

# Leadership for Health Equity Professional Development Program

## Program Agenda and Objectives: Fall 2025

After attending this program, attendees will be able to:

- Develop strategies to be an effective leader in your work to create and sustain system-wide improvement in health equity.
- Examine your organization's opportunities for improvement and advocate for the conditions that will set you up for success including resources, structures, and leadership support
- Create an effective evaluation strategy to monitor progress toward reducing inequities in your service area
- Develop leadership plans committed to equity and anti-racism and create a business case and communication strategy to generate buy-in for equity work

Date and Time	Session Topic and Objectives
<b>September 10</b> <b>12:00-2:30 PM ET</b>	Session 1: Introduction and Grounding in Our Framework <ul style="list-style-type: none"><li>• Introduce participants to the program, faculty, and each other</li><li>• Summarize an overview of the program logistics and expectations</li><li>• Ground in the theory behind what it takes for health equity leaders to be successful and satisfied in their role, and towards their organizational equity goals</li></ul>
September 17 12:00-2:00 PM ET	Session 2: Foundations of Equity and Racial Justice <ul style="list-style-type: none"><li>• Summarize the systems that perpetuate racism and inequities</li><li>• Build upon your existing commitments to equity and anti-racism</li><li>• Engage in deep conversation with peers around how equity endeavours can inadvertently perpetuate racism and other forms of oppression</li><li>• Identify the ways your organization perpetuates structural racism and white supremacy culture and identify antidotes to mitigate them</li></ul>
<b>September 24</b> <b>12:00-2:30 PM ET</b>	Session 3: Making the Case for Health Equity Work, Part 1: An Introduction <ul style="list-style-type: none"><li>• Communicate the financial and business case for equity work in your setting to generate buy-in with others</li><li>• Advocate for the resources, organizational structures, and reporting systems that you need to operationalize and sustain health equity work</li></ul>

	<ul style="list-style-type: none"> <li>• Develop a plan to leverage relevant environmental factors and market constraints, as well as existing infrastructures and partnerships, to motivate and advance internal health equity work</li> </ul>
October 1 12:00-2:00 PM ET	Session 4: Making the Case for Health Equity Work, Part 2: Developing a Health Equity Measurement Strategy <ul style="list-style-type: none"> <li>• Describe the key health equity measurement tools and data collection mechanisms available in health systems</li> <li>• Identify the strengths and weaknesses of various measurement and data collection approaches for identifying inequities in care processes and outcomes</li> <li>• Discuss measurement frameworks used in patient care, community health, and human resources</li> </ul>
<b>October 8</b> <b>12:00-2:30 PM ET</b>	Session 5: Making the Case for Health Equity Work, Part 3: Measurement Evaluation Strategies <ul style="list-style-type: none"> <li>• Apply a critical lens to key existing data infrastructures and understand how they promote or dis-incentivize equity</li> <li>• Develop strategies for talking to leaders and stakeholders about data on inequities and disparities</li> <li>• Establish an effective measurement and evaluation strategy to monitor progress in reducing inequities</li> </ul>
October 15 12:00-2:00 PM ET	Session 6: Making the Case for Health Equity Work, Part 4: Developing a System Roadmap to Advance Health Equity <ul style="list-style-type: none"> <li>• Utilize existing assessment tools to evaluate the current state of your organization's health equity journey and identify next steps to advance health equity within the organization</li> <li>• Develop strategies to assess your organization's readiness to undertake health equity work, and identify tools and strategies to employ based on the level of cultural and operational readiness</li> <li>• Identify key existing infrastructures to leverage and sustain equity work in your health system</li> </ul>
October 22 12:00-2:00 PM ET	Session 7: Embedding Equity into Your Organization's Strategy <ul style="list-style-type: none"> <li>• Identify tools and tactics to make equity a priority across the health system, and tailor strategies based on your organization's level of readiness and your position within the organization</li> <li>• Partner with leaders across the system to strengthen existing pathways and create new ones to incorporate equity into all parts of the system</li> </ul>
October 29 12:00-2:00 PM ET	Session 8: Mid-Point Reflections: Putting the Pieces Together and Moving Towards Action <ul style="list-style-type: none"> <li>• Reflect on tools, resources and strategies covered thus far and identify actionable ways to incorporate them into your organization</li> <li>• Connect with peers and Faculty around common challenges in leading health equity work and discuss strategies to mitigate them</li> </ul>

November 5 12:00-2:00 PM ET	<p>Session 9: Partnering with Communities to Build Trust and Advance Equity</p> <ul style="list-style-type: none"> <li>• Explore how a strengths-based approach to community engagement can improve outcomes for your community and optimize the way your organization operates</li> <li>• Create a plan for outreach and civic engagement to better understand the needs and assets of marginalized communities and advocate for policies that improve outcomes</li> <li>• Develop strategies to lead with integrity, authenticity, and love to rebuild trust and co-create a better, equitable future with community members and partner organizations</li> </ul>
<b>November 12</b> <b>12:00-2:30 PM ET</b>	<p>Session 10: Building Coalitions and Collaborating with Stakeholders</p> <ul style="list-style-type: none"> <li>• Explore the ways your system might partner with community stakeholders and people with lived experience in the community</li> <li>• Design your strategy for building coalitions and sustaining collaboration with stakeholders</li> </ul>
November 19 12:00-2:00 PM ET	<p>Session 11: Embedding Restorative Justice and Healing in Health Systems</p> <ul style="list-style-type: none"> <li>• Explore the importance of a historical perspective in equity and anti-racism work and how it can shape the way you embed a true restorative process for health system transformation</li> <li>• Generate buy-in and overcome barriers and pushback presented by liability, risk, reputation, and disclosure to help your organization take steps towards truth and reconciliation</li> <li>• Develop external communication mechanisms to address history through principles of restorative justice, accountability, and authenticity</li> </ul>
December 3 12:00-2:00 PM ET	<p>Session 12: Effective and Authentic Leadership</p> <ul style="list-style-type: none"> <li>• Explore how your lived experience of your racial and social identities shape your approach to leadership</li> <li>• Gather methods and tools for maintaining momentum and managing system-driven burnout in your role</li> <li>• Identify the “promoters” and “threats” to your integrity in organizational equity work and plan mitigation strategies</li> <li>• Prepare and enable yourself to coach and lead others through difficult conversations</li> </ul>
<b>December 17</b> <b>12:00-2:30 PM ET</b>	<p>Session 13: Participant Sharing and Wrap-Up</p> <ul style="list-style-type: none"> <li>• Celebrate the close of the program and reflect on learning</li> <li>• Share action plans and next steps with fellow participants</li> </ul>