



The Office of Identity, Inclusion and Collective Conscience (I2C2) is driven by an anti-oppression mission that responds to all forms of oppression, inclusive of well-known “isms,” but also “hidden” oppressive organizational practices and structures. Our work intends to push current boundaries of DEI practice in the health sector to advance beyond bare minimum aspirations to a bolder vision of participatory action, sincerely inclusive of all stakeholders, against oppression of all forms. The operational work centers around an emerging practice framework created by the inaugural director, Brandi Shah.

- 1) **Identity** and **Inclusion** are implicit, prerequisites of any DEI initiative/strategy. They function together to celebrate the inherent richness of people’s multidimensional identities and to enact pathways for all people’s identities to contribute to participatory community processes and operationalize **Diversity** beyond an inert metric.
- 2) **Identity** and **Inclusion** infuse and inform the **Collective Conscience** bubble which represents the collective action map for transforming universal understanding of shared human values and rights into concrete educational, interpersonal and community-building targets. The bubble is responsive to prevailing structural realities in order to provide context and pathways for anti-oppressive action.
  - a. Attainment of **Peace** requires us to radically accept mutual vulnerability that embraces healthy discomfort in our interactions because ease is not equitably and perpetually experienced by all members of our community.
  - b. **Justice** engages comprehension about complex, intersecting historical and contemporary systems that influence impartial application of fairness across social groups. This framework conceives of justice as responsive, reciprocal processes, not merely outcomes, that are restorative and transformative.
  - c. Honoring innate human **Dignity** challenges us to not merely know and accept that each individual is entitled to a dignified existence, but to decenter our judgments and act with cultural humility to affirm individuals as experts about their identities and lived experience who deserve equal access to self-determination.
  - d. **Equity** is contained within the bubble, and not a contributor to it, because it represents one of the internal driving forces for collective conscience in which all participants are not only aware of inequities but actively agitating and acting to mitigate inequitable systems and practices because it is liberatory for the entire community.
  - e. A focus on **Visibility** encourages us to authentically see and engage individuals and cohorts by prioritizing self-identification and sense of belonging by working against marginalization that undergirds invisibility, stigmatization, silencing and a distorted vision of community that obstructs trust-building and collaborative potential.
- 3) The interactive process of these three components operating intentionally and with full collective power contributes to an interdependent **Community of Practice** unified and renewed by shared language, values and culture that embraces a continual growth mindset.