

# The Media Consortium

## Racial Equity Training

February 19<sup>th</sup>, 2015

———— PRESENTED BY ————

**race forward** 

THE CENTER FOR RACIAL JUSTICE INNOVATION

# About Us

**Race Forward** is a national racial justice organization, and our areas of work are research, media, and practice.

Our research takes an accessible, solutions-focused approach to race and a variety of issues.

Our biggest media product is Colorlines, a daily news site where race matters, and in practice, our largest program is our biennial Facing Race convening.





Please join us for

# FACING RACE

A NATIONAL CONFERENCE

PRESENTED BY

**race forward!**  
THE CENTER FOR RACIAL JUSTICE INNOVATION

NOVEMBER 10-12, 2016  
**ATLANTA, GEORGIA**

Register now at  
**[facingrace.raceforward.org](http://facingrace.raceforward.org)**



# Today's Race Forward Facilitators



**Key Jackson**

Affiliate Trainer,  
Race Forward



**Nayantara Sen**

Affiliate Trainer,  
Race Forward



**Malcolm Shanks**

Trainer,  
Race Forward



# Desired Outcomes

- Common language for talking about equity and inclusion
- Shared analysis and concepts for examining and working toward racial justice
- Common toolset for next steps in applying a race equity lens to your work

# Agenda

- 9:30 **Welcome and Introductions**
- 10:00 **Strengths, Challenges, and Aspirations**
- 10:30 **Racial Justice Key Concepts**
- 11:00 **Morning Break**
- 11:15 **4 Levels of Racism & Systems Analysis**
- 12:30 **Lunch**
- 1:00 **Implicit Bias**
- 1:45 **Choice Points**
- 2:30 **Afternoon Break**
- 2:45 **Strategy Session – Equity Goals and Actions**
- 4:15 **Commitments and Evaluations**
- 4:45 **Closing Remarks**

# Group Agreements

**Share responsibility for the success of each session**

**Move Up, Move Up-** Participate fully, but evenly

**Respect confidentiality-** share ideas, not i.d.s

**Listen well for deep understanding and respect:**

- Be fully present and open to new learning
- Place tech on “silent” & stay checked in
- Share using “I” statements
- Connect to your core values & speak from your heart



# Introductions

- Name
- Work you do (Org or other role)
- Where are you from?/Where you call home?
- Preferred Gender Pronoun
- One of your Core Values

# Gallery Walk Exercise

**Strengths**

**Challenges**

**Aspirations**

# Core Values

Equity **Inclusion** Love **Unity** Dignity



# Why Lead with Race?

CHAINSAWSUIT.COM

well i think that  
all lives matter

we should care  
exactly equally at  
all times about  
everything

all houses matter



# Why Lead with Race?

- It puts a discussion of race and racism in the *foreground* of the debate.
- It addresses racism *explicitly*, but not necessarily *exclusively*. (“Race and\_\_\_\_\_”)
- Examples: racial profiling, environmental racism, transit racism, racial redlining.

# Race: real and not real.

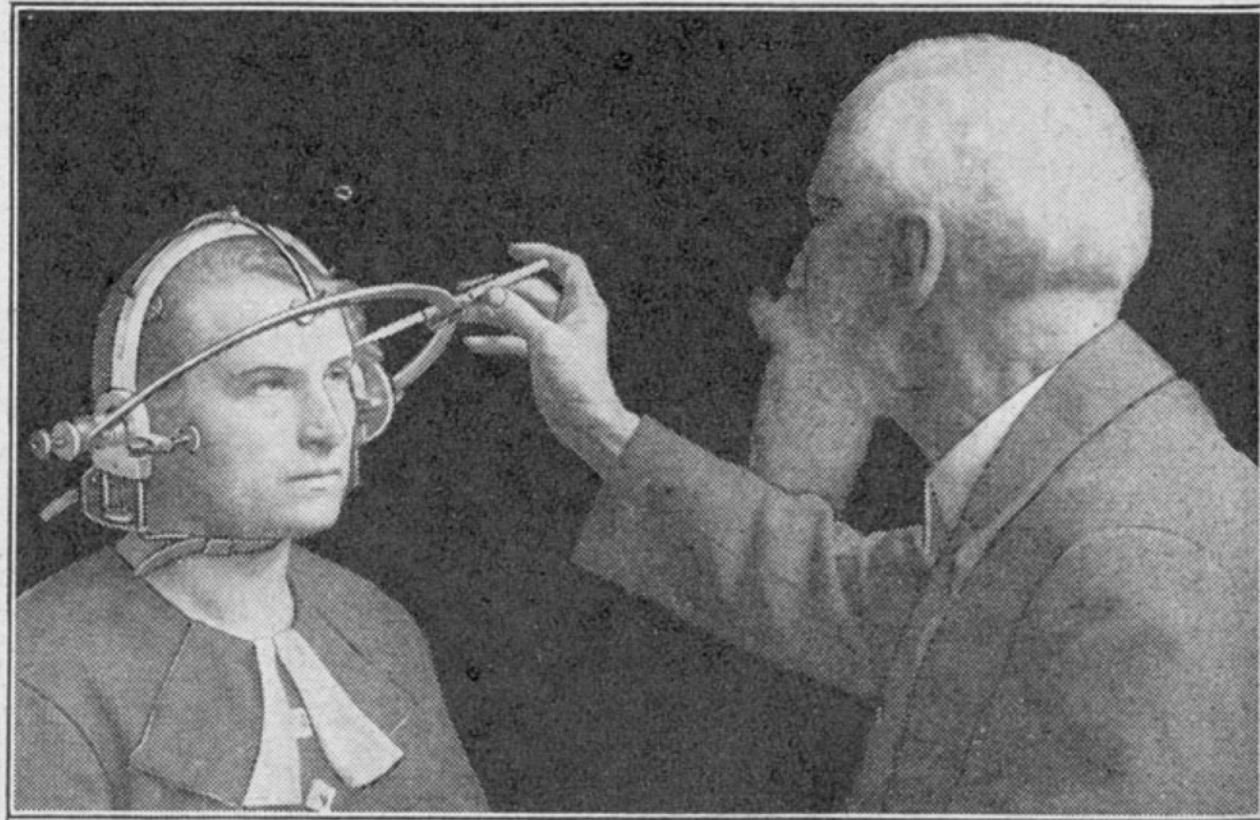
Our racial construct is based on  
antiquated junk science...



This apparatus measures the head and determines race and ability.

## Measuring the Head to Determine Ability

**P**ROF. BURGER-VILLINGER, of the Humboldt College in Berlin, invented the Plastometer shown in the photograph, which is used for determining race symptoms and professional abilities by taking cranial measurements of the subject. The apparatus is fastened to the subject's head, and a three-dimensional scale is provided for obtaining records.



This apparatus measures the head and determines race and ability.

# ... with very real consequences.



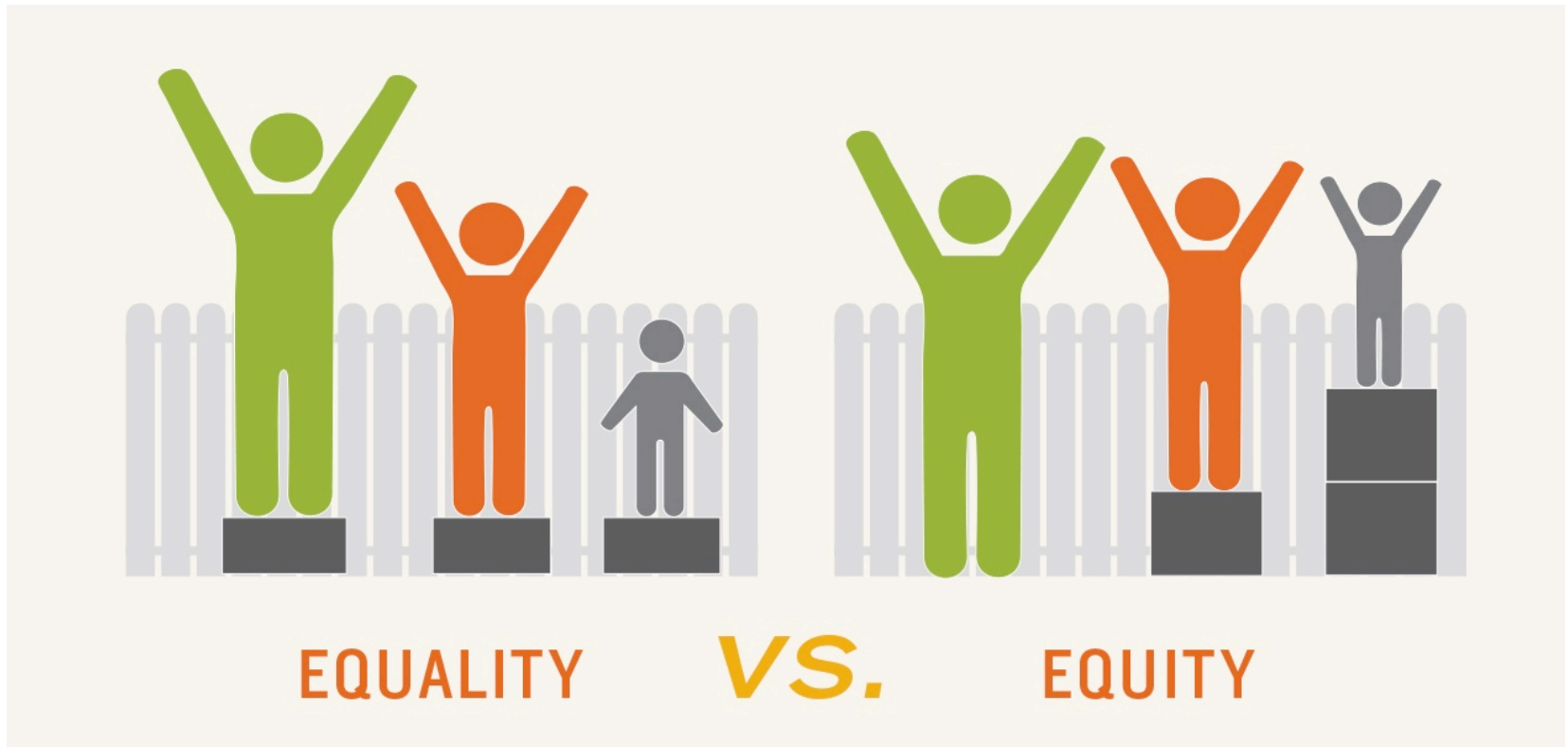
# Some Distinctions

**Diversity  $\neq$  Equity**

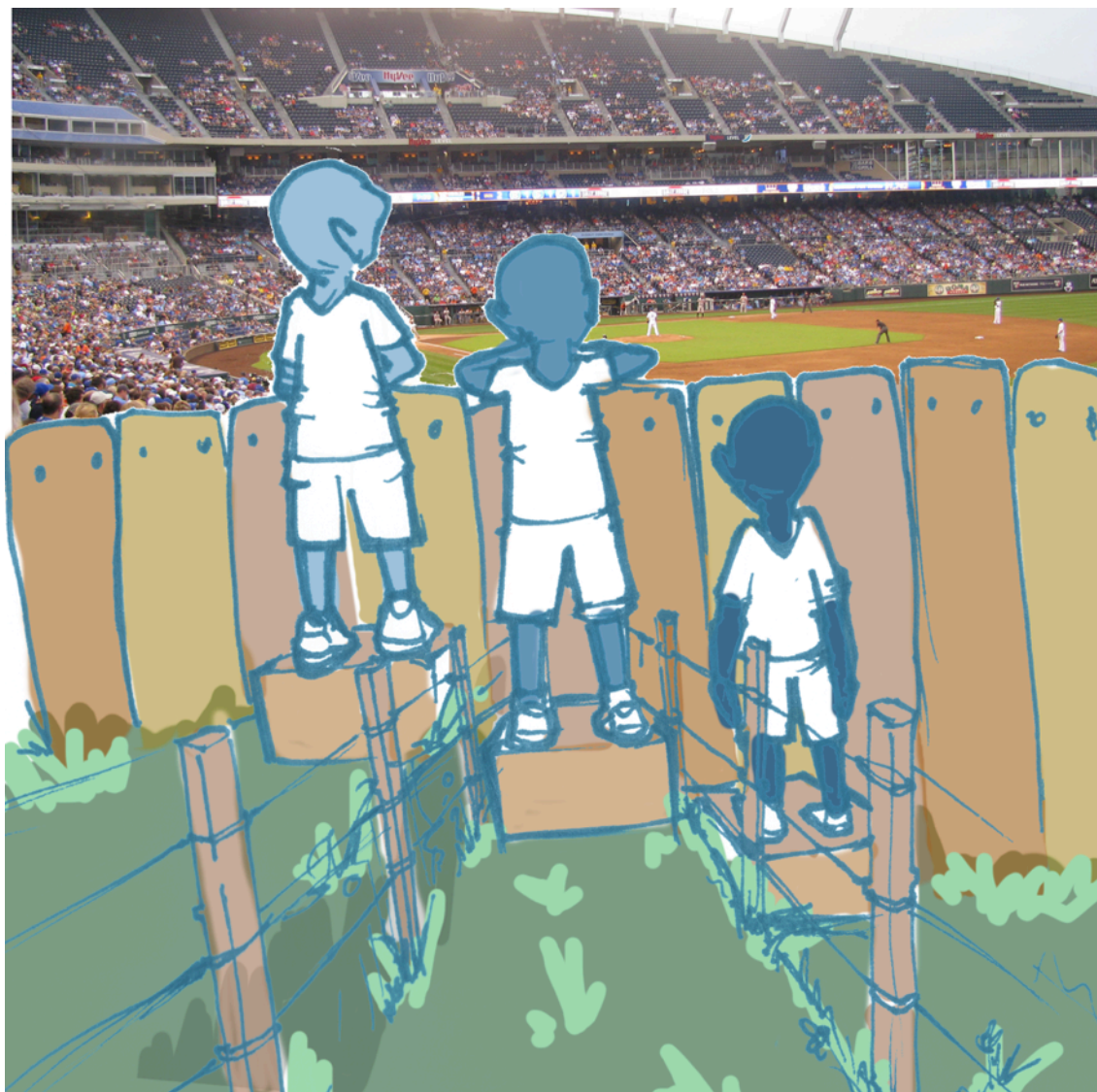
**Equality  $\neq$  Equity**



# Equality vs. Equity



From Annie E Casey Foundation's *Race Equity and Inclusion Action Guide*



# Equality v Equity: Restroom Metaphor

## Equality Approach

devotes the exact same square footage in the design of a public facility for male and female bathrooms.

## Equity Approach

recognizes different people have different needs; designs appropriate and accessible facilities of different sizes to serve women, men, people with disabilities, people who are transgender, families with children, etc.



# Racial Justice: Our Definition

**Racial Justice** is the *systemic* fair treatment of people of all races that results in equitable opportunities and *outcomes* for everyone.

# Shifting the Focus

FROM:

**Blame & Shame,  
Guilt & Grievance**



TO:



# Shifting the Focus

FROM



TO

<b>Causes</b>	“Who’s a Racist/Sexist?”	“What’s Causing the Racial/Gender Inequities?”
<b>Effects</b>	Attitudes and Intentions	Actions and Impacts
<b>Systems</b>	Personal Prejudice	Institutional Inequity
<b>Solutions</b>	Reactive Focus on Grievances	Proactive Strategies and Solutions

# Different Dimensions of Racism

## INDIVIDUAL

Internalized



Interpersonal



## SYSTEMIC

Institutional



Structural







# Internalized Racism

**Internalized racism** lies *within individuals*. These are private beliefs about race that reside inside our minds.

**Examples:** prejudice, xenophobia, internalized oppression and privilege, and biases (conscious and unconscious) about race influenced by the dominant culture.



# Interpersonal Racism

**Interpersonal racism** occurs *between individuals*. Once we bring our private beliefs about race into our interactions with others, we are now in the interpersonal realm.

**Examples:** public expressions of prejudice, hate, bias and bigotry between individuals.



# Institutional Racism

**Institutional racism** occurs *within institutions*. It involves discriminatory treatment, unfair policies and practices, and inequitable opportunities and impacts, based on race.

**Examples:** A school system that concentrates people of color in the most overcrowded, under-funded schools with the least experienced teachers.



# Structural Racism

**Structural racism** is racial bias *across institutions and society*. It's the cumulative and compounded effects of an array of factors that systematically privilege white people and disadvantage people of color.

**Examples:** The “racial wealth divide” (where whites have many times the wealth of people of color) results from generations of discrimination and racial inequality.

# Reader's Theater:

1. What's an example of **Internalized** Racism?
2. What's an example of **Interpersonal** Racism?
3. What's an example of **Institutional** Racism?
4. What's an example of **Structural** Racism?
5. What's a proposed solution for **Systems Change**?

# Different Strategies to Address Racism

## **Internalized Racism**

Support groups, racial healing  
Mentoring, counseling, and education

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## **Interpersonal Racism**

Diversity trainings  
Cross-cultural dialogues, dinners

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## **Institutional Racism**

Changing policy and practices  
Creating new institutions

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## **Structural Racism**

Highlighting history, root causes  
Challenging racist myths, ideologies  
Challenging multiple institutions or  
addressing their interactions



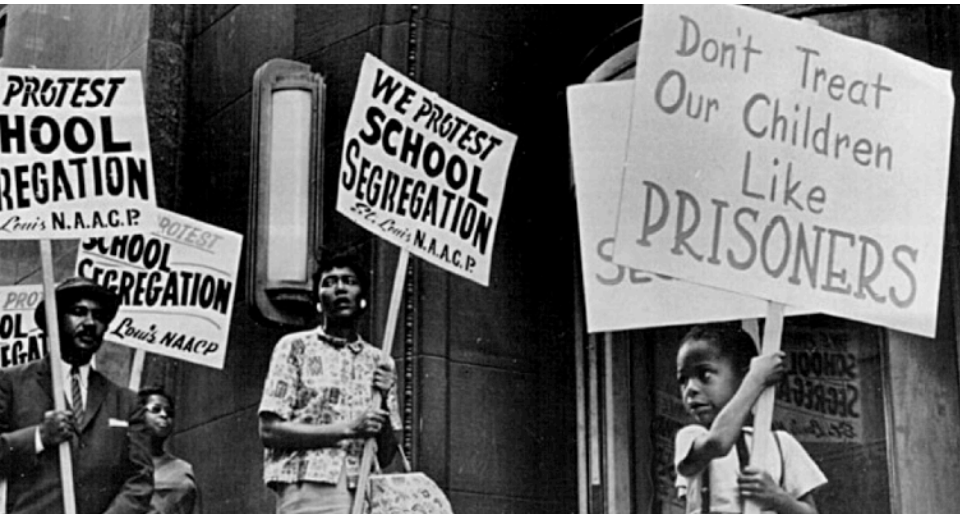
# Building Systemic Equity



- To achieve and sustain equity, **new rules and activities need to be institutionalized.**
- Just as *racism* operates structurally and systemically, so too must *racial equity* in order **to perpetually supplant racism.**



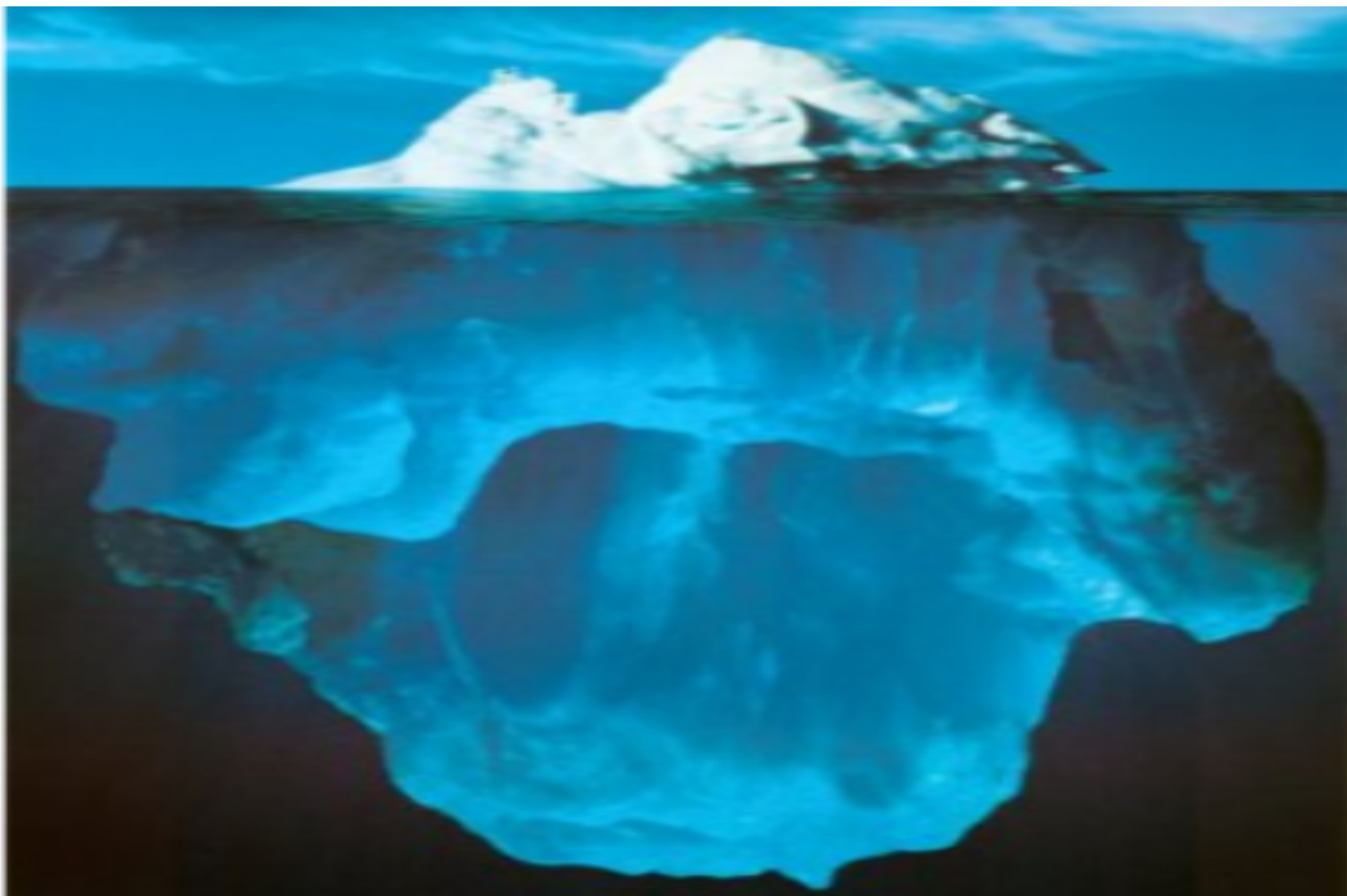
# Systems Analysis



- Analyzes problems holistically to identify **root causes and contributing factors**

- Generates **an array of possible solutions and strategic interventions** aimed at fundamental and lasting change





# Dimensions of Structural Racism

An iceberg diagram where the visible tip represents the visible aspects of racism, and the submerged part represents the underlying structural dimensions. The submerged part is divided into four sections: Culture, History, Interconnected institutions and policies, and Racial Ideology.

## **Culture**

normalization  
and replication  
of everyday  
racism.

## **History**

roots and  
cumulative  
impacts of white  
domination in  
U.S.

## **Interconnected institutions and policies**

compounding  
relationships  
and rules that  
reinforce racism.

## **Racial Ideology**

popular  
ideas and  
myths that  
perpetuate racial  
hierarchies.

# Strategic Framework for Advancing Racial Justice

- Be explicit, not exclusive
- Focus on impact, not intention
- Tie to strategy, not just morality

# Implicit bias: A Video Exercise





# Implicit Bias

**Implicit bias** refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. (Kirwan Institute)





**Only one of the two people  
above is a convicted felon.**



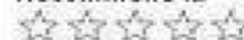


**AP** Associated Press AP - Tue Aug 30, 11:31 AM ET

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

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Recommend it: Average (138 votes)

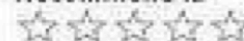


3:47 AM ET

Two residents wade 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)

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**RECOMMEND THIS PHOTO** » Recommended Photos  
Recommend it: Average (211 votes)



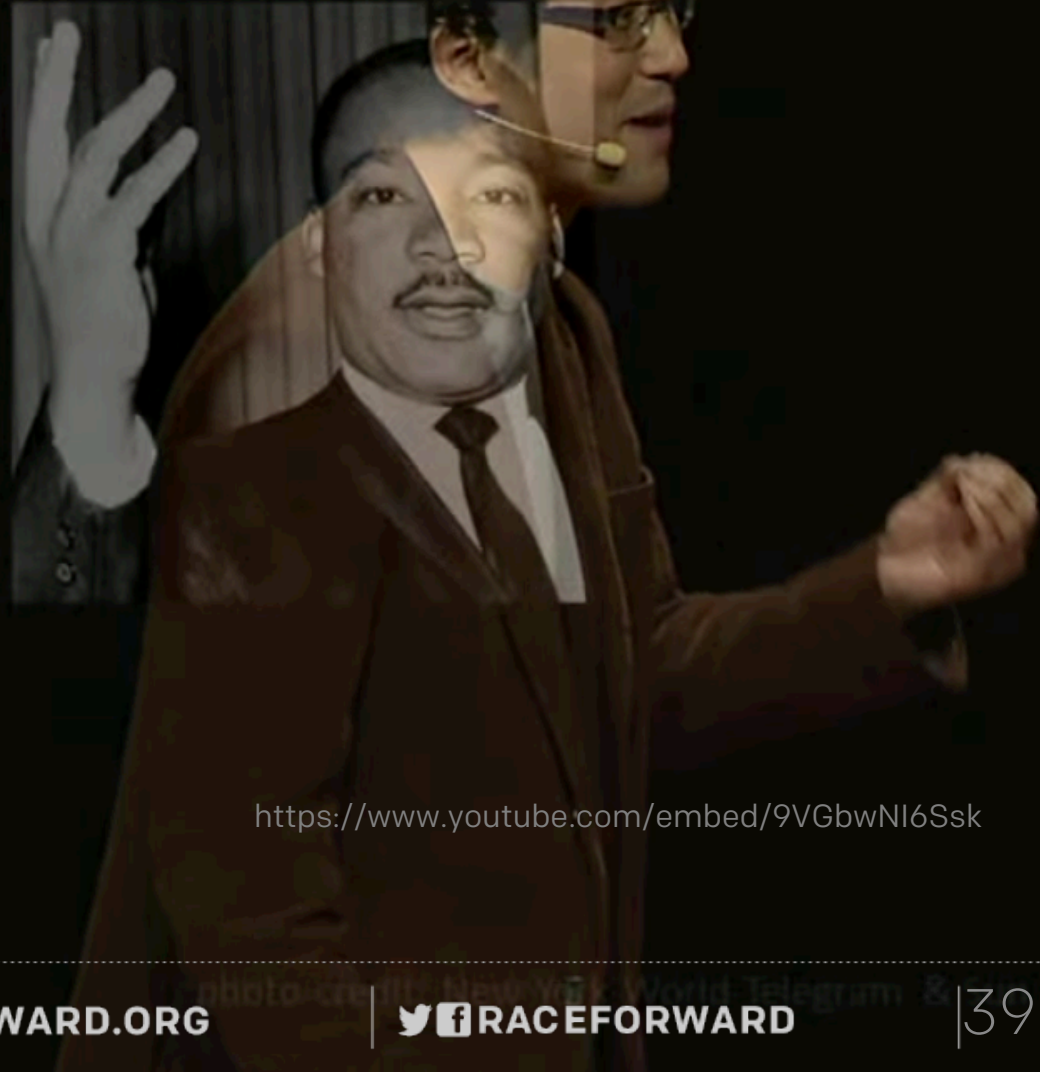
#### RELATED

• Katrina's Effects, at a Glance AP - Tue Aug 30, 1:26 PM ET

[Hurricanes & Tropical Storms](#)

# Immaculate Perception: Jerry Kang

Remember  
the  
Dream



<https://www.youtube.com/embed/9VGbwNI6Ssk>

# Measuring Implicit Bias

#1

**SLB**

**SPRND**

**SLB**

**SPRND**

#2

**CFLTK**

**HMLG**

**CFLTK**

**HMLG**

#3

**CFLTK**

**CFLTK**

**SLB**

**CFLTK**

# Measuring Implicit Bias

#1

**GREEN**

**RED**

**PURPLE**

**GREEN**

#2

**BLUE**

**YELLOW**

**BLUE**

**RED**

#3

**GREEN**

**YELLOW**

**RED**

**PURPLE**

# Measuring Implicit Bias

#1

**RED**

**BLUE**

**RED**

**BROWN**

#2

**GREEN**

**GREEN**

**YELLOW**

**BROWN**

#3

**YELLOW**

**BROWN**

**BLUE**

**BLUE**

# Implicit Bias: The Bad News

- Implicit biases are pervasive
- People are often unaware of their implicit bias
- Implicit biases predict behavior
- People differ in levels of implicit bias

– Project Implicit ([www.projectimplicit.net](http://www.projectimplicit.net))



# Examples of Implicit Bias

- Doctors are less likely to prescribe life-saving care to blacks.
- Managers are less likely to call back or hire applicants whose names they perceive to belong to people of color.
- Dark skinned children get punished more severely in school than lighter skinned children of color and white children.

# Implicit Bias and Public Policy

- Most policies are *facially* neutral (race silent) but not *racially* neutral—they have negative or positive racial impacts.
- Negative racial impacts may or may not have been intentional. Positive racial impacts often require intentionality.
- When racial impacts are not consciously considered during decision-making process, negative results are more likely because--implicit bias is the default.

# Implicit Bias – Can be interrupted

Re-priming

Removing the Opportunity

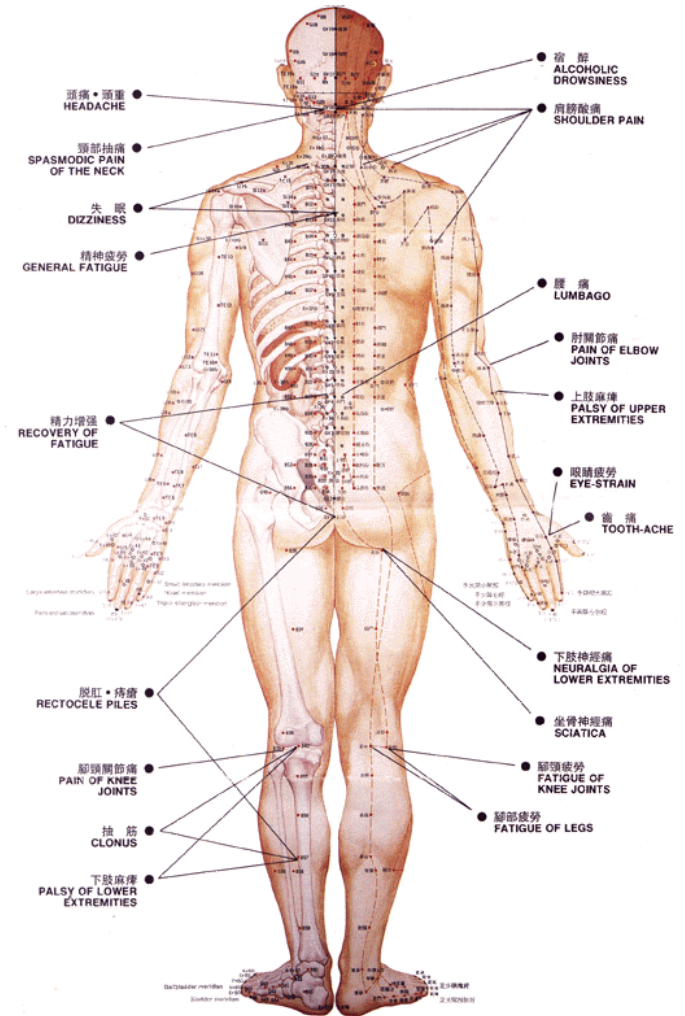
Stop and Think

# Choice Points: The Crossroads to Change



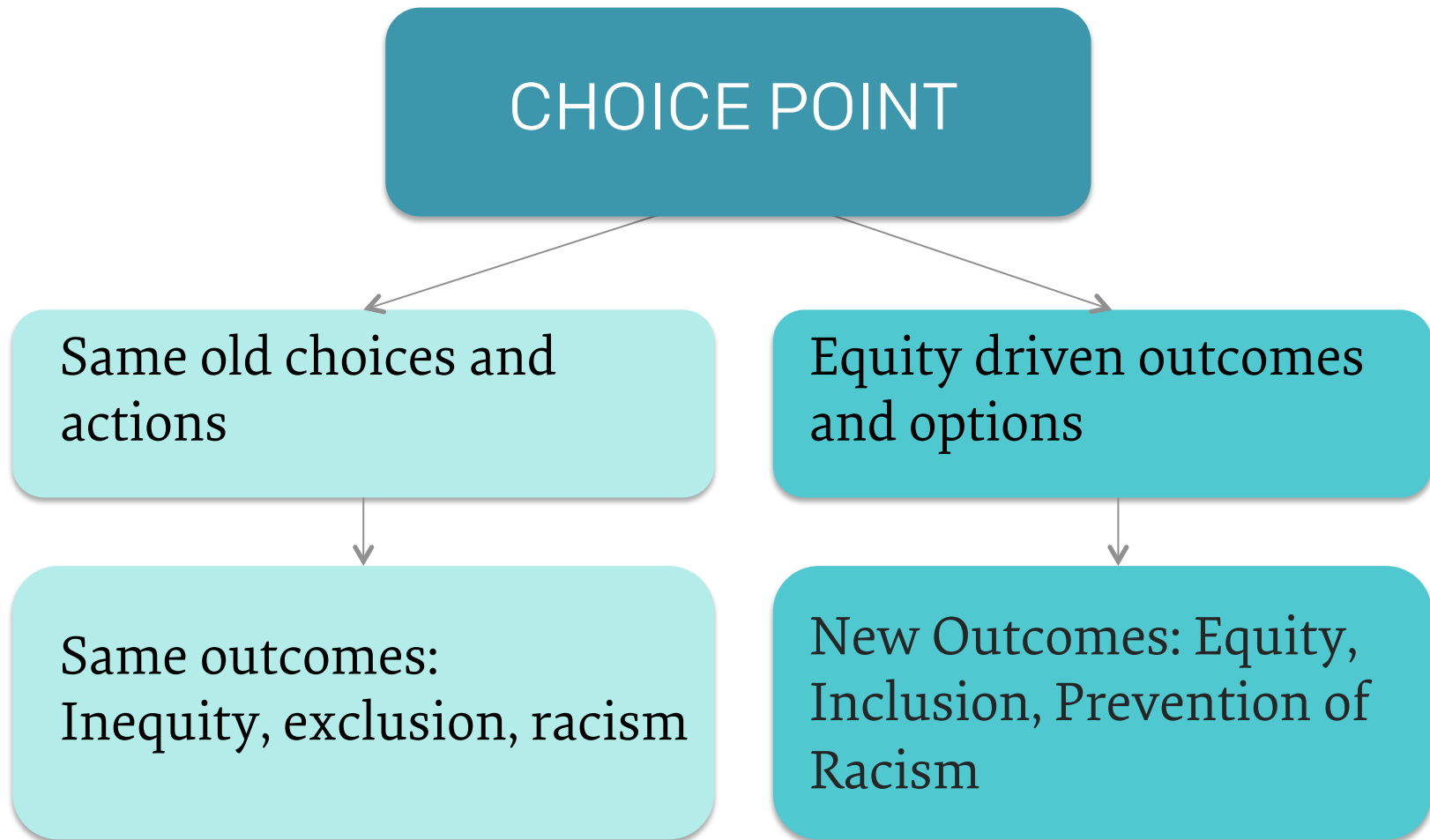
# Choice Points:

**Choice points are decision-making opportunities that influence outcomes.**



Source: [acusamui.com/](http://acusamui.com/)

# Choosing the Path for Racial Justice





# Choice Points - Examples

## PERSONAL

### CONSUMER DECISIONS

where to shop, what to buy, or boycott?

### VOLUNTEER WORK

what causes to get involved in?

### CHARITABLE CONTRIBUTIONS

what organizations to support?

### SOCIALIZING

who to spend time with?

### VOTING

which candidates or causes to support?

## INSTITUTIONAL

### PLANNING

what to change and prioritize in programs/workplans?

### BUDGETING

what items to prioritize, add or cut?

### PERSONNEL

who to hire, retain, promote, or develop as leaders?

### POLICY DEVELOPMENT

what to propose or modify?

### PRACTICES

routines/habits to continue, change, or cut?

# Choice Points - Exercise

**In 2 minutes:** What are some choice points that you encounter regularly?

Daily?

Weekly?

Monthly?

Annually?

# Using Choice Points: Organization

- **Citizen Action of New York (CANY)** has adopted a standard set of questions to consider, developed with RF's guidance, when analyzing social issues they want to address. This helps them think about how different racial groups are affected and whether to explicitly address racism in their framing of the issue.
- This deliberate practice serves as a **prime**—a reminder that evokes consideration and consciousness of racial impacts and racial equity—during an important choice point; thereby helping to counteract unconscious bias.

# Becoming Race Explicit



Applied  
Research  
Center



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Equity driven choices  
& outcomes



Greater clarity &  
bigger constituency

# Equity Primes as Debiasing Tools

- Judicial Bench Cards
- Equity Impact Assessments
- Equity-Driven Planning
- Pocket Guide to Budgeting

# Pratt Elementary School, Minneapolis





# Minneapolis School Board Policy

“Adult behaviors must be concentrated on elimination of gaps, particularly those that are predicated on a student’s race, ethnicity, home language, personal characteristics or culture and on **assurance of educational equity between students**.

The Board of Directors, Superintendent and staff **commit to conducting an Equity and Diversity Impact Assessment on all future policies** that have a significant impact on student learning and resource allocation.” *(Policy 1304)*

# Pair & Share: Using Choice Points

- **Identify a choice point:** What is a choice point in your own work where you have some influence on a decision or course of action that may affect racial/gender outcomes?
- **Generate some options:** For that choice point, identify some alternative actions that could lead to different and more equitable outcomes.
- **Select a new course of action:** Decide which option could leverage the most equitable change.

Questions 1, 3 and 4

# Review of Tools for Building Racial Equity

Key terms and concepts

Shifting the frames

Thinking systemically

Taking right sized actions

No single solution

# Thank You!

Don't forget to join the  
Race Forward and  
Colorlines email  
lists!



# Contact Us

**W** RACEFORWARD.ORG

**P** 510.338.4926

**E** rkathanadhi@raceforward.org

## **Race Forward**

### **New York:**

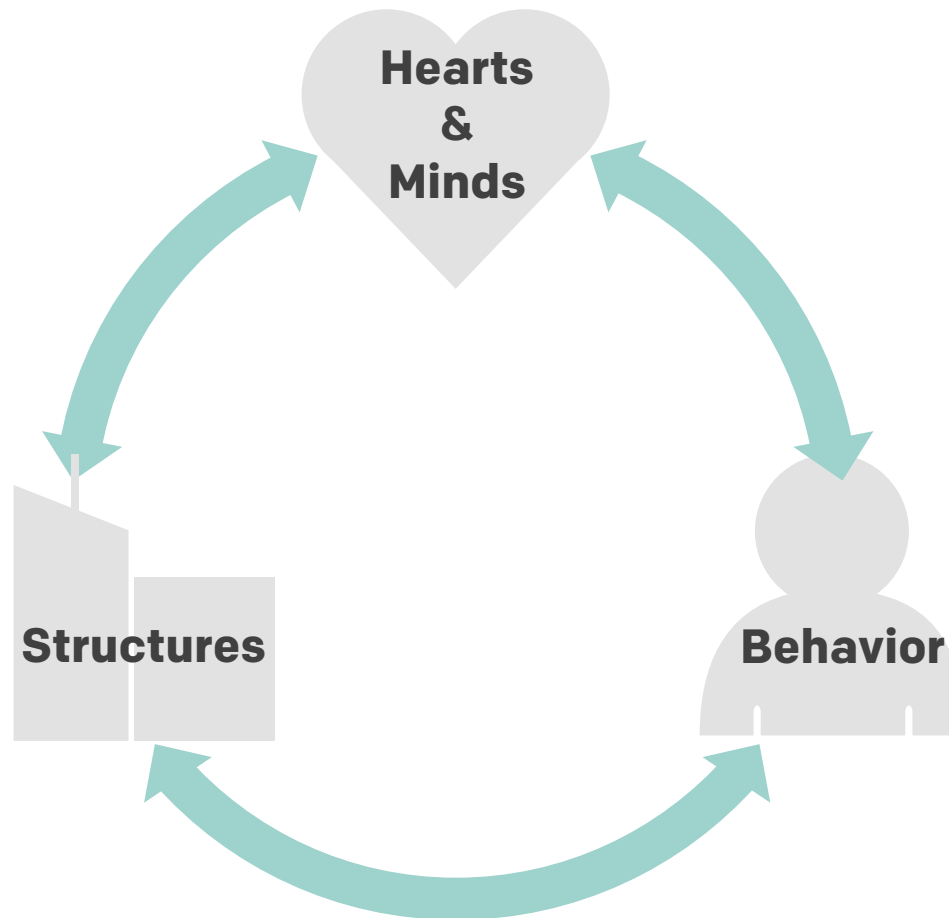
32 Broadway, Suite 1801  
New York, NY 10004

### **Oakland:**

900 Alice Street, Suite 400  
Oakland, CA 94608



# The Rockwood Wheel of Change



Adapted from Transforming Organizations by Robert Gass