

Opioid Response Network: Developing a Shared Language For Diversity, Equity and Inclusion

Participant Reflections Workbook

Ryan Springer, MPH & Deena Murphy, Ph.D.



Opioid
Response
Network



General Reflection

Workbook Exercise 1

- Reflect on current local, national events or your own experiences (personal or professional).
- What examples of health disparities have you seen?

Write your thoughts...

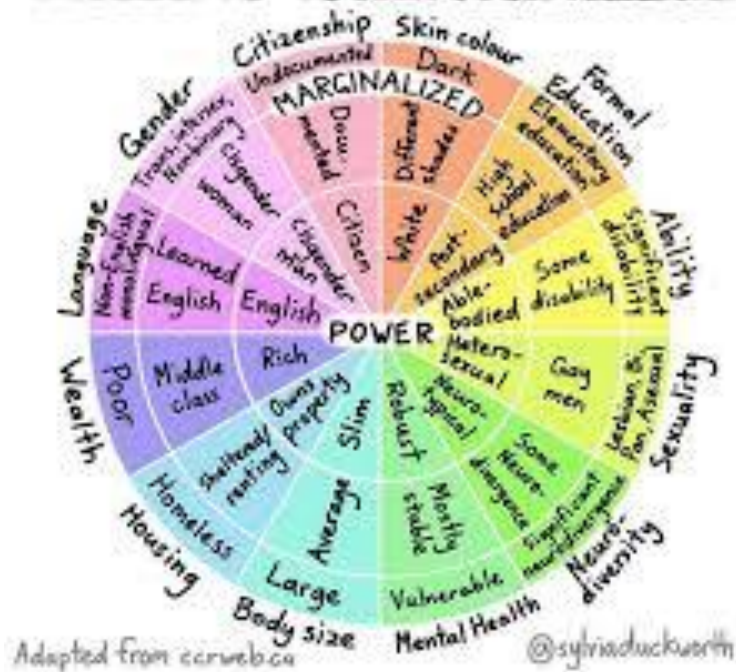




Wheel of Privilege Reflection

Systems of Oppression and Privilege

WHEEL OF POWER/PRIVILEGE



Consider...

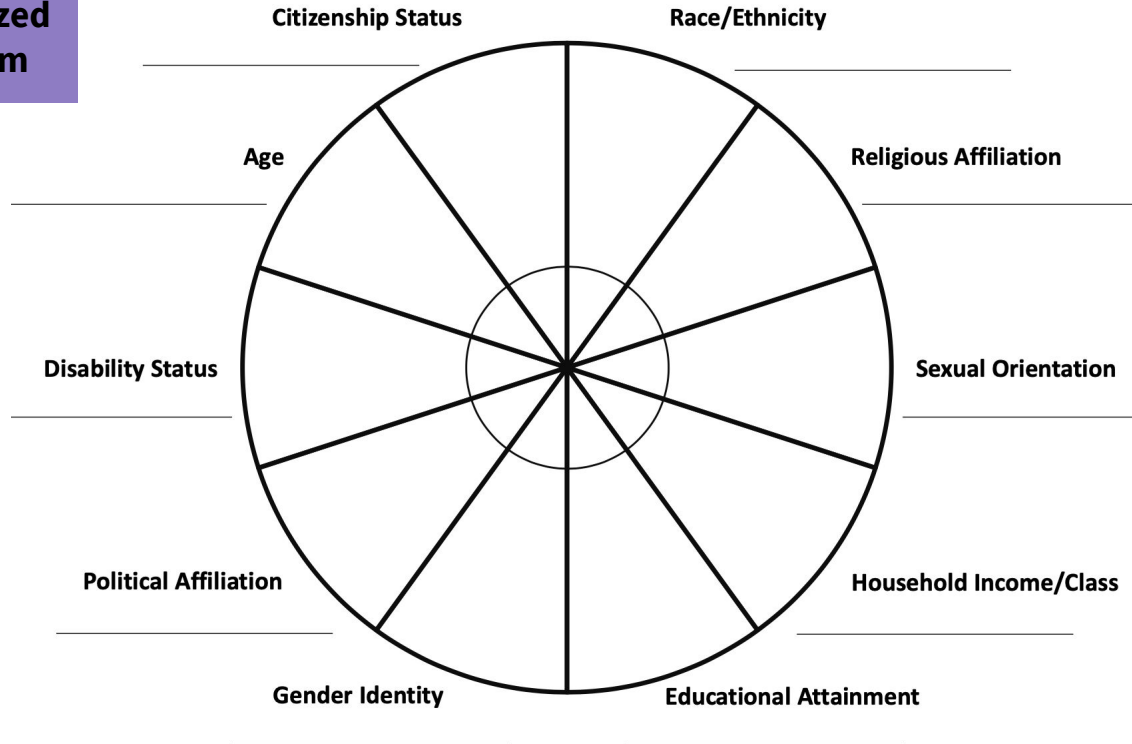
- Where do you experience privilege and/or power?
- Where do you experience oppression and/or marginalization?
- How do systems of privilege and oppression interact?



What does your circle look like?

***Outside=Marginalized /oppressed by system**

***Inside=Privileged/ power in system**



Workbook Exercise 2

- What did you learn from your circle?
- Where do you see privilege?

Write your thoughts...



Workbook Exercise 3

- How do you use your privilege?

Write your thoughts...





Intersectionality Reflection

Workbook Exercise 4

- Given these definitions, how would you rate your organization as far as racial equity?
- What practices within your organization seem equitable in terms of race? Which practices show gaps?

Write your thoughts...



Workbook Exercise 4 Cont'd

- Who are the leaders in your organization? Who are the frontline staff? How does that match your client/patient population?

Write your thoughts...





Myths Reflection

Workbook Exercise 5

- Of these myths about race 1) race is biological 2) colorblindness 3) it's poverty not race), which one do you think is most challenging in the context of our work in substance use services and why?

Write your thoughts...



Final Reflections

- What can you do *right now* individually to address race and racism?
- What is needed within your organization to build capacity around racial equity? What role can you play?

Write your thoughts...





**Together
we can make a
difference!**

opioidresponsenetwork.org

(401) 270-5900