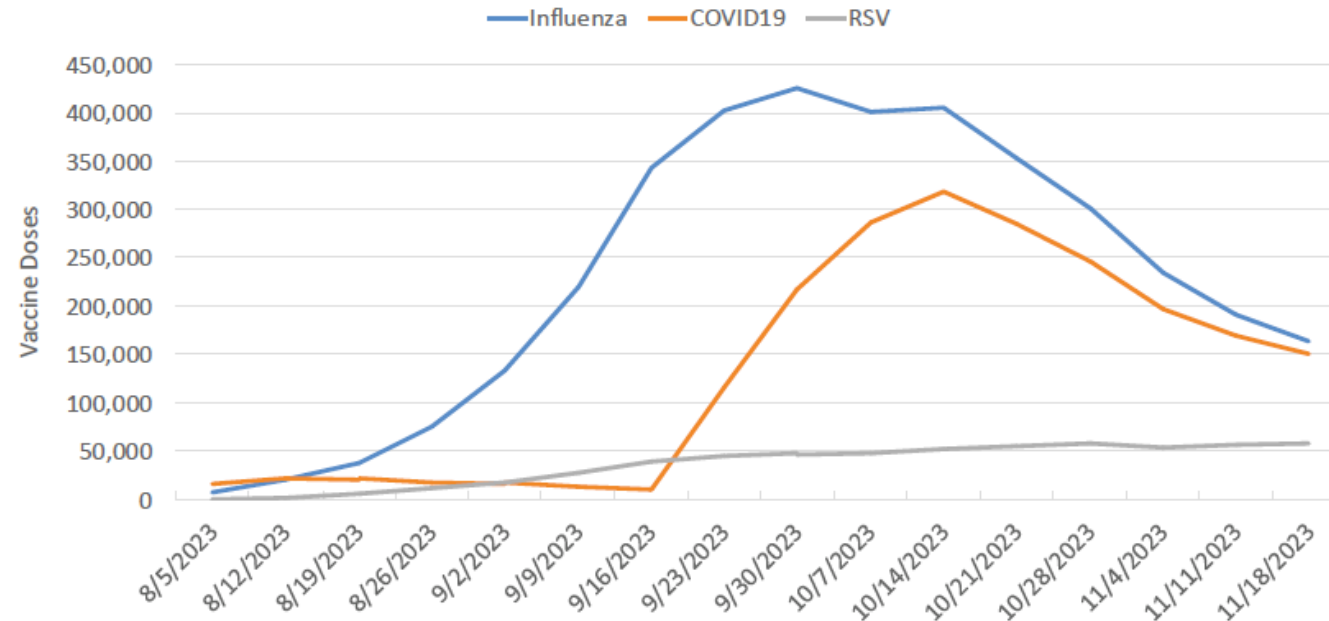


LIVE WELL
SAN DIEGO

CDC Week and Calendar Month



Total Weekly Doses by Vaccine Adults 60+ years of age



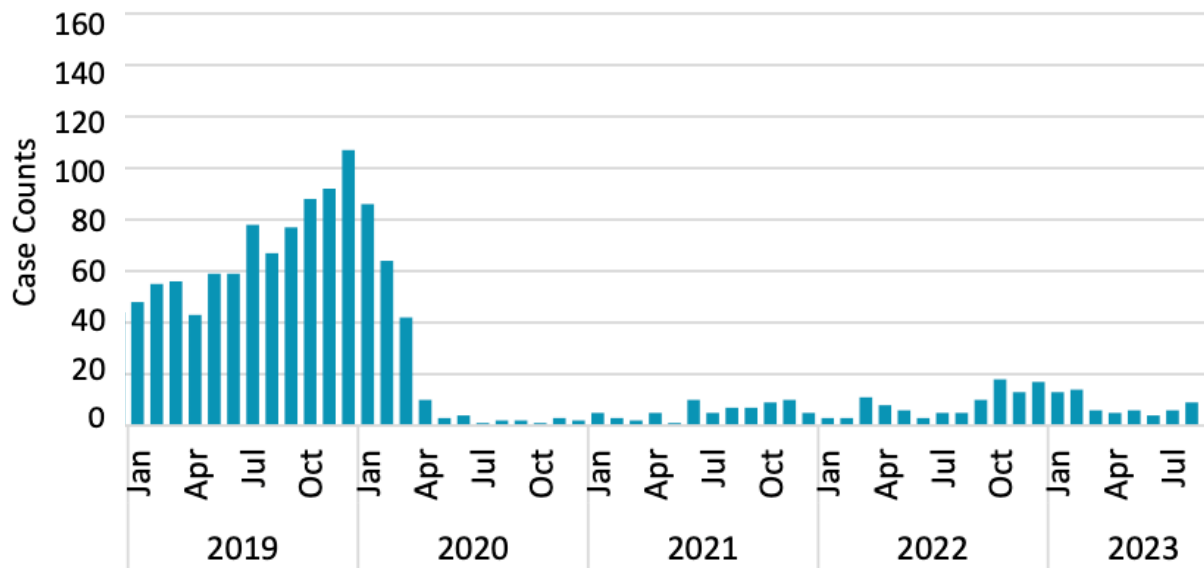
Schedule at MyTurn.ca.gov



PERTUSSIS



Cases by Month and Year of Onset San Diego County



[San Diego County Website: Pertussis](https://www.sandiegocounty.gov/health/human-services/communicable-diseases/pertussis)

People of all ages need PERTUSSIS VACCINATIONS

DTaP for young children	Tdap for preteens	Tdap for pregnant women	Tdap for adults
<ul style="list-style-type: none"> ✓ 2, 4, and 6 months ✓ 15 through 18 months ✓ 4 through 6 years 	<ul style="list-style-type: none"> ✓ 11 through 12 years 	<ul style="list-style-type: none"> ✓ During the 27-36th week of each pregnancy 	<ul style="list-style-type: none"> ✓ Anytime for those who have never received it

www.cdc.gov/whoopingcough



MENTAL HEALTH RESOURCES



- Find Resources at 211
- Parent and Youth Helpline: 1-855-427-2736 (8am – 8 pm)
- California Peer-Run Warm Line: 1-855-845-7415 (non urgent support 24/7)
- National Suicide Hotline **988**
- **San Diego Access and Crises Line 1-888-724-7240 (24/7)**



RESOURCES & TRAININGS



- Free **COVID-19 Self Tests** available
- **Bystander CPR Training – “Revive and Survive 2024”**
 - Goal of 1,000,000 people trained in San Diego in 2024
- **Stop the Bleed – [Training](#)**
- **Love Your Heart February 2024 – [Host a Screening Site](#)**



10 STRATEGIES TO PRACTICING CULTURAL HUMILITY AND TRAUMA INFORMED CARE

DR. KEISHA CLARK, D.M./OL (she/her/hers)

Office of Equity - Child and Family Well-Being
County of San Diego Health & Human Services Agency

Last Updated: December 5, 2023



Equity Indicator

Prevention

- **Primary**

Primary prevention: Taking action to reduce challenges within the community, either through universal measures that reduce risks and their causes or by targeting disproportionate groups (BIPOC).

- **Secondary**

Secondary prevention: Systematically detecting known and early stages of challenges and intervening before issues develop.

- **Tertiary**

Tertiary prevention: Softening the impact of an ongoing injury that has lasting effects. This is done by helping people manage long-term, often-complex problems and injuries in order to improve as much as possible their ability to function and their quality of life.



Acknowledging the 4 “P’s”

- Power
- Privilege
- Position
- Platform



The Role of Power

Dominant Group:

A group with historical/systemic power, privileges, and social status within a society.

Dominant does not imply "majority."



Subordinated Group:

Societal groups that have been traditionally/historically oppressed, excluded or disadvantaged in society.



Platforms perpetuating racism



AP Associated Press AP - Tue Aug 30, 11:31 AM ET

A young man walks through chest deep flood water after **looting** a grocery store in New Orleans on Tuesday, Aug. 30, 2005. Flood waters continue to rise in New Orleans after Hurricane Katrina did extensive damage when it

[Email Photo](#) [Print Photo](#)

RECOMMEND THIS PHOTO - Recommended Photos Average (Loading)



RELATED

- Looting Takes Place in View of La. Police AP - T



AFP/Getty Images - Tue Aug 30, 3:47 AM ET

Two residents wade through chest-deep water after **finding** bread and soda from a local grocery store after Hurricane Katrina came through the area in New Orleans, Louisiana. (AFP/Getty Images/Chris Graythen)

[Email Photo](#) [Print Photo](#)

RECOMMEND THIS PHOTO - Recommended Photos Recommend It: Average (257 votes)



RELATED

- Katrina's Effects, at a Glance AP - Wed Aug 31, 11:11 AM ET

[Hurricanes & Tropical Storms](#)

ADD SLIDESHOW TO MY YAHOO! OR RSS READER

[XML](#) [NY NY](#) (About My Yahoo! and RSS)

Expect Cross-Cultural Communication



Intercultural Conflict Styles

Discussion: Direct, emotionally restrained

European-American (USA) & Canada, UK, Sweden, Norway, Australia, Germany, Denmark, New Zealand

Engagement: Direct, emotionally expressive

African-American (USA), France, Greece, Italy, Spain, Cuba, Puerto Rico, Russia, Israel

Accommodation: Indirect, emotionally restrained

Native-American (USA), Mexico, Costa Rica, Peru, China, Japan, Thailand, Indonesia, Malaysia

Dynamic: Indirect, emotionally expressive

Kuwait, Egypt, Saudi Arabia, Pakistan, Lebanon

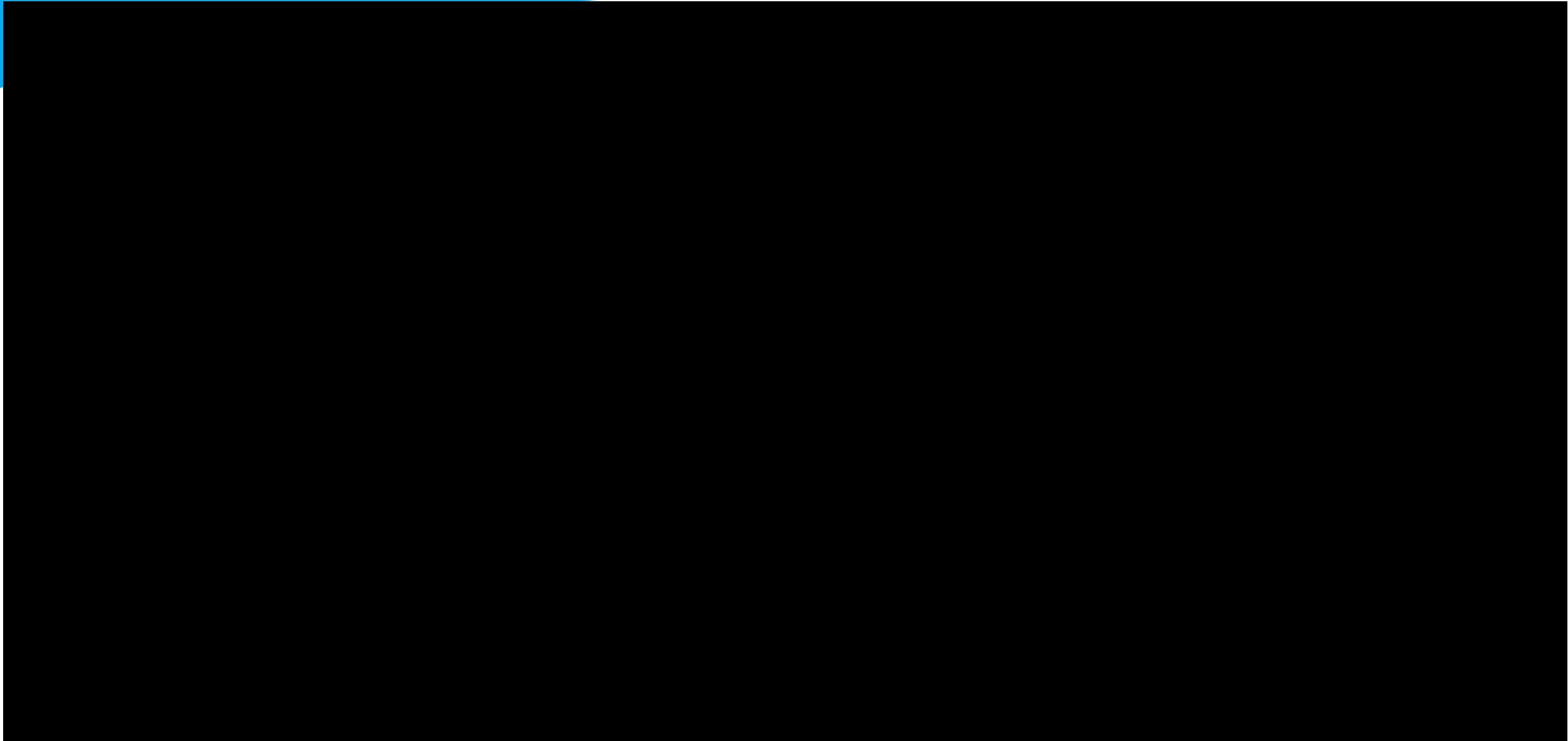
Developed by Mitch Hammer



Recognize Complicity in systems of inequalities



Cultural Thumbprint



Origins of disparities

○ Institutions

- Laws, policies and practices
- Structural or institutional racism

○ Social Differences

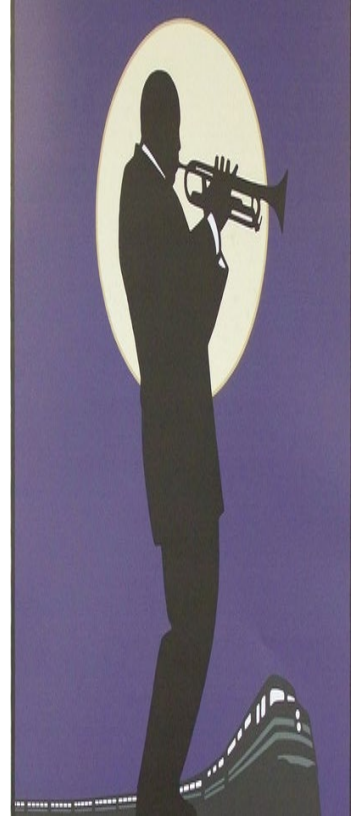
- Socioeconomics/Poverty
- Geography
- Transportation
- Housing
- Access to services
- Discrimination
- Social or environmental stressors

○ Cultural Differences

- World view
- Historical trauma - Issues of trust
- Health/wellness/illness/curative beliefs
- Values, traditions, practices and rituals



What do you think of when you see this?



Normalize Appropriate Reactions



A young woman with dark hair in braids is shown in profile, speaking with her mouth open. She is wearing a black t-shirt and a small hoop earring. Her right hand is raised, with fingers slightly curled. The background is a blurred crowd of people, suggesting a public gathering or protest. The image is framed by light blue geometric shapes in the corners and a red brushstroke-like border at the bottom.

STOP UNJUST

FAMILY SEPARATION

Be transparent and authentic about culture



Dual Reality



Multicultural Self-Assessment

- **Families of**

- African background
- Asian background
- Indigenous background
- Latina/o background
- White European background
- Other?

- **Families who/se**

- Speak a first language other than English
- Gender differs from yours
- Sexual Orientation differs from yours
- Spiritual Orientation differs from yours
- Age is significantly different than yours
- Socioeconomic status is significantly different than yours
- Experience physical challenges, disability, emotional issues
- Experienced violence and trauma
- Life experience is significantly different from yours

Cultural Humility Quote

"You never really understand a person until you consider things from his point of view... Until you climb into his skin and walk around in it."

-Atticus Finch



Know Who You Represent



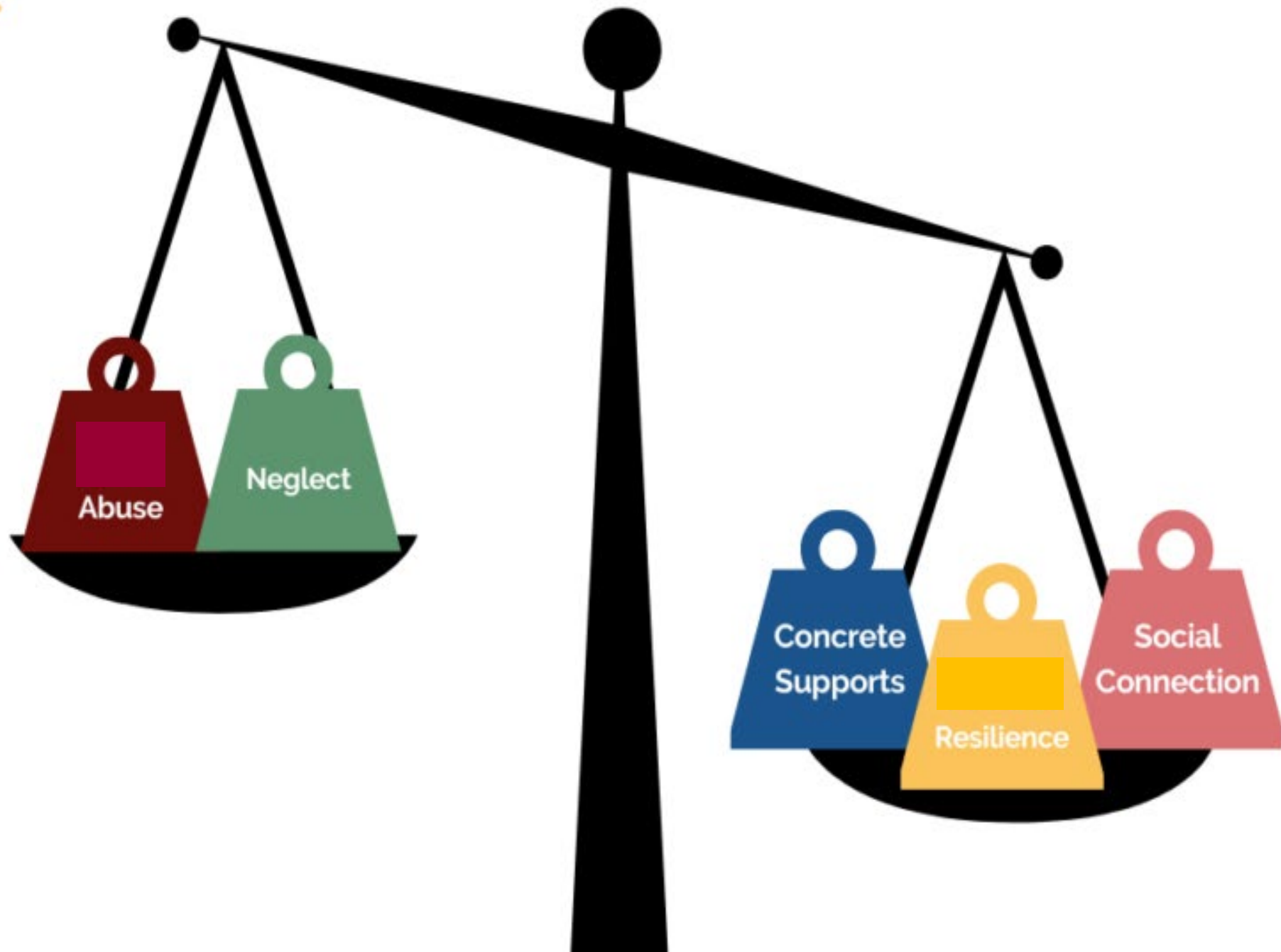


THE INTERSECTION OF
RACE, POVERTY,
& NEGLECT



Observe What's Strong –vs- What's Wrong





Bring in the Experts



**WHAT YOU
THINK YOU
KNOW**



**WHAT YOU
ACTUALLY
KNOW**

Introduce YOU!!!



How Do People Cover?



APPEARANCE-BASED

ASSOCIATION-BASED



ADVOCACY-BASED



AFFILIATION-BASED



Validate Best Choices





PERSONAL

What I See

**Self-
Awareness**

What I Do

**Self-
Management**

SOCIAL

**Social
Awareness**

**Relationship
Management**

CLOSING

ELIZABETH WELLBROCK (She/her/hers)

Community Health Program Specialist

CFBO Sector Lead – *Live Well San Diego* Sector Support Team

County of San Diego Health & Human Services Agency



WHEN IS THE NEXT TELEBRIEFING?

CFBO Telebriefings:

QUARTERLY on the 1st

Wednesday of **February, May,
August & November 2023**

[REGISTER FOR CFBO
TELEBRIEFINGS](#)

Next telebriefing:

February 7, 2023
1pm - 2pm

[SUBSCRIBE FOR CFBO UPDATES](#)



COMMUNITY & FAITH-BASED ORGANIZATIONS SECTOR

STAY CONNECTED!

- For COVID-19 questions and resources, please email: COVID-questions@sdcounty.ca.gov
- For CFBO Sector questions and resources, email: LiveWellCFBO@sdcounty.ca.gov
- Visit our [CFBO Website](#)
- Sign up for [email updates](#)

