

County Health  
Rankings & Roadmaps

Building a Culture of Health, County by County

# Webinar

Engaging across differences: Constructive  
dialogue for civic health  
April 18, 2023

countyhealthrankings.org



University of Wisconsin  
Population Health Institute  
UNIVERSITY OF WISCONSIN  
SCHOOL OF MEDICINE AND PUBLIC HEALTH

Support  
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In a democracy, everyone has  
a voice. As we build a world  
where we all belong, we can  
also ensure everyone has an  
*equal* voice in deciding how  
our society is structured and  
how systems, communities  
and institutions function.



YOLANDA  
LIMAN | Drawing  
Change

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# Cultivating civic infrastructure and civic participation for healthier communities



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# Civic participation



The way that people participate in the life of a community to improve conditions and shape the community's future

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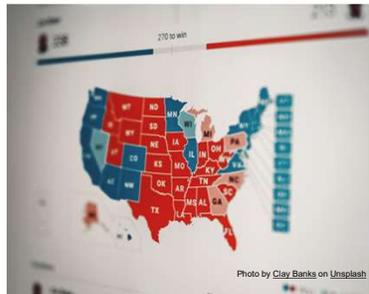
We will make progress toward health equity when **all people** can be heard and have meaningful involvement in decision-making processes.

# Why does civic participation matter to equity?



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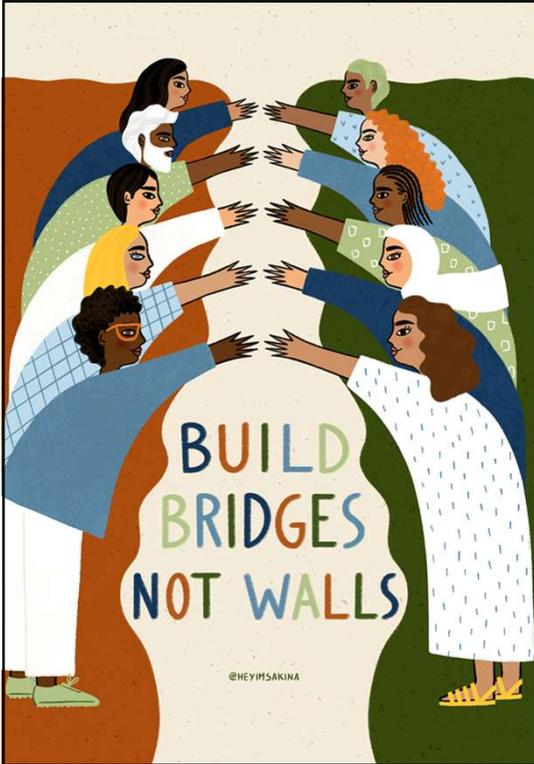
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# Fostering civic participation



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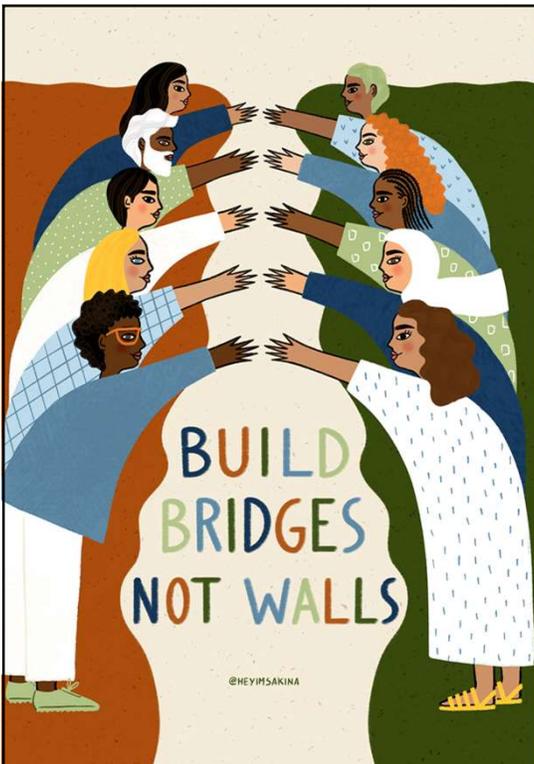
# Bridging

The practice of two or more individuals or groups coming together acknowledging their differences affirming their unique identities building new shared one identity.

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Illustration credit: Sakina Saïdi for OBI x Fine Acts

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# Bridging

Rejects the idea of "those people".  
Embraces the idea of "us and we".

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Illustration credit: Sakina Saïdi for OBI x Fine Acts

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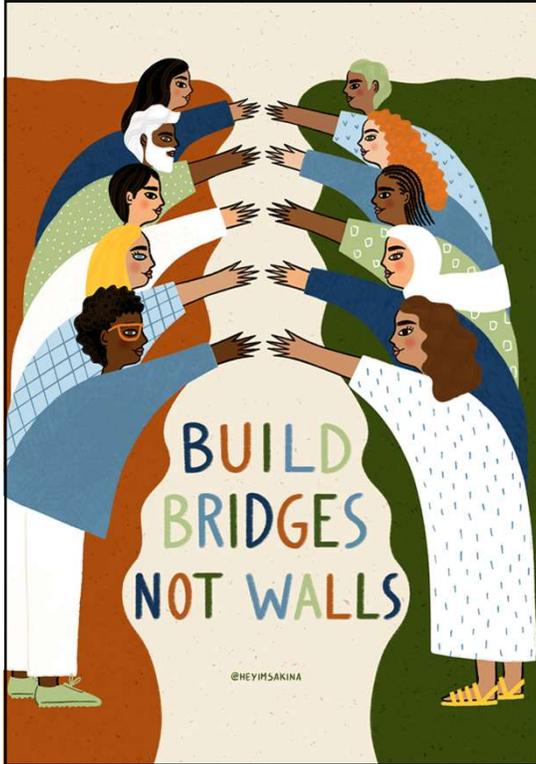


Illustration credit: Sakina.Saidi for OBI x Fine Acts

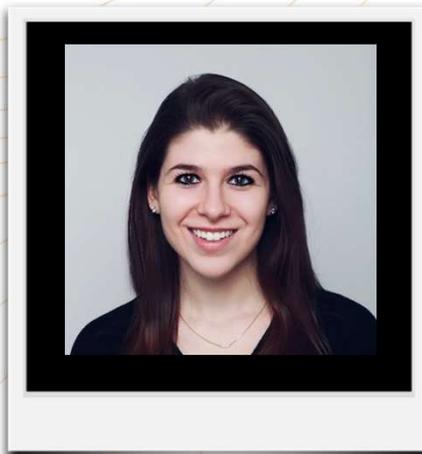
# Bridging

Allows us grow.  
 To learn more about others and ourselves.  
 Makes space for civic participation.

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**Please welcome**

**Caroline Mehl**  
 Co-founder and executive director  
 Constructive Dialogue Institute

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# Questions we will explore...

What does the research say about how humans process information?

What is needed to engage in constructive dialogue?

What are the resources to start constructive dialogues?

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**Constructive dialogue  
can organize  
stakeholders around  
advancing equity.**

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# Join Us! Discussion Group

**When:** Immediately following the webinar

**What:** Interactive learning experience,  
opportunity to share ideas and ask  
questions

**How:** Zoom

**Why:** Deepen the webinar learning, allow  
further exploration



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## The Problem

In recent years, schools, campuses, and workplaces have been torn apart by ideological differences.

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## Our Approach



### Engaging

Interactive and adaptive program.



### Evidence-Based

Built-in pre and post-assessment measures outcomes.



### Practical

Teaches practical behavior-change techniques.



### Scalable

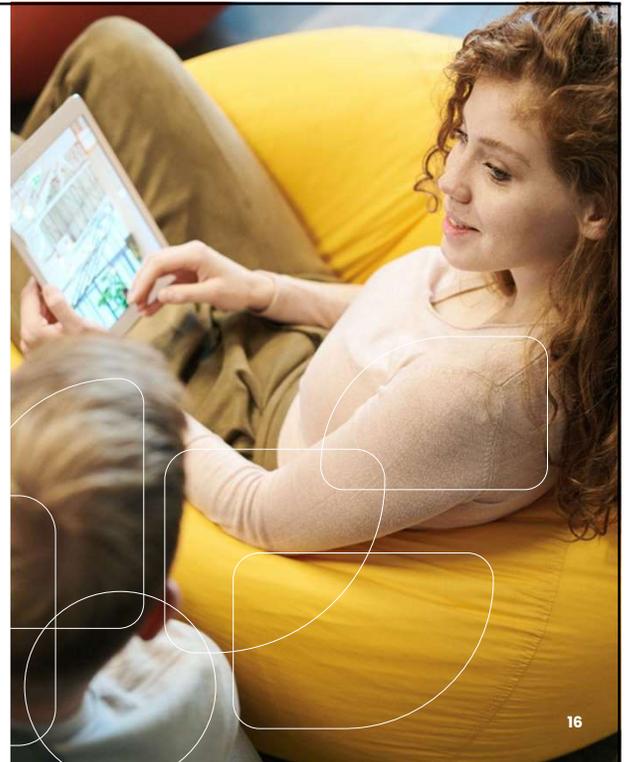
Efficient delivery model.

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## About CDI

The Constructive Dialogue Institute (CDI) is a national non-profit that builds educational tools to equip Americans with the skills to communicate and collaborate across differences.



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## Communities We Serve

We help build cultures where people recognize our shared humanity, embrace differences as strengths, and work together to solve collective challenges.

1 Higher Education

2 High School

3 Workplace

4 Religious Communities

5 Local Governments



## Our Reach

1,000+

Institutions

60,000+

Learners

48

States

100+

Disciplines

1,000+

Educators

95%

of Users Recommend



## Our Ancient Brains



**Our minds are divided  
between two parts that  
sometimes conflict**



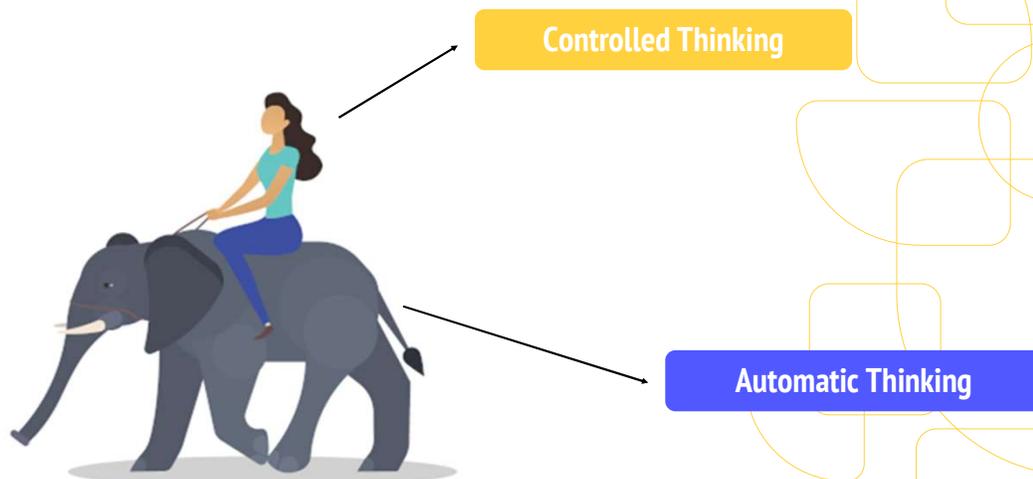
## Two systems in the mind

Automatic Thinking	Controlled Thinking
Fast	Slow
Unconscious	Conscious
Automatic	Effortful
Emotional	Logical

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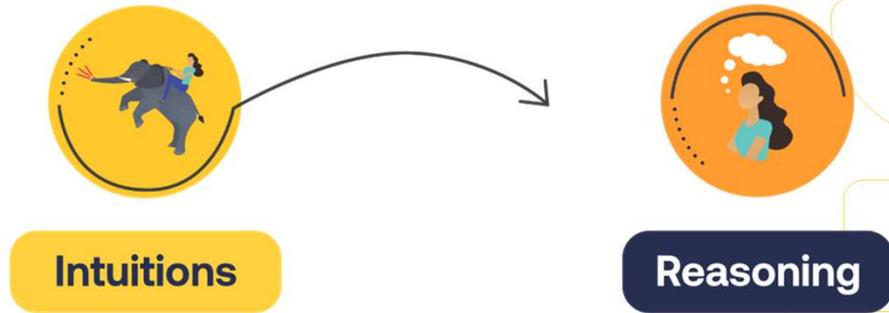
## The Rider and Elephant



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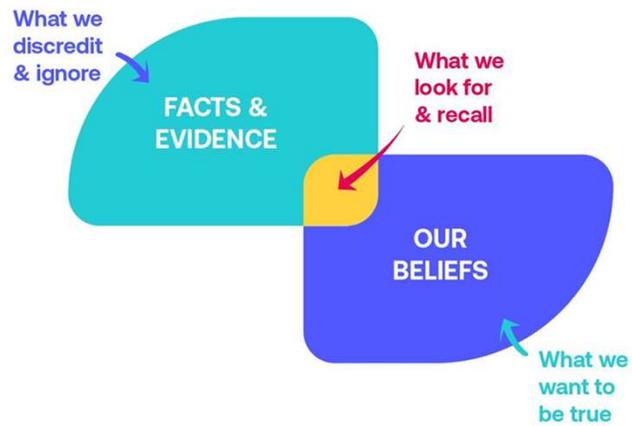
## Intuitions come first, reasoning second



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## Confirmation Bias



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**A form of conversation where people with different perspectives try to understand each other — without giving up their own beliefs — in order to work together.**



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## The Five Principles of Constructive Dialogue

Let go of winning.

Share your story and invite others to do the same.

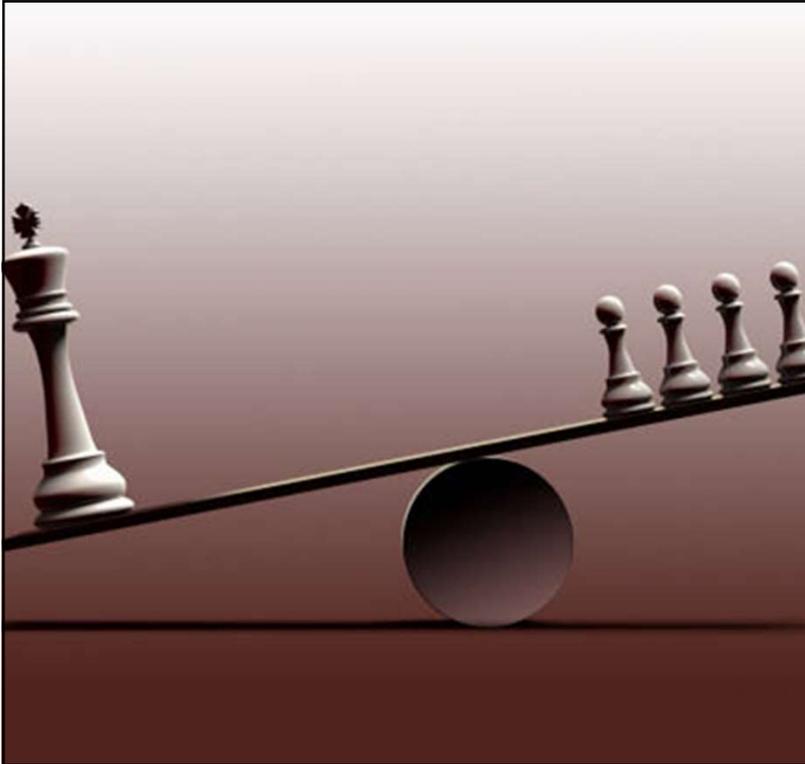
Ask questions to understand.

Make yourself and others feel heard.

When possible, seek common ground.

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## Power Imbalances

What are the limits of constructive dialogue?

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**“You challenge them. But you don't challenge them rudely or violently. You do it politely and intelligently. And when you do things that way chances are they will reciprocate and give you a platform.**

**So [Roger Kelly, the Klan leader] and I would sit down and listen to one another over a period of time. And the cement that held his ideas together began to get cracks in it. And then it began to crumble. And then it fell apart.”**

**– Daryl Davis**



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## Dialogue & DEIB

- Treat others with dignity and respect
- Make others feel heard
- Connect in authentic ways
- Identify areas that are shared

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## CDI's Suite of Tools

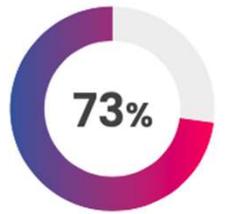
We offer a suite of tools that help institutions build open and inclusive cultures. Our tools include:

- E-Learning
- Professional development
- Analytics

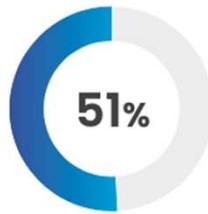
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## Research

Research from more than 50,000 learners and two randomized controlled trials – the most reliable and valid form of scientific research – have demonstrated the effectiveness of *Perspectives*.



of students decreased  
in hostility towards their  
political outgroup



of students showed  
an increase in  
intellectual humility



of students showed  
improvement in their  
negative conflict behaviors

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## Case Study



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### Leadership Development

TEKsystems, a company of Allegis group, has included *Perspectives* in its leadership development programming since 2018.

2

### Company-wide Access

TEKsystems included *Perspectives* as its first external partner to be offered through its new company-wide professional development offering to employees "Best U."

3

### Employee Onboarding

TEKsystems' sister company, Allegis Global Solutions, has begun implementing *Perspectives* in its new employee onboarding.

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Visit our website:

[www.constructivedialogue.org](http://www.constructivedialogue.org)

Contact us:



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[kourtney@constructivedialogue.org](mailto:kourtney@constructivedialogue.org)



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# POLL

Do feel you could adapt the strategies shared during the webinar to use within your community?

Yes

No

Maybe

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# Questions?



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# Click on survey link in the chat



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**Gloria Dickerson**  
Founder and CEO  
We2gether Creating  
Change



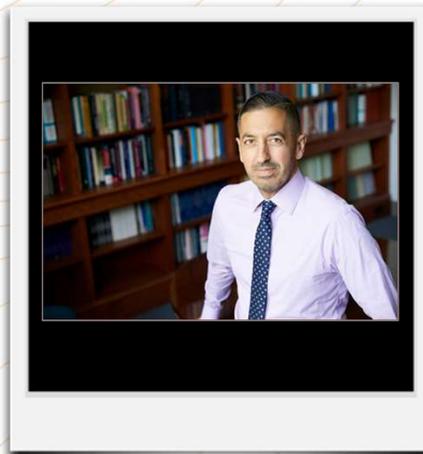
**Jeanette Raymond**  
Public Health Practice  
Assistant Section  
Manager  
MN Department of  
Health

**The power of narrative to  
influence civic health**

May 23, 2023

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**Special Guest**  
**Sandro Galea, MD, MPH, DrPH**  
Dean and Robert A. Knox Professor  
Boston University  
School of Public Health

**Understanding  
Public Health 3.0**

June 20, 2023

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New County Health Rankings released  
**March 29**

[countyhealthrankings.org](http://countyhealthrankings.org)



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