

## Structural Competency Learning Group (SCLG) Frequently Asked Questions (FAQs)

Updated March 2023

### 1) What is structural competency?

- Structural competency provides a robust equity framework to analyze health disparities by looking at the political, economic, and social structures which impact the health of communities, and make certain groups more vulnerable to "harm."
- This framework focuses on identifying the root causes of inequities by expanding upon themes often discussed under the rubric of Cultural Competency and the Social Determinants of Health (SDOH). Structural Competency helps to offer a more complete analysis of inequities because by focusing only on culture and SDOH can be limiting as they do not get at the underlying policies, systems, and social hierarchies that result in and maintain poverty and inequality.

### 2) How is a structural competency framework connected to intimate partner violence, exploitation, and human trafficking?

- Intimate partner violence and exploitation limit people's autonomy, safety, and self-determination and can have lasting negative impacts for individuals and communities.
- In order to prevent intimate partner violence and human trafficking from occurring, systems level changes are need to address the root causes of these kinds of violence. Individual behavior change does not change the structures that make people vulnerable to experiencing violence and more likely to use violence.

#### Training Curriculum

- **Module 1:** Structural Competency Framework and Analyzing the Impact on Patient Health
- **Module 2:** Structural Violence: White Supremacy, Racism, & Patriarchy
- **Module 3:** Connecting a Structural Competency Framework to Strategies to Prevent and Respond to Intimate Partner Violence and Human Trafficking
- **Module 4:** Health Center Operations: Using a Structural Lens to create a Culture of Care and Taking Action

### 3) What is a learning group?

- The learning group is a group of professionals working collaboratively to process and synthesize new information and concepts, share and learn from each other, and plan action steps.
- Each participant is also responsible for their own learning and also contributes to peer-based learning by sharing experiences, knowledge, and expertise.
- The learning group is based on the principle that lived experiences and evidence-based practices are equally valued.

### 4) Who should participate?

- This year's cohort will prioritize health center leaders who are working in operations, such as Chief Operations Director, Clinical Operations Director, Operations Manager, Administrative Directors, Human Resources, and Behavioral Operations.
- Those with a desire to expand their learning around issues of health equity and social justice by focusing on the intersections of health, structural racism, and inequities.
- Those with a desire to improve the health of their patients and communities using a structural competency lens.

## 5) What will I learn?

- Each session will cover the content from four (4) learning modules. Module 1 and 2 will cover content from HOP's Structural Competency training curriculum, including the Structural Competency framework and key concepts of structural violence and racism, naturalizing inequality, and implicit frameworks. Module 3 will connect the Structural Competency framework to strategies to prevent and respond to intimate partner violence and human trafficking. Module 4 will be a working session where participants will develop action steps to apply their learnings to the operations of their health center. *See Training Curriculum Box.*
- The Learning Objectives are as follows:
  - Define the Structural Competency framework and key concepts of structural violence, such as white supremacy, structural racism, and patriarchy
  - Analyze how health is influenced by structural factors
  - Describe how the Structural Competency framework is connected to strategies to prevent and respond to intimate partner violence and human trafficking
  - Conceptualize how to deliver care and advocate for communities using a structural competency lens
- Participants will also be able to identify action steps using a structural competency lens to develop a culture of care rooted in equity and strengthen operations to better support patients and communities, as well as those working in the health center.

## 6) What is the format?

- **Kick-off Call:** HOP and Futures Without Violence will also hold a Kick-off Call prior to the beginning of the Learning Group Sessions. The purpose of the Kick-off Call will be set group agreements in order to create a safe and comfortable learning space. Further, the participants will have the opportunity to introduce themselves and get to know each other.
- **Virtual Sessions:** HOP and Futures Without Violence will conduct four, virtual sessions via Zoom. The sessions will be 90-minutes.
- **Adult Learning:** The learning approach used for the sessions is based on adult learning principles and will include a combination of didactic instruction, small breakout activities, large group discussions, and visual resources, such as videos. The learning space is designed to build on participants' knowledge, experience, and skills.

## 7) What is my commitment?

- Your participation in the learning group requires a 2-month commitment (April & May 2023). *See Schedule box.*
- We require that participants attend the kick-off call (March 30<sup>th</sup>) and all four sessions. There will also be a small amount of pre-work for each session, which may include readings, educational videos, or worksheets to share personal reflections and insights.
- We encourage that you commit to share with your health center staff about your learnings, experience, and reflections during your participation in the learning group.

### Schedule

- **Kick-off Call:** Thursday, March 30, 11am-12pm PT/2pm-3pm ET
- **Four, 90-minute virtual sessions:**  
Thursdays - April 6 & 20, May 4 & 18  
2:00-3:30pm ET  
1:00-2:30pm CT  
12:00-1:30pm MT  
11:00am-12:30pm PT  
9:00am-11:30am HAT



**8) What are the benefits?**

- Gain critical knowledge on how to identify and integrate a robust analysis of the structural factors that impact the health of vulnerable communities into the type of care that health centers can provide.
- Being trained in structural competency equips health care professionals with concepts and vocabulary to analyze, discuss, and respond to structures.
- Become part of a cohort of health center leaders that are stepping forward and advocating health equity and social justice for their patients and communities.

**9) How do I register?** You can register online [here](#). Registration will close on Friday, March 24, 2023.

**10) Who can I contact with questions?**

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