



DEEPENING COMMITMENT & ACTION TO ADVANCE RACIAL EQUITY AND JUSTICE



**Center for the
Study of
Social Policy**
Ideas into Action

**Youth Thrive 2019:
Working Together to See Change
November 11, 2019**





Purpose and Results

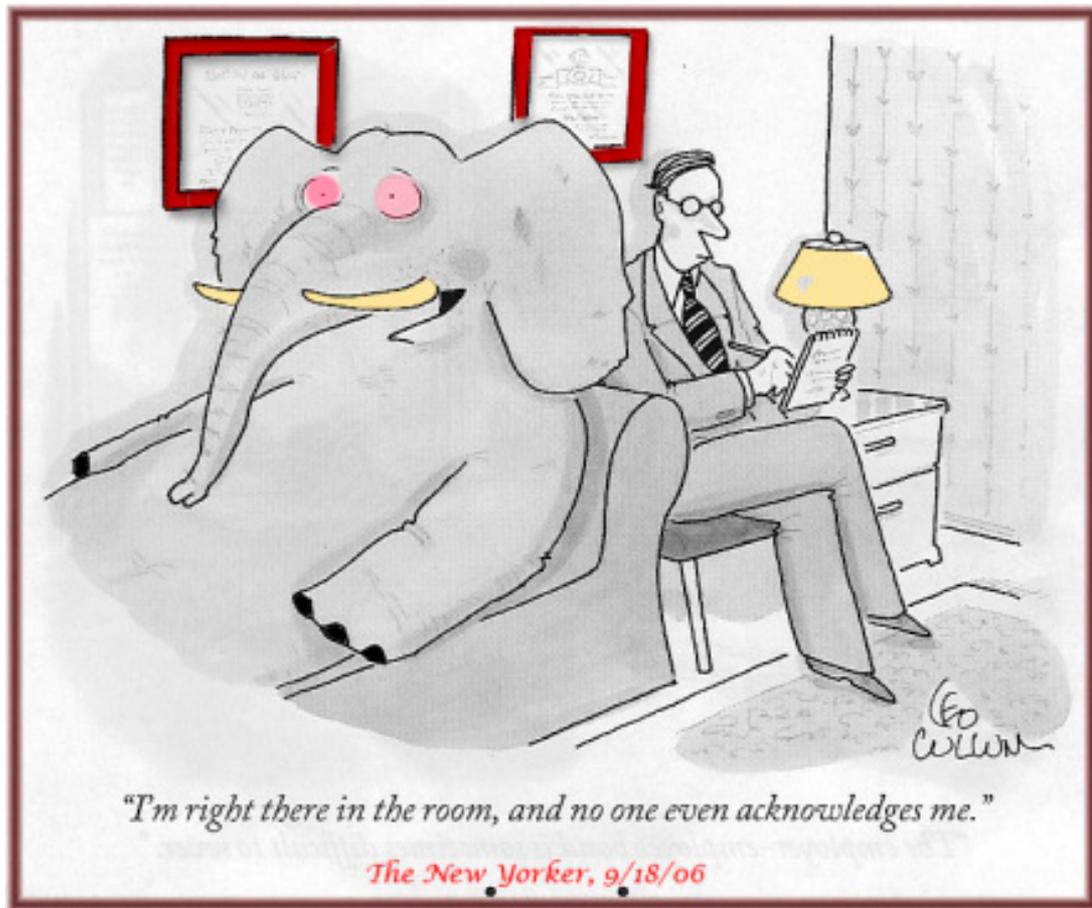
- ① Review key concepts related to racial equity, with a focus on othering and belonging and implicit bias
- ① Learn about a frame to advance work on equity
- ① Discuss key strategies and actions to further strengthen efforts to achieve more equitable results



Introductions

- At your tables, share your:
 - Name, Pronouns
 - Role
 - One hope for this session







Why it's difficult to talk about this...

- Believing racism and racial inequity are problems of the past
- Believing that resources and opportunities are distributed according to talent and effort; that race is no longer a barrier
- People differ in their perceptions of race and inequities
- Failing to see how race has been central to U. S. social organization
- Feeling angry, frustrated, blamed, defensive
- Preferring to address symptoms rather than the roots of social problems
- Being more comfortable discussing issues of SES/poverty or gender

Creating a Shared Language





Othering, Belonging, and Inclusion

Othering

The perception or placing of a person or a group outside and/or in opposition to what is considered to be the norm. Othering is based on a conscious or unconscious assumption that a certain identified group poses a threat to the favored or dominant group.

Belonging

Entails having a meaningful voice and the opportunity to participate in the design of social and cultural structures; having the right to contribute to, and make demands on, society and political institutions

Inclusion

A state of belonging, when persons of different backgrounds and identities are valued, integrated, and welcomed equitably as decision-makers and collaborators. Inclusion involves people being given the opportunity to grow and feel/know they belong.



Identity

Race

A social and political construction—with no inherent genetic or biological basis—used by social institutions to arbitrarily categorize and divide groups of individuals based on physical appearance (particularly skin color), ancestry, cultural history, and ethnic classification. The concept has been, and still is, used to justify the domination, exploitation, and violence against people who are racialized as non-White.

Ethnicity

Denotes groups that share a common identity-based ancestry, language, or culture. It is often based on religion, beliefs, and customs as well as memories of migration or colonization.



Identity

Gender Identity

How one perceives themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth. Some examples of gender may include cisgender man or women, transgender man or women, non-binary, agender, bigender two-spirit, and many more.

Class

Describes the economic and social stratification of populations, which designates differences based on wealth, income, occupation, status, group identification, level of consumption, and/or family background.



Equality vs. Equity

Equality



Equity



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Equality, Equity, Justice, and Liberation

Equity: The effort to provide different levels of support based on an individual's or group's needs in order to achieve fairness in outcomes. Working to achieve equity acknowledges unequal starting places and the need to correct the imbalance.

Justice: is the process required to move us from an unfair, unequal, or inequitable state to one which is fair, equal, or equitable, depending on the specific context; a transformative practice that relies on the entire community to respond to past and current harm when it occurs in society.

Liberation: The progression toward or the conscious or unconscious state of being in which one can freely exist, think, dream, and thrive in a way which operates outside of traditional systems of oppression.



Racial Equity and Racial Justice

Racial Equity

The effort to provide different levels of support based on an individual's or group's needs in order to achieve fairness in outcomes. Racial equity addresses **root causes** of inequities to eliminate **policies, practices, attitudes and cultural messages** that reinforce differential outcomes by race or fail to eliminate them.

Racial Justice

The **proactive reinforcement** of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.

Source: Aspen Institute Roundtable on Community Change. (2005). *Understanding structural racism and promoting racial equity*. http://www.theoryofchange.org/wp-content/uploads/toco_library/pdf/Structural_Racism-Aspen_2005-.pdf

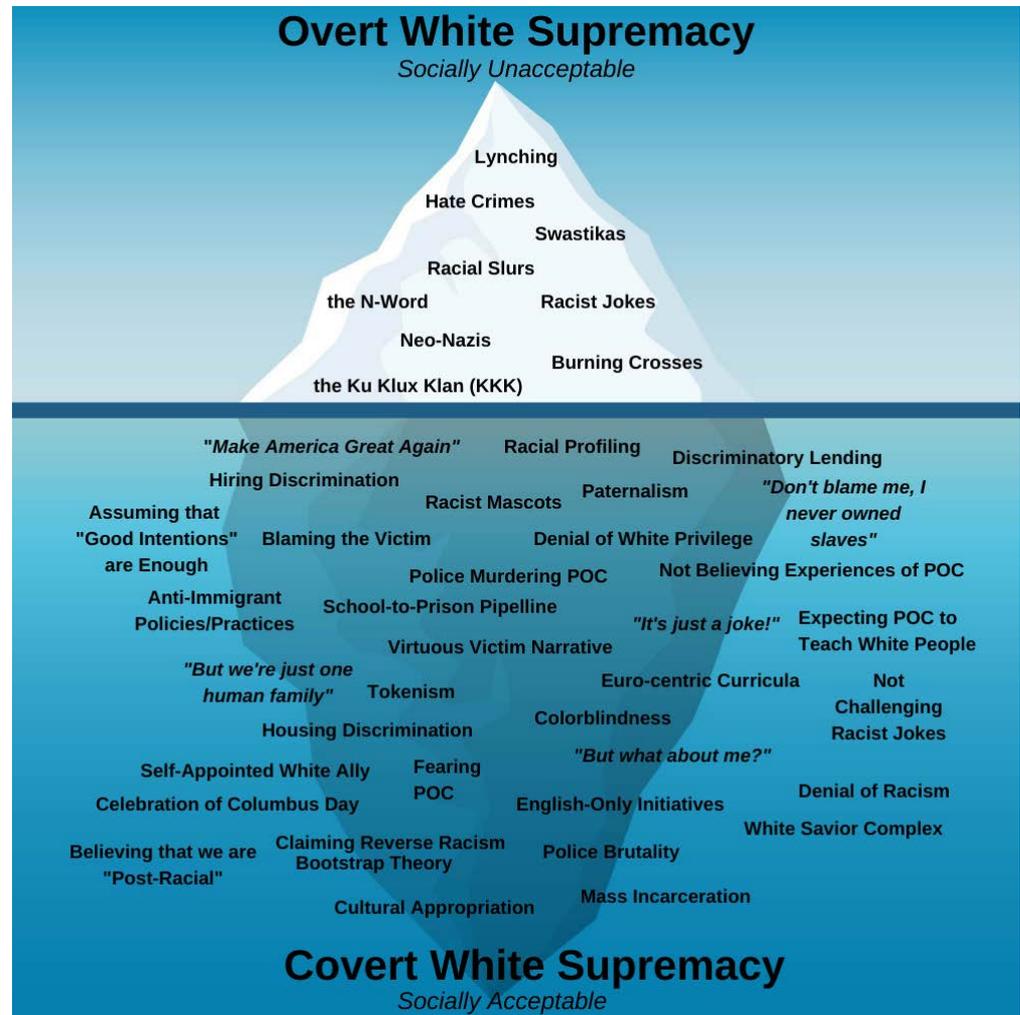


White Privilege

The **unearned power and advantages** that benefit people **just by virtue** of being White or being perceived as White. White privilege is an effect of systemic White supremacy.



White Supremacy





Racism is:

racial prejudice + social and institutional power

a system of advantage based on race

a system of oppression based on race

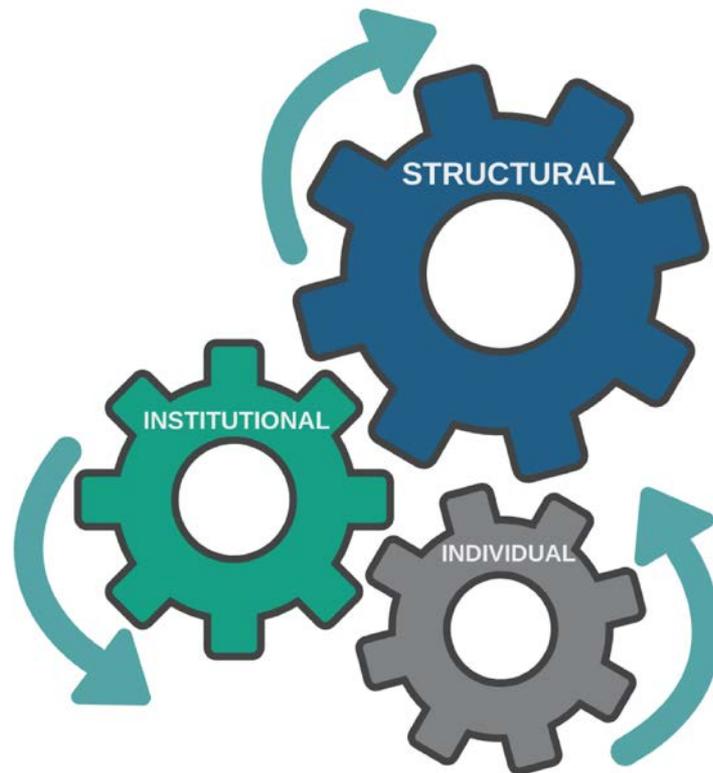


Levels of Racism

Structural: historical, social, political, institutional, and cultural factors that contribute to, legitimize, and maintain racial inequities.

Institutional: the practices that perpetuate racial disparities, uphold White supremacy, and serve to the detriment and harm of persons of color and keep them in negative cycles, and the policies that generate different outcomes for persons of different races.

Individual: an internalized bias that takes place when a person's beliefs, attitudes, fears, behaviors, and actions are both based on and driven by racial biases/prejudices.



Source: Government Alliance for Racial Equity 2018



Systems of Oppression





Racial Anxiety & Stereotype Threat

Racial Anxiety: increased levels of stress and emotion

Stereotype Threat: risk of conforming to negative stereotypes about one's racial, ethnic, gender or cultural group

Sources: <https://perception.org/research/stereotype-threat/> <https://perception.org/research/racial-anxiety/>



Implicit Bias

Implicit Bias: attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner



BIAS

Source: <http://kirwaninstitute.osu.edu/implicit-bias-training/>

**Questions?
Reactions?**





CSSP Equity Resource



Looking Deeper at Implicit Bias





Science Behind Implicit Bias



- System 1 vs. System 2 Thinking

- Fast vs. Slow

Sources: Daniel Kahneman, "Thinking Fast and Slow"; Kirwan Institute



Our Minds At Work

Lime, Green

Lemon, Yellow

Sky, _____



Our Minds At Work

Night and _____

Black and _____

Young and _____



Our Minds At Work

I cluodn't blveiee taht I cluod
aulaclty uesdnatnrd waht I was
rdanieg.



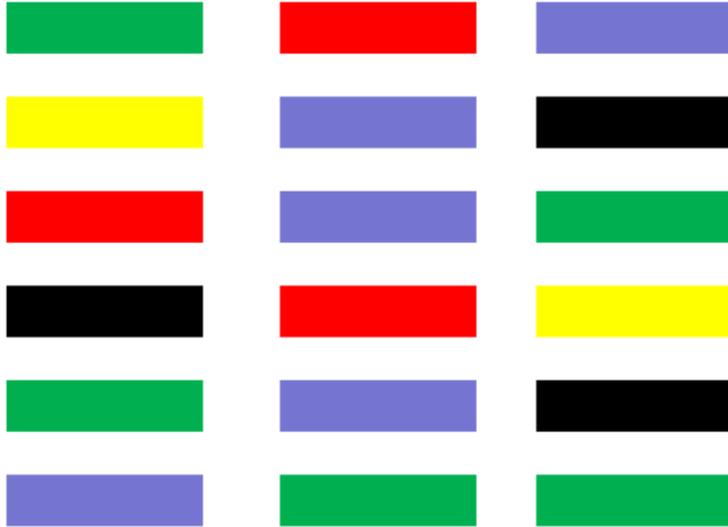
Our Minds At Work

Aoccdrnig to a rscheeachr at Cmabrigde Uinervtsy, it deosn't mttar in waht oredr the ltteers in a wrod are, the olny iprmoatnt tihng is taht the frist and lsat ltteer be in the rghit pclae. The rset can be a taotl mses and you can sitll raed it wouthit a porbelm. Tihs is bcuseae the huamn mnid deos not raed ervey lteter by istlef, but the wrod as a wlohe.

Amzanig huh?... and I awlyas thuhogt slpeling was ipmorantt.



YELLOW BLUE
ORANGE
BLACK RED GREEN





YELLOW BLUE ORANGE
BLACK RED GREEN
PURPLE YELLOW RED
ORANGE GREEN BLACK
BLUE RED PURPLE
GREEN BLUE ORANGE



Ladder of Inference



[Video explanation from Trevor Maber](#)





Manifestations of Bias

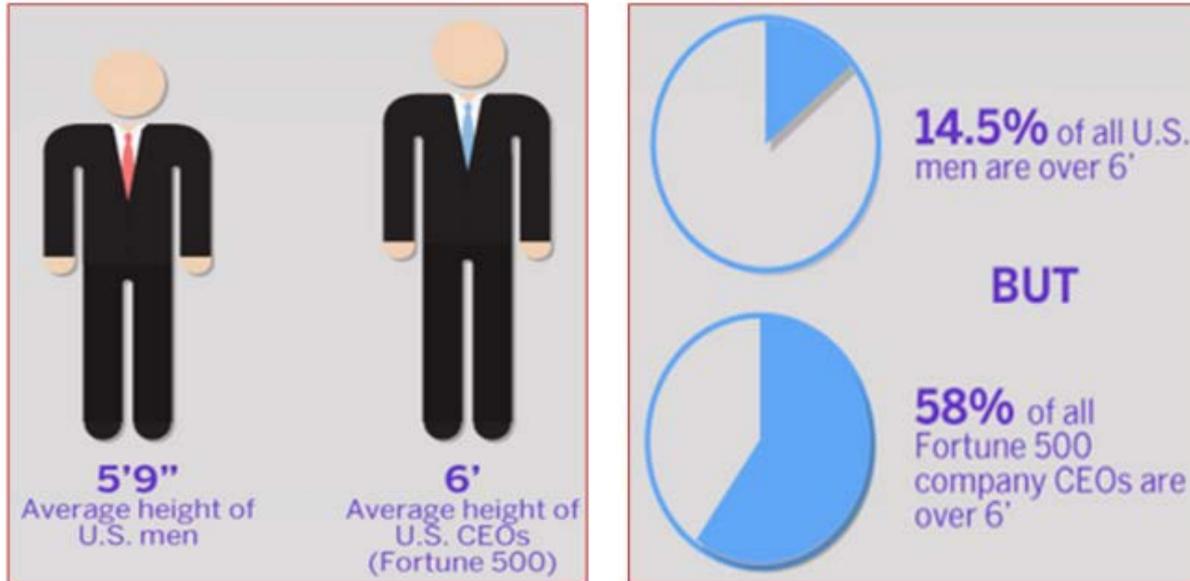
What are some examples of how you've seen, heard about or experienced bias?





Manifestations of Bias

Leadership and Physical Stature



Source: GARE, Race Forward/Center for Social Inclusion – pre-convening slides at Facing Race Conference, November 2018



Manifestations of Bias

Gender Bias in Orchestra Auditions

Screened auditions account for up to 46% of the increase in the percentage of females in symphony orchestras since 1970.



Claudia Goldin, Cecilia Rouse:
The Impact of "Blind" Auditions on Female Musicians (1997)

Source: <https://www.theguardian.com/women-in-leadership/2013/oct/14/blind-auditionsorchestras-gender-bias>



Manifestations of Bias

Confirmation bias

Average errors	“Caucasian” memo	“African American” memo
Spelling and grammar	10	13
Technical	10	11
Factual	8	9

Sources: Arin N. Reeves, Exploring Confirmation Bias in Racialized Perceptions of Writing Skills, Nextions Yellow Paper Series, Written in Black & White, 2014-0404 <https://phys.org/news/2017-04-infants-racial-bias-members.html>



Manifestations of Bias

- Black youth offenders perceived as more mature and more deserving of punishment
- Offenses committed by Black youth perceived as result of individual failings, while offenses committed by white youth were perceived as caused by “external forces”



Source: National Juvenile Justice Network & JJIE.org. 2017. "Implicit Bias: Why It Matters for Youth Justice ." Washington, DC.



Awareness Test



<http://www.youtube.com/watch?v=yqrkihlw-s>



Conditions Ripe for Bias

- We are most likely to make biased decisions with the following conditions:
 - High ambiguity
 - Compromised cognitive load and time constraints
 - Incomplete information
 - Overconfidence in our ability to be objective

Source: <http://kirwaninstitute.osu.edu/implicit-bias-training/resources/mitigating-bias.pdf>



Mitigating Implicit Racial Biases



Implicit racial biases are not permanent.

We can work on reducing them by rewiring our brains and creating new habits.



Countering Implicit Bias

Know Our Implicit Biases

- It's important to be aware of any discrepancies that exist between our conscious ideals and non-conscious automatic biases.
- Take the Implicit Association Test
<http://implicit.harvard.edu>





Know When You Are Susceptible

- Ambiguous or incomplete information
- Time constraints
- Compromised cognitive control



Ma, Debbie S. et al. (2013). "When Fatigue Turns Deadly: The Association Between Fatigue and Racial Bias in the Decision to Shoot." *Basic & Applied Social Psychology* 35: 515-524.



Take Action to De-bias

- Build new associations through increased intergroup contact—diversity matters.
- Among the conditions for success
 - Practice counter imaging
 - Slow down reasoning
 - Doubt objectivity





CSSP Equity Resource

KirwanInstitute.osu.edu

KIRWAN INSTITUTE FOR THE STUDY OF RACE AND ETHNICITY | CENTER FOR THE STUDY OF SOCIAL POLICY

Implicit Racial Bias 101: Exploring Implicit Bias in Child Protection

▶ Introduction Video

OVERVIEW

MODULE 1

MODULE 2

MODULE 3

MODULE 4

FINAL THOUGHTS

01:14

DOWNLOAD VIDEO CAPTIONS (PDF)

The development of *inSIGHT: Exploring Implicit Bias in Child Protection* was funded in part by the Annie E. Casey Foundation. We thank them for their support but acknowledge that the findings and conclusions presented in this curriculum are those of CSSP alone, and do not necessarily reflect the opinions of the Foundation.



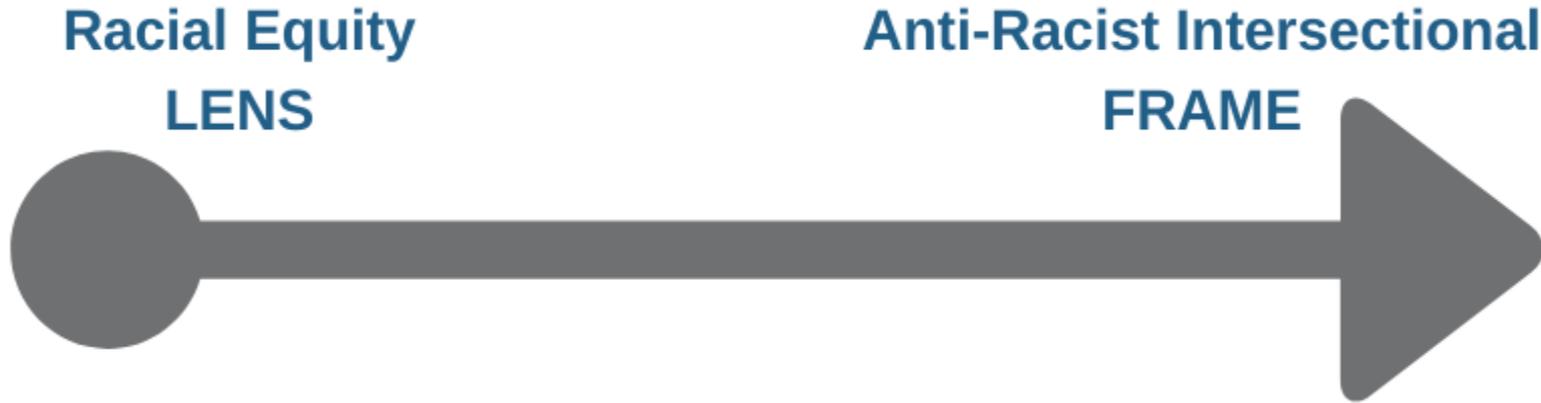
Break
Time

Moving Beyond: Using an Anti-Racist Intersectional Frame





A Note on Terminology





The Ground Water





Anti-racism, Intersectionality, and Anti-Black Racism

Anti-racism

A practice of opposition to institutional and systemic policies and practices that perpetuate racist beliefs and outcomes.

Intersectionality

Describes the ways in which race, class, gender, and other aspects of our identity “intersect” overlap and interact with one another, informing the way in which individuals simultaneously experience oppression and privilege in their daily lives interpersonally and systemically.

Anti-Black Racism

Any attitude, behavior, practice, or policy that explicitly or implicitly reflects the belief that Black people are inferior to another racial group. Anti-Black racism is reflected in interpersonal, institutional, and systemic levels of racism and is a function of White supremacy



Anti-racist intersectional frame

- Recognizes the social effects of race and that omitting a racial analysis from any work allows racist systems, laws, and policies to continue operating within the status quo.
- Requires an understanding that the impact of racial oppression is not fully realized without interrogating the intersections of all forms of oppression – oppression based on SOGIE, class, immigration status, and ability.
- Calls out White supremacy and White privilege, understanding the historical role of the enslavement of Black people and colonization and genocide of Native and Indigenous people. The framework recognizes that historical violence has created a modern reserve of power for White people and institutions to utilize privilege.



Anti-racist intersectional frame

- Centralizes a holistic appreciation of the human experience, recognizing the importance of individuals' and communities' social, cultural, political, ecological, and spiritual identities.
- Recognizes that anti-Black racist ideas depict individual Black person's actions as representative of the race, while Whiteness is neutral and allowed the diversity of experience.
- Questions the motivations of traditional institutions, acknowledging institutions' role in distributing and maintaining oppression based on identity. The framework asks anti-racist work to be critical of social and political institutions and systems.



Anti-racist intersectional frame

- ⦿ Does not divorce issues affecting historically marginalized communities from the social, political, and material conditions in which they exist. The framework rejects pathological explanations of behaviors and outcomes because such explanations mask the role institutional structures play in affecting outcomes.



Working with the Frame

- ◎ Part 1: In small groups (one for each component of the frame), discuss:
 - How can we talk about it in **plain language**?
 - What **examples** could we use to explain it?
- ◎ Use post-it's and chart paper to document your work





Working with the Frame

- ◎ Part 2: In small groups, discuss:
 - What would it **look like** in practice?
 - **Get creative!! Be visual!!**
- ◎ Use markers, chart paper, post-its, etc.

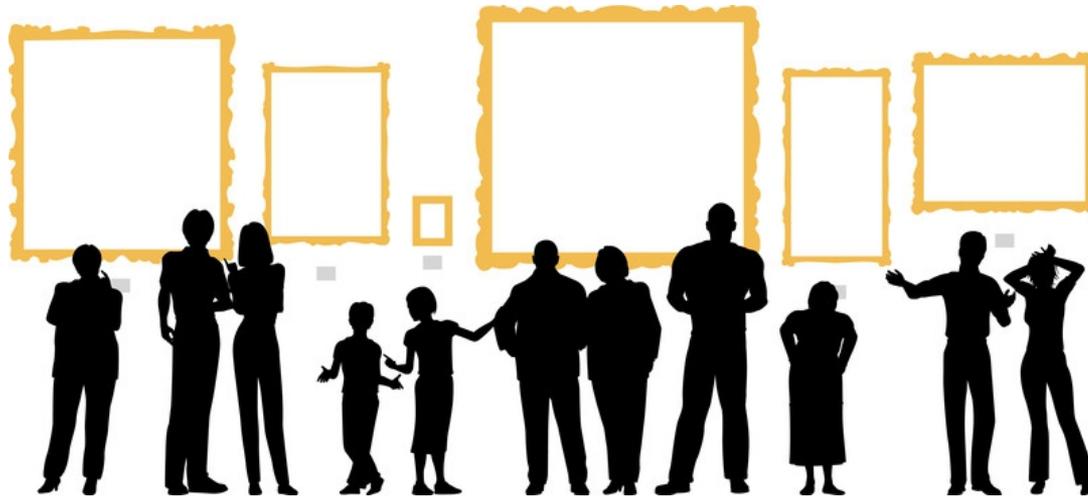




Working with the Frame

● Gallery Walk

- See what other groups created!





Discussion

- ① What did you create?
- ① What questions do you have?
- ① How might you use this in your own work?





Connect With Us!

#SEECHANGE

news from the field about Equity, Inclusion, and Justice



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www.CSSP.org



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Let us know what you are up to – equity@cssp.org

Take a postcard!



Thank you!

Thank you for having us!

Keep in touch!

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