The Media Consortium
Racial Equity Training
February 19th, 2015
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
raceforward

NOVEMBER 10-12, 2016
ATLANTA, GEORGIA

Register now at
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?

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...
Measuring the Head to Determine Ability

PROF. 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.
… with very real consequences.
Some Distinctions

Diversity ≠ Equity

Equality ≠ 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:

Causes

Systems

Effects

Solutions
# Shifting the Focus

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<th>FROM</th>
<th>TO</th>
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<tr>
<td><strong>Causes</strong></td>
<td><strong>“Who’s a Racist/Sexist?”</strong></td>
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<tr>
<td><strong>Effects</strong></td>
<td>Attitudes and Intentions</td>
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<td><strong>Systems</strong></td>
<td>Personal Prejudice</td>
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<td><strong>Solutions</strong></td>
<td>Reactive Focus on Grievances</td>
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Different Dimensions of Racism

INDIVIDUAL
- Internalized
- Interpersonal

SYSTEMIC
- Institutional
- Structural
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 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 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 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

<table>
<thead>
<tr>
<th>Type of Racism</th>
<th>Strategies</th>
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<tr>
<td><strong>Internalized Racism</strong></td>
<td>Support groups, racial healing</td>
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<td>Mentoring, counseling, and education</td>
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<td><strong>Interpersonal Racism</strong></td>
<td>Diversity trainings</td>
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<td>Cross-cultural dialogues, dinners</td>
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<td><strong>Institutional Racism</strong></td>
<td>Changing policy and practices</td>
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<td>Creating new institutions</td>
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<tr>
<td><strong>Structural Racism</strong></td>
<td>Highlighting history, root causes</td>
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<td></td>
<td>Challenging racist myths, ideologies</td>
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<td>Challenging multiple institutions or addressing their interactions</td>
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*Image source: Race Forward*
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

**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.
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

RECOMMEND THIS PHOTO » Recommended Photos
Recommend It:  
Average (138 votes)

AFP

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)

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)
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/
Choosing the Path for Racial Justice

Same old choices and actions

Same outcomes: Inequity, exclusion, racism

Equity driven outcomes and options

New Outcomes: Equity, Inclusion, Prevention of Racism
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

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.
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!
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The Rockwood Wheel of Change

Adapted from Transforming Organizations by Robert Gass