

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

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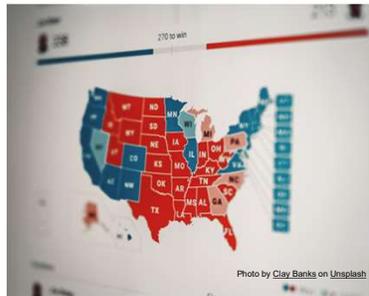
We will make progress toward health equity when **all people** can be heard and have meaningful involvement in decision-making processes.

Why does civic participation matter to equity?



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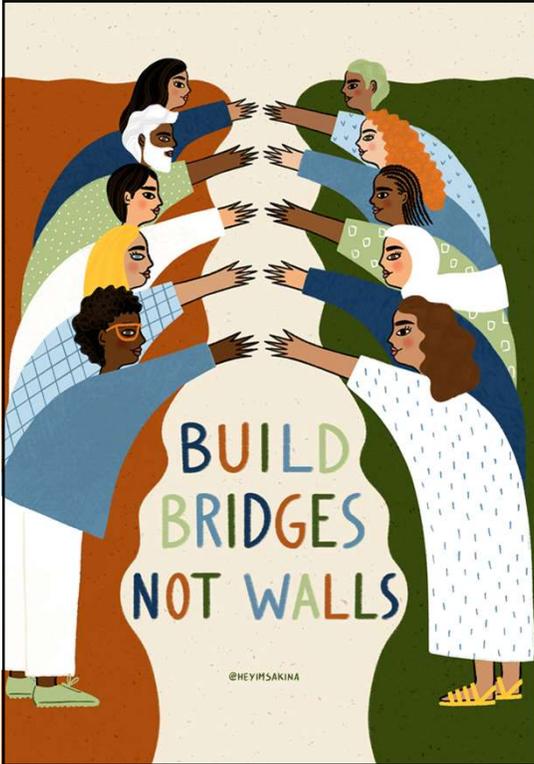
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Fostering civic participation



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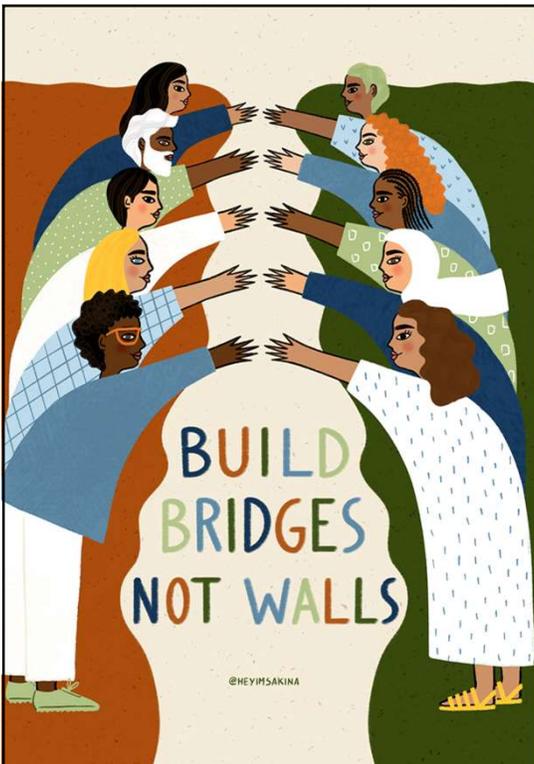
Bridging

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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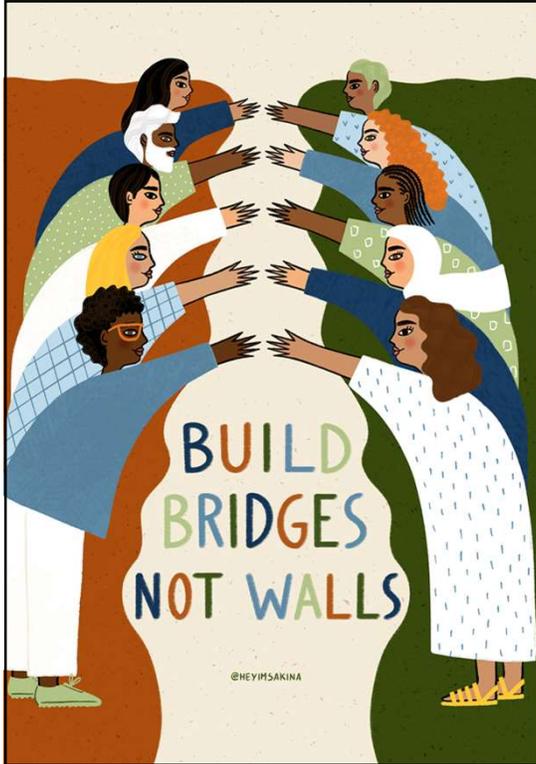


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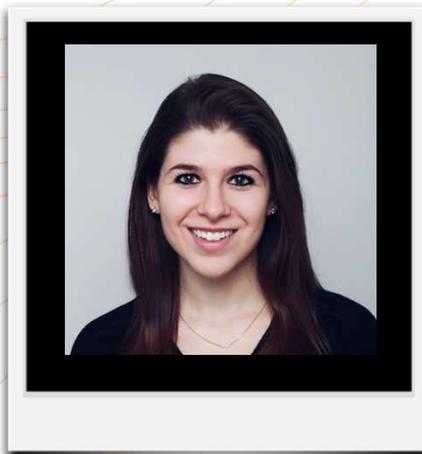
Bridging

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

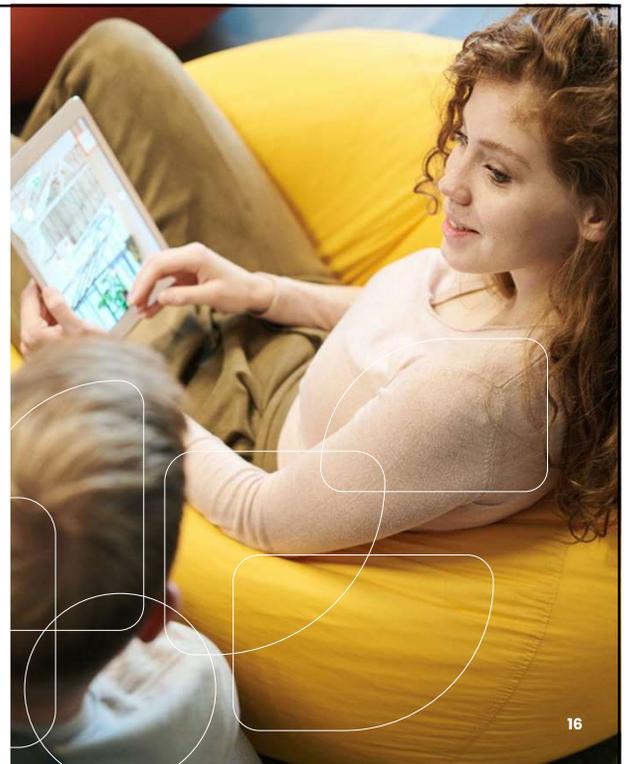
Efficient delivery model.

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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



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



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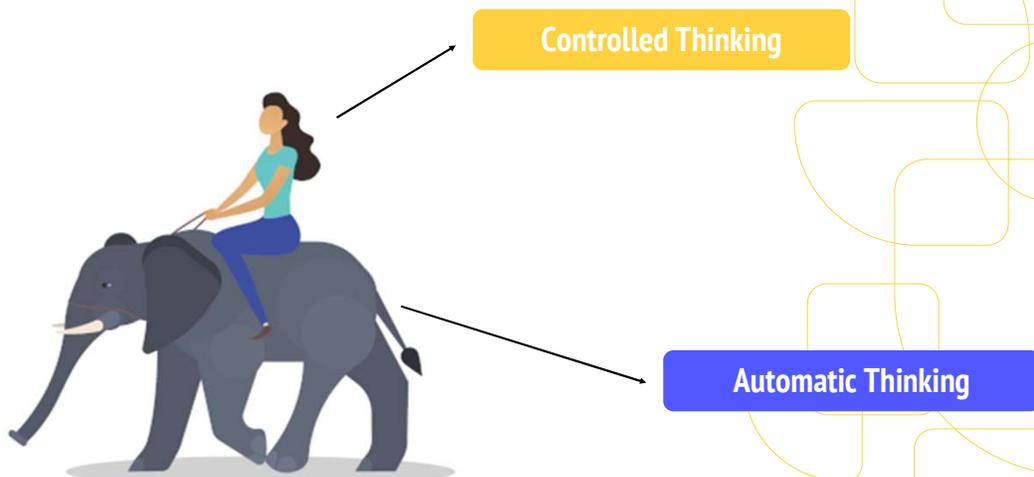
Two systems in the mind

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

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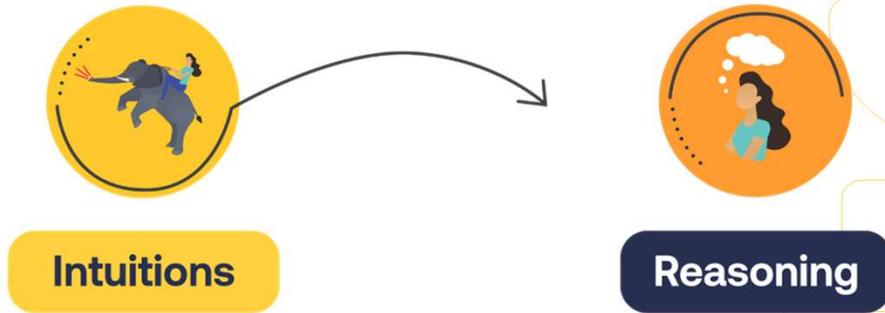
The Rider and Elephant



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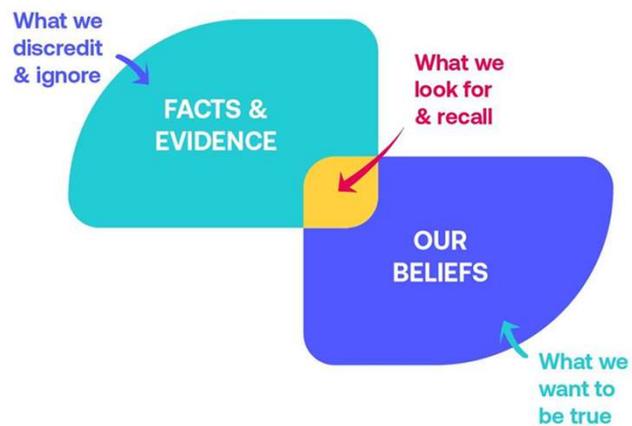
Intuitions come first, reasoning second



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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.

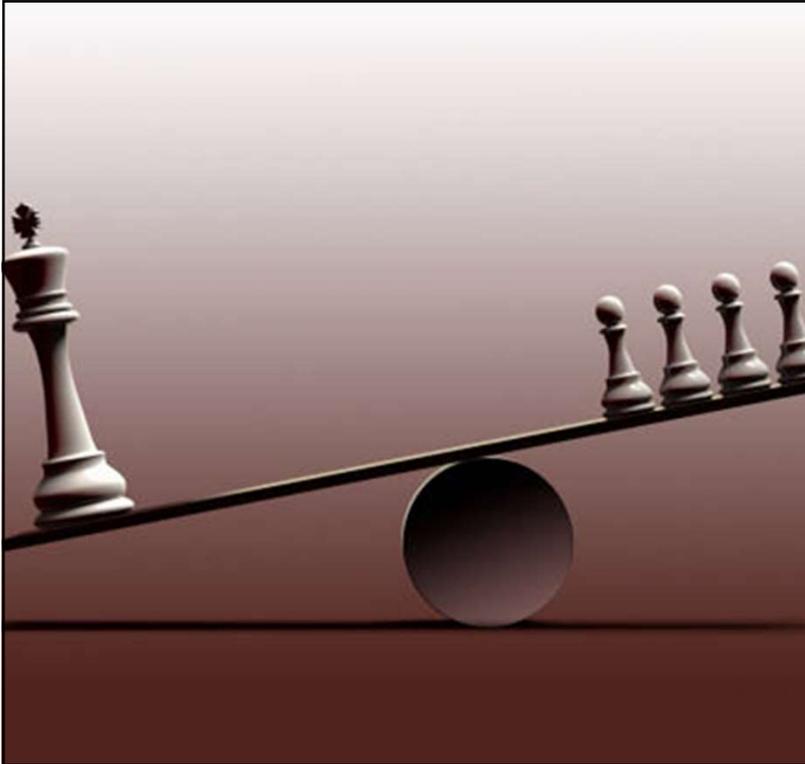
Ask questions to understand.

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

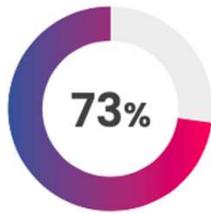
We offer a suite of tools that help institutions build open and inclusive cultures. Our tools include:

- E-Learning
- Professional development
- Analytics

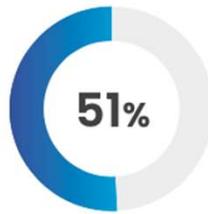
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Research

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



1

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

Contact us:



Kourtney Bradshaw-Clay, Director of Partnerships

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



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