

Moving Towards Racial Equity

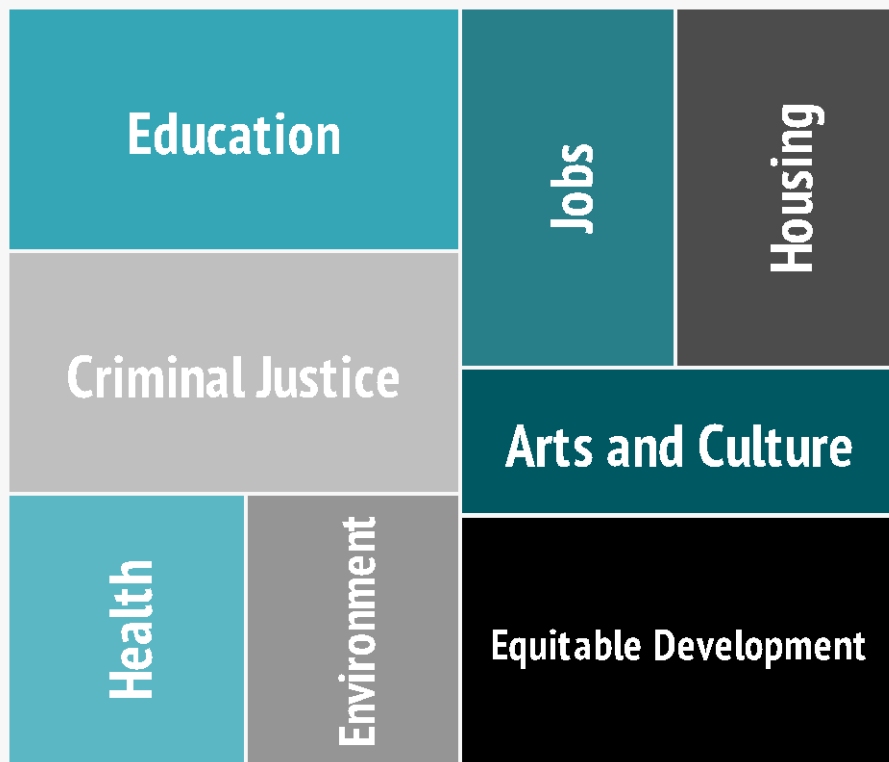
Addressing the social determinants of health

Invest Health Convening
Philadelphia
June 8, 2016
Glenn Harris



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Racial inequity in the U.S.



● **100%**

Likelihood that race is a determinant for key health and social indicators in life.

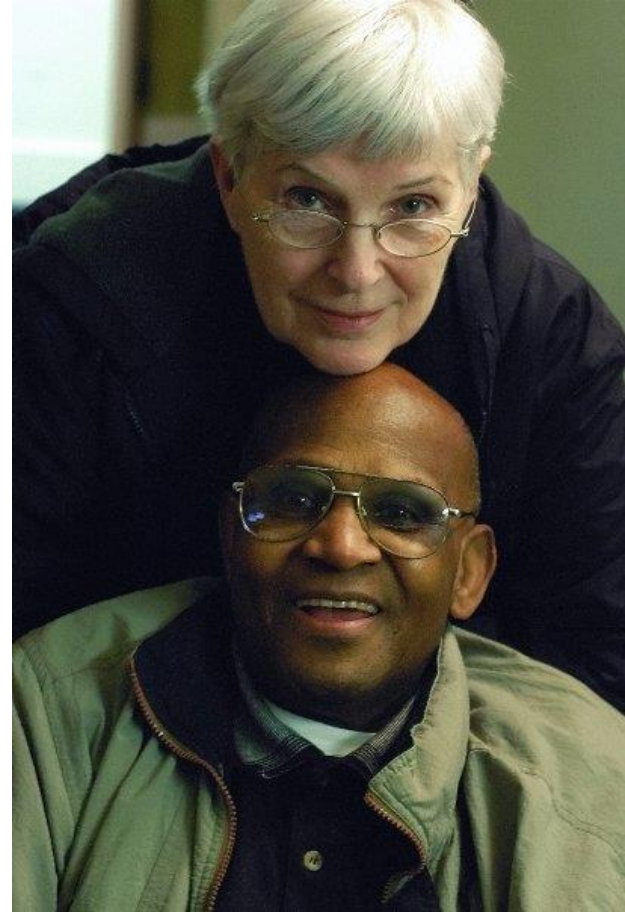
● **10 years**

Difference in life expectancy based on zip code in King County.



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Family



Tuskegee



- 1) *Think of a number between 1 and 10*
- 2) *Multiply that number times 9*
- 3) *If it is a two digit number add them together (for example 32 would be $3+2=5$)*
- 4) *Subtract 5*
- 5) *Convert to a letter (a is 1, b is 2, etc.)*
- 6) *Country starts with that letter.*
- 7) *Animal that starts with that letter.*
- 8) *Fruit that starts with that letter.*

Center for Social Inclusion

The Center for Social Inclusion's mission is to catalyze grassroots community, government, and other institutions to dismantle structural racial inequity.



Government Alliance on Race and Equity

A national network of government working to achieve racial equity and advance opportunities for all.

- ✓ Supporting jurisdictions at the forefront
- ✓ Expanding jurisdictions – in 30 states and more than 100 cities – all levels of government
- ✓ Providing tools and resources to put theory into action

Government Alliance for Race and Equity

Washington

Seattle
Tacoma

Oregon

Portland
Multnomah County

California

Alameda County

Minnesota

Metropolitan Council
Minneapolis
Minneapolis Park Board
St. Paul

Iowa

Dubuque
Iowa City

Wisconsin

Dane County
Madison

Michigan

Ottawa County

Massachusetts

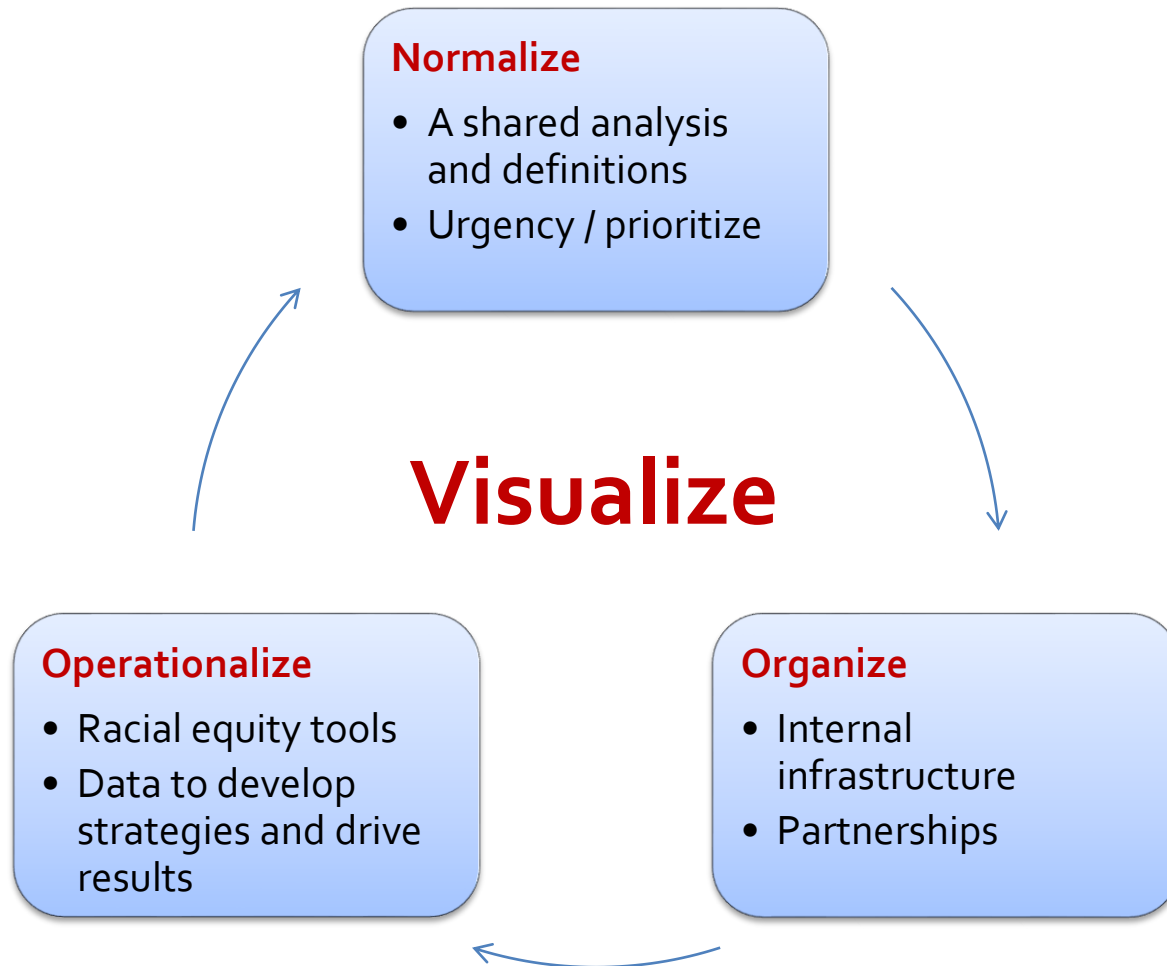
Boston

Virginia

Fairfax County

- ★ = Active GARE Members
- = Current GARE Engagements
- ★ = Racial Equity Here Participants

National best practice



Normalize

Three key facts on race

- 1) **Race is a construct** and is not biologically determined. Race is a modern idea.
- 2) **Policy drives the social construction of race** and has contributed to changing ideas and definitions of race over time.
- 3) **We did not choose this system** but we have a responsibility to address it

Equity? Equality?

What's the difference?



Defining Racial Equity

- “Closing the gaps” so that race does not predict one’s success, while also **improving outcomes for all**
- To do so, have to:
 - ✓ Target strategies to focus improvements for those worse off
 - ✓ Move beyond “services” and focus on changing policies, institutions and structures

How We Think

Humans need meaning.

- Individual meaning
- Collective meaning

Only **2%** of emotional cognition is available consciously

Racial bias tends to reside in the **unconscious** network

What color are the following lines of text?

Blue

Red

Green

Black

Green

Red

Blue

Black

Black

Blue

Green

Red

Green

Green

Black

Blue

(The Stroop Test)



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Explicit bias

Expressed directly

Aware of bias / operates
consciously

Example – Sign in the
window of an apartment
building – “we don’t rent to
_____”

Implicit bias

Expressed indirectly

Unaware of bias / operates
sub-consciously

Example – a property
manager doing more
criminal background checks
on African Americans than
whites.

Examples of implicit bias

When conductors were placed behind a screen, the percentage of female new hires for orchestral jobs increased 25% – 46%.





AFP

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 Image Chris Graythem)

AP Associated Press

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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What is Bias?

- Suppressing or denying bias can increase bias.
- Research has confirmed that instead of repressing one's bias, if one openly acknowledges one's biases, and directly challenges or refutes them, one can overcome them.

Institutional/Explicit

Policies which explicitly discriminate against a group.

Example:

Police department refusing to hire people of color.

Institutional/Implicit

Policies that negatively impact one group unintentionally.

Example:

Police department focus on street level drug arrests.

Individual/Explicit

Prejudice in action – discrimination.

Example:

Police officer calling someone an ethnic slur while arresting them.

Individual/Implicit

Unconscious attitudes and beliefs.

Example:

Police officer calling for back-up more often when stopping a person of color.



Individual racism:

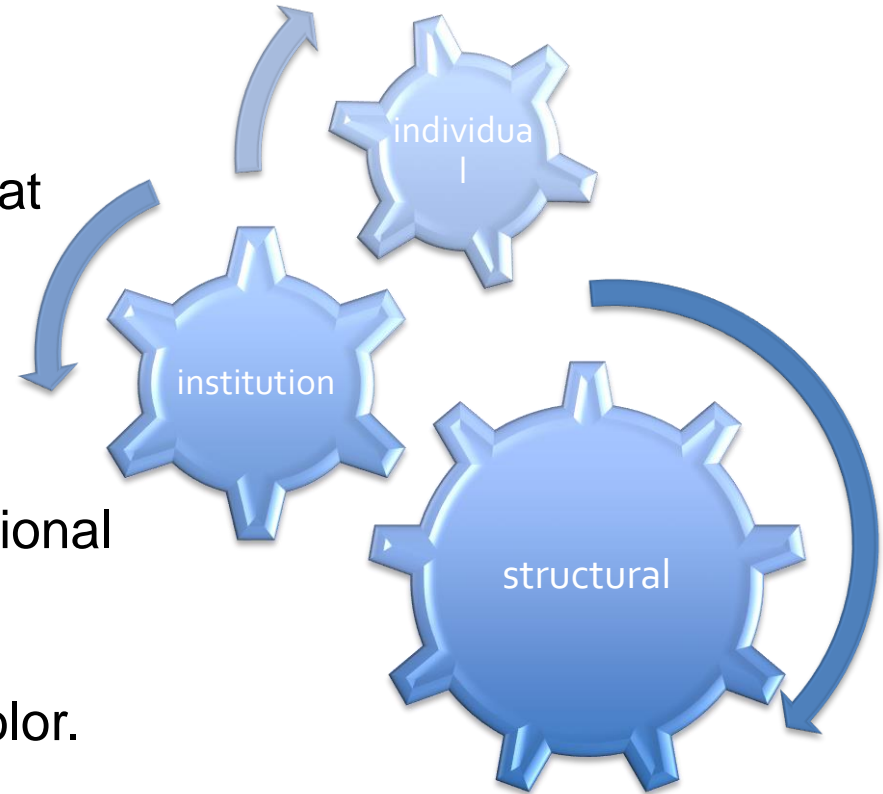
Pre-judgment, bias, or discrimination by an individual based on race.

Institutional racism:

Policies, practices and procedures that work better for white people than for people of color, often unintentionally.

Structural racism:

A history and current reality of institutional racism across all institutions. This combines to create a system that negatively impacts communities of color.



Organize

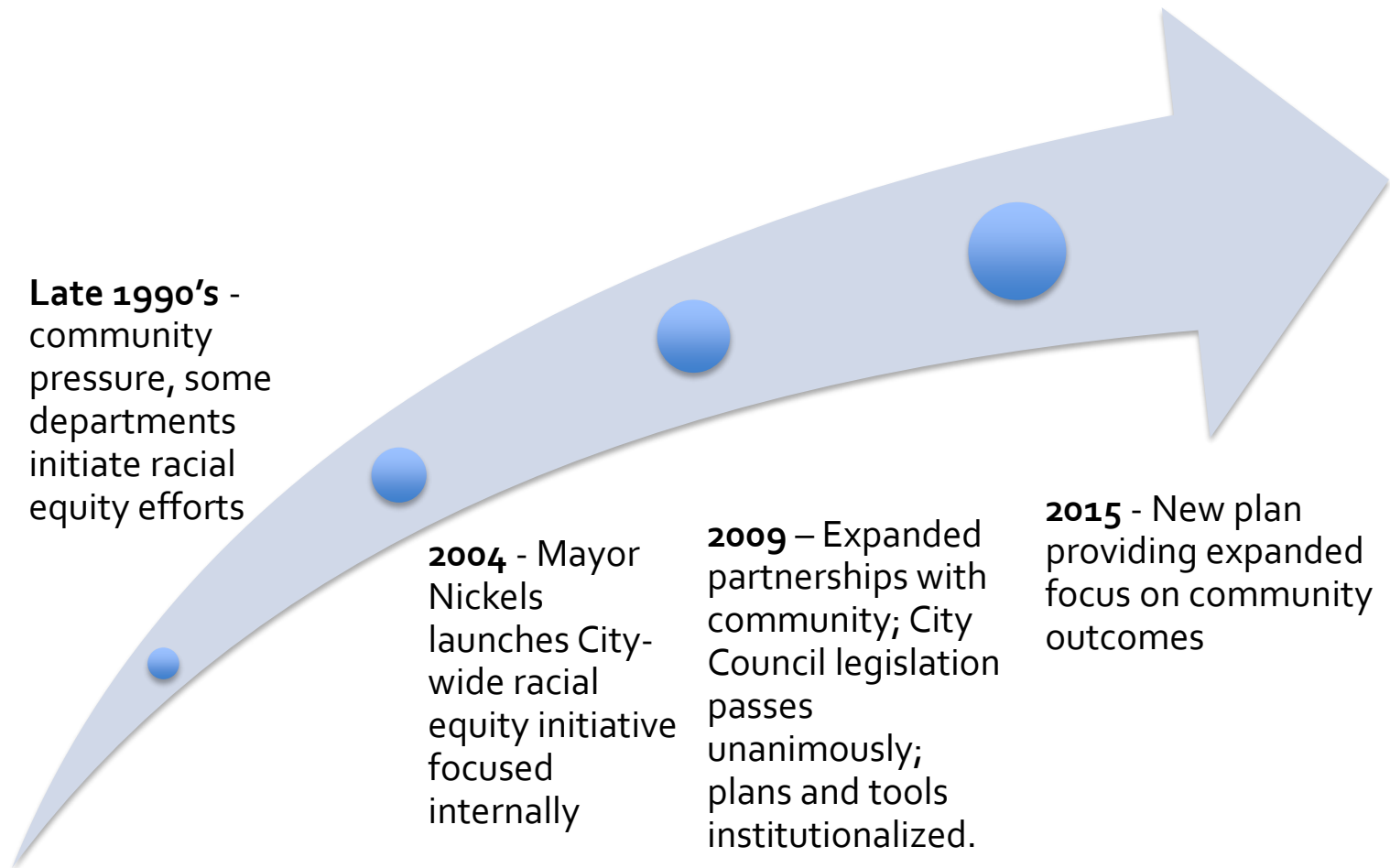


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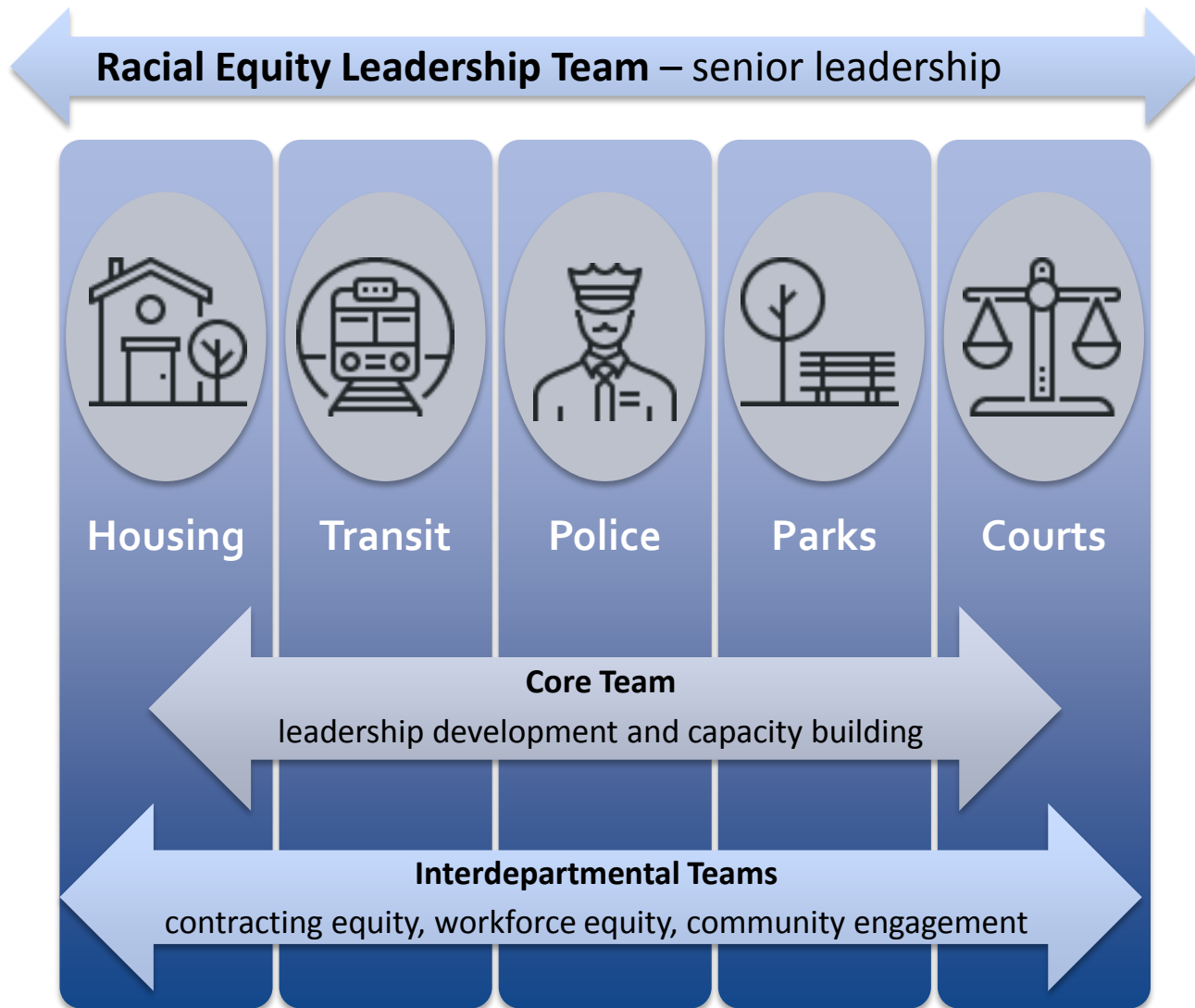


LOCAL AND REGIONAL GOVERNMENT
**ALLIANCE ON
RACE & EQUITY**

Seattle's Race and Social Justice Initiative

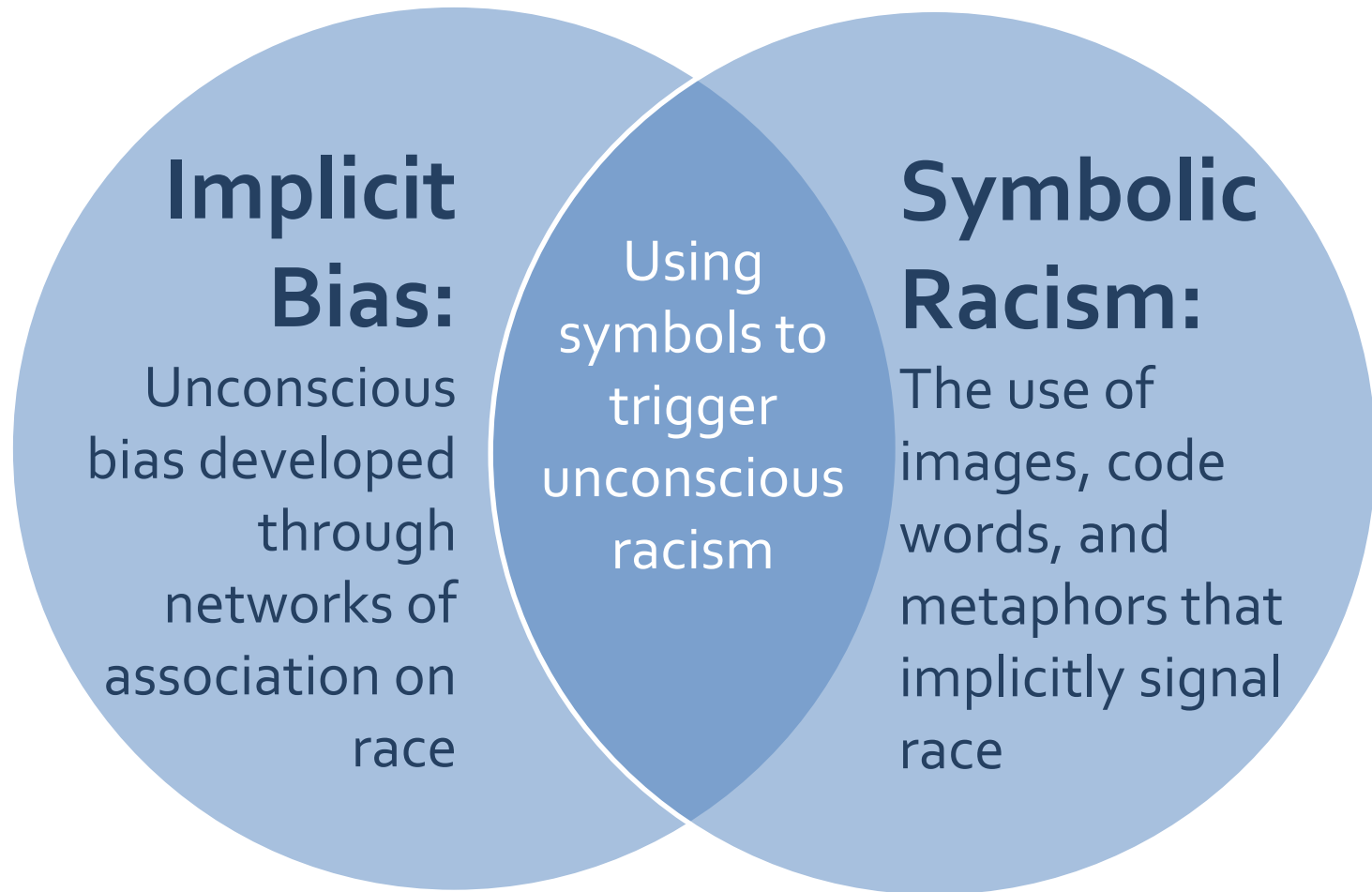


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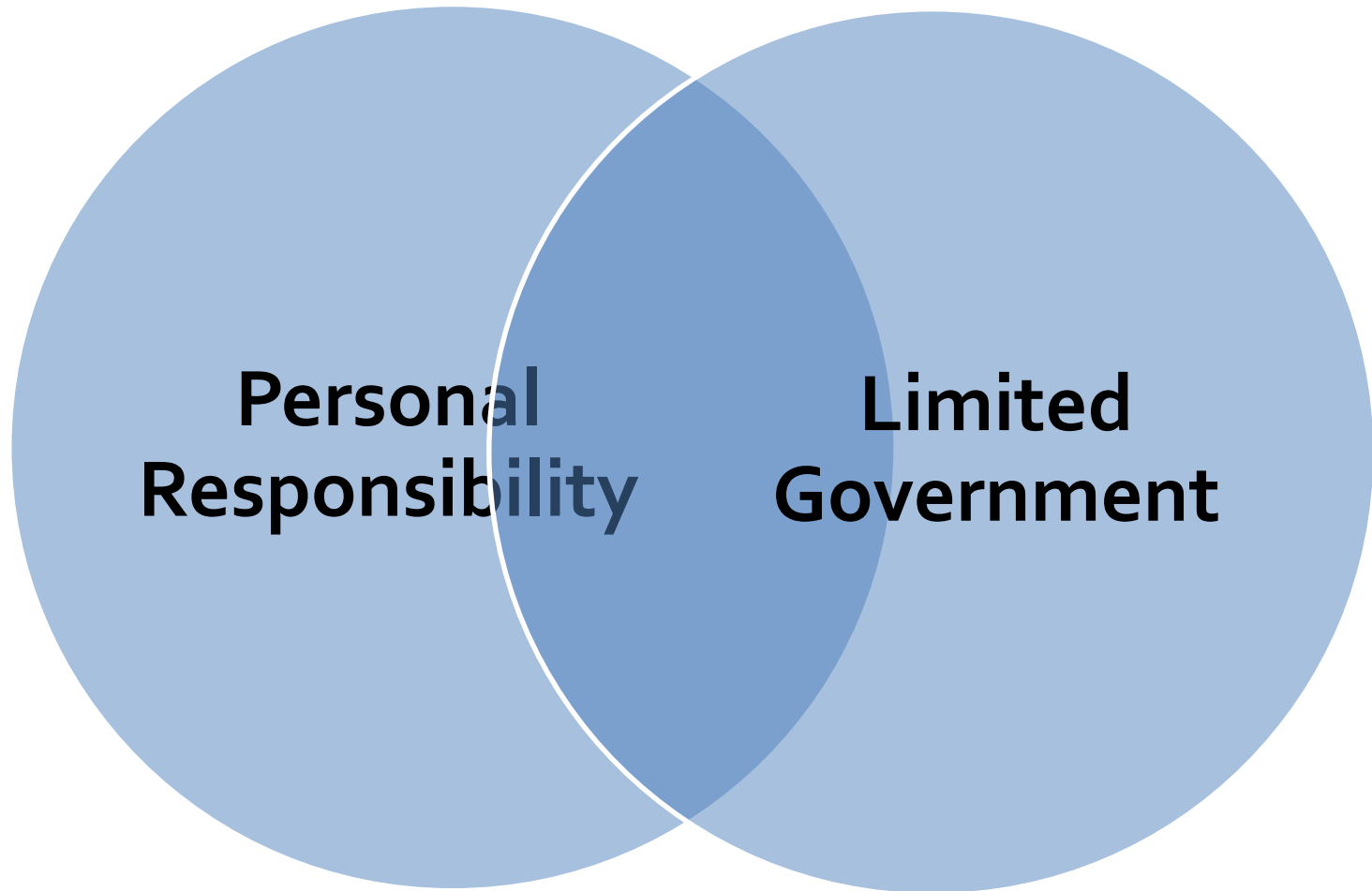


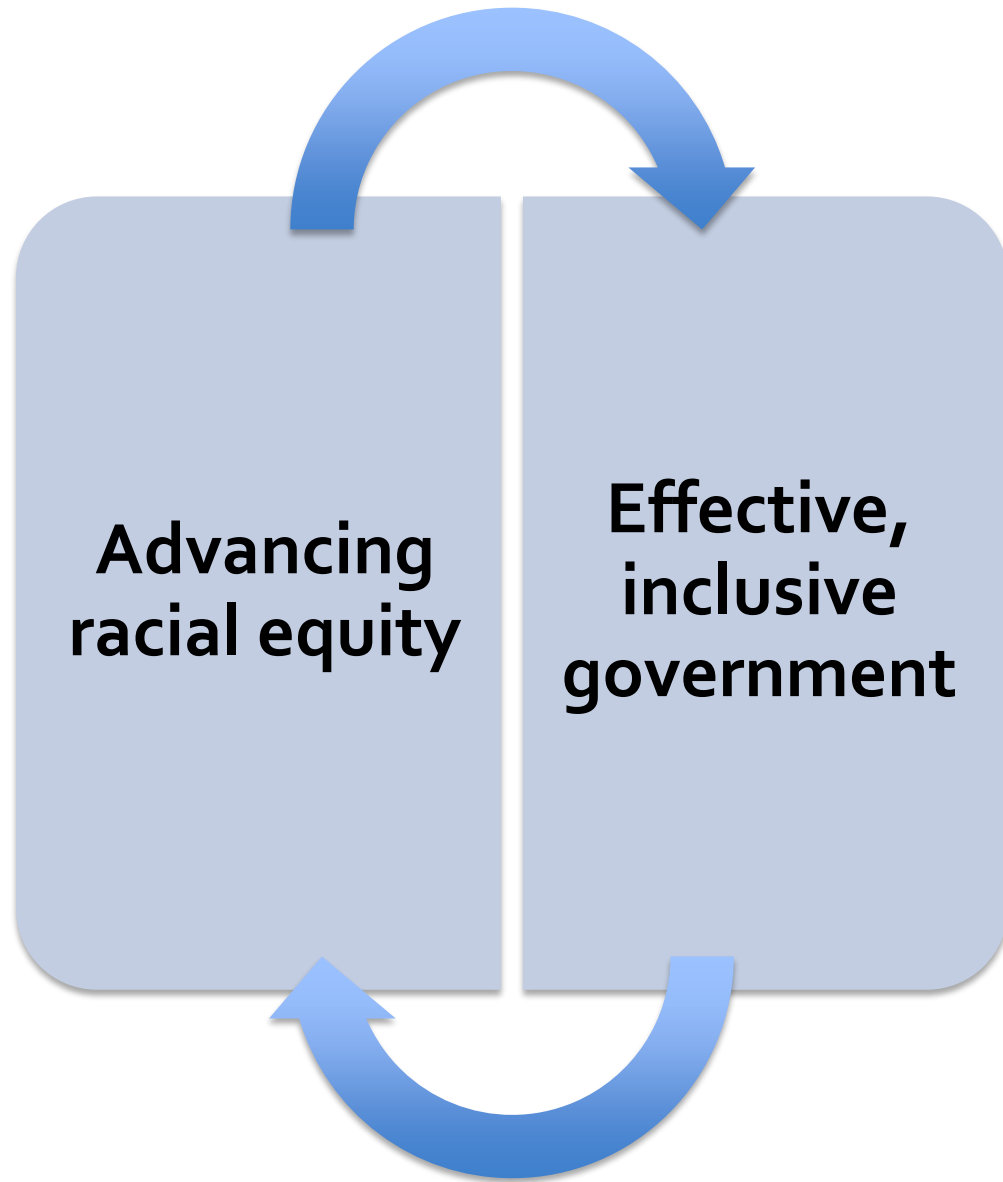
- Accountability agreements
- Departmental work plans
- Performance reviews
- Racial Equity Tools
- Institution-wide work plans

How race gets triggered cognitively



Meta-frames and race





RSJI Employee Survey 2012



"Examine impact of race at work"



"Actively promoting RSJI changes"



"Dept and City making progress"

RSJI Community Survey 2012



"Racial equity government priority"



"Progress on racial equity"



"Schools are good or very good"

Operationalize

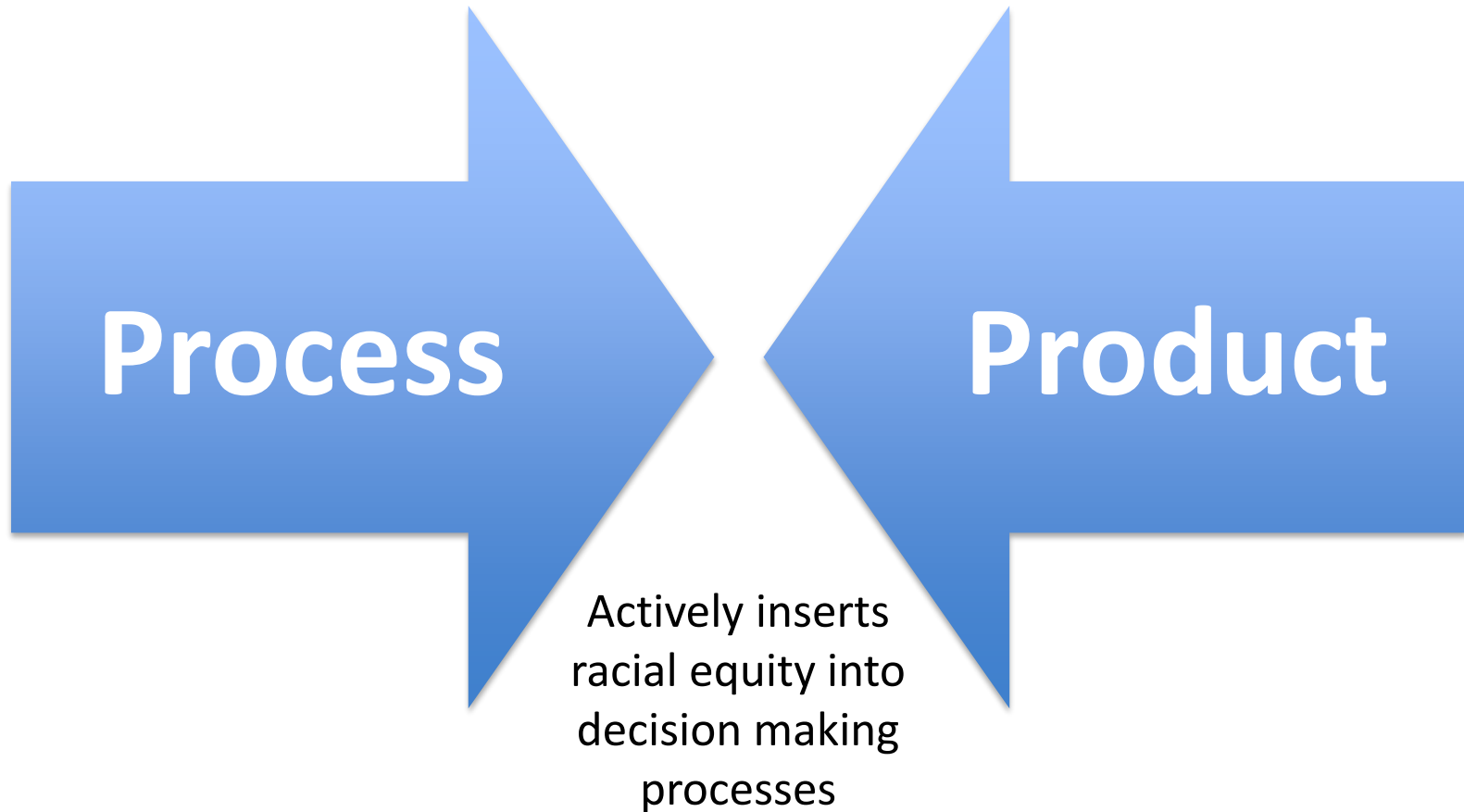


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What is a Racial Equity Tool?



Creating change



Stay in touch

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