

Flying through Interference

LESSONS FROM HEALTH EQUITY CORPORATE CHANGEMAKERS

OCTOBER 1, 2024 • 12:00 – 1:00 PM ET

Thank you for joining. We will get started shortly.

Audience Guidelines & Tech Tips

- We want to hear from you throughout this conversation!
 - Share your questions in the Q&A Box. We will be reserving time at the end of each round for Q&A.
- Tech Tips
 - The recording and slides will be made available on FSG.org. We'll send you an
 email once they're online.
 - If you wish to turn on live captions, go to Live Transcript in your webinar menu and choose "Show Captions."
 - If you have technical difficulties or need help with anything, please email info@fsg.org



Bobbi Silten FSG



Diana Blankman Sanofi U.S. Sanofi Cares N.A.



Josette Gbemudu Merck



Nikhil Bumb

FSG

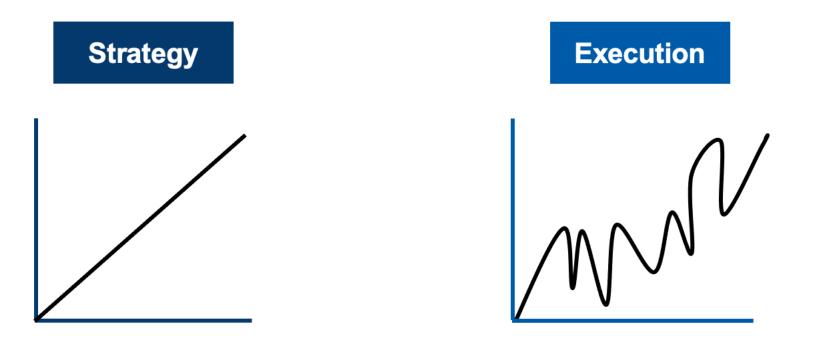


Patricia Mae Doykos Bristol Myers Squibb



Reema Jweied-Guegel AARP

Why is this topic important?





What we hope you'll get from today's event

1

Ability to recognize interference limiting your organization's impact ambitions

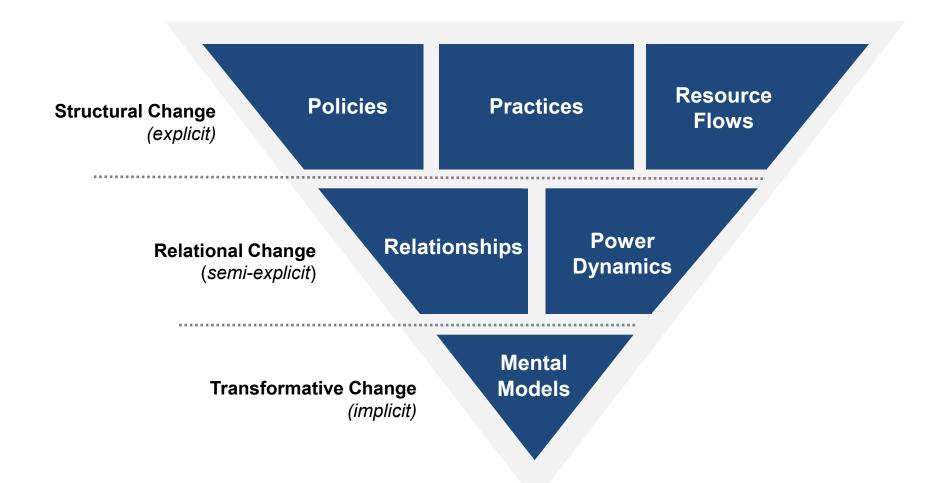
2

Tools and concepts to diagnose the type of interference based on the six conditions of systems change

3

Framework for developing the enabling conditions and examples from health equity changemakers applying the tools to their work

The Six Conditions of Systems Change



Example Interference:

Structural Change

Example Interference



Examples:

- Internal policies (e.g., recruiting, pricing, patient advocacy)
- Company's stand on public policies

Examples:

- Norms around risk-taking and learning
- Lack of intentional competency building on health equity

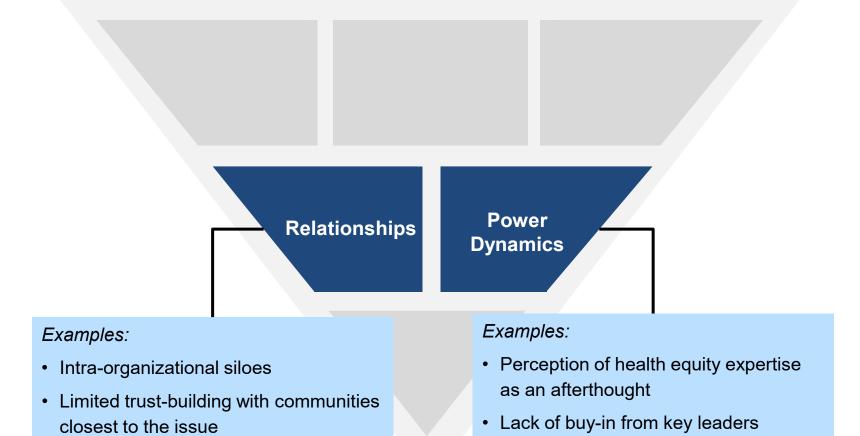
Examples:

- Limited staff time and dollars
- Short-term support of initiatives vs. consistent attention year-after-year

Example Interference:

Relational Change

Example Interference



Example Interference:

Transformative Change

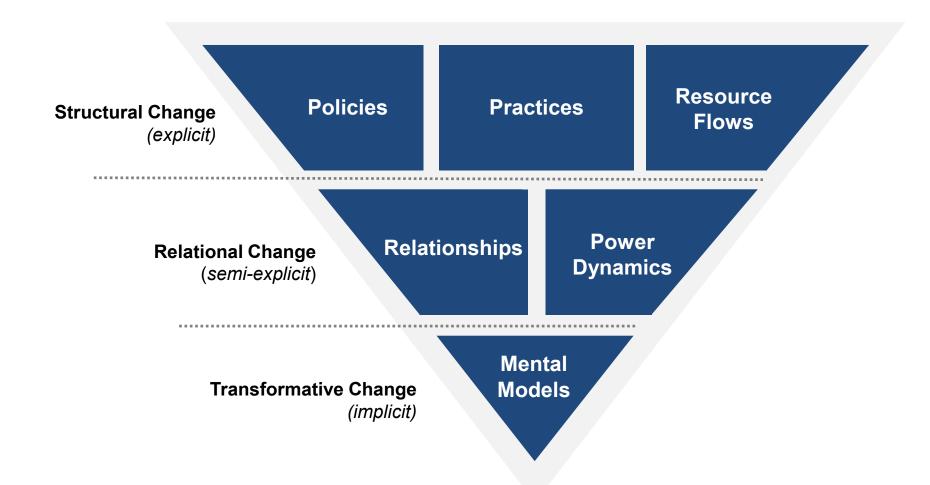
Example Interference

Examples:

- Closed mindset to challenge status quo
- Low accountability from leadership to tackle past harms

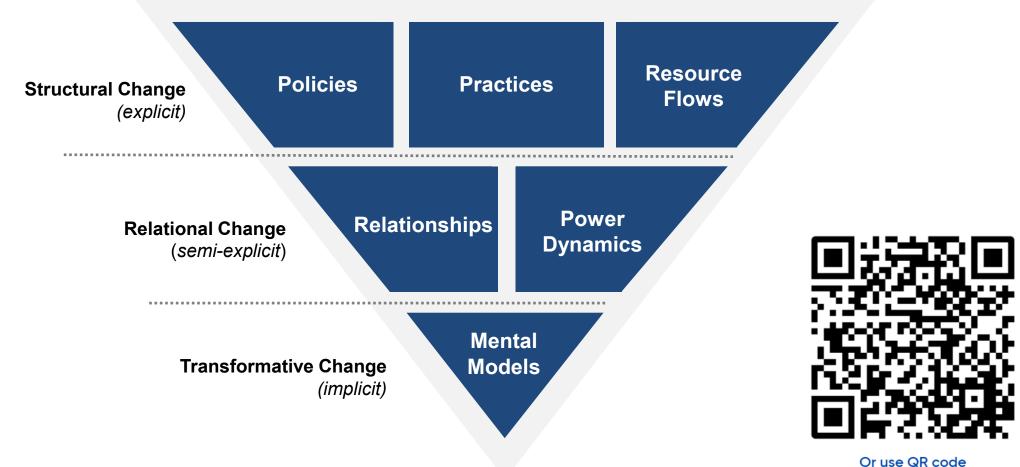
Mental Models

The Six Conditions of Systems Change



MENTIMETER: What type of interference has created the greatest resistance within your own work/organizations?

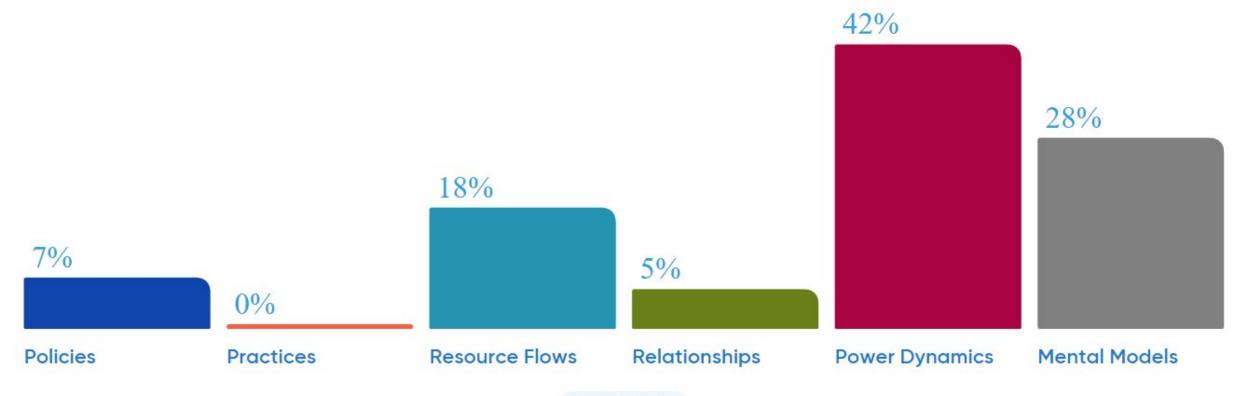
Join at menti.com | use code 14 04 37 1



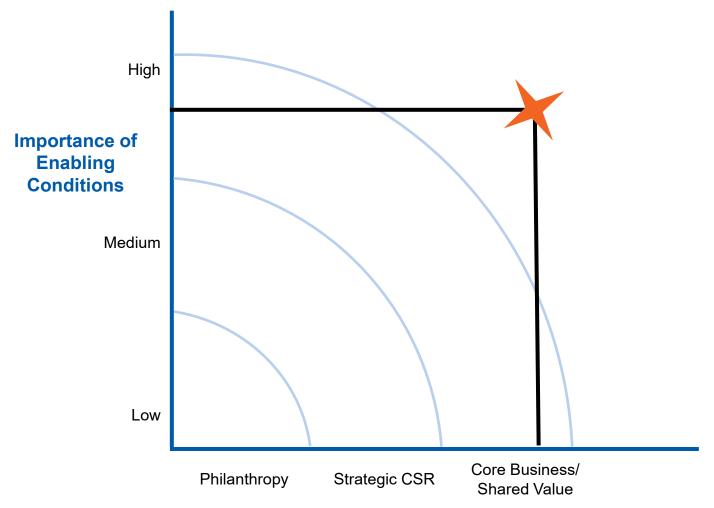
What type of interference has created the greatest resistance within your own work/organizations?



Or use QR cod



Enabling conditions are tangible and intangible factors that help address interference and achieve strategic impact



Type of Company Engagement