



**Centering EQT Project™**  
**REDII™ Organizational Development Process for the New Mexico Alliance of Health Councils**  
**Racial Equity, Diversity & Inclusion Initiative™**  
**Phases, Stages and Timeline of Integrating Equity through Organizational Development**

The New Mexico Alliance of Health Councils (NMAHC), as part of the NM Culture of Health project funded by the Robert Wood Johnson Foundation is engaging the Social Innovation Strategies Group in the implementation of the Centering Equity Project.

The Centering EQT Project is the key component in the Racial Equity, Diversity and Inclusion Initiative (REDII) established by Everette Hill of the SISGroup, who will lead the process. Supporting partners include Eduardo Martinez (Meridian Strategies, Edgewood, NM) and Public Agenda (New York, NY).

The REDII activities with NMAHC launched in late 2020 and is now moving to the second stage – seating a Design Group to lead NMAHC’s equity- and capacity-building efforts. The role of the Design Team is described below.

**What is the Centering EQT™ Project?**

The Centering EQT Project™ is an ecosystems and organizational change project premised on institutions committing to and operationalizing the journey to equity, enabling moving beyond individual freedoms to collective liberation. Critical to this work is:

- Interrogating, making visible & decentralizing white supremacy culture,
- Illuminating the need to redesign systems built from the colonizer consciousness to benefit those most aligned, and
- Remaking systems with the *American Cultural Mosaic™* at the center.

**What does “Centering EQT™” mean?**

At the center of the American experiment are systems built to support those who fit the *Founding Fathers Archetype™*. For those who fit, our systems work. For those who do not, our systems present inequities and injustices. For America to work for all Americans, equity must center our consciousness and redesigning our systems to/for/by representatives of the *American Cultural Mosaic* must be the design imperative. This is the *American Design Dilemma™*.

**How is this done?**

Through the *REDII™* Initiative. REDII is focused on remaking government, business and non-profit institutions from their founding documents to their institutional practice. REDII is anchored in the belief that even if everyone treated others perfectly, we would still engage systems not built in service to all who use them. Thus, institutions must make commitments to equity, remake themselves foundationally, technically and procedurally to create an expectation of organizational culture that aligns with those commitments.

**Is REDII™ strictly about race?**

No. It is about equity and ensuring that people can bring their whole selves to welcoming spaces. But it is designed to be anchored in the race construct because of how powerful and endemic race has been-and continues to be-in the American experiment. The REDI Initiative is the first step in working with government, businesses, non-profit

organizations and schools to intentionally remake themselves with equity at the center of their institutional existence and intersectional practice a hallmark of their engagement.

### **What should people know about REDII?**

It is a comprehensive systems change and organizational development endeavor. Ensuring that equity is centered in the institution's foundational documents, policy and procedures, organizational culture, professional development and training initiatives which results in deep levels of inclusive practice by each organizations' practitioners is the ultimate goal of the initiative. This creates a community of practice, a network of practitioners to support systems-level change across multiple disciplines.

### **How long does it take?**

While no systems and culture change work is ever really finished, the REDII™ process generally takes between 18-24 months. But the timeline is truly determined by the current level of institutional consciousness, operationalized capacity to lead, manage and practice to equity. As well as the amount of resistance there is to the imbedded concepts and work. This is place-based and localized work, so while the framework is systematized, the process is designed to be implemented where it can meet organizations and institutions where they are.

### **The Centering EQT/REDII initiative is NOT...**

- A training intervention
- A box-checking endeavor
- An opportunity to pivot from race
- Focused on progression on traditional individual-interpersonal-institutional approaches

### **The REDII "journey" entails 6 key elements:**

1. Initial stakeholder voice, baseline assessment and institutional commitment.
2. Building Design Group composition, consciousness and culture to address NMAHC's engagement of the REDII process.
3. Conducting a foundational document and systems review and revision tasks.
4. Engaging a technical & procedural policy review and revisions.
5. Establishing new norms for interpersonal and group dynamics through professional development and trainings.
6. Advancing intersectional practice and authentic community engagement.

### **The REDII Design Group**

The Design Group is comprised of 10-12 individuals that are willing to engage in the 12-18 month process to ensure that equity is centered at the core of how NMAHC will achieve its mission and embedded in all of its systems and processes. Members of the Design Group meet approximately every 3 weeks for a two-hour session. The sessions will focus on learning, reflection, planning and implementation. Since REDII and Centering EQT are comprehensive organizational change endeavors, the Design Group must be comprised of individuals who are committed to NMAHC's organizational success. Members of the Design Group should reflect both Descriptive and Substantive diversity elements. We seek individuals that represent:

- The NMAHC Board of Directors
- Members of the network of Health Councils
- NMAHC Staff/volunteers
- NMAHC Partners or Stakeholders

Since the Design Group is a working group that will present findings and recommendations for the NMAHC board to adopt, there will be both process and product benchmarks. Central to the work is embracing a philosophy that centering equity requires de-centering whiteness.