

Taking on Racial Equity

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If you have come
to help me you are
wasting your time.
But if you have
come because your
liberation is bound
up with mine, then
let us work together.

ABORIGINAL
ACTIVIST'S
GROUP
QUEENSLAND, 1970s

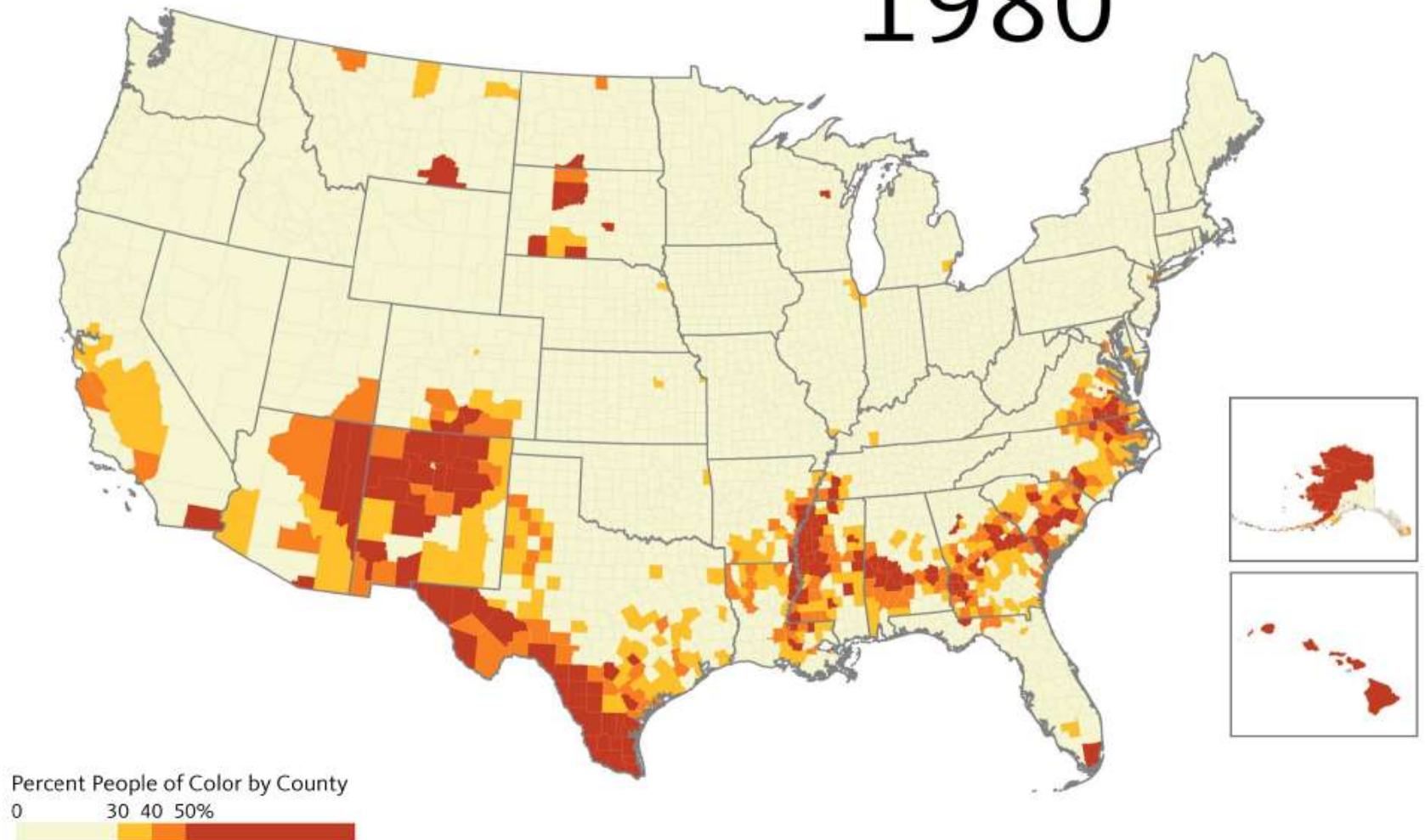
The quote is often attributed to Brisbane activist leader Lib Watson who was a member of the group that created the statement.

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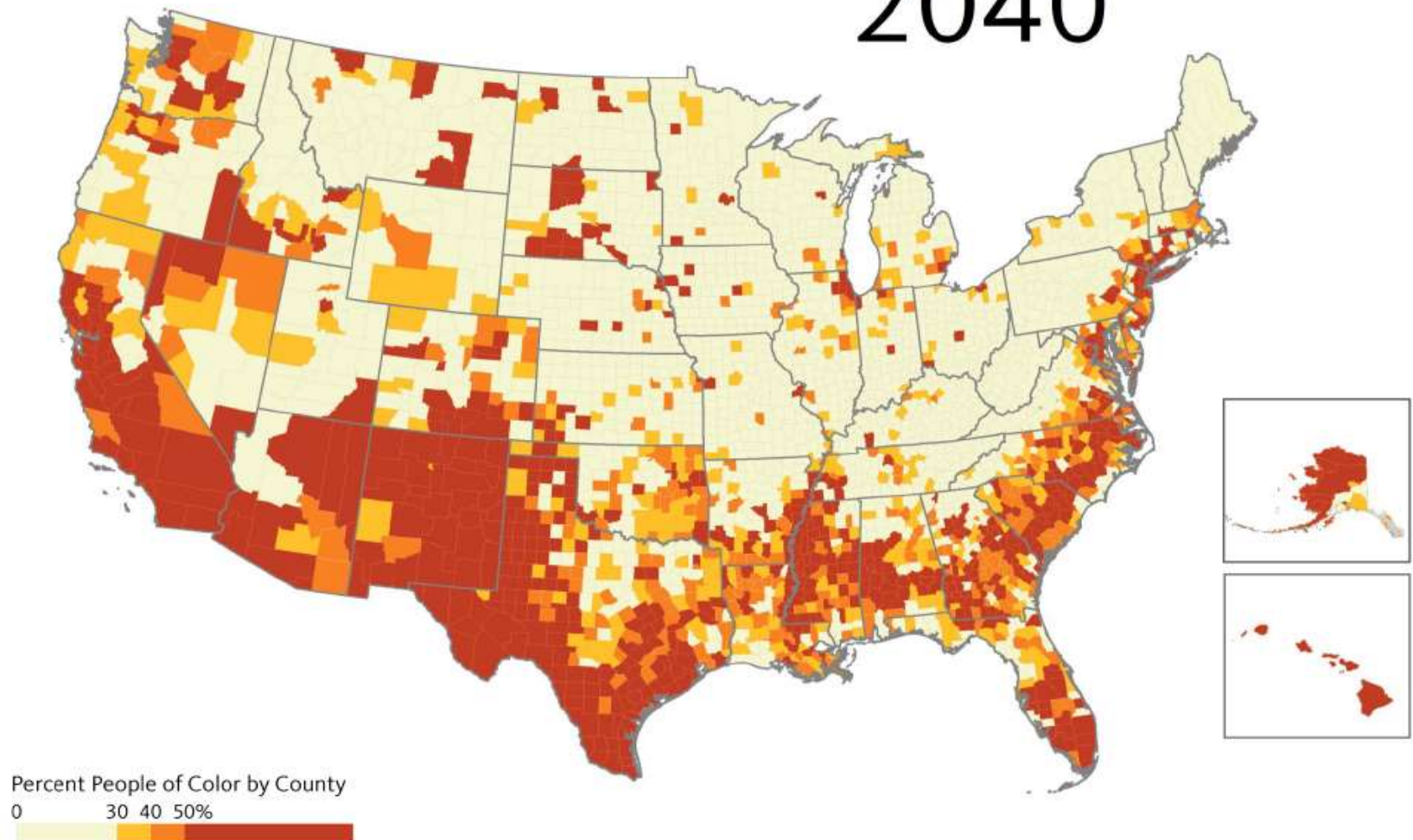
Ground Rules

- There will be emotions that are triggered. Breathe and take note about the emotions that are coming up. Take care of yourself.
- Use “I” statements.
- Be honest and willing to share.
- Listen with curiosity and the willingness to learn and change
- Suspend judgment. Be open to the wisdom in each person’s story.
- Respect for one another, verbal and non-verbal
- Confidentiality
- Assume good intentions, recognize unintended impacts
- Facilitator is not the expert – I am learning, too

1980



2040



Presentation Goals

- Shared understanding of diversity, equity and inclusion.
- Awareness regarding how to integrate equity into an organization's work
- Personal goal: What is the one goal that you have for yourself for this presentation or discussion?

What is racial equity ?

Defining Equity

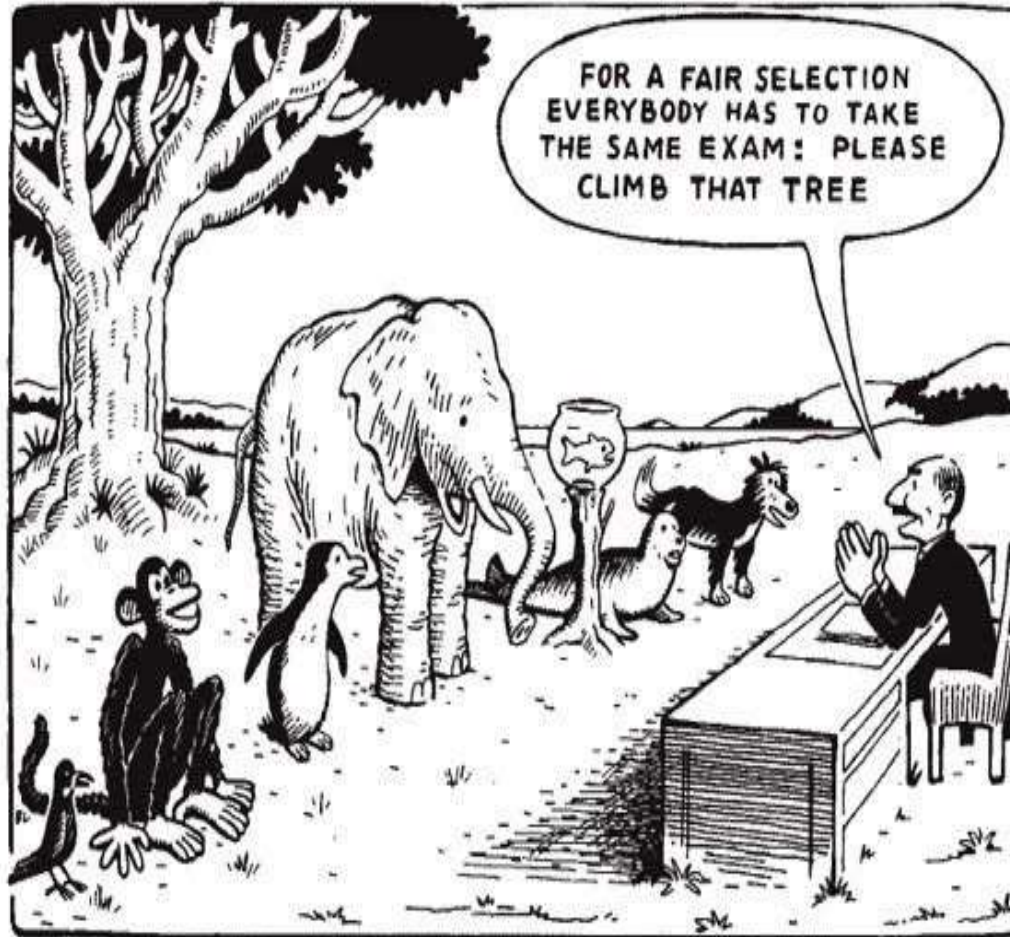
Equity is **just** and **fair** inclusion into a society in which all, including all racial and ethnic groups, can participate, prosper, and reach their full potential. Equity gives all people a just and fair shot in life despite historic patterns of exclusion.

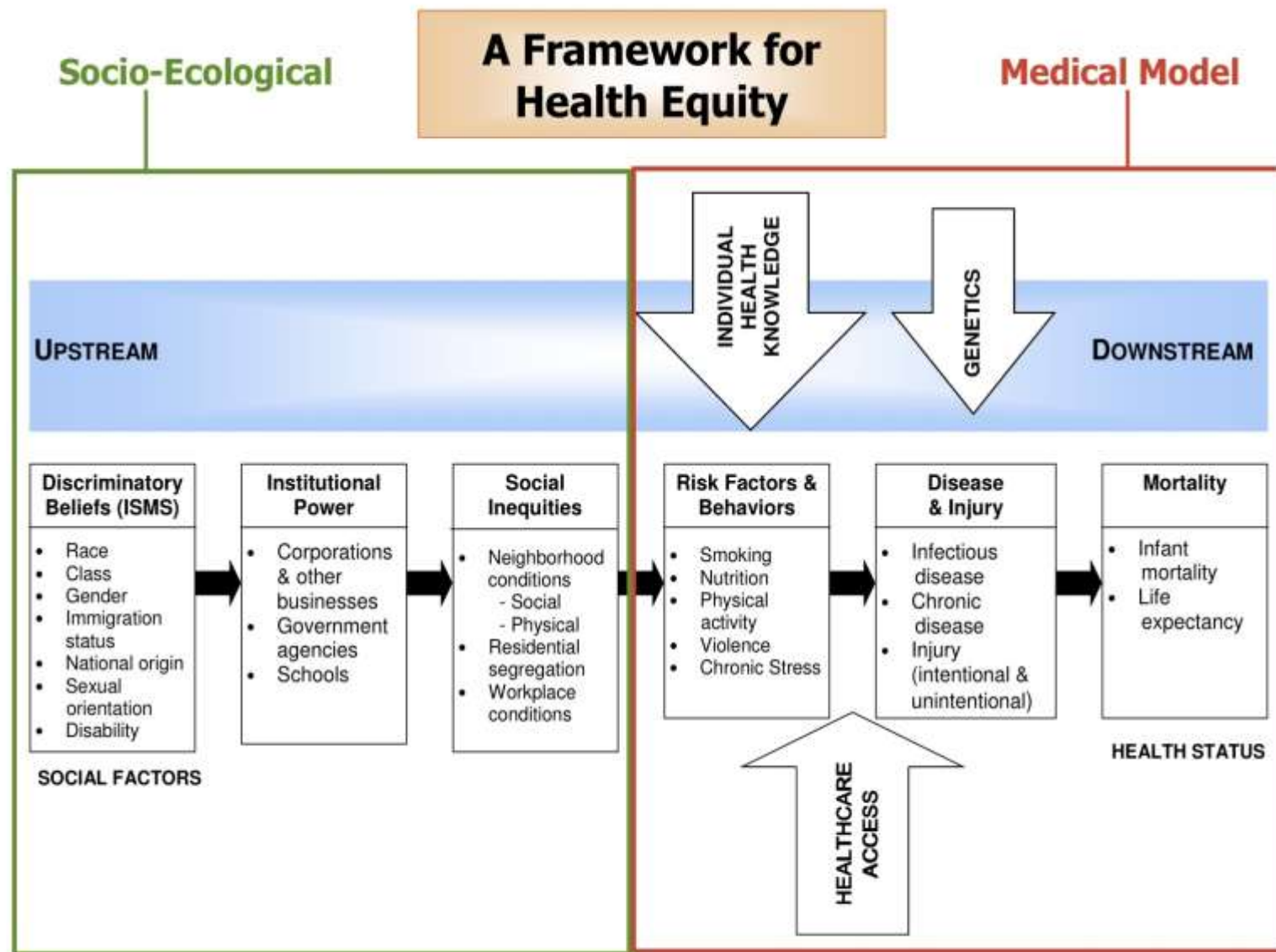
www.policylink.org

Equality vs. Equity



Equality vs. Equity



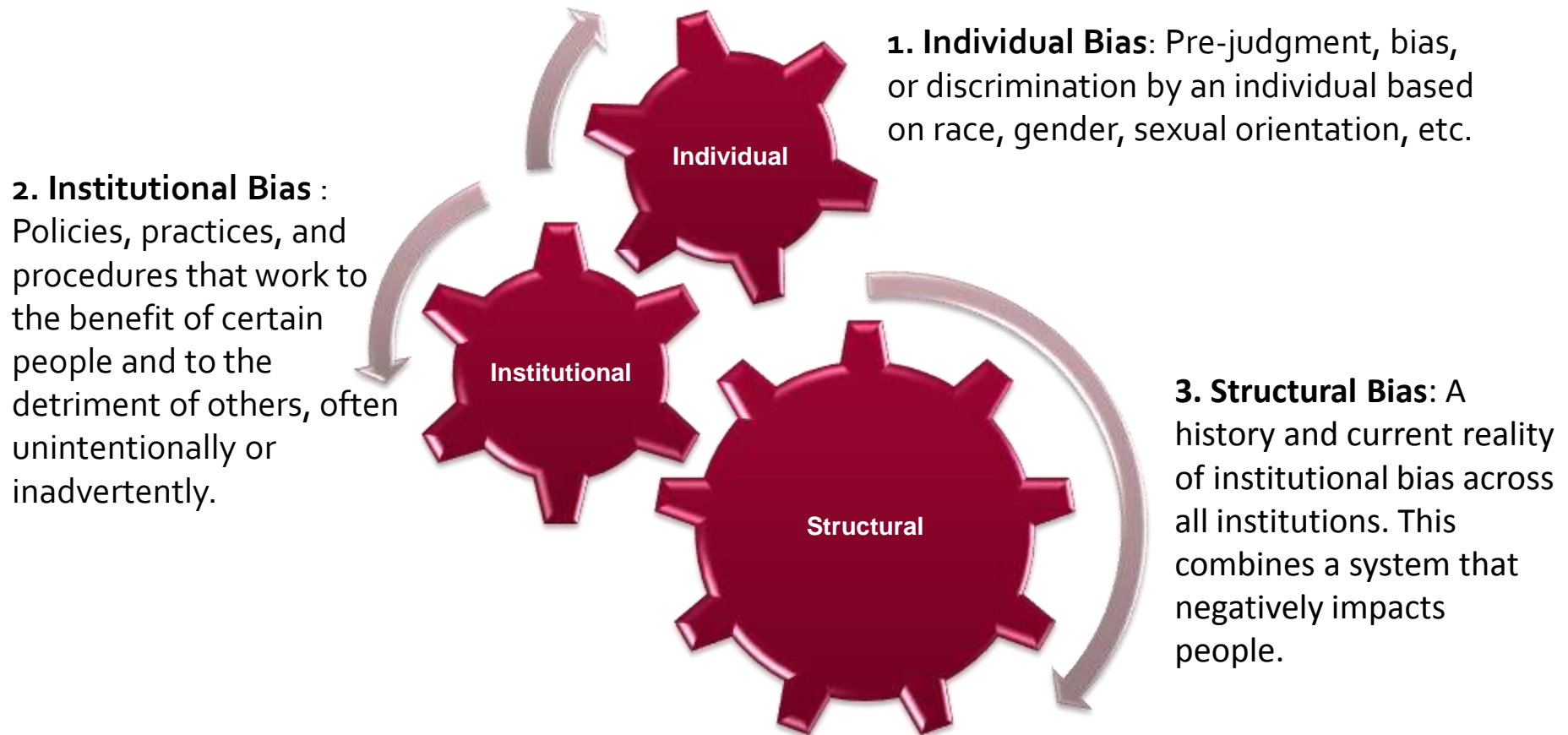


Source: Alameda County Health Department , http://www.acphd.org/media/46517/barhii_chart_20080903.pdf

Bias Defined

"A bias is a tendency. Most biases—like preferring to eat food instead of paper clips, or assuming someone on fire should be put out—are helpful. But cognitive shortcuts can cause problems when we're not aware of them and we apply them inappropriately, leading to rash decisions or discriminatory practices. Relying on biases but keeping them in check requires a delicate balance of self-awareness."

3 Layers of Bias



"... many of our anti-discrimination policies focus on finding the bad apples who are explicitly prejudiced. In fact, the serious discrimination is implicit, subtle and nearly universal. Both blacks and whites subtly try to get a white partner when asked to team up to do an intellectually difficult task. In computer shooting simulations, both black and white participants were more likely to think black figures were armed. In emergency rooms, whites are pervasively given stronger painkillers than blacks or Hispanics. Clearly, we should spend more effort rigging situations to reduce universal, unconscious racism." --- David Brooks, New York Times

Characteristics of implicit bias

- Implicit biases are **pervasive**. Everyone possesses them, even people with avowed commitments to impartiality such as judges.
- Implicit and explicit biases are **related but distinct mental constructs**. They are not mutually exclusive and may even reinforce each other.
- The implicit associations we hold **do not necessarily align with our declared beliefs** or even reflect stances we would explicitly endorse.
- We generally tend to hold implicit biases that **favor our own ingroup**, though research has shown that we can still hold implicit biases against our ingroup.
- Implicit biases are **malleable**. Our brains are incredibly complex, and the implicit associations that we have formed can be gradually unlearned through a variety of debiasing techniques.



A young man walks through chest deep flood water after looting a grocery store in New Orleans on Tuesday, Aug. 30, 2005. Flood waters continue to rise in New Orleans after Hurricane Katrina did extensive damage when it

AP Associated Press

Two residents waded through chest-deep water after finding bread and soda from a local grocery store after Hurricane Katrina came through the area in New Orleans, Louisiana.

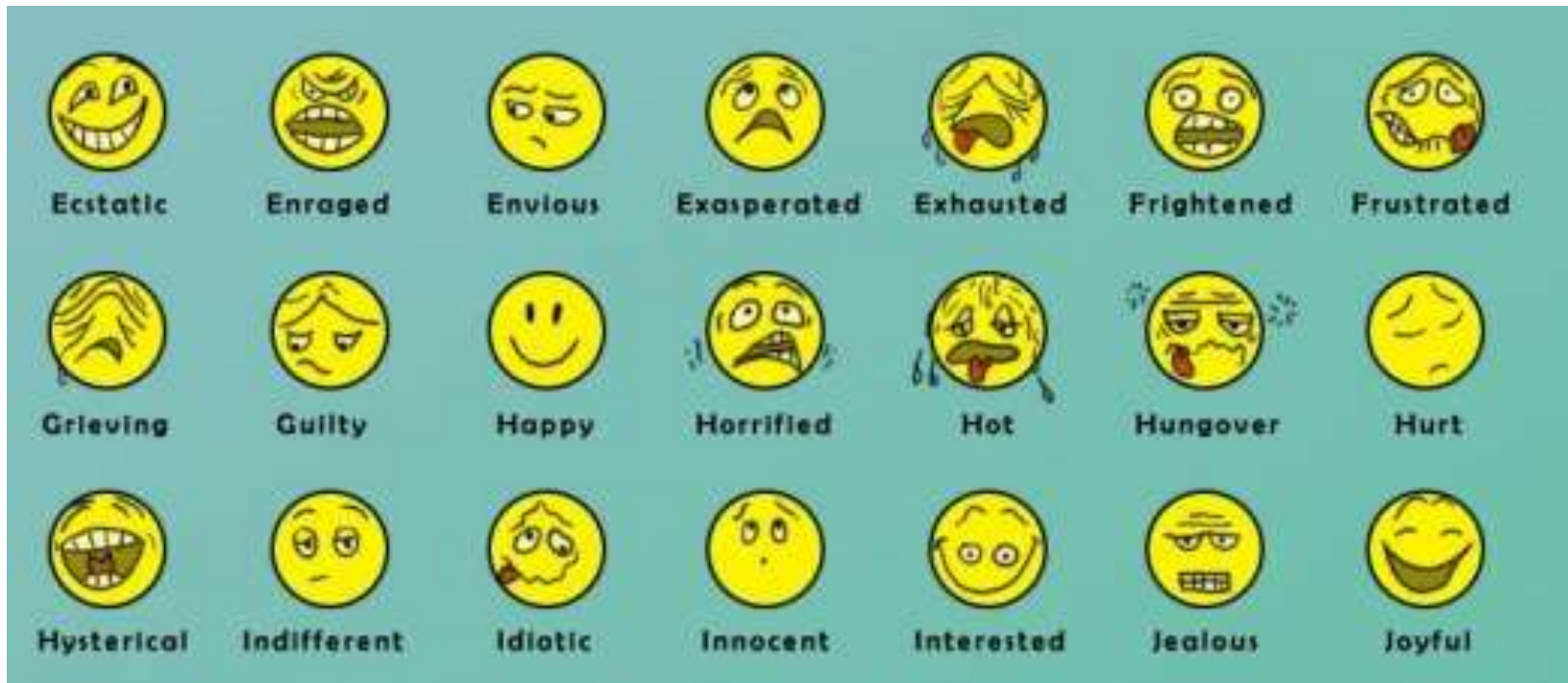
(AFP/Getty Images/Chris Graythen)



Identifying and Addressing Implicit Bias

- Recognize that we all have it – no one is immune.
- Make the implicit explicit – take the IAT.
- Participate in implicit bias trainings and diversity seminars.
- Evaluate current media sources and consumption.
- Get feedback back from a trusted colleague.
- Improve conditions for decision making – thinking slow.
- Intergroup contact.

Check-in: How are you feeling right now? Why?



**What does this mean for
your work?**

Equity within organizations

- Build **organizational capacity** to address equity
- Create a **common understanding** of the root causes of racial and ethnic disparities and their possible solutions with a focus on justice and equity
- Raise the visibility of **current equity efforts**
- Explore and advance **policy solutions** to achieve equitable outcomes.
- Identify, dismantle and prevent institutional and **structural racism** in agencies and systems

Common Themes & Emerging Best Practices

High Level Support

Long Term Commitment

Strategic and Systematic Use of Tools

Capacity Building of Staff and Community

Accountability and Transparency via Data & Reporting

Collaboration and alignment with other efforts

Recognition of early wins

SOCIAL DETERMINANTS FRAMEWORK

(River Model)

The following graphic illustrates another way to visualize the continuum of upstream, midstream, and downstream actions needed to eliminate the root causes of inequities, with a few sample strategies in the health sector provided.

What are examples you can find in your work or area?



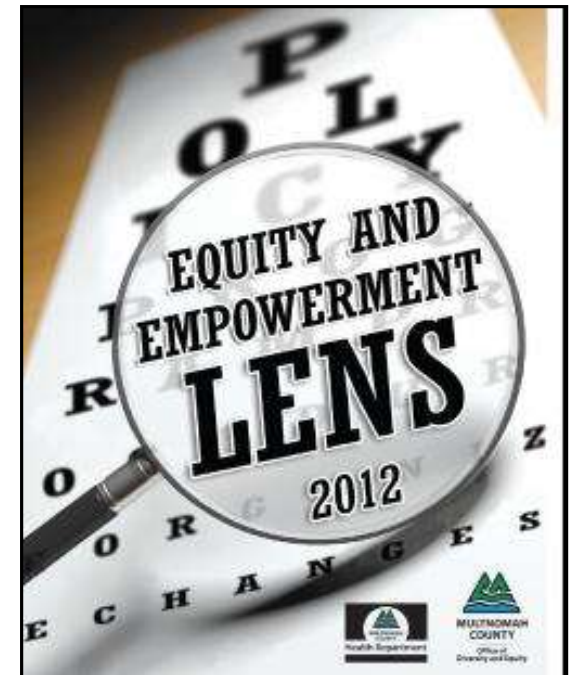
Multnomah County Health Equity Initiative

Source:
Balajee, Sonali S., et al., (2012).
Equity and Empowerment Lens (Racial Justice Focus), pg 56.
www.multco.us/diversity-equity



Office of Diversity and Equity
www.multco.us/diversity-equity

Equity: Addressing root causes



Status quo: Addressing disparate outcomes

What is Needed & Action

- Healthy sense of self, self awareness around power and positive cultural identity
- **Implicit bias awareness**
- **Knowledge of current racial inequities** and strengths in racial equity strategies in region
- Courage
- Critical thinking
- Prioritization of self-care
- Equitable opportunity and expectation to participate and learn
- Peer-to-peer mentoring

What is Needed & Action

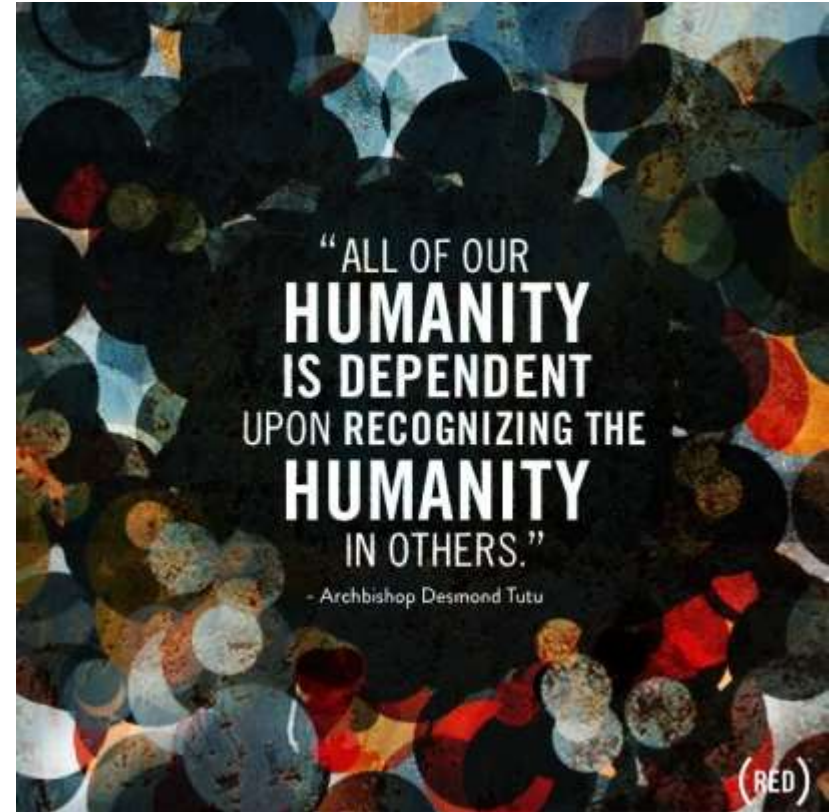
- Integration of equity concepts into communications
- Organization sets up and maintains structures, processes & environment where compassion and mindfulness can emerge and flourish
- **People of color in leadership roles and spread throughout the organization**
- **Meaningful partnerships with communities of color**
- Develop communities of practice for staff and other opportunities to learn from each other
- Use community voice in decision making

What is Needed & Action

- Regular collaborative meeting among key leaders
- Analysis of legal barriers and courage to act
- Cross-sector guiding racial equity policy
- **Value and incorporate racial equity analysis into decision-making**
- Capacity around transformative and trauma-informed approaches
- People of color in leadership roles
- Continuous communication strategies based on trust, and collective vocabulary
- **Increase capacity around transformative vs transactional approaches**

What can we do day-to-day?

- Check biases and beliefs – implicit bias assessment
- Ask questions
- Commitment
- Transformation
- Continuous learning
- Self-care
- Actively work towards dismantling systems and structures of inequity in your home, work, and community



QUESTIONS AND DISCUSSION

What would “*effectively integrating equity*” mean for the your organization? What would it look like now, in five years, and in ten years?

What are the costs to you, your organization, and your community if you adopt a plan to tackle racism and other forms of oppression explicitly?

What are the costs of not adopting an explicit approach to addressing inequities?

Starting Points:

Resources for Diversity, Equity and Inclusion Work

- Implicit Bias Assessment, Harvard University - <https://implicit.harvard.edu/implicit/>
- Cracking the Codes: Unconscious Bias - <https://www.youtube.com/watch?v=F05HaArLV44>
- How to be an ally- <http://everydayfeminism.com/2013/11/thingsallies-need-to-know/>
- The case for reparations, Ta-Nehisi Coates - <http://www.theatlantic.com/features/archive/2014/05/the-case-for-reparations/361631/>



Common Purpose. Uncommon Commitment.