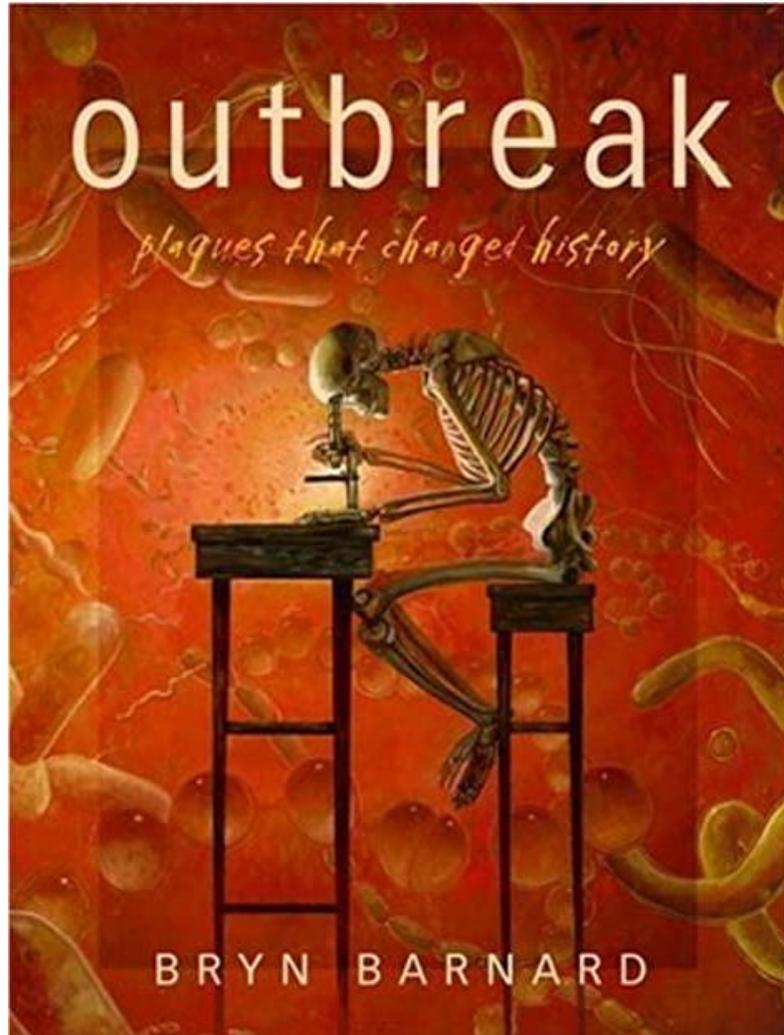




# Secretary's Advisory Committee on Infant Mortality

Virtual Meeting  
June 17 and 18, 2020



# Racial Injustice



# “When Home Won’t Let You Stay.”

Ai Weiwei



# When Home Is Not Safe – When Home Doesn't Want You



plagues that changed history

# Smithereens

How the Black Death smashed feudal Europe



# New York Times Best Seller List

(Books that helped change history?)

- WHITE FRAGILITY by Robin DiAngelo
- SO YOU WANT TO TALK ABOUT RACE by Ijeoma Oluo
- HOW TO BE AN ANTIRACIST by Ibram X. Kendi
- ME AND WHITE SUPREMACY by Layla F. Saad
- THE NEW JIM CROW by Michelle Alexander
- THE COLOR OF LAW by Richard Rothstein Liveright
- BETWEEN THE WORLD AND ME by Ta-Nehisi Coates
- UNTAMED by Glennon Doyle
- STAMPED FROM THE BEGINNING by Ibram X. Kendi
- JUST MERCY by Bryan Stevenson
- BECOMING by Michelle Obama
- THE SPLENDID AND THE VILE by Erik Larson
- BORN A CRIME by Trevor Noah
- WHY ARE ALL THE BLACK KIDS SITTING TOGETHER IN THE CAFETERIA? by Beverly Tatum
- I'M STILL HERE by Austin Channing Brown

# Approaches to a complex issue like infant and maternal mortality;

## Traditional approach

## Adaptive approach

- Pre-determined and predictable time frame (usually 2 – 3 years)
- Many (comprehensive) strategies (often pre-determined by the fields represented)
- Contained – approved as a complete and polished document (often relegated to the shelf)
- Owned and executed by the sponsoring organization.
- Major time investment to create the plan/recommendations as a product.

- Short and variable time frame (potentially quarterly or even more frequent)
- Strategies (based on a few key principles) emerge based on opportunity and need
- Open-ended – a framework to inform decision-making as circumstances change
- Owned by the committee and each person, applying principles to their work
- Continuous integration of planning with action, assessment, and learning

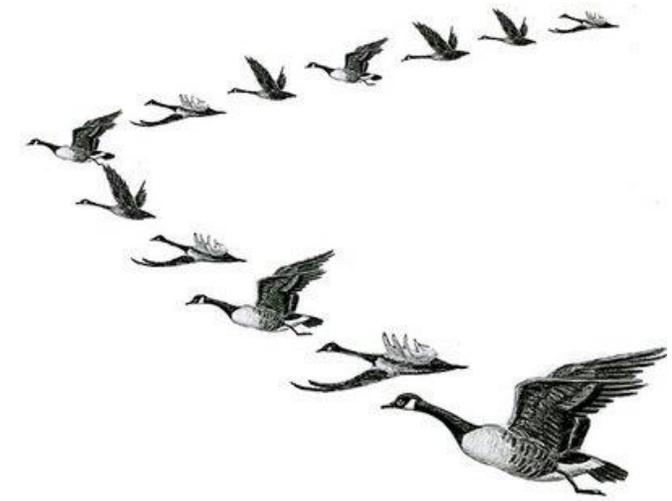
# SACIM is dealing with complex issues and systems

- Non-linear
- Multiple factors influencing outcomes
  - Some knowable, some unknowable
- All factors are interactive (not independent)
- Factors are constantly changing
- There is no endpoint
- Factors unpredictable and often unexpected
- Rules can change without notice
- Multiple “players” (professions, sectors, disciplines, regions, ideologies, etc.)

# Simple Rules for Adapting to Complexity

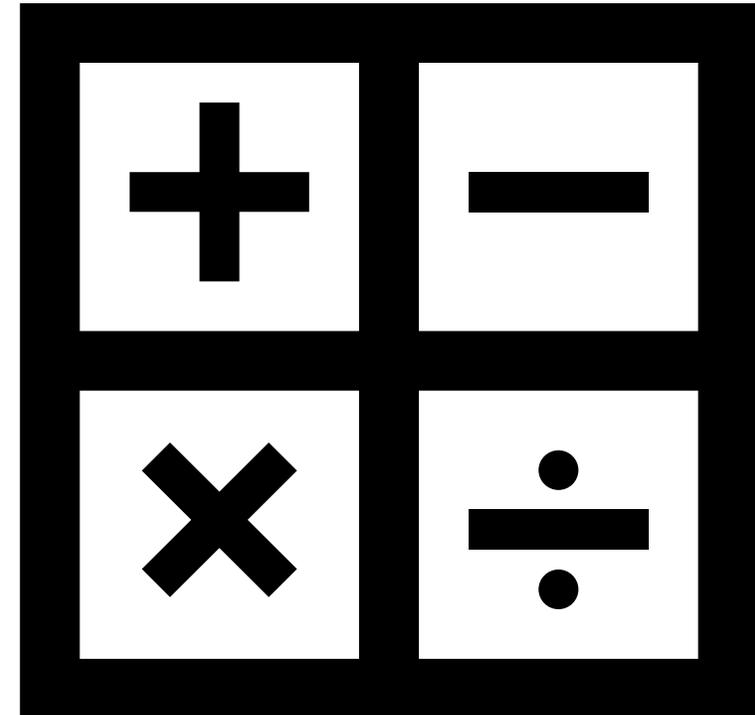
A diverse and loosely knit group can work as a coordinated unit if every one of the members follows the same set of simple rules.

- Fly toward the center.
- Don't bump into anyone
- Match the speed of your neighbor.



# SACIM Simple Rules

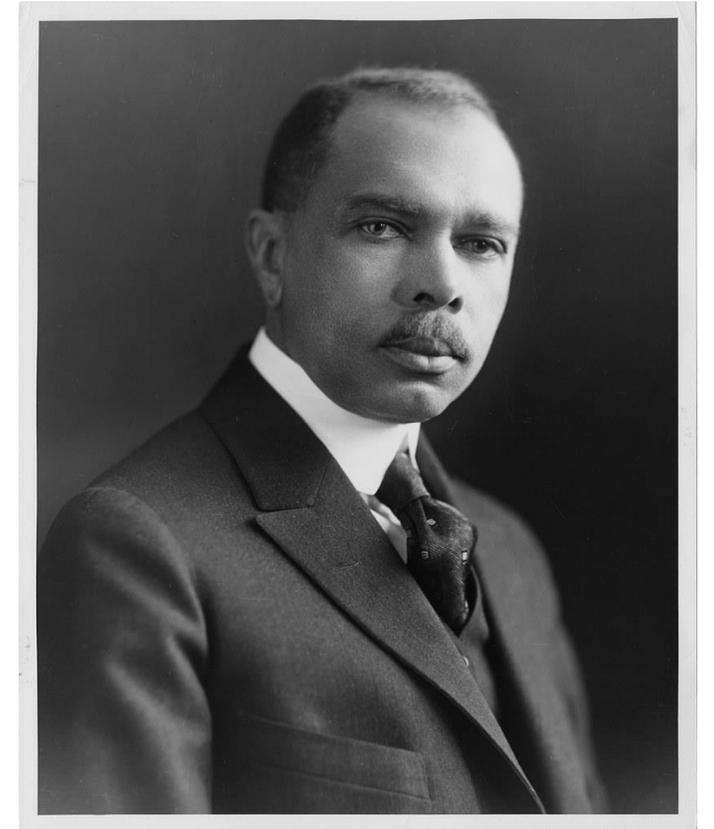
- Remember every baby and mother
- Center on equity
- Listen to community voices
- Build capacity
- Focus on connections
- Ask powerful questions
- Seize opportunities



# James Weldon Johnson

born June 17, 1871

- American writer and civil rights activist.
- First African American to be lead the National Association for the Advancement of Colored People (NAACP)
- 1st black admitted to Florida Bar
- 1st African-American professor at New York University.
- *“The battle was first waged over the right of the Negro to be classed as a human being with a soul; later, as to whether he had sufficient intellect to master even the rudiments of learning; and today it is being fought out over his social recognition.”*



# Lift Every Voice and Sing

By James Weldon Johnson

Lift every voice and sing, Till earth and heaven ring,  
Ring with the harmonies of Liberty;  
Let our rejoicing rise, High as the listening skies,  
Let it resound loud as the rolling sea.  
Sing a song full of the faith that the dark past has taught us,  
Sing a song full of the hope that the present has brought us,  
Facing the rising sun of our new day begun  
Let us march on till victory is won.

Stony the road we trod, Bitter the chastening rod,  
Felt in the days when hope unborn had died;  
Yet with a steady beat, Have not our weary feet  
Come to the place for which our fathers sighed?  
We have come over a way that with tears has been watered,  
We have come, treading our path through the blood of the slaughtered,  
Out from the gloomy past, Till now we stand at last  
Where the white gleam of our bright star is cast.

