

CONFRONTING RACISM DENIAL

tools for naming racism
and moving to action

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Invited Workshop

Healthforce Center at the University of California, San Francisco
California Improvement Network
Managing to Leading

Via Zoom from Atlanta, Georgia

May 19, 2022

National Campaign Against Racism

Name racism

Ask “How is racism operating here?”

Organize and strategize to act

Our toolkit

- ❑ “Why name racism?”

Levels of Health Intervention: A Cliff Analogy

- ❑ “Does racism really exist?”

Dual Reality: A Restaurant Saga

- ❑ “How does racism impact health?”

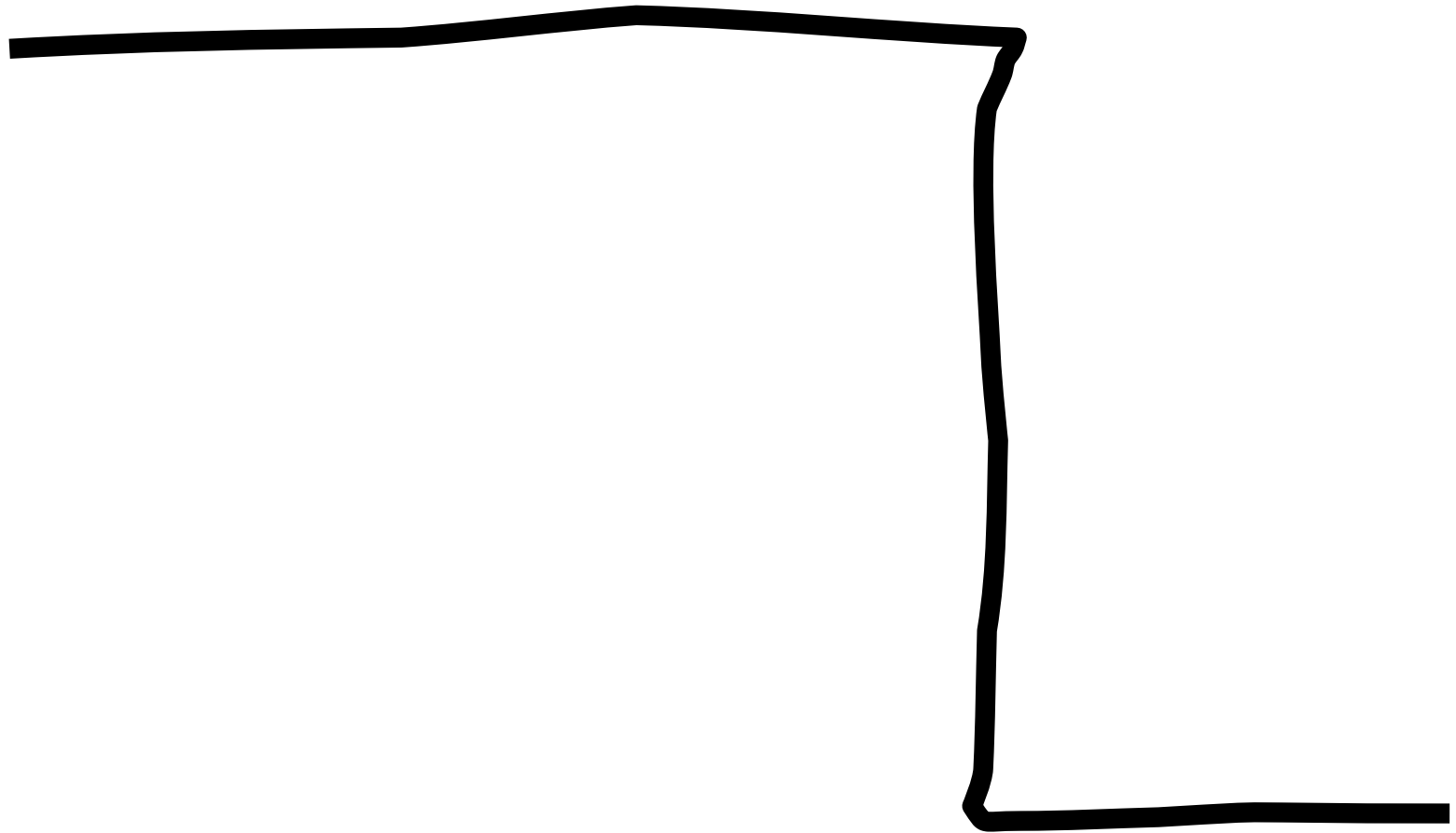
Levels of Racism: A Gardener’s Tale

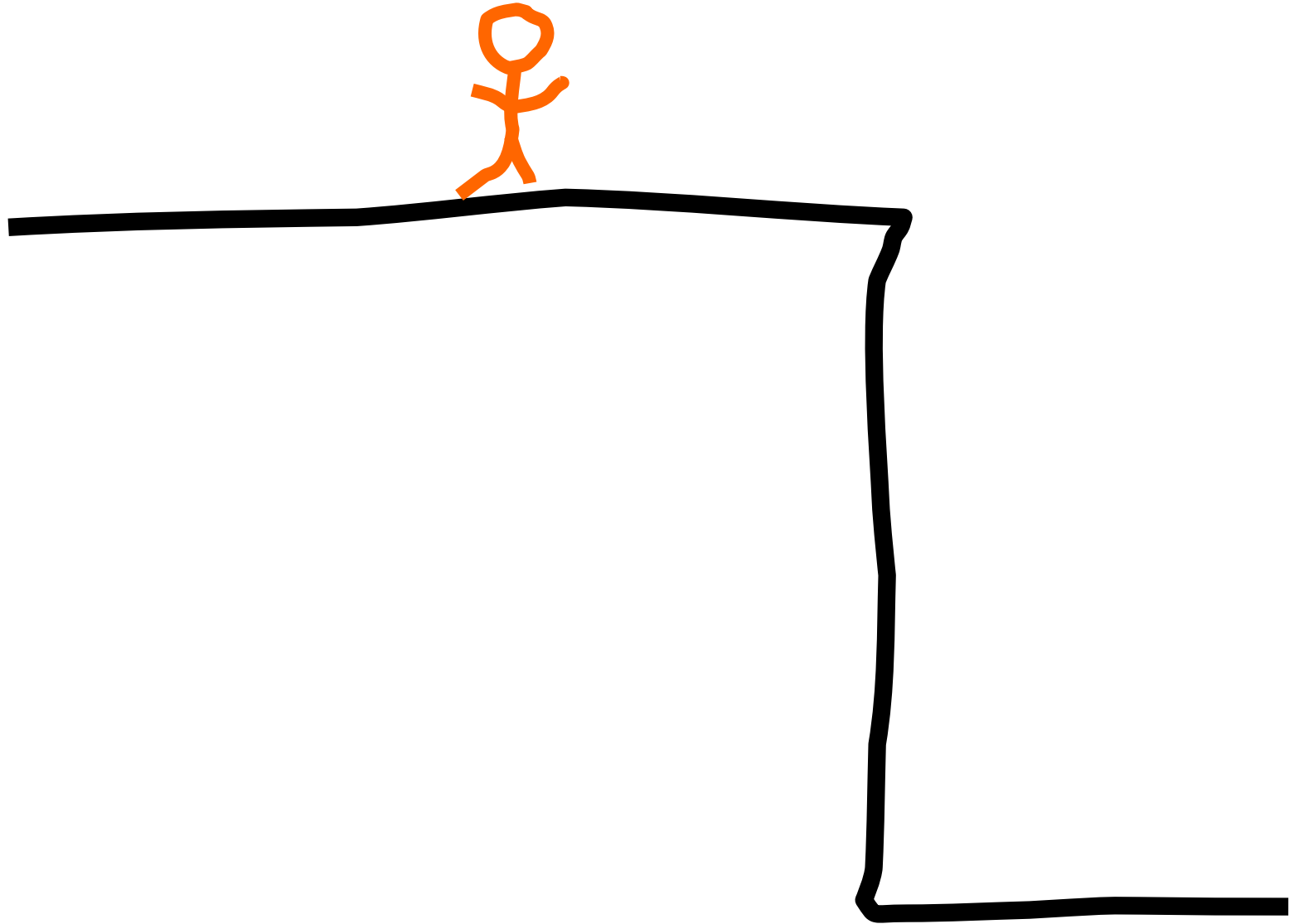
- ❑ “What can we do today?”

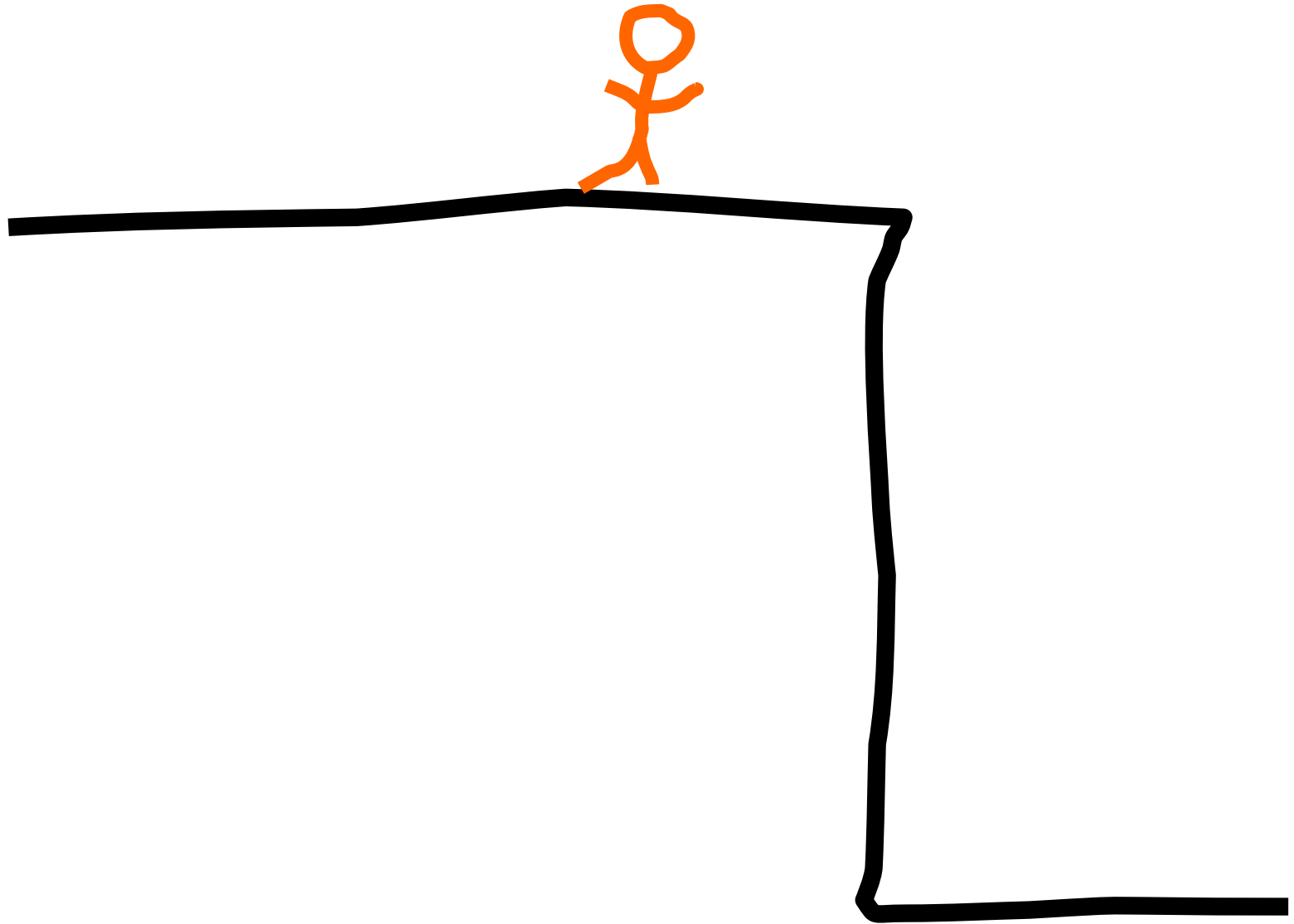
Cement Dust in Our Lungs

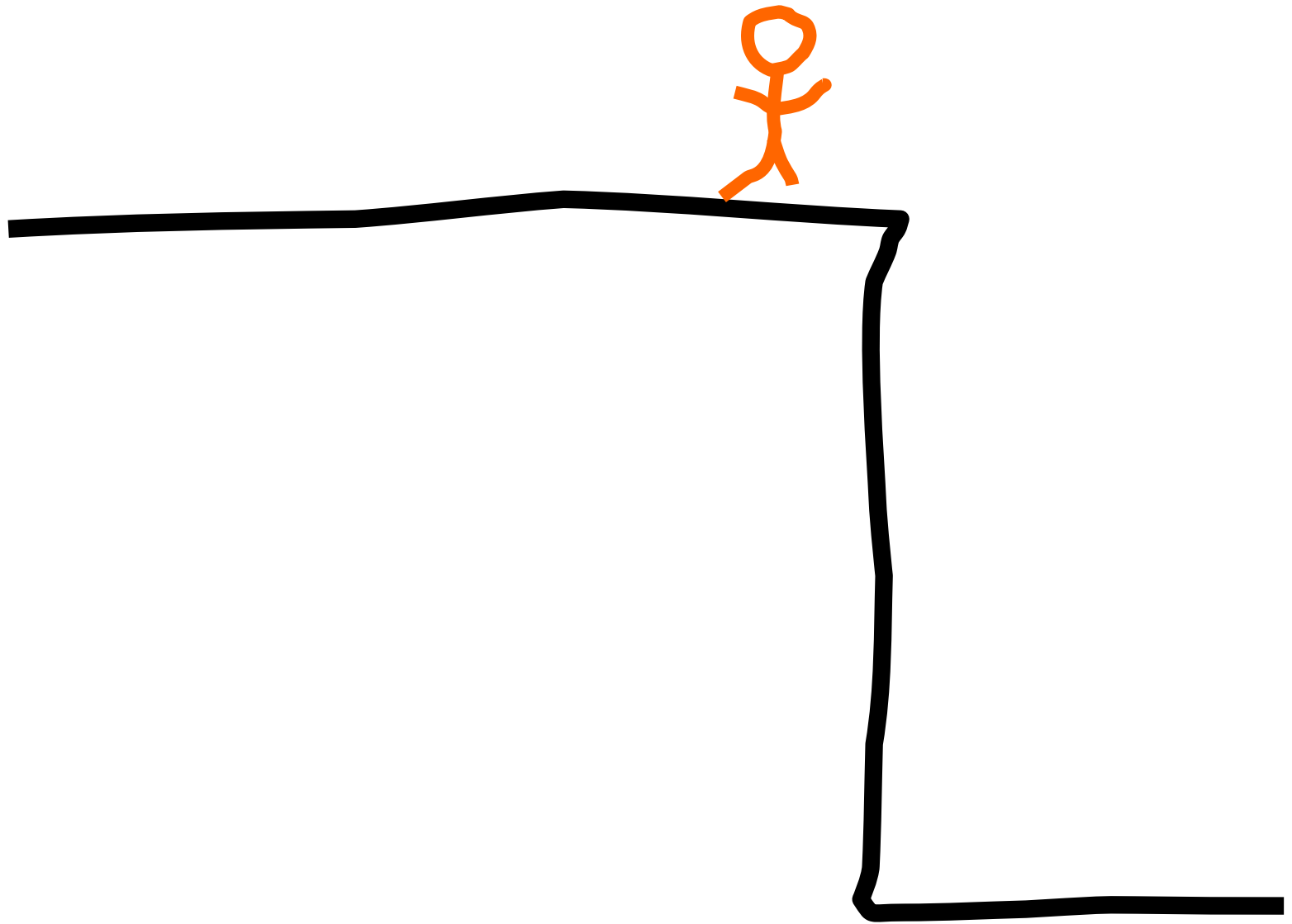
Dual Realityreprise

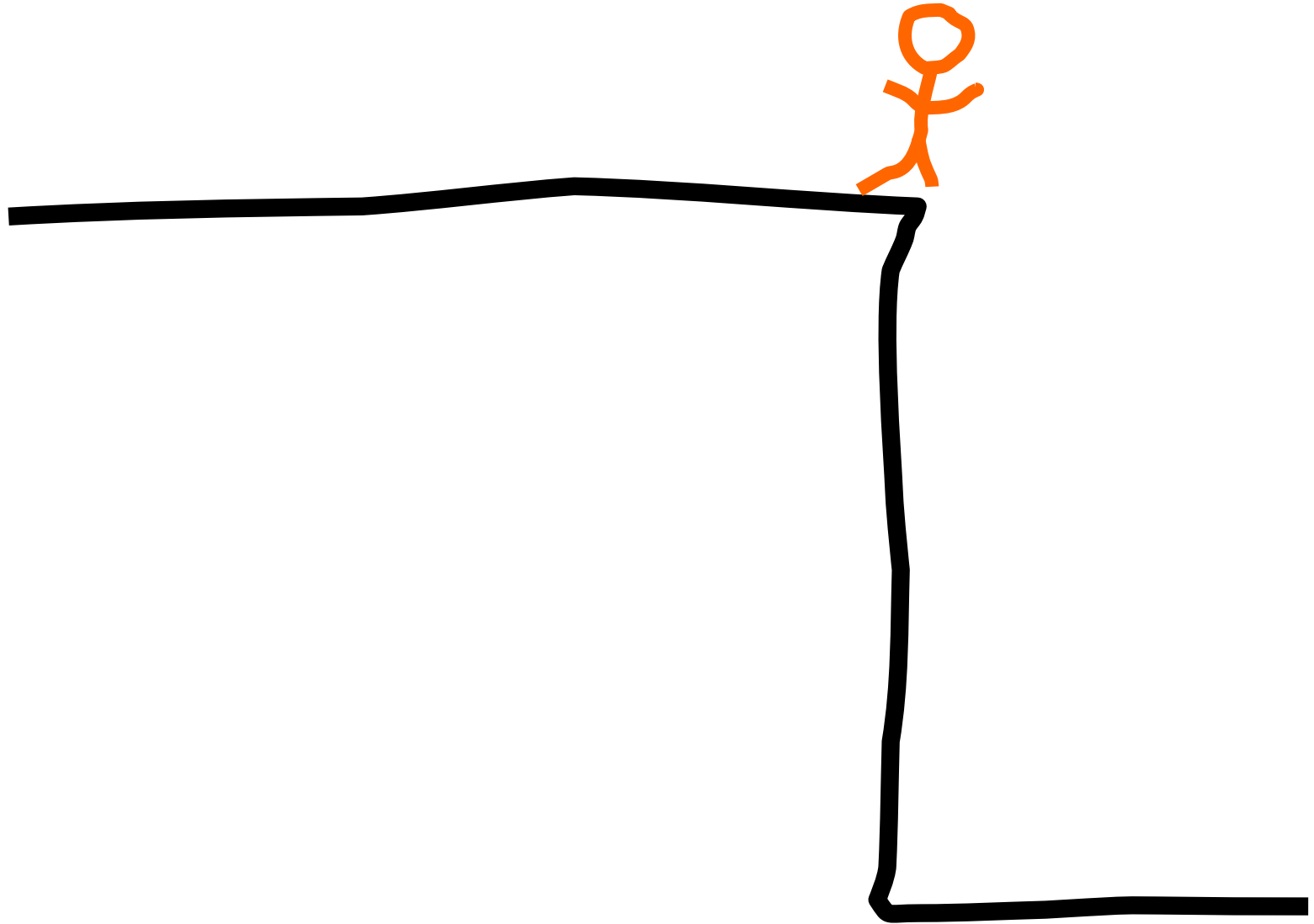
Levels of health intervention

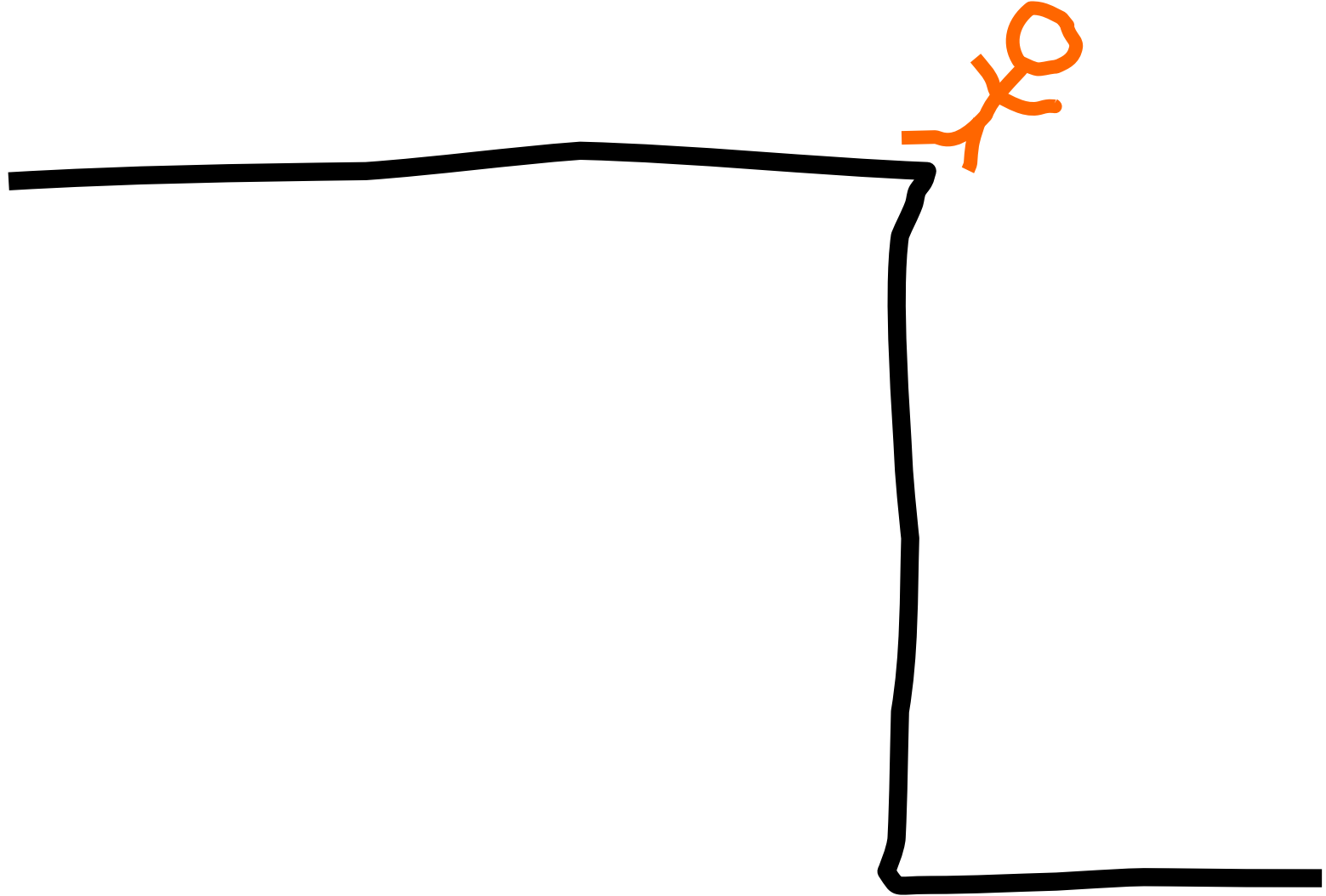


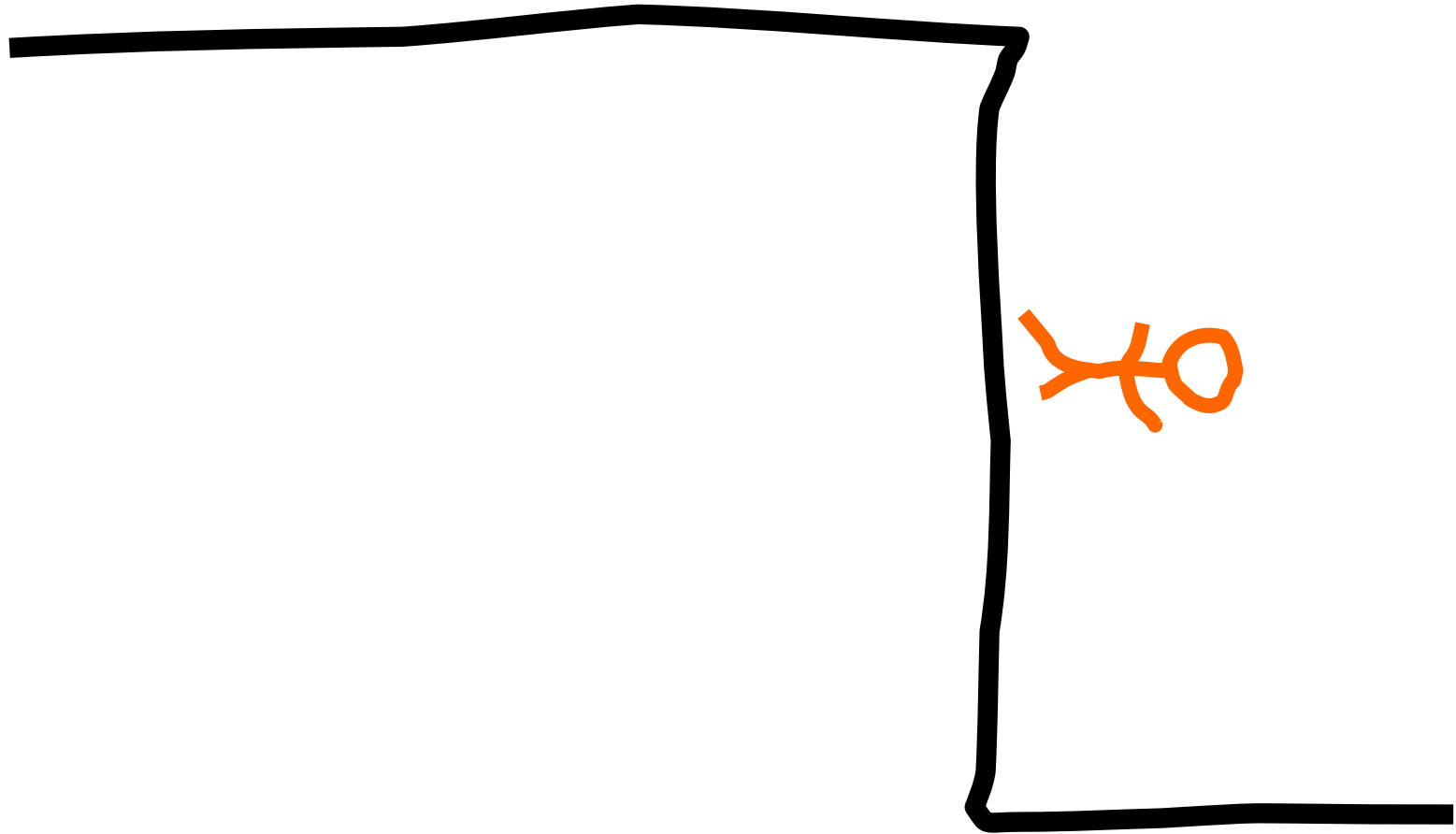


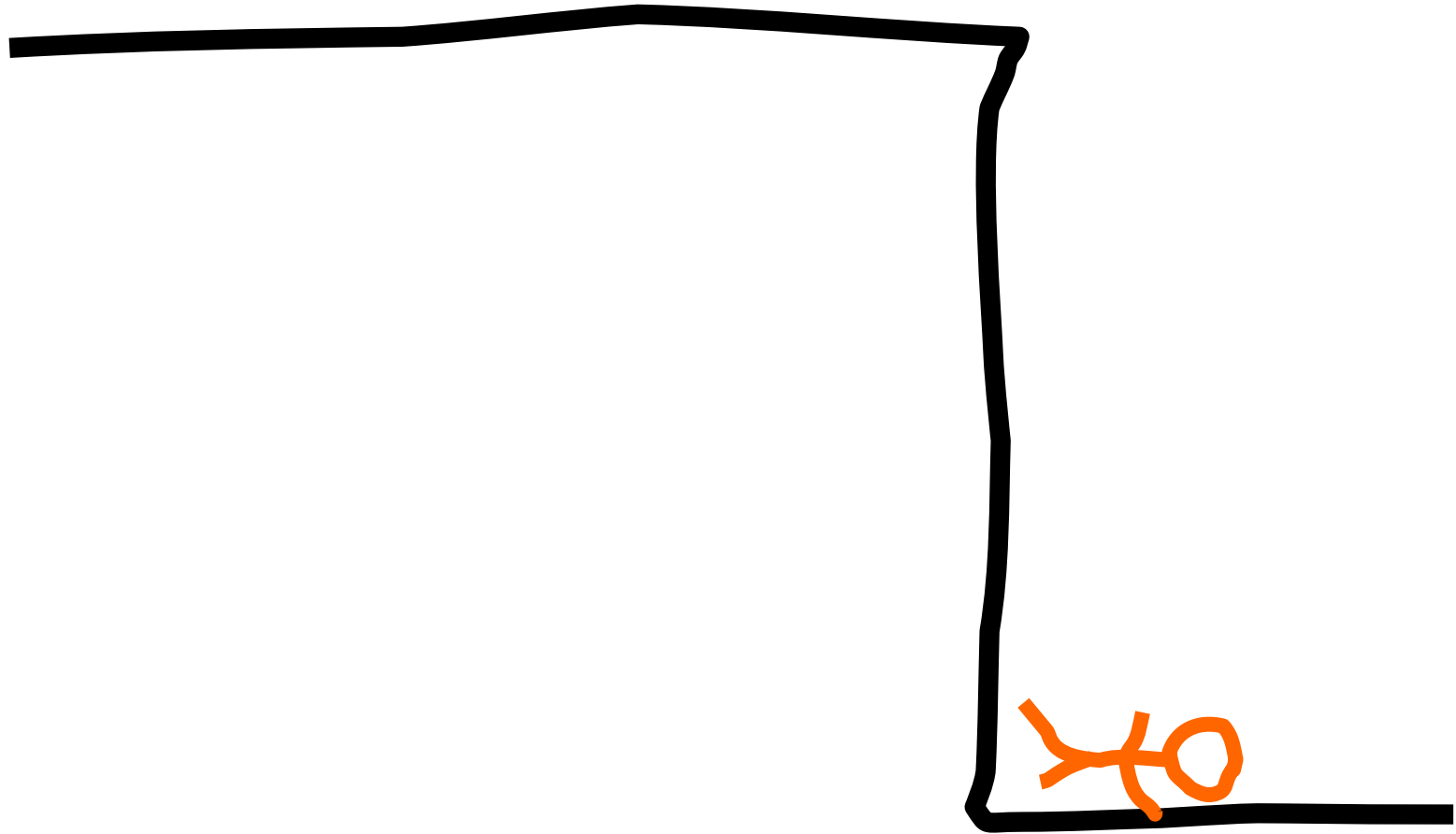


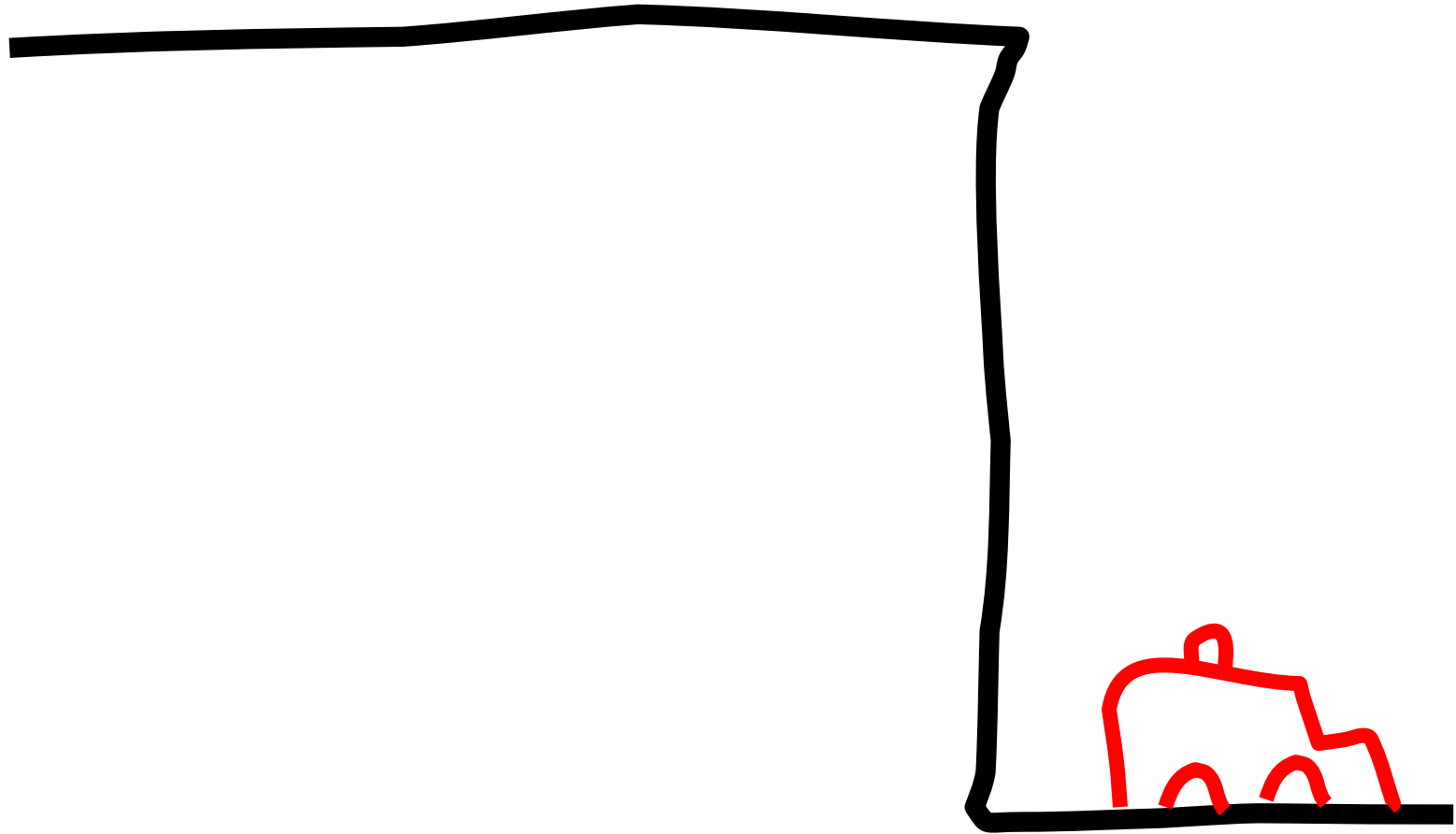


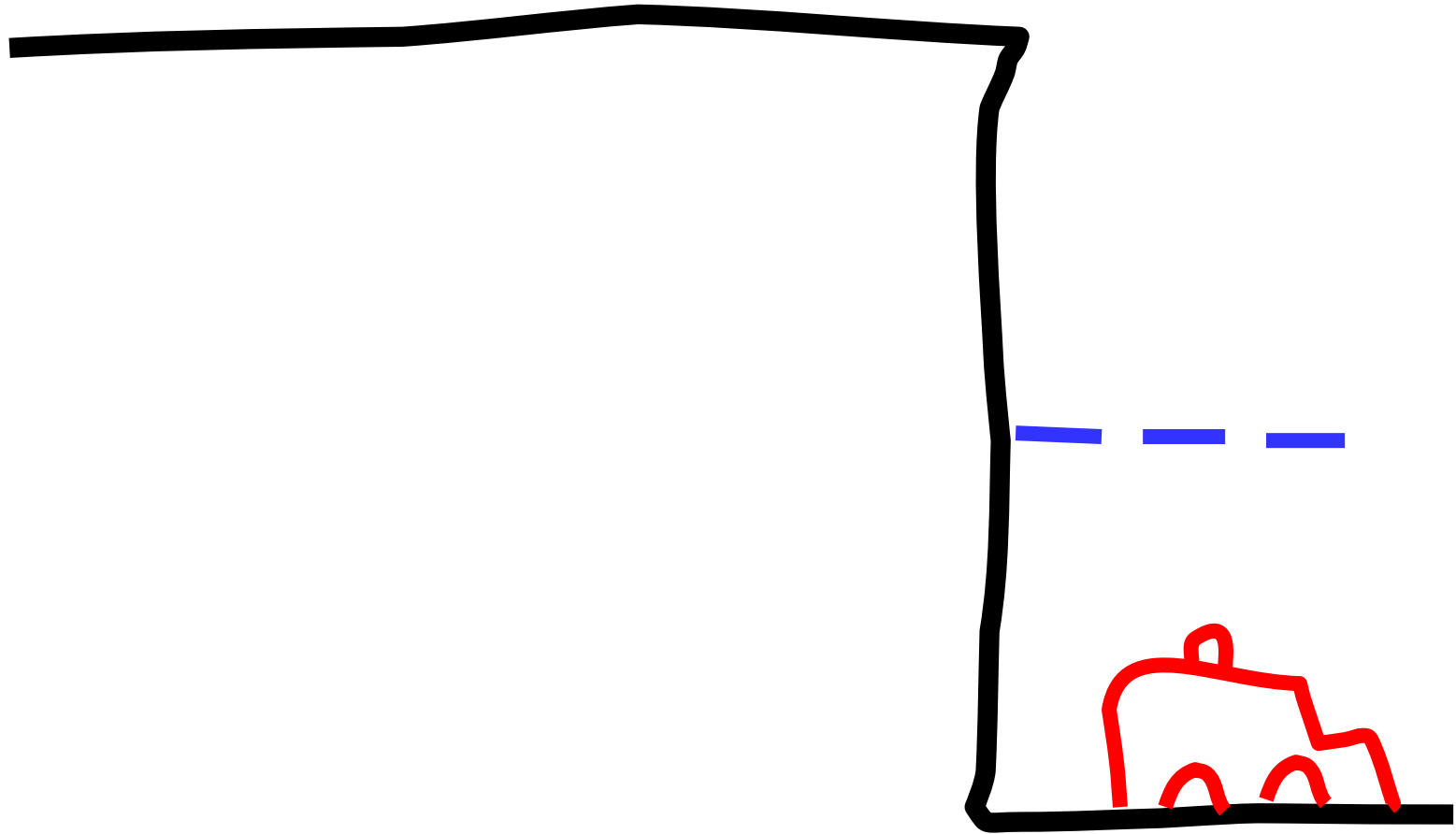


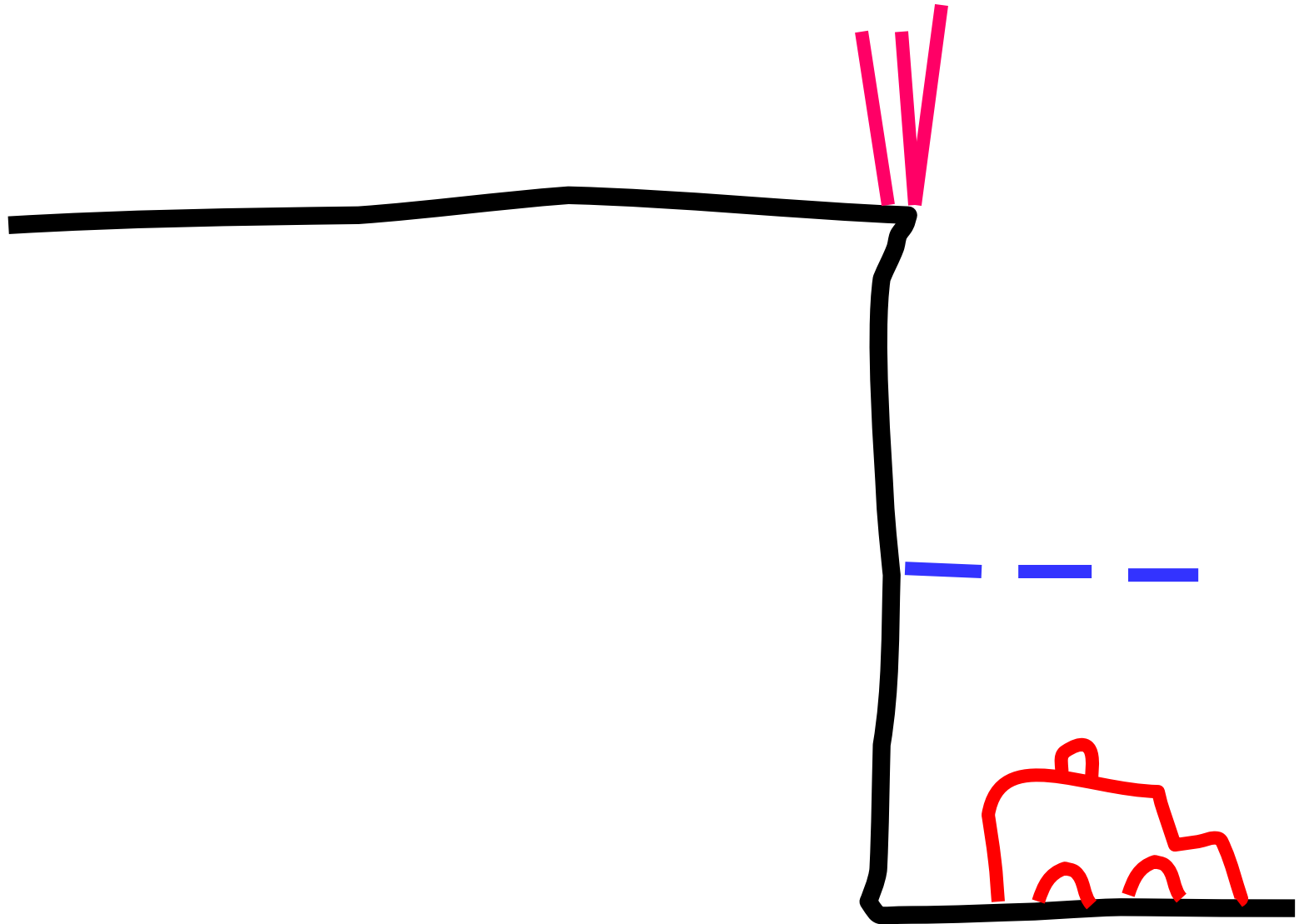


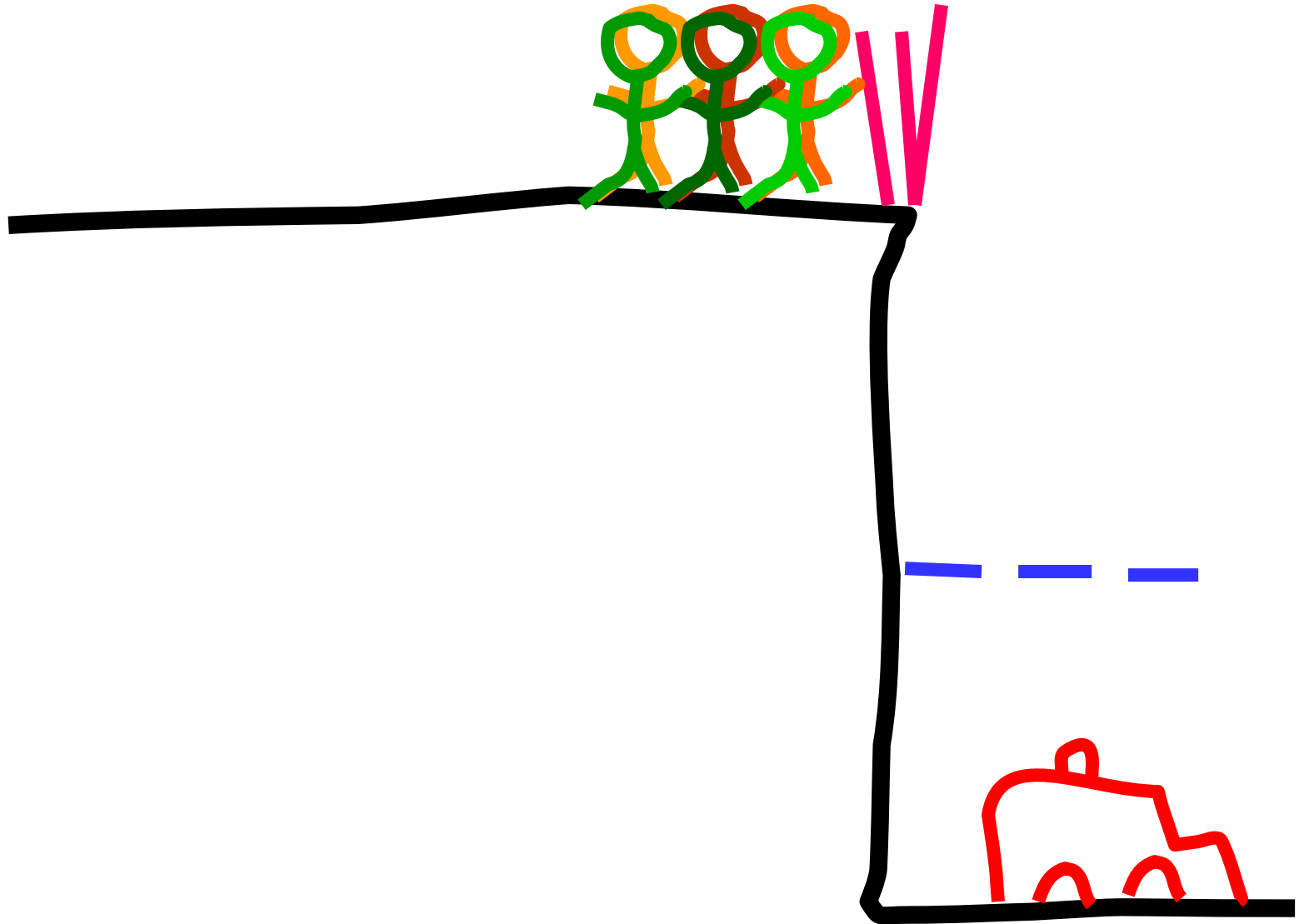


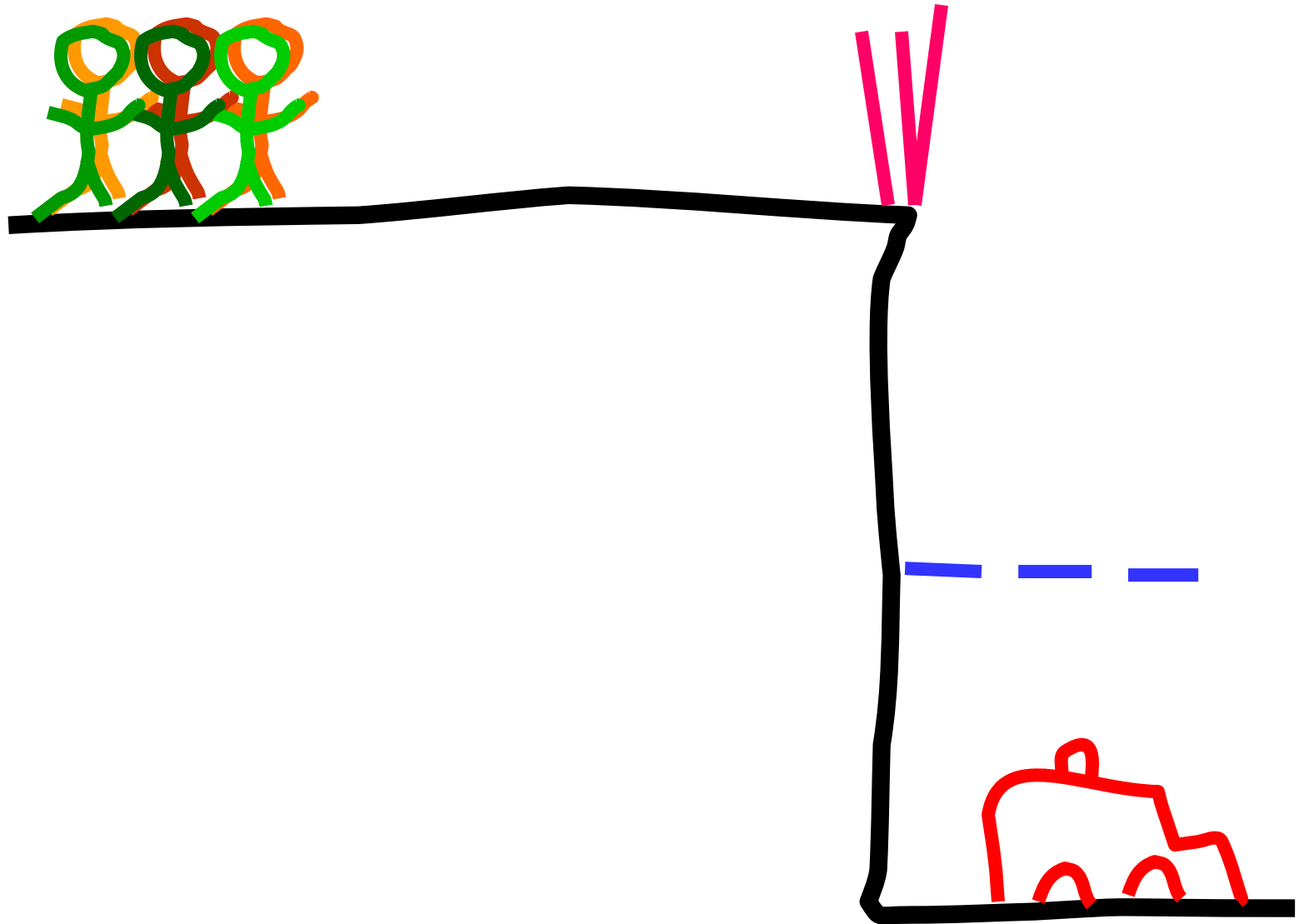


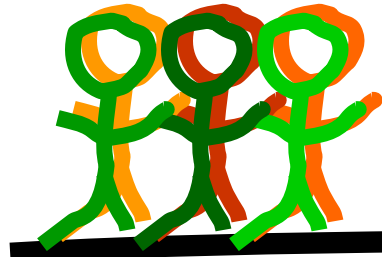












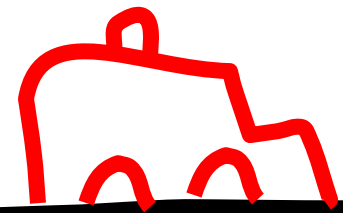
Addressing the
social determinants of health



Primary prevention



Safety net programs and
secondary prevention



Acute medical care and
tertiary prevention

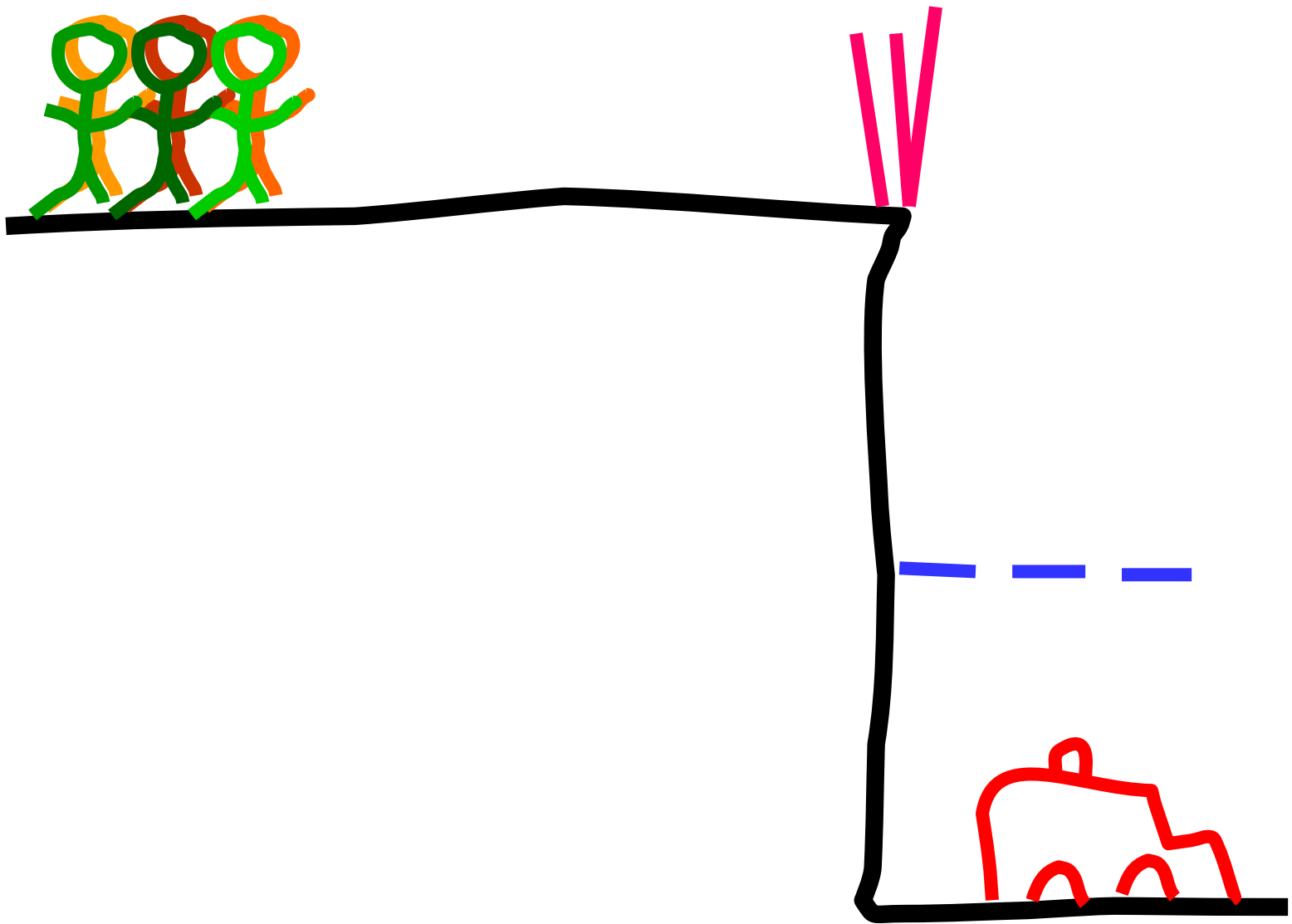
But how do disparities arise?

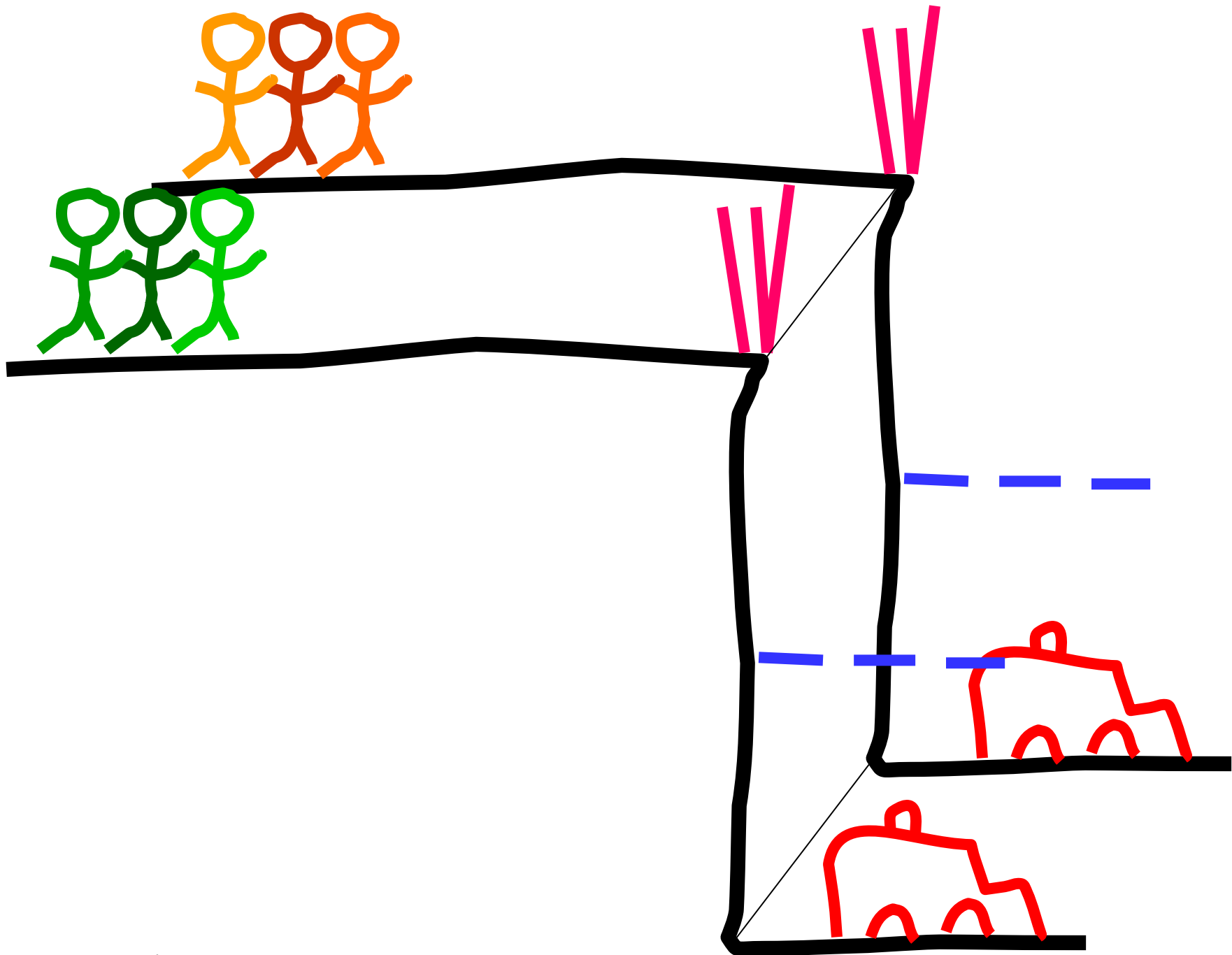
- ❑ Differences in the quality of care received within the health care system
- ❑ Differences in access to health care, including preventive and curative services
- ❑ Differences in life opportunities, exposures, and stresses that result in differences in underlying health status

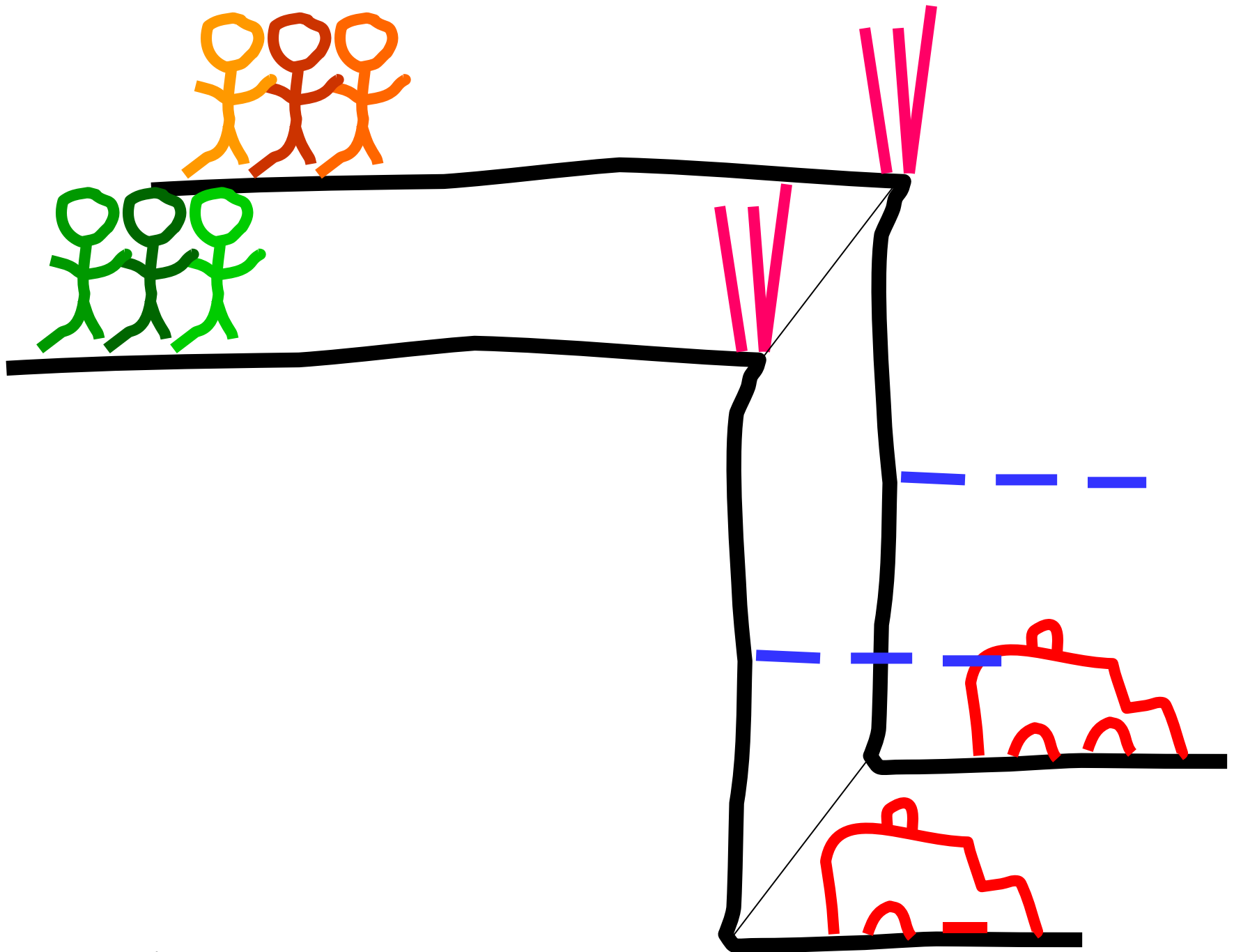
Phelan JC, Link BG, Tehranifar P. Social Conditions as Fundamental Causes of Health Inequalities. *J Health Soc Behav* 2010;51(S):S28-S40.

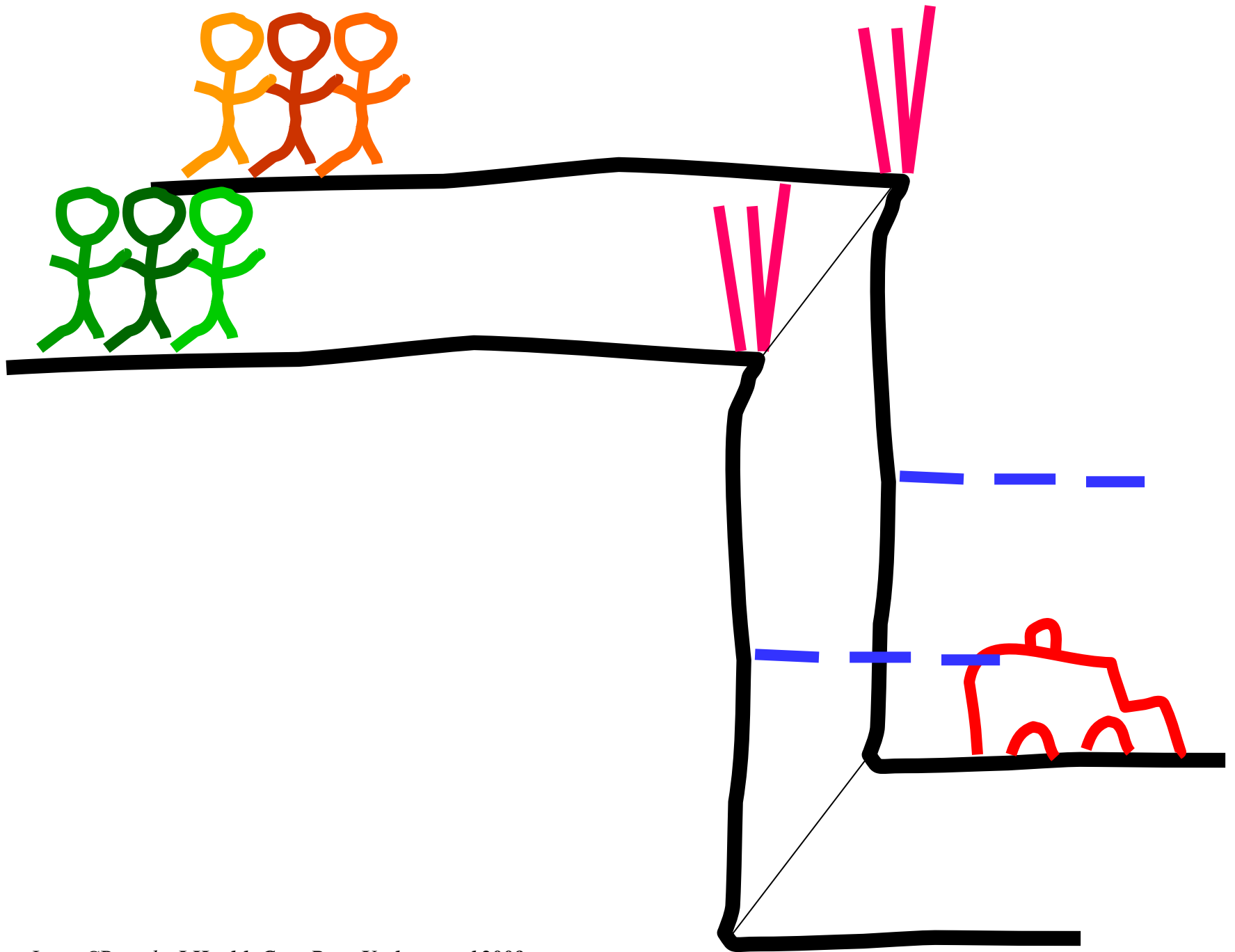
Byrd WM, Clayton LA. *An American Health Dilemma: Race, Medicine, and Health Care in the United States, 1900-1990*. New York, NY: Routledge, 2002.

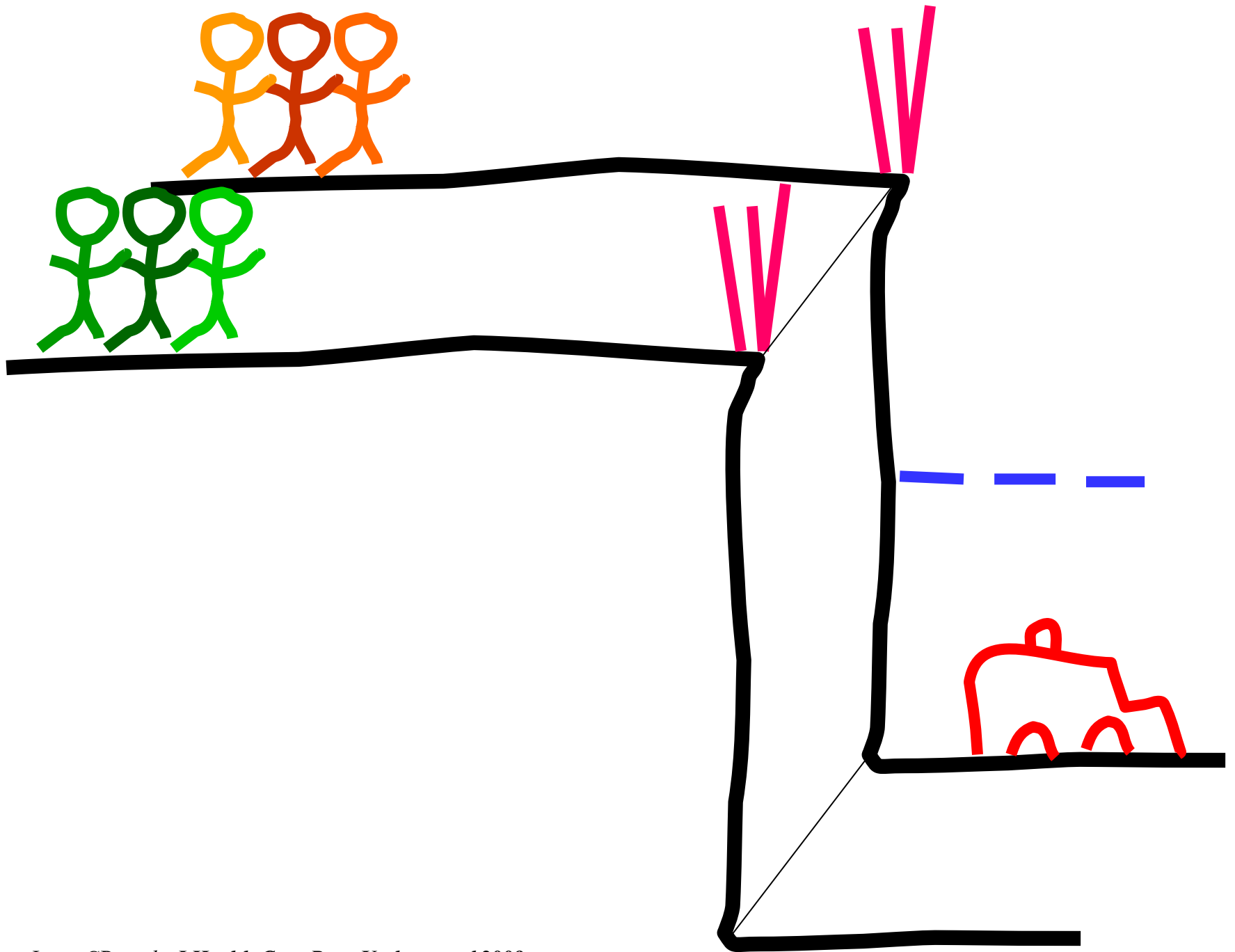
Smedley BD, Stith AY, Nelson AR (editors). *Unequal Treatment: Confronting Racial and Ethnic Disparities in Health Care*. Washington, DC: The National Academies Press, 2002.

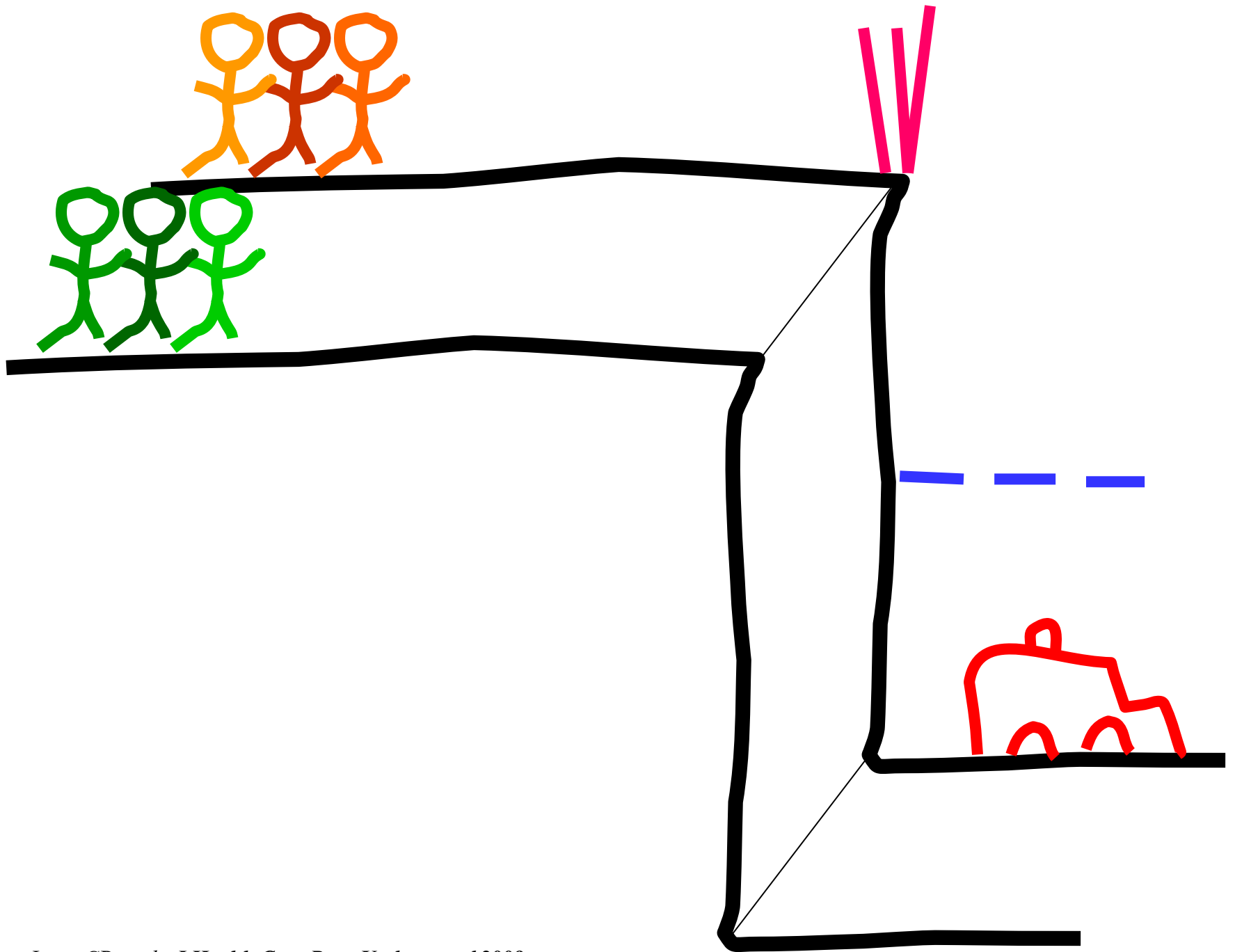


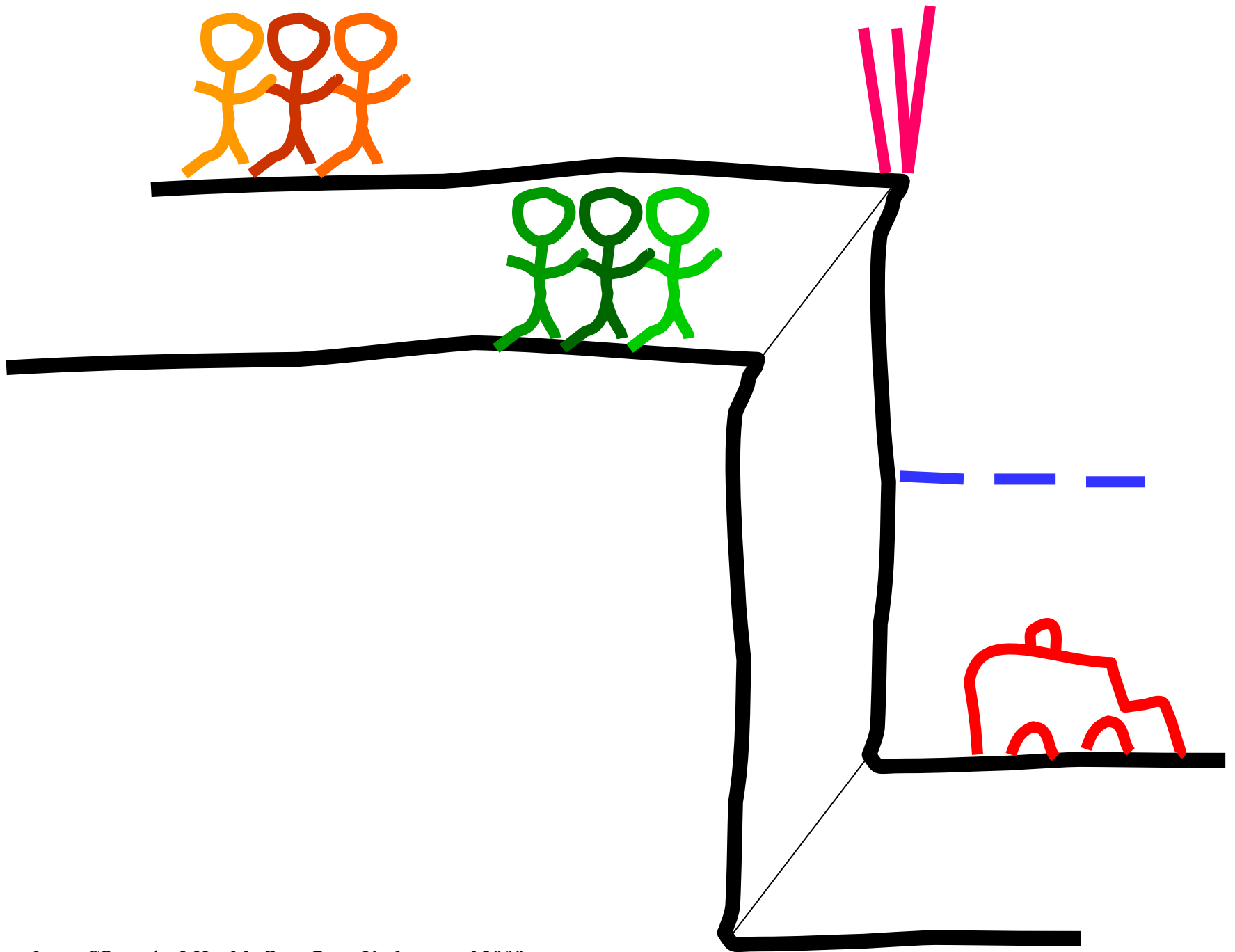


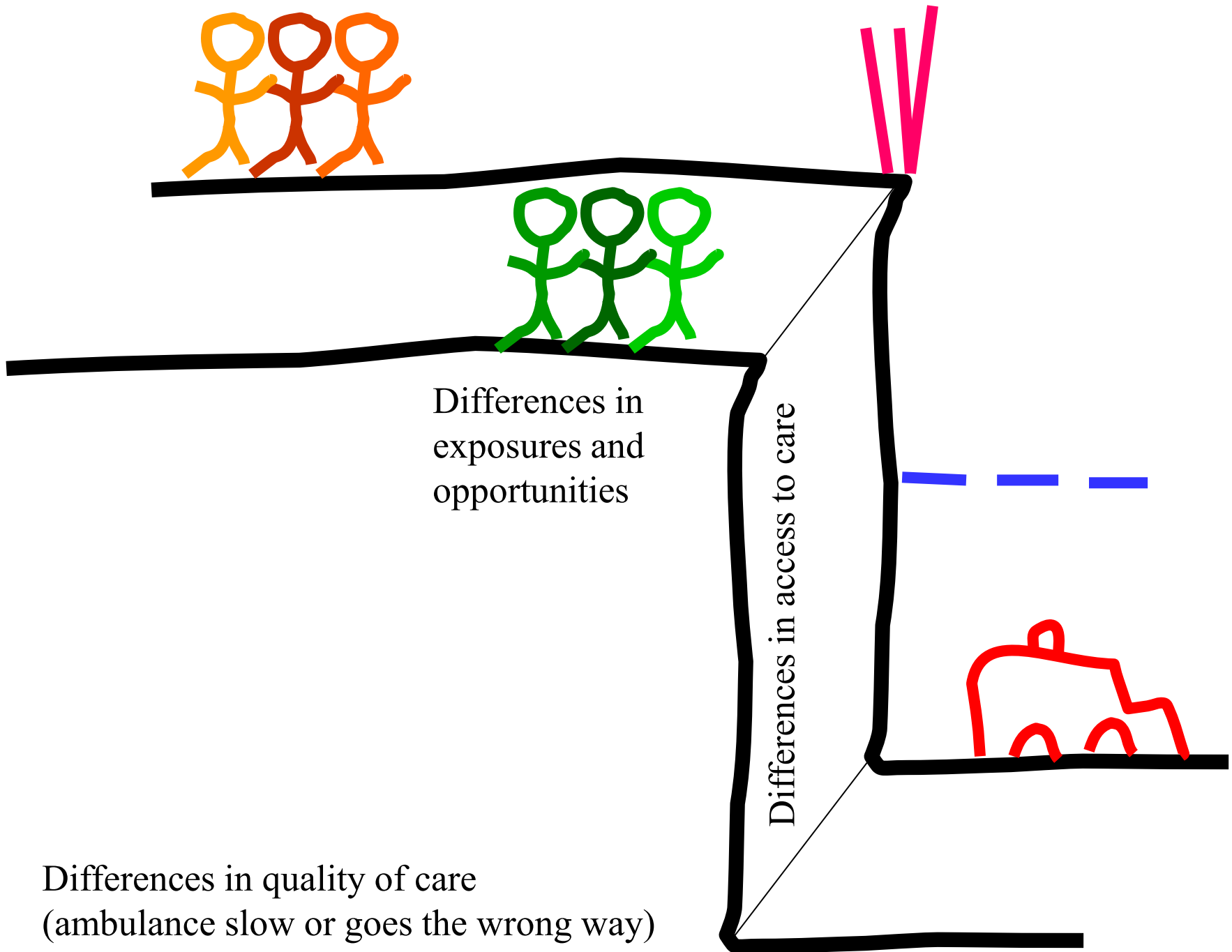


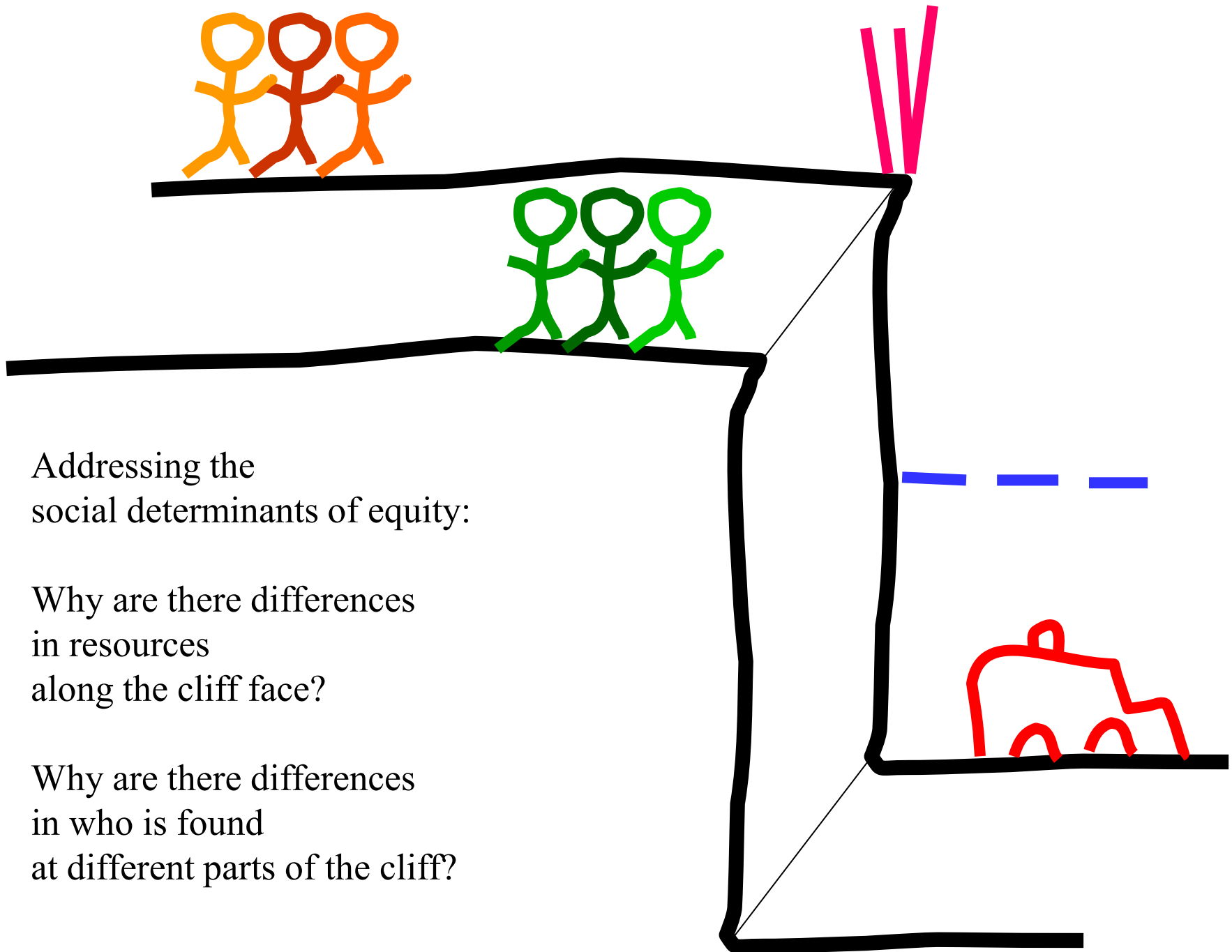












Addressing the
social determinants of equity:

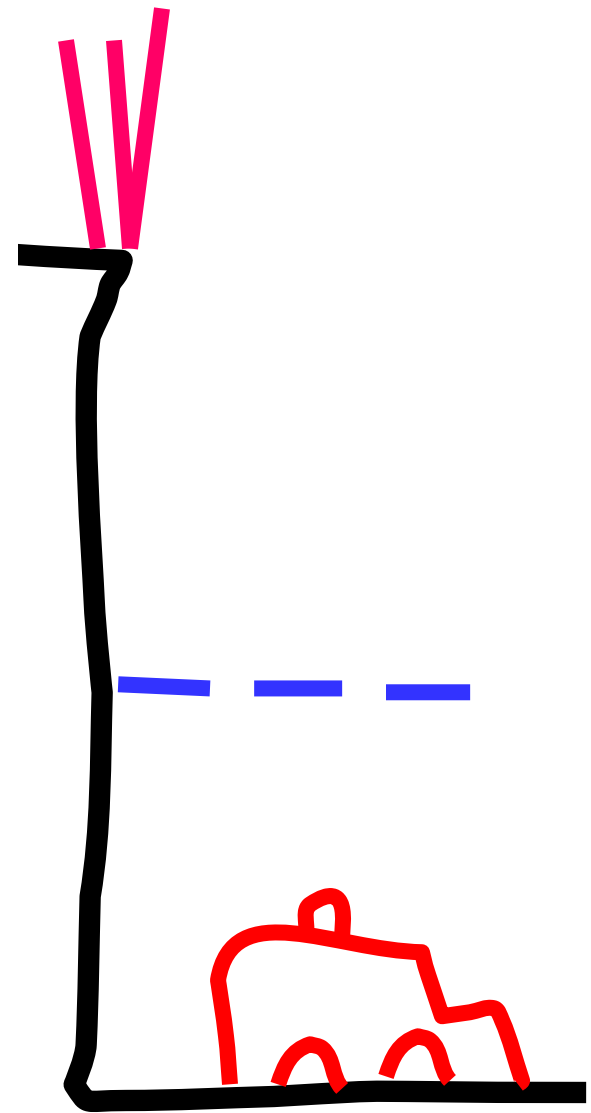
Why are there differences
in resources
along the cliff face?

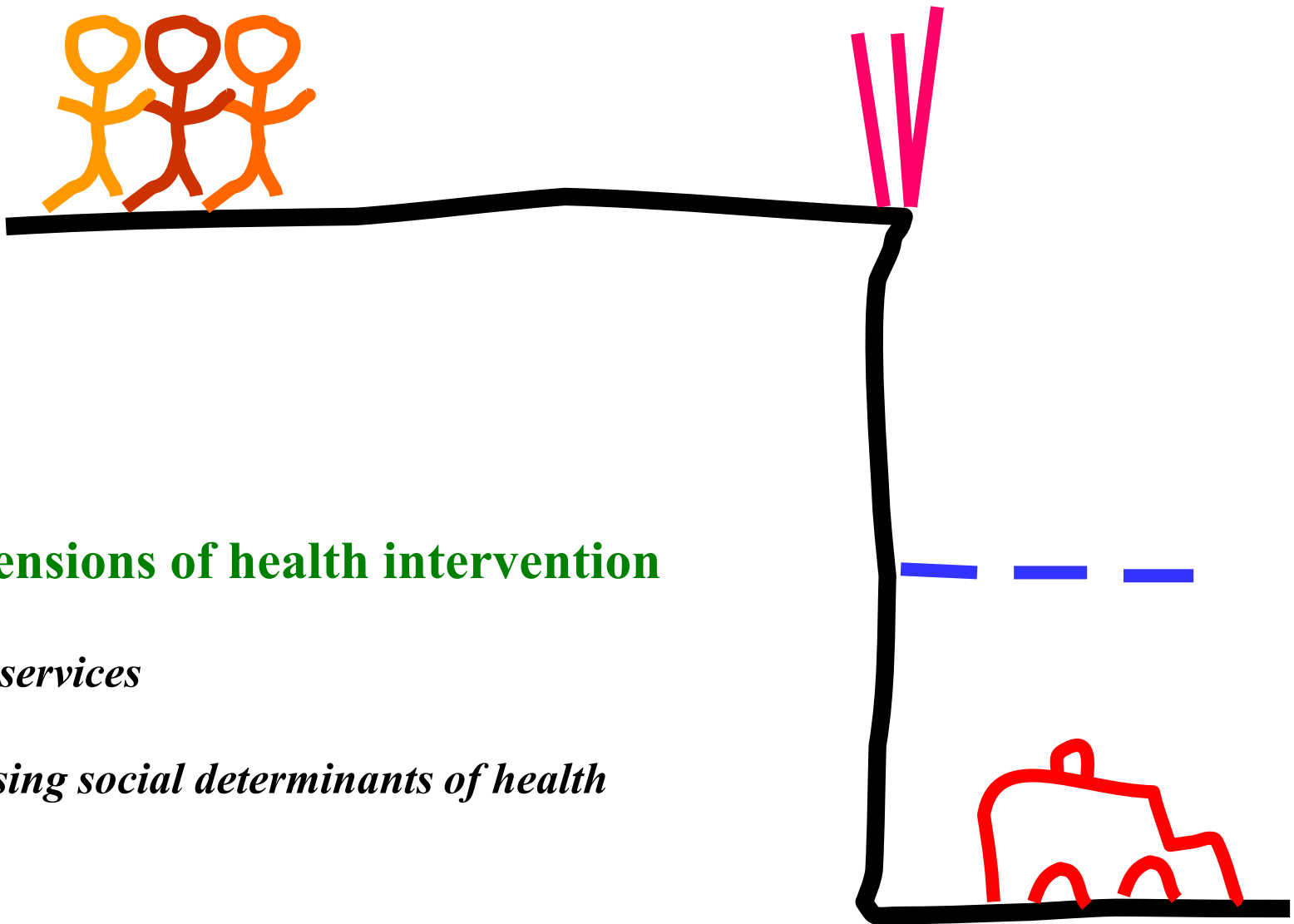
Why are there differences
in who is found
at different parts of the cliff?

3 dimensions of health intervention

3 dimensions of health intervention

Health services

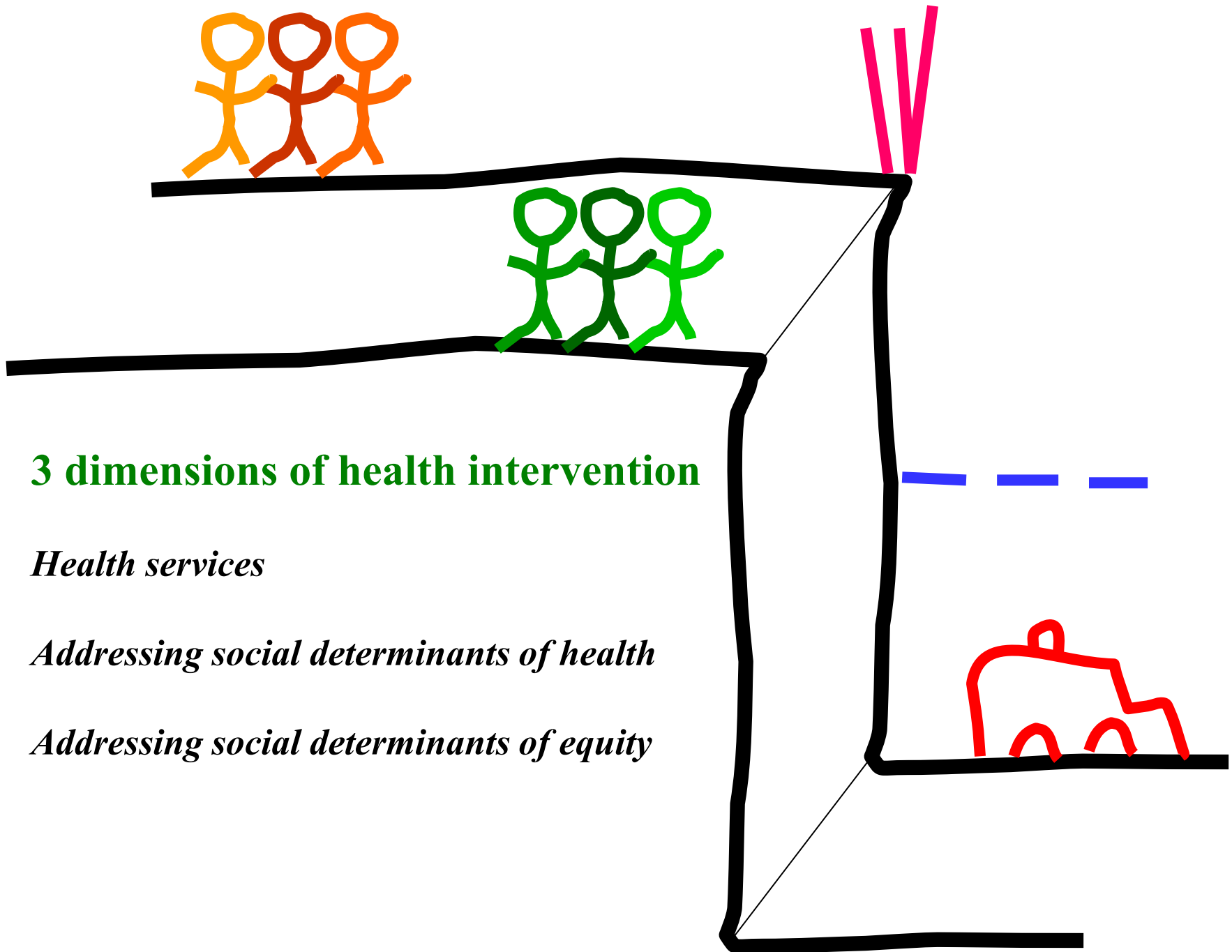


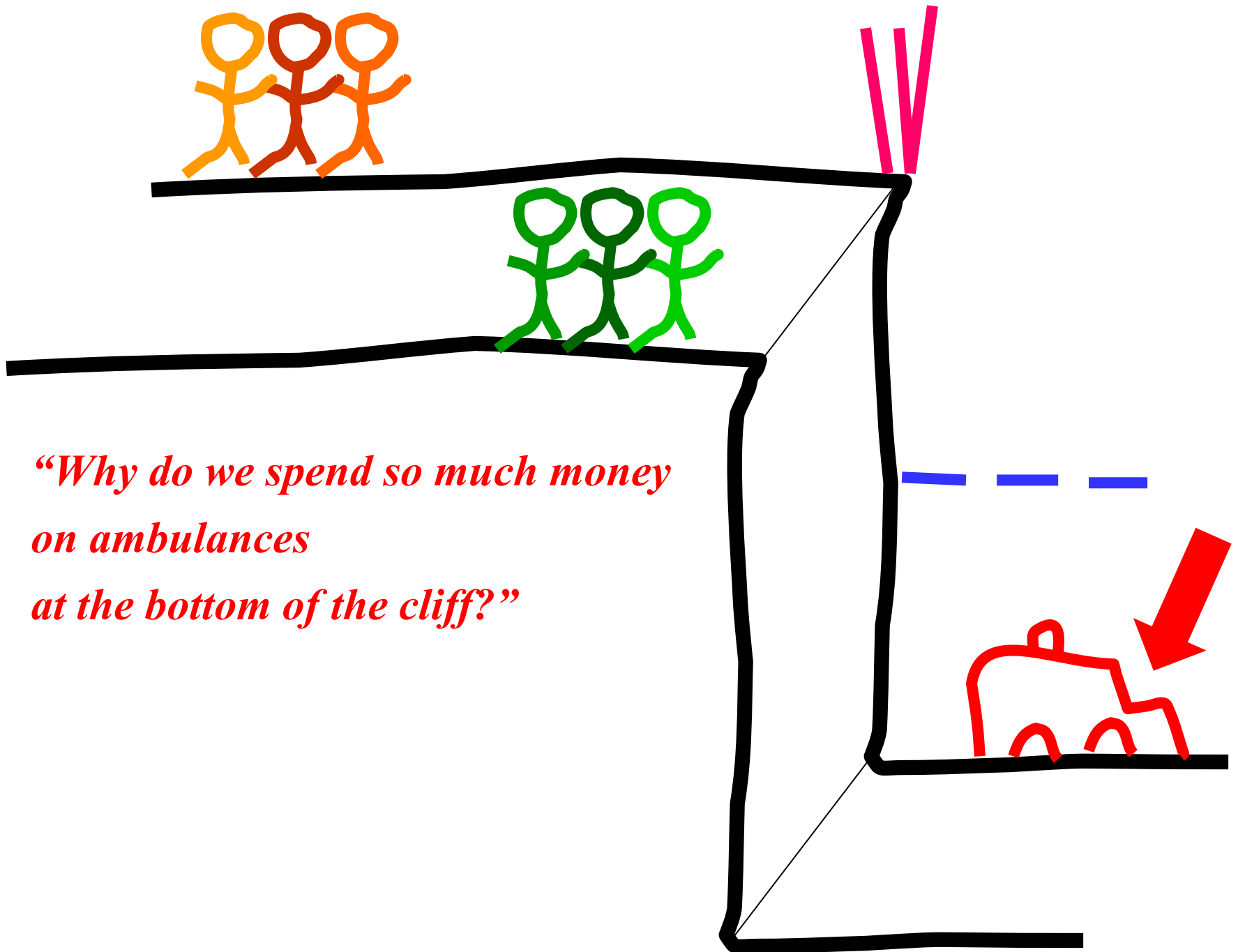


3 dimensions of health intervention

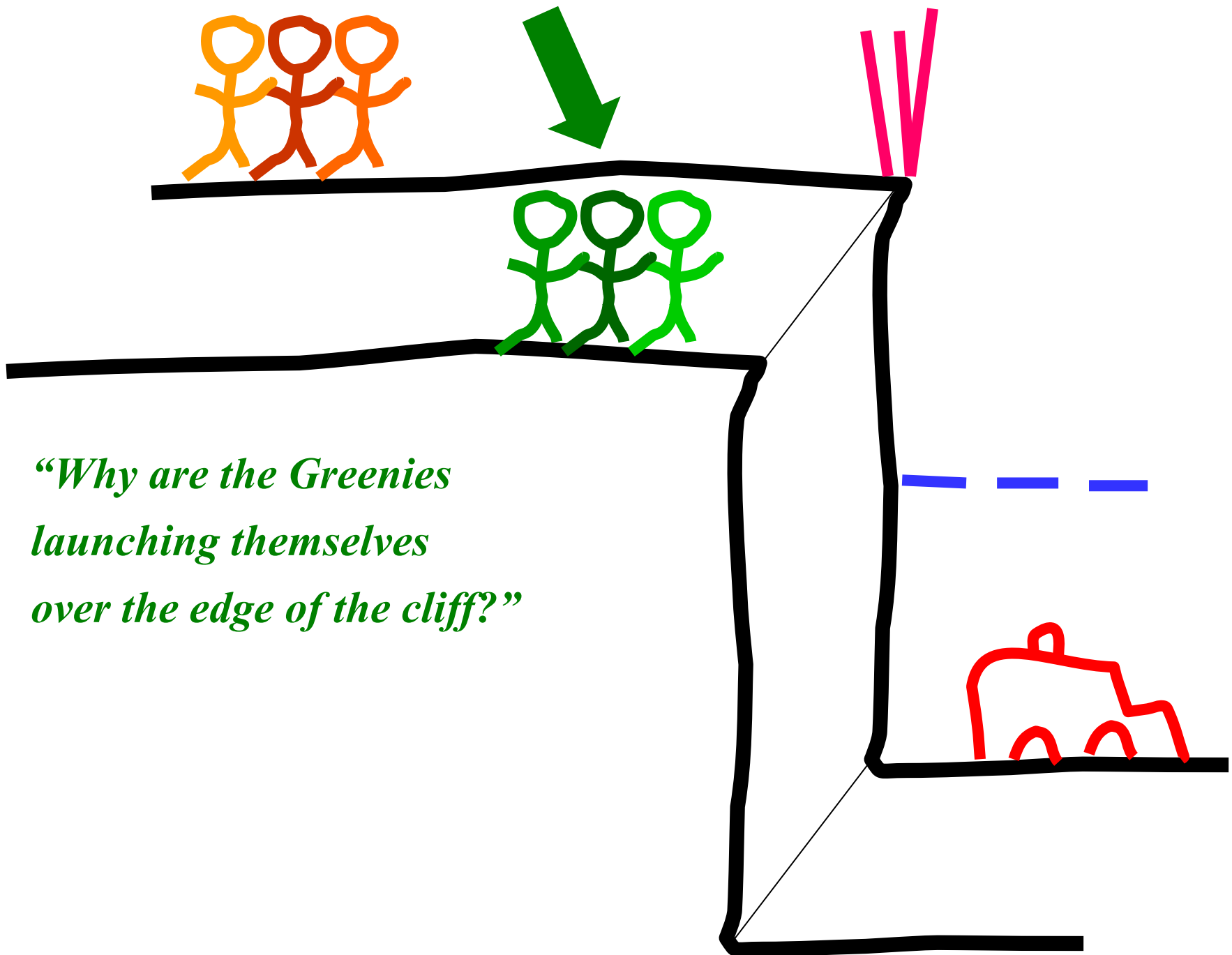
Health services

Addressing social determinants of health

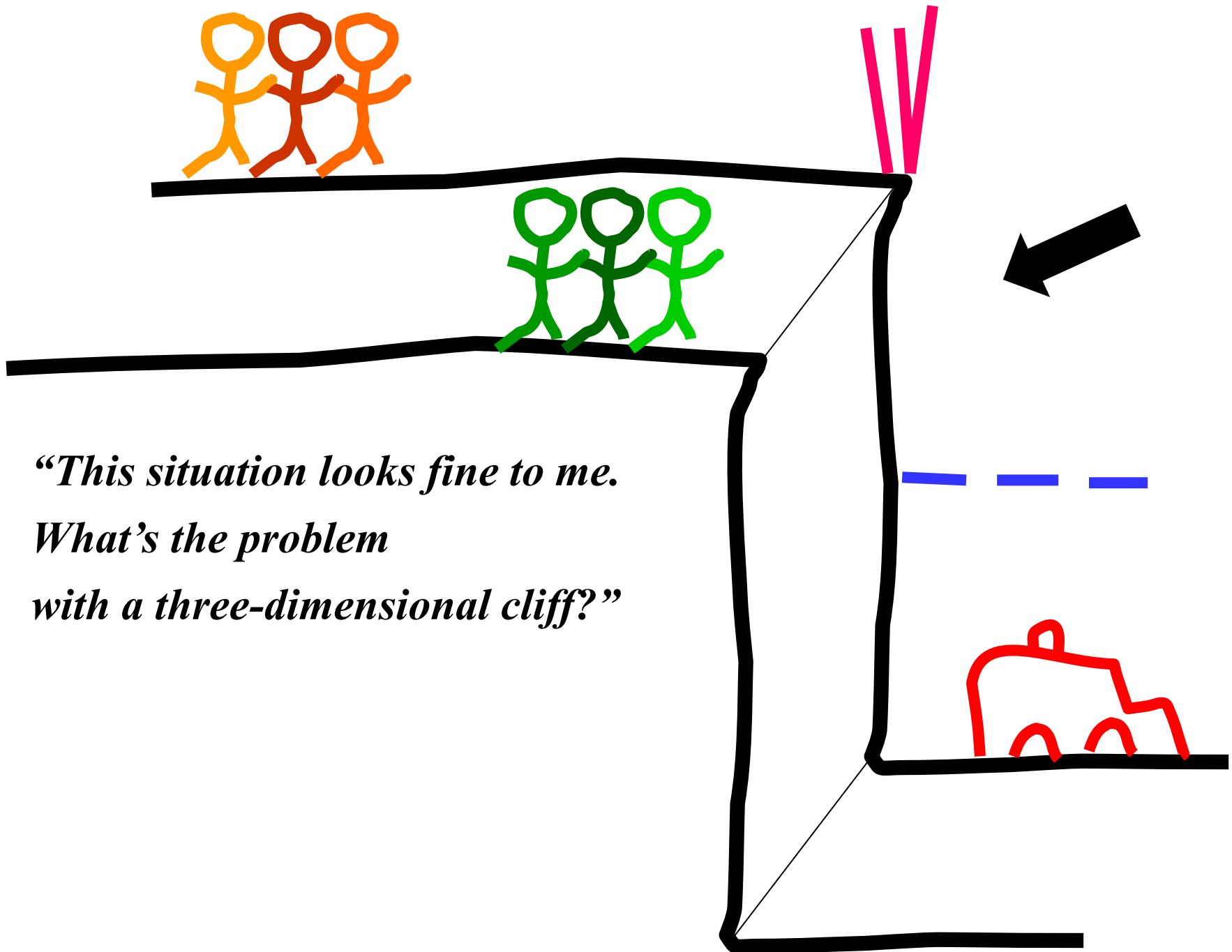




*“Why do we spend so much money
on ambulances
at the bottom of the cliff?”*



*“Why are the Greenies
launching themselves
over the edge of the cliff?”*



*“This situation looks fine to me.
What’s the problem
with a three-dimensional cliff?”*

Pause for discussion

Four key messages when naming racism

Racism exists

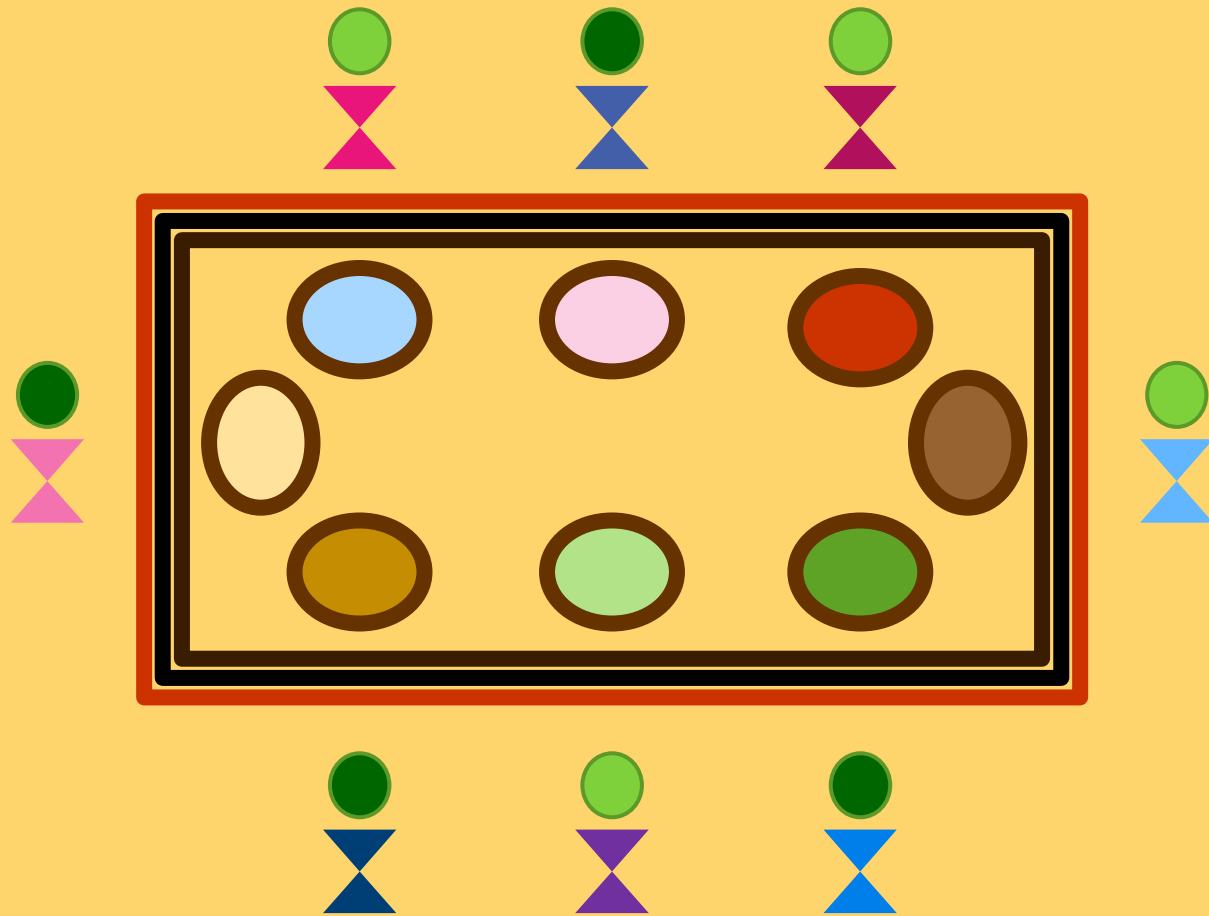
Racism is a system

Racism saps the strength of the whole society

We can act to dismantle racism

Dual Reality: A restaurant saga





I looked up and noticed a sign . . .

OPEN

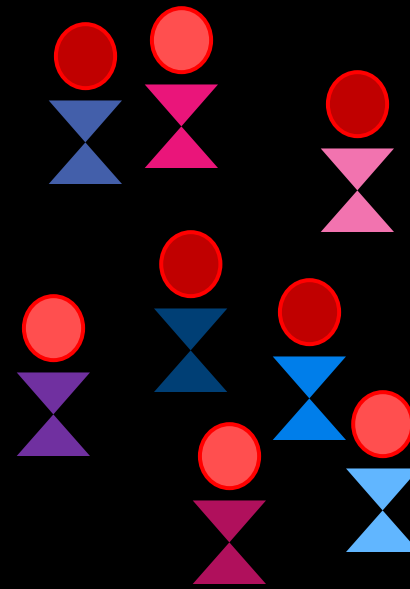
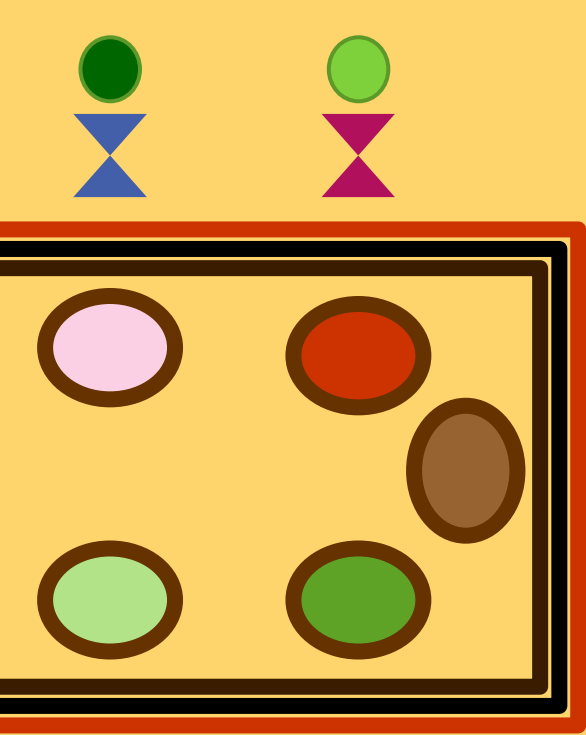




CLOSED

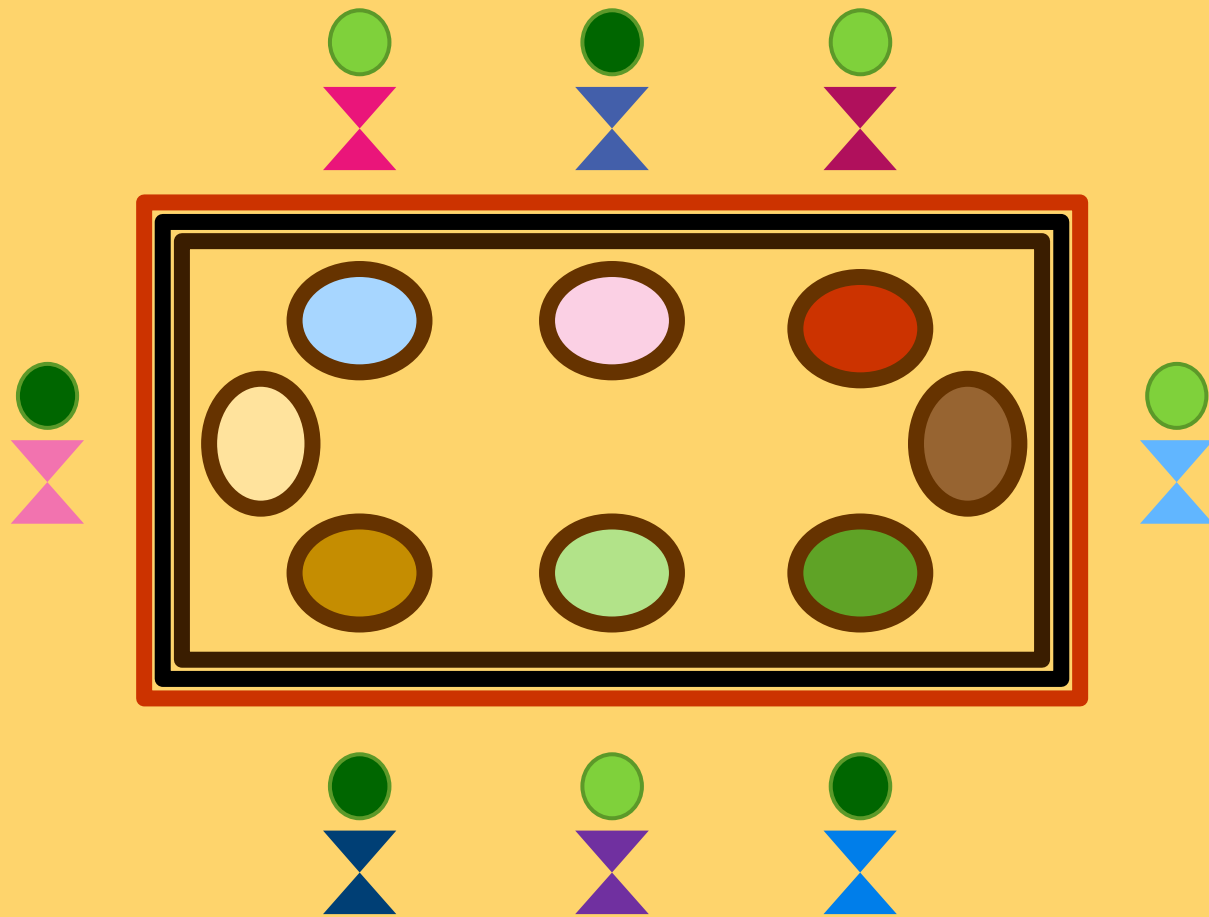


Racism structures “Open/Closed”
signs in our society.



It is difficult to recognize a system of inequity that privileges us.

Those on the outside are very aware of the two-sided nature of the sign.



Is there really a two-sided sign?

Hard to know, when only see “Open”.
A privilege not to HAVE to know.
Once DO know, can choose to act.

What is racism?

A system

Jones CP. Confronting Institutionalized Racism *Phylor*2003;50(1-2):7-22.

Jones CP, Truman BI, Elam-Evans LD, Jones CA, Jones CY, Jiles R, Rumisha SF, Perry GS. Using “socially assigned race” to probe *White* advantages in health status. *EthnDis*2008;18(4):496-504.

What is racism?

A system of structuring opportunity and assigning value

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A system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”)

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A system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”), that

- Unfairly disadvantages some individuals and communities

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What is racism?

A system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”), that

- Unfairly disadvantages some individuals and communities
- Unfairly advantages other individuals and communities
- Saps the strength of the whole society through the waste of human resources

Jones CP. Confronting Institutionalized Racism *Phylor*2003;50(1-2):7-22.

Jones CP, Truman BI, Elam-Evans LD, Jones CA, Jones CY, Jiles R, Rumisha SF, Perry GS. Using “socially assigned race” to probe *White* advantages in health status. *EthnDis*2008;18(4):496-504.

Confronting racism denial



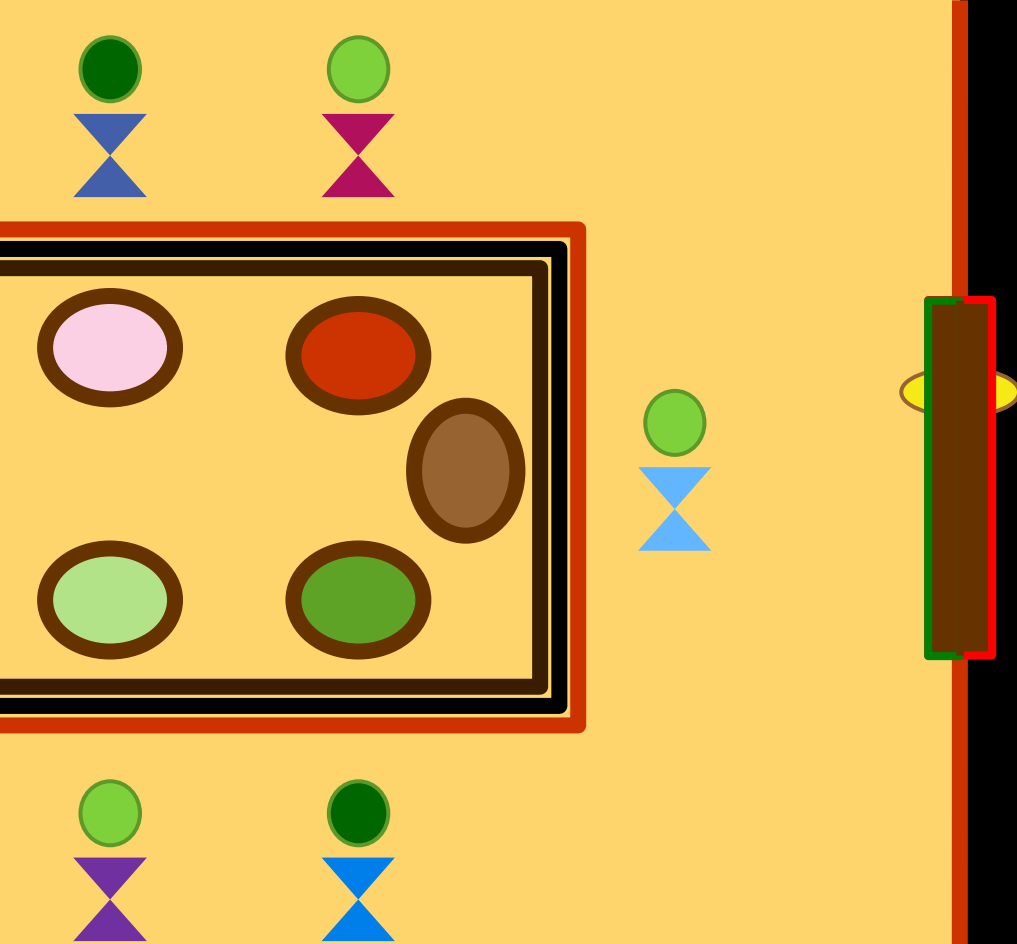
Confronting racism denial

value
Comfort

value
Social Justice

value
Comfort

value
Social Justice



value
Comfort

Benefitted by the *status quo*

They do NOT:

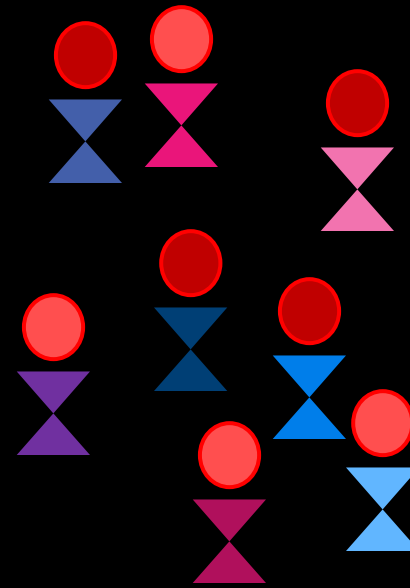
- Wonder why no one else is entering
- Want to examine the sign
- Care to know what the “outsiders” are saying
- Believe an “outsider” could add to their conversation
- Wonder how the food they are eating gets there
- Want to budge from their seats at the table

Know two things

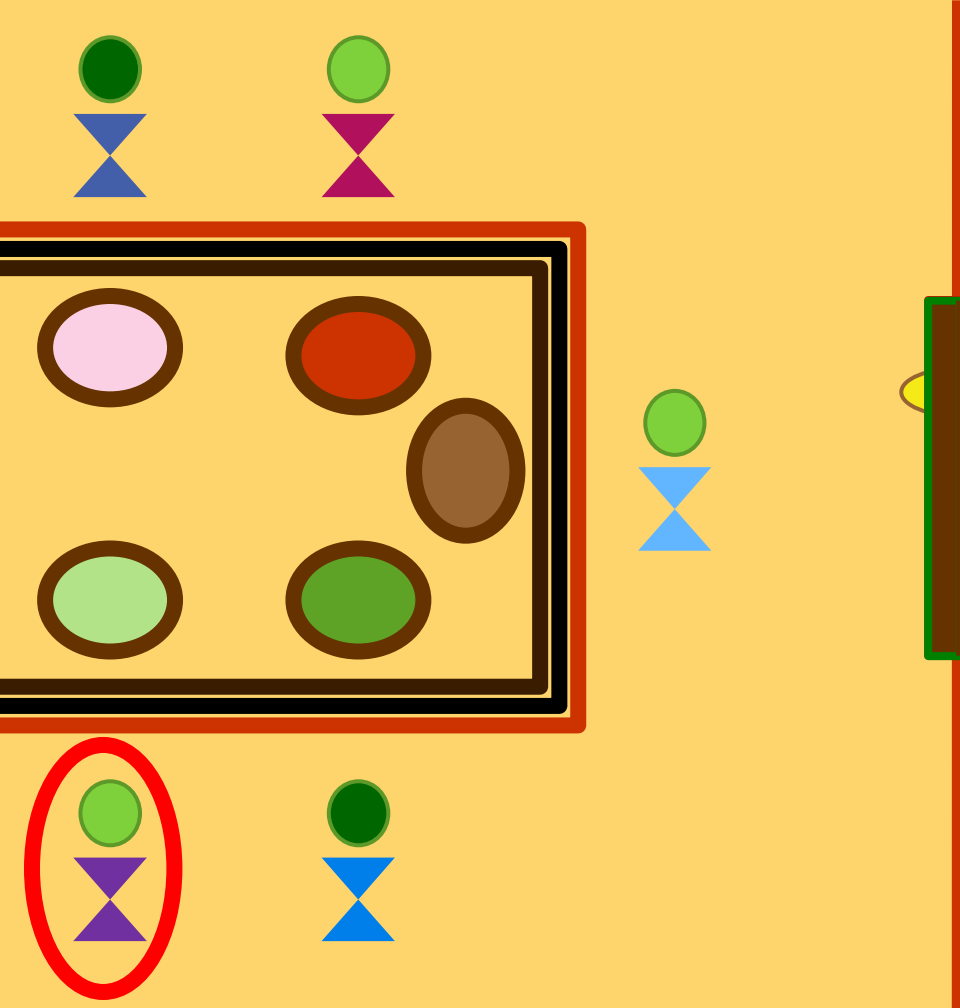
They KNOW that:

- There is a two-sided sign going on
- The operation of that two-sided sign saps the strength of the whole society

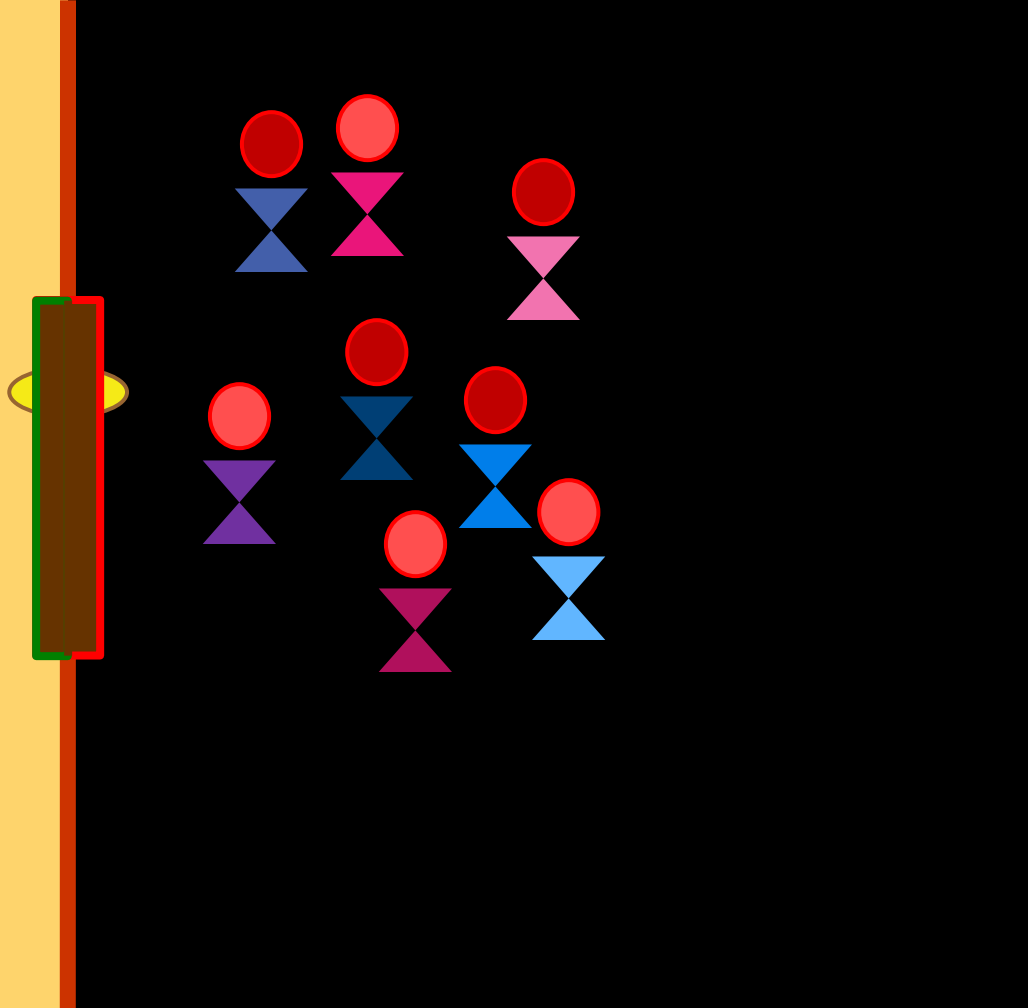
Circumstances of birth do not completely determine values



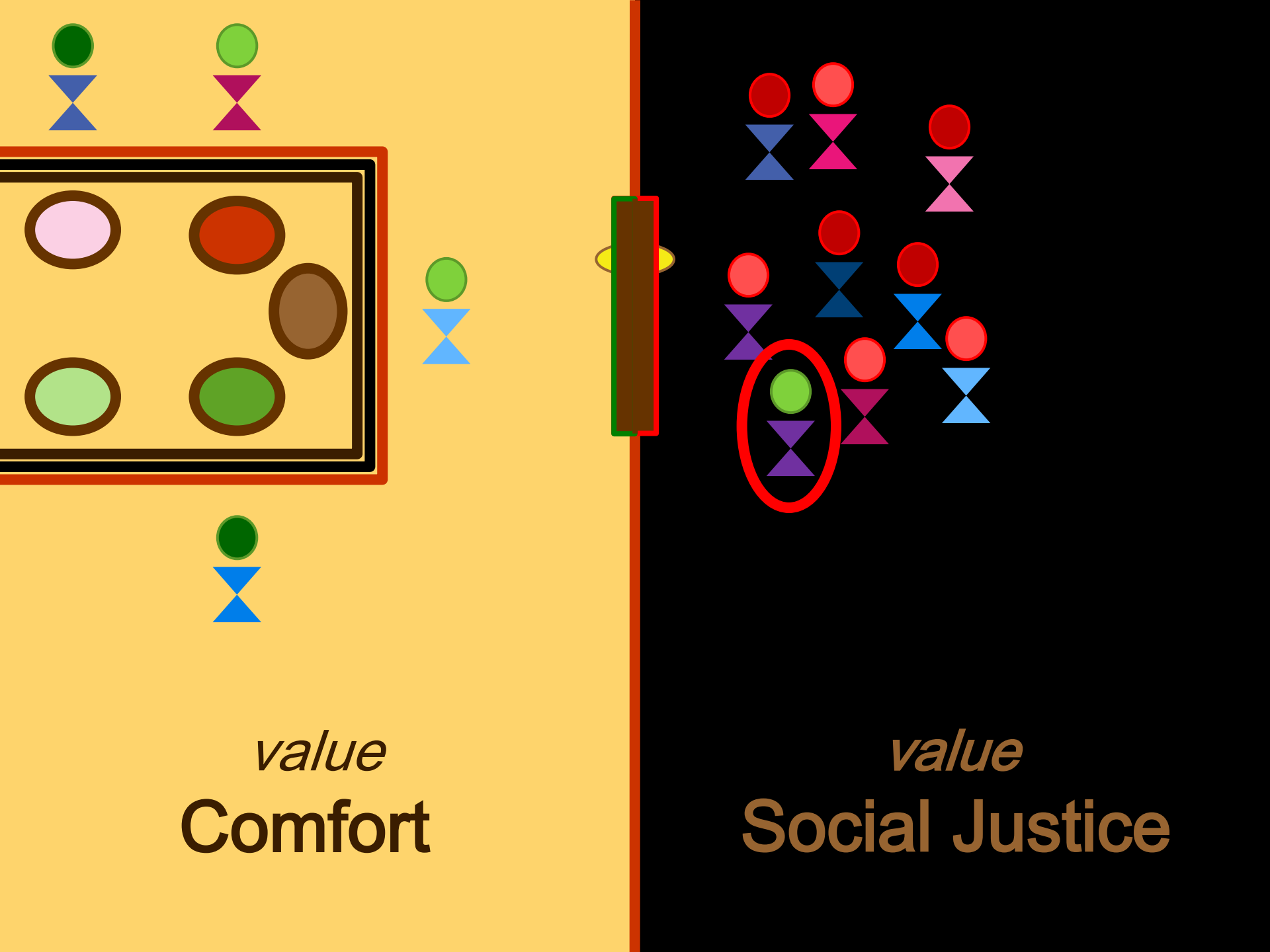
value
Social Justice



value
Comfort

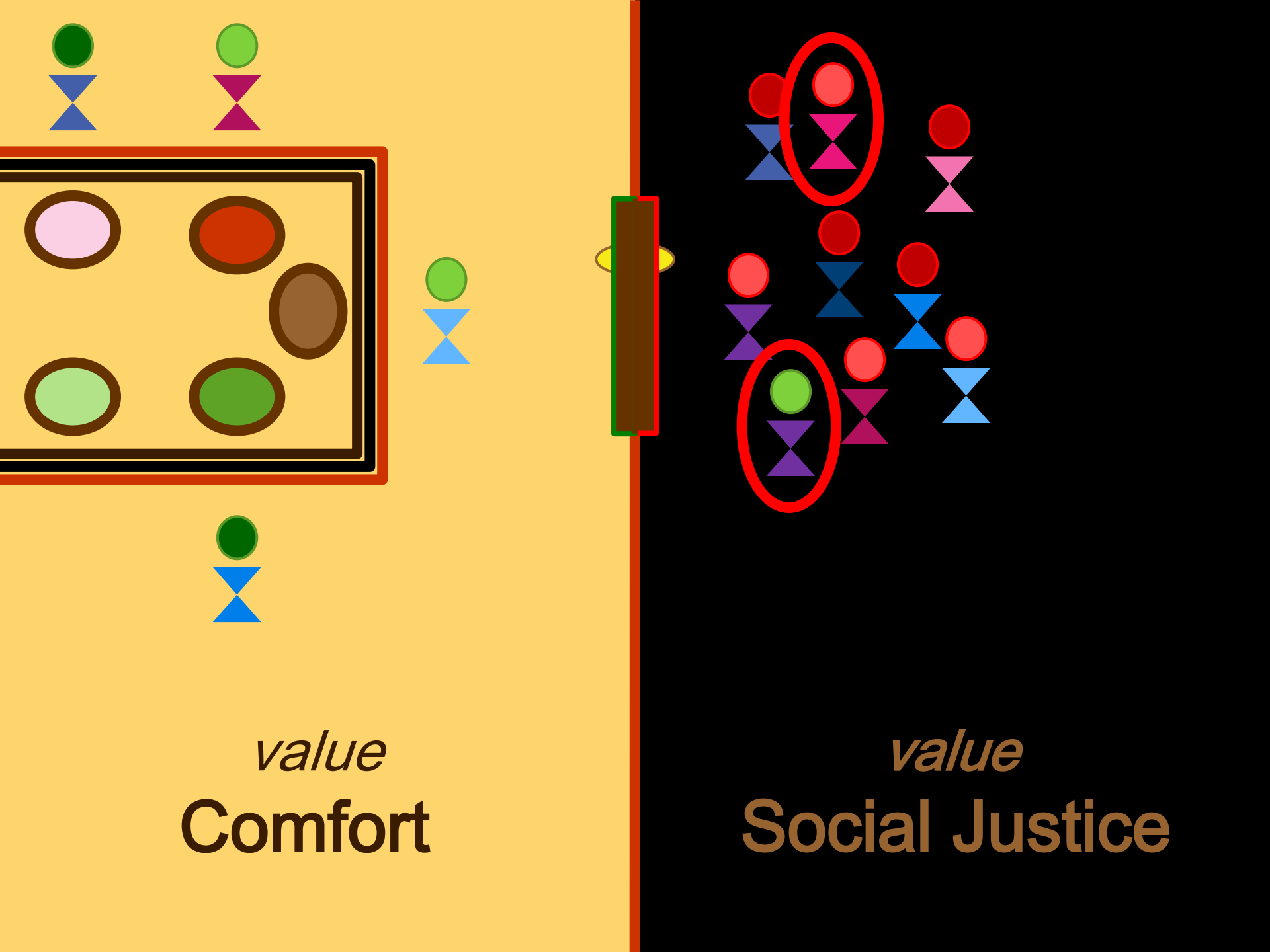


value
Social Justice



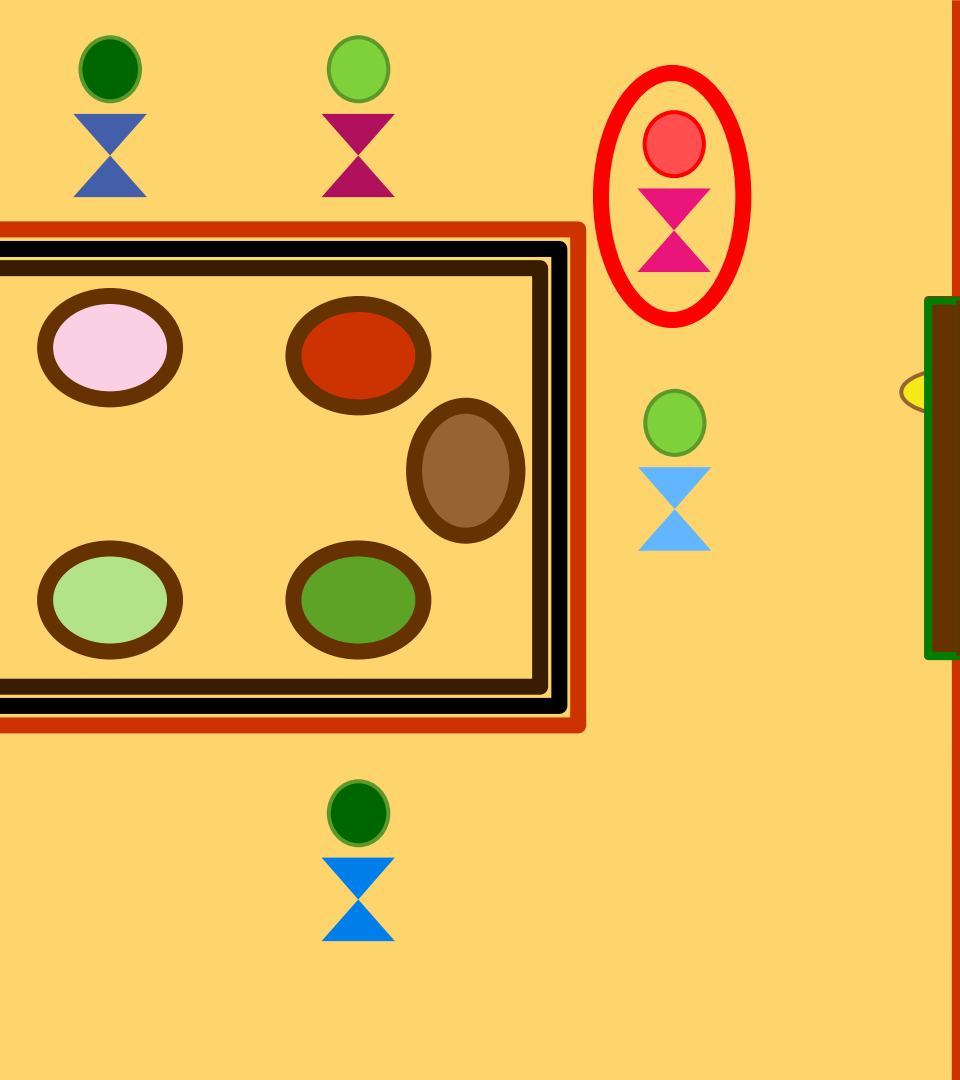
value
Comfort

value
Social Justice

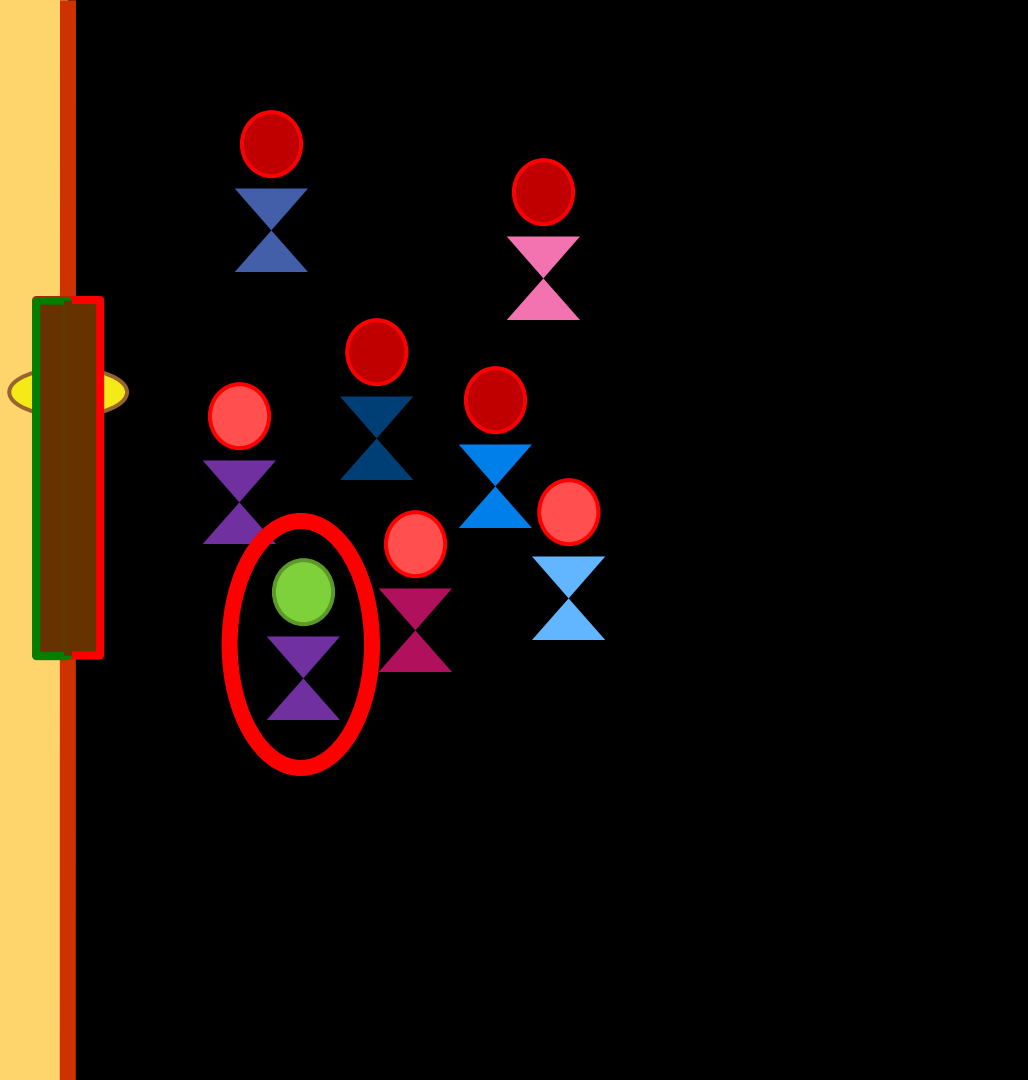


value
Comfort

value
Social Justice



value
Comfort



value
Social Justice

Levels of racism

- ❑ Institutionalized / structural
- ❑ Personally-mediated
- ❑ Internalized

Institutionalized / structural racism

- ❑ Differential access to the goods, services, and opportunities of society, by “race”

- ❑ Examples
 - Housing, education, employment, income
 - Medical facilities
 - Clean environment
 - Information, resources, voice

- ❑ Explains the association between social class and “race”

Personally-mediated racism

- ❑ Differential assumptions about the abilities, motives, and intents of others, by “race”
- ❑ Differential actions based on those assumptions

- ❑ Prejudice and discrimination
- ❑ Examples
 - Police brutality
 - Physician disrespect
 - Shopkeeper vigilance
 - Waiter indifference
 - Teacher devaluation

Internalized racism

- *For members of marginalized, stigmatized, oppressed “races*
Acceptance of negative messages about our own abilities and intrinsic worth

Internalized racism

- *For members of marginalized, stigmatized, oppressed “races”*
Acceptance of negative messages about our own abilities and intrinsic worth
- For members of structurally advantaged “races”*
Sense of entitlement

Internalized racism

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For members of structurally advantaged “races”
Sense of entitlement -> racism denial

Internalized racism

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- **Examples**

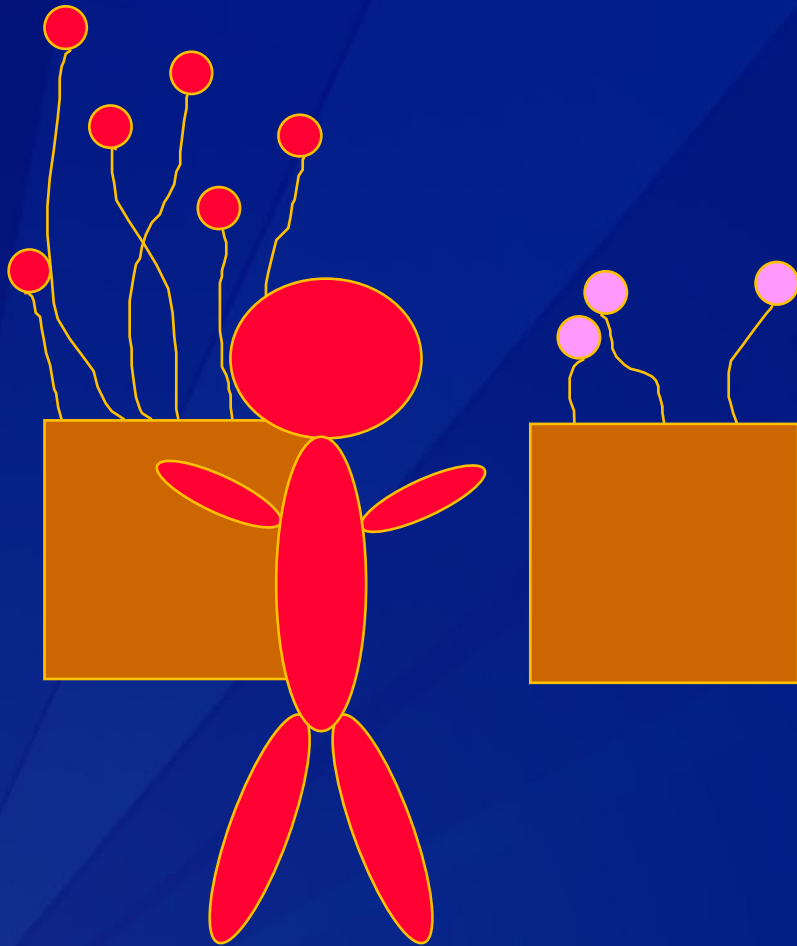
- Self-devaluation
- “White man’s ice is colder” syndrome
- Resignation, helplessness, hopelessness

- **Accepting limitations to our full humanity**

Levels of Racism: A Gardener's Tale

Jones CP. Levels of Racism: A Theoretic Framework and a Gardener's Tale. *Am J Public Health* 2000;90(8):1212-1215.

Who is the gardener?



- Power to decide
 - Power to act
 - Control of resources
- **Dangerous when**
- Allied with one group
 - Not concerned with equity

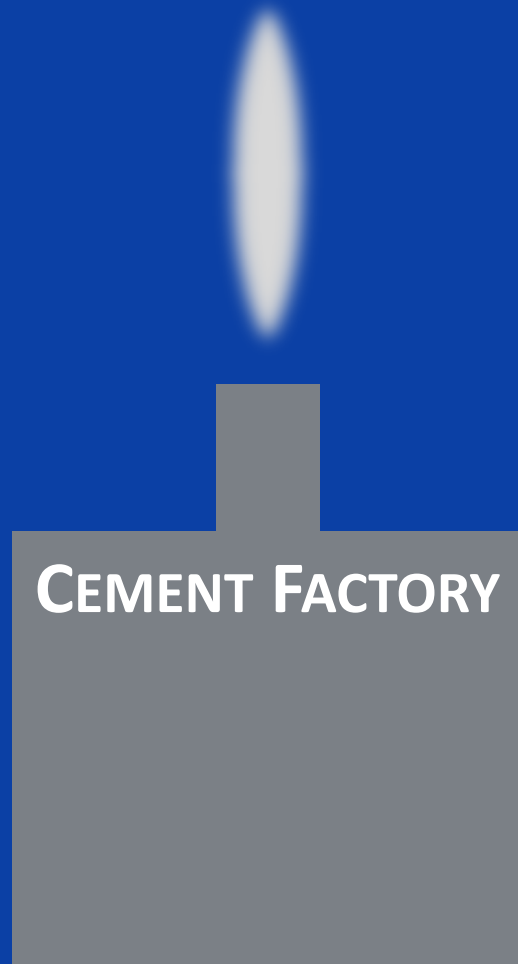
Pause for discussion

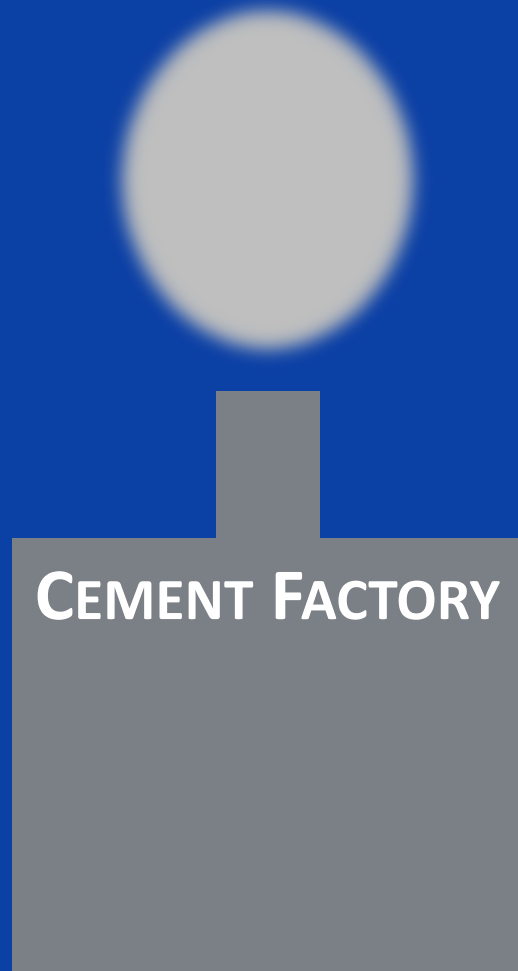
Cement Dust in Our Lungs





CEMENT FACTORY



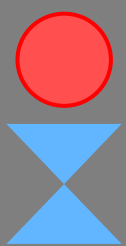
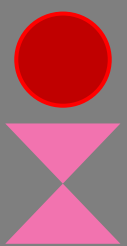
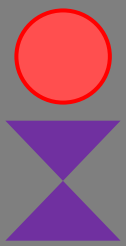
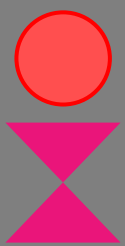
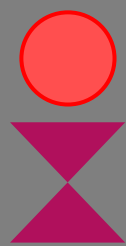
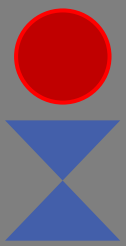
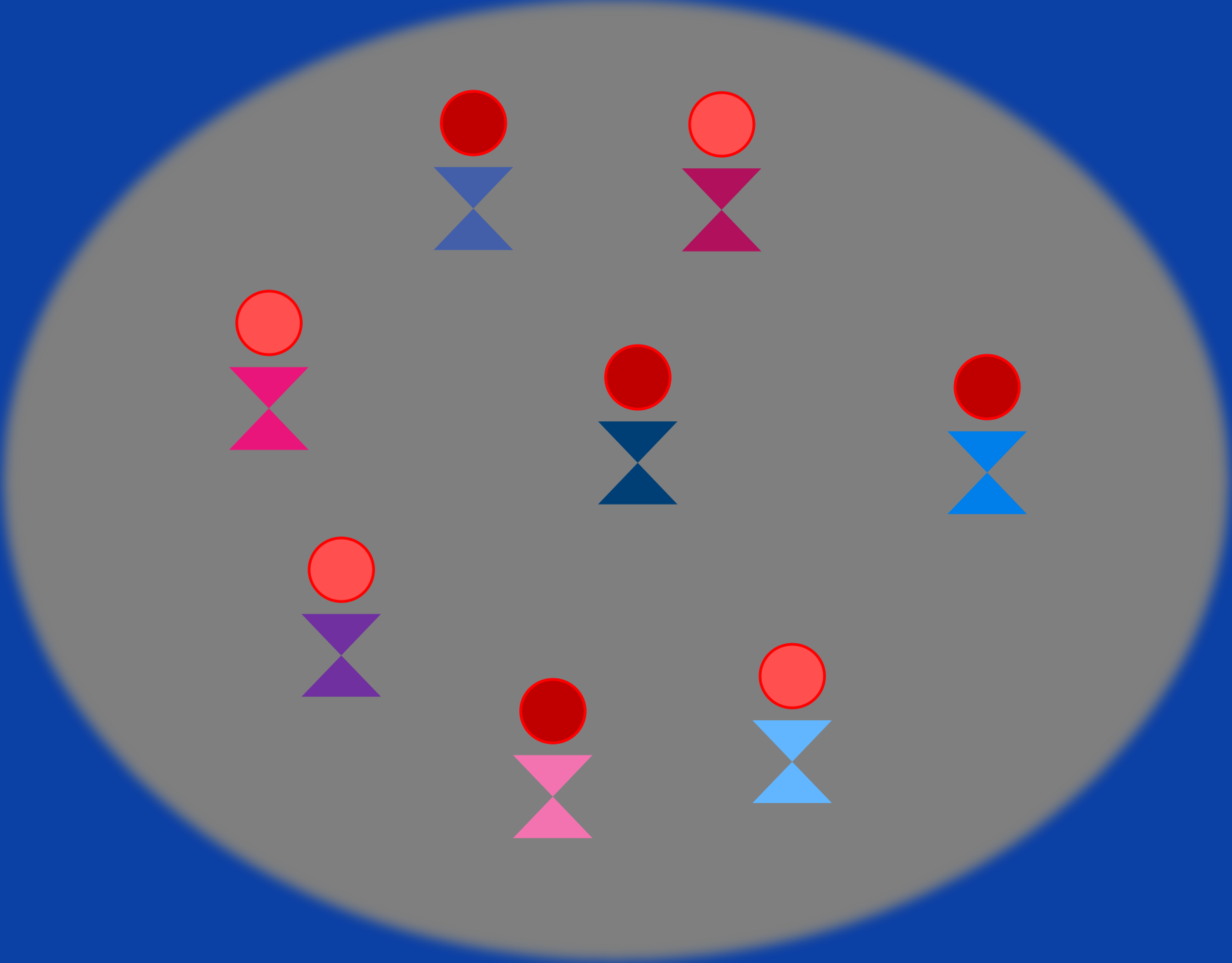


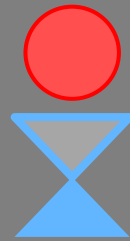
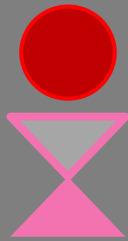
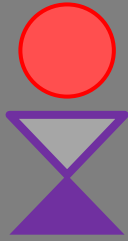
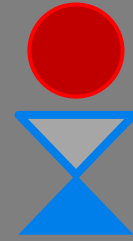
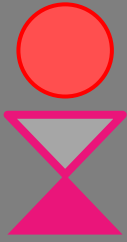
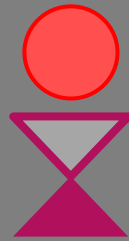
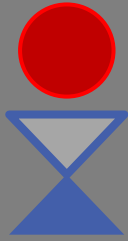
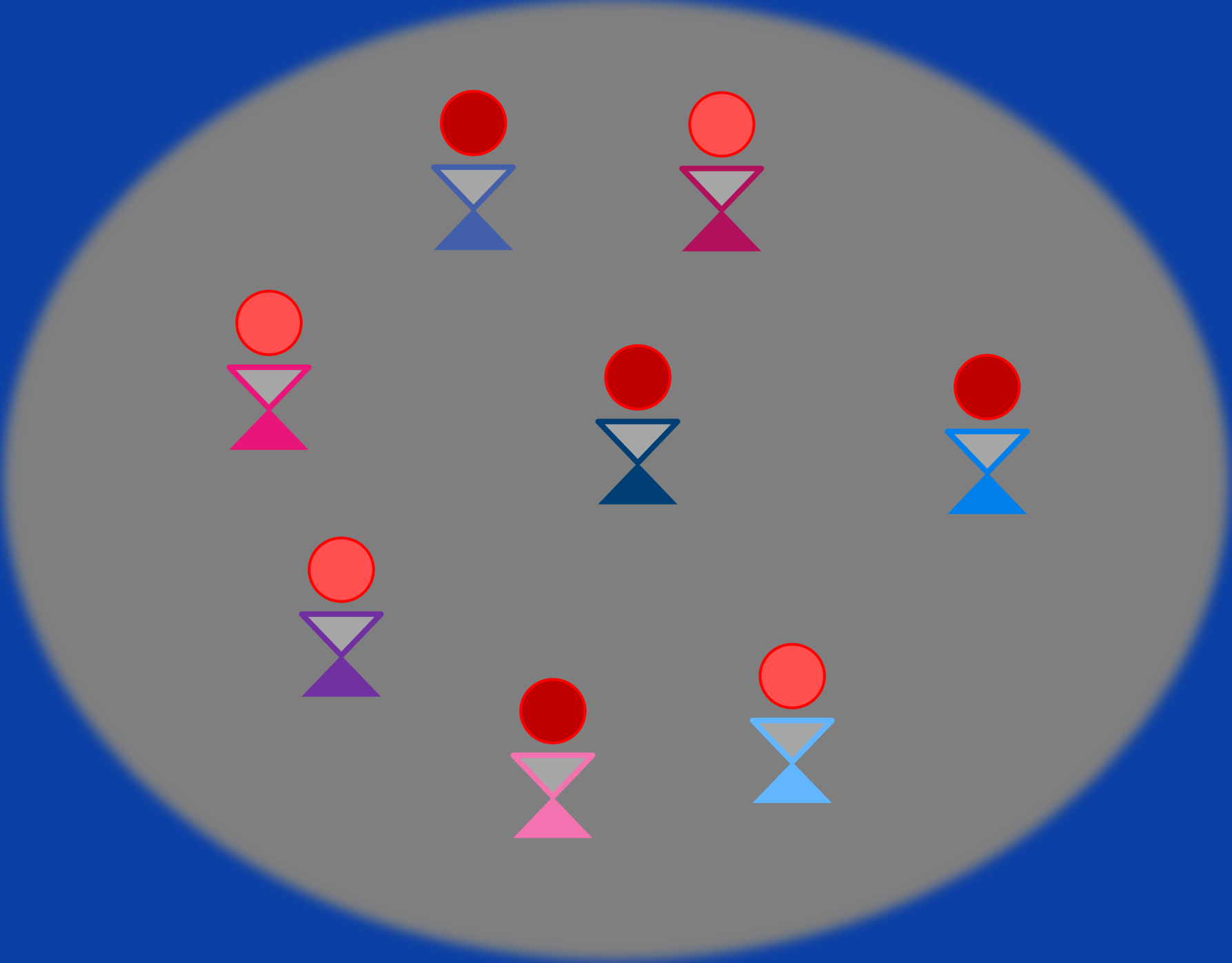


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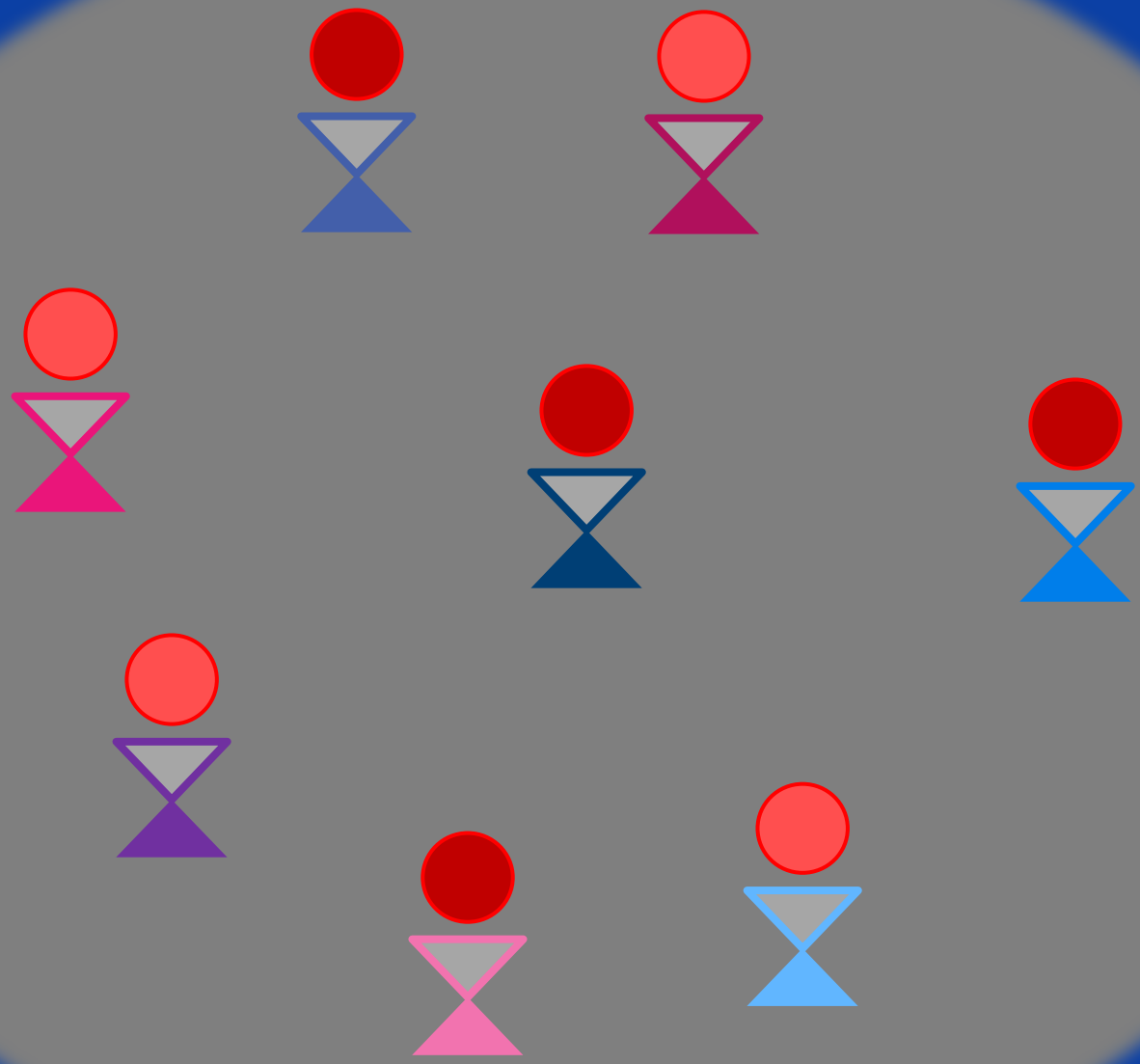
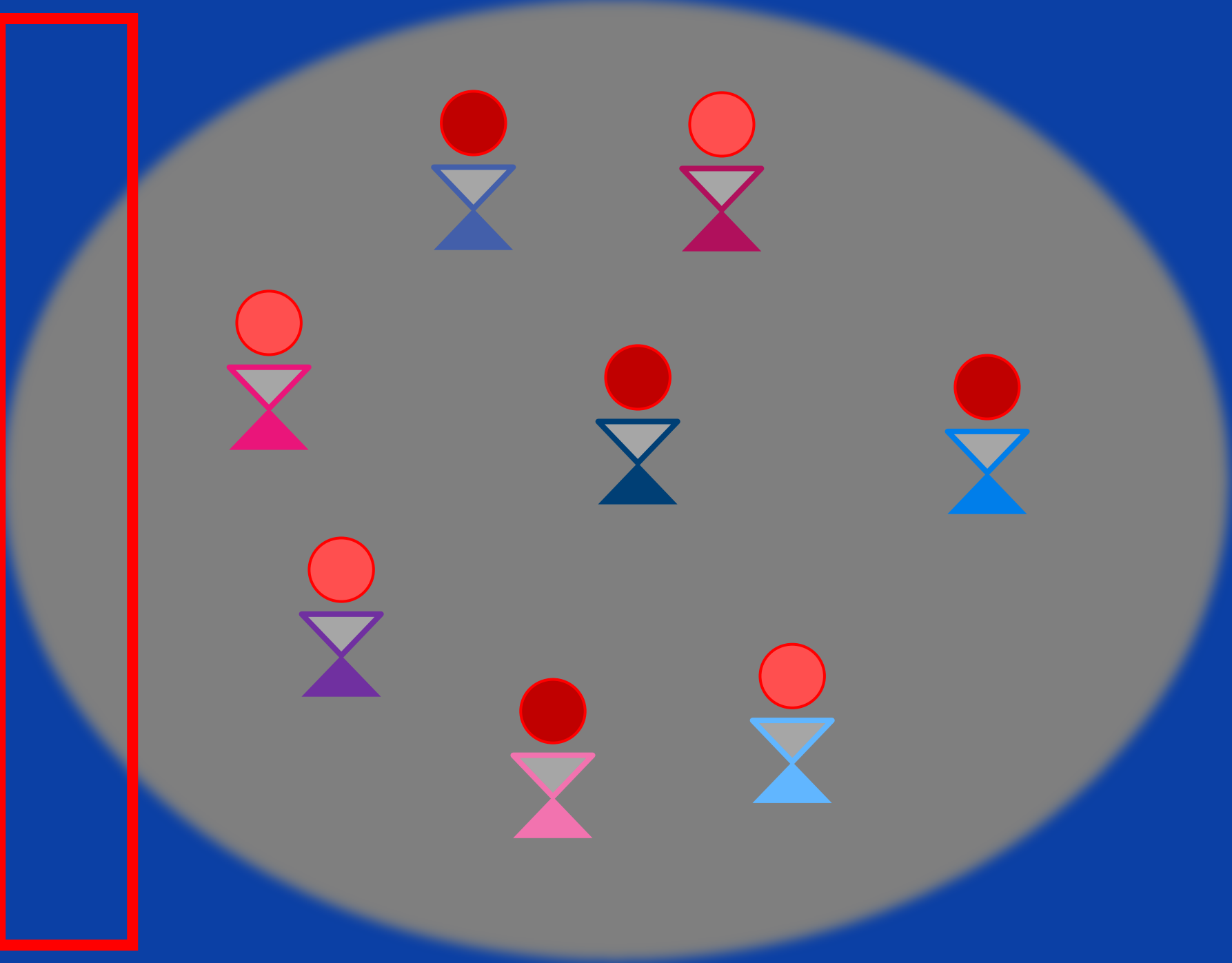


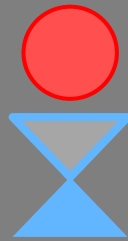
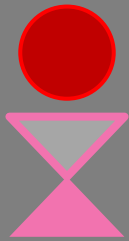
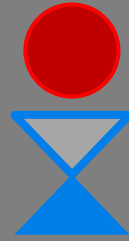
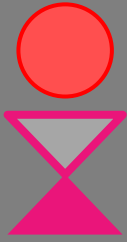
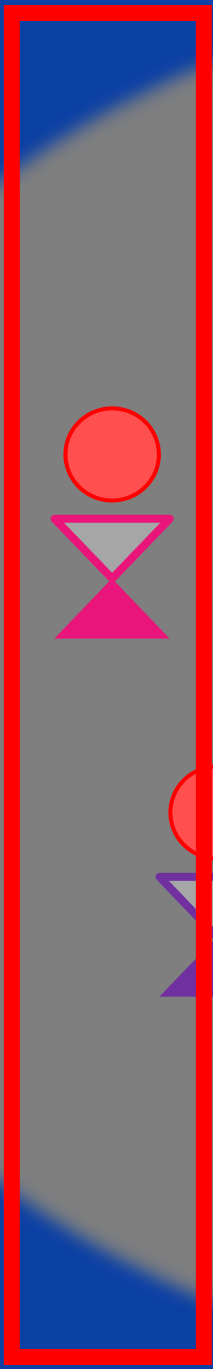


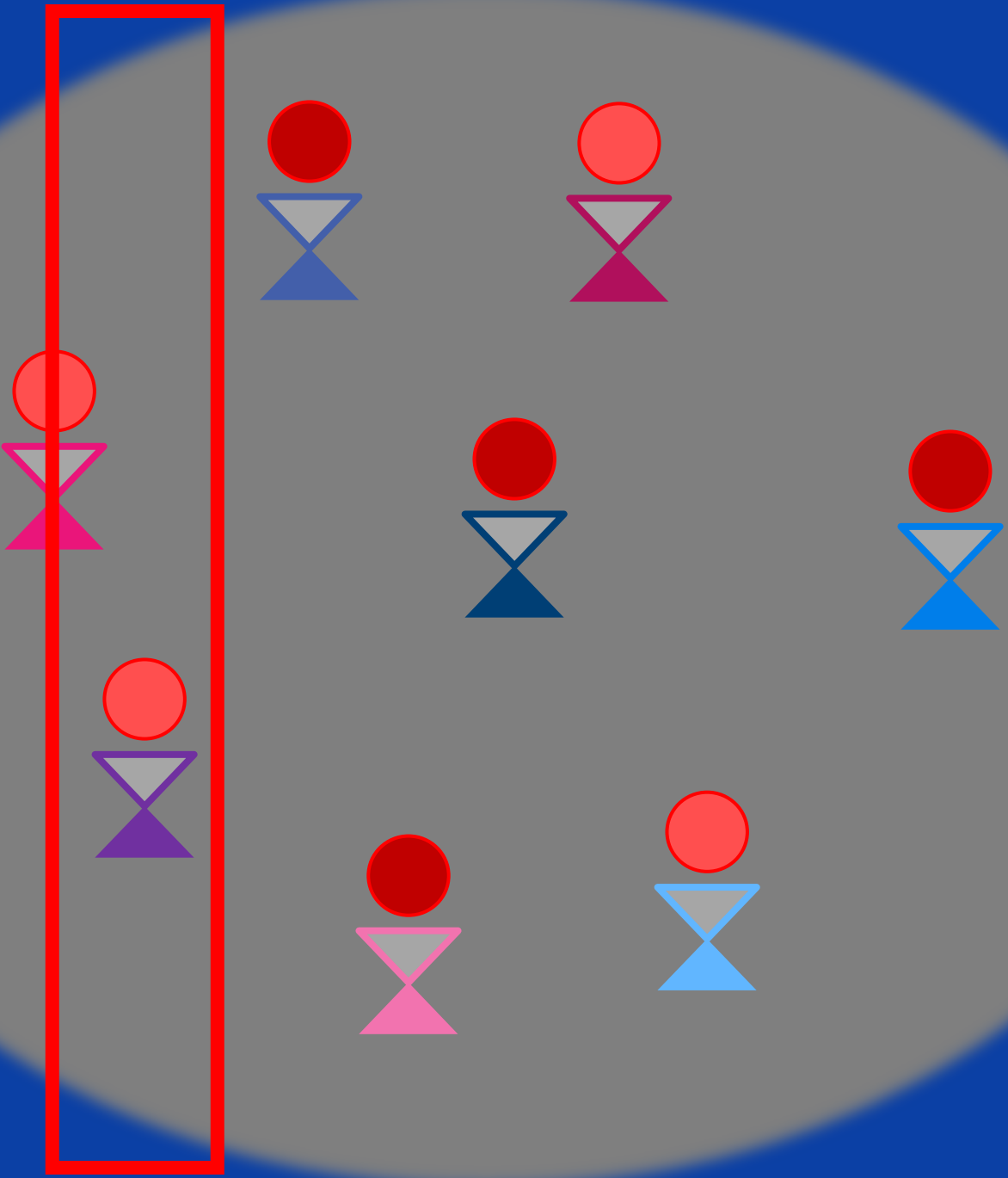


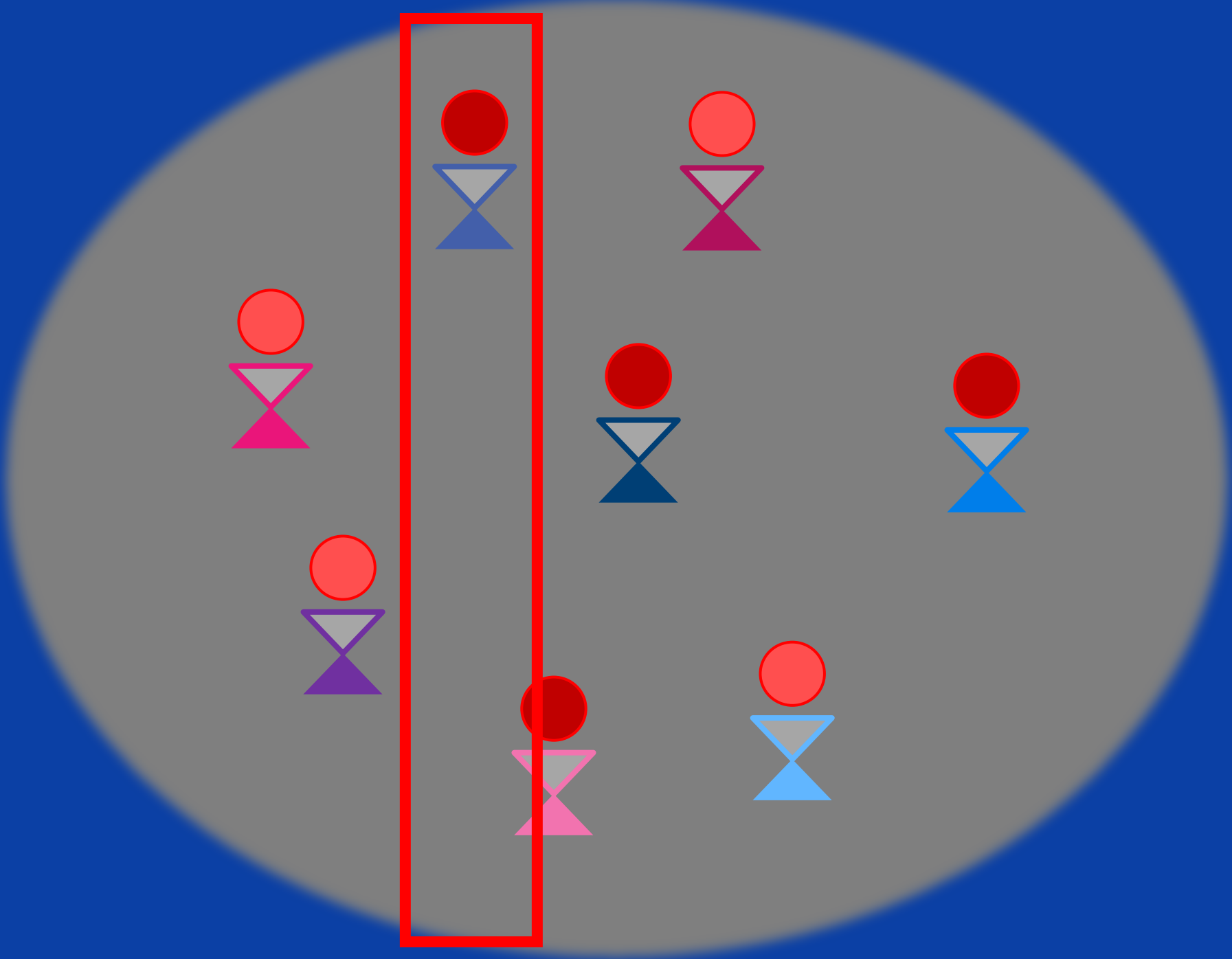


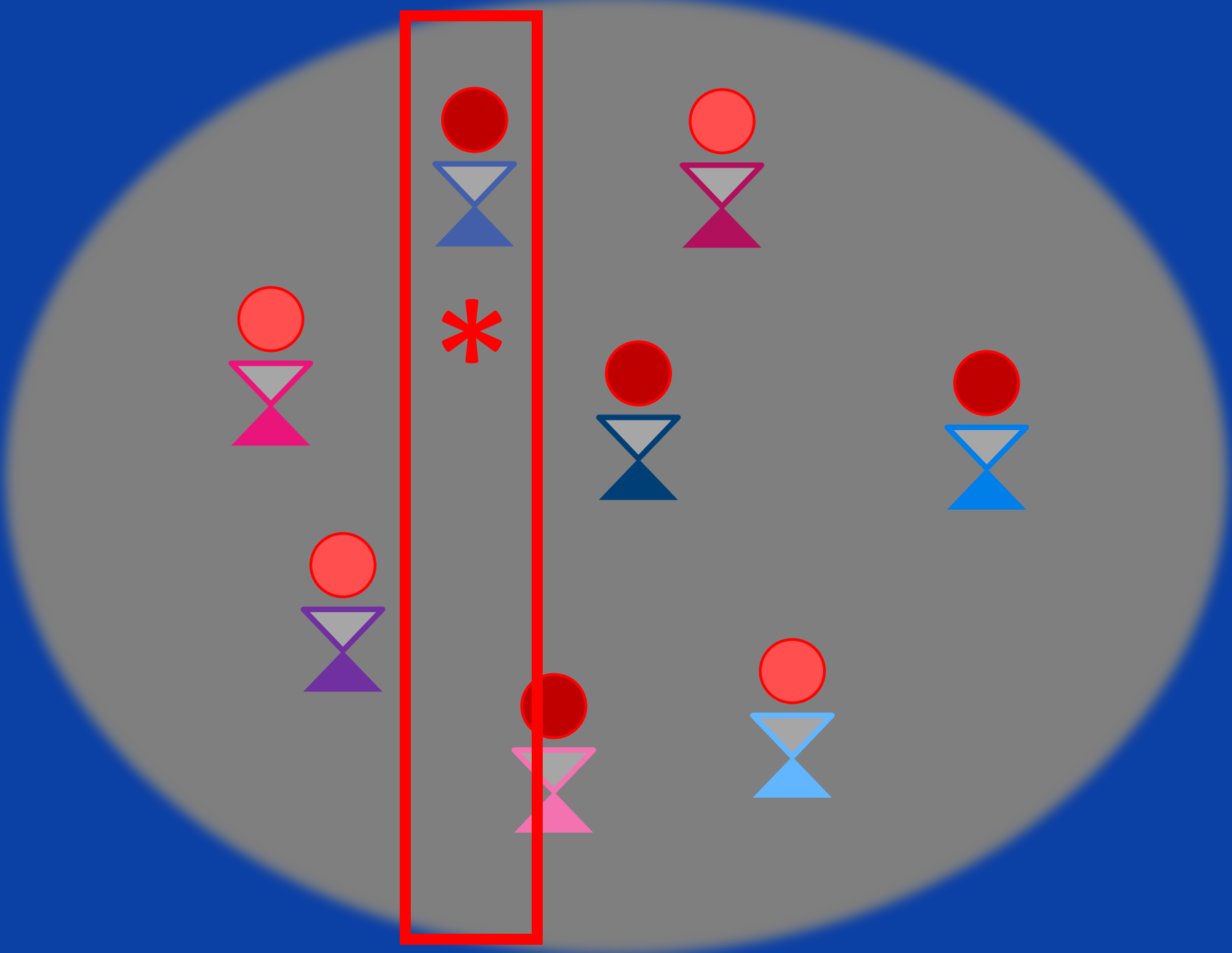
FOCUS
on the individual?



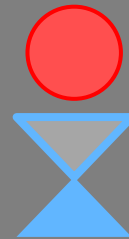
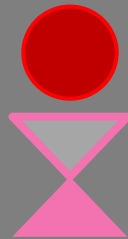
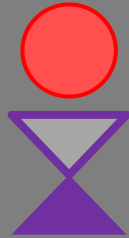
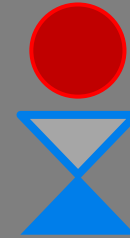
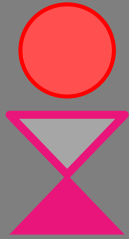
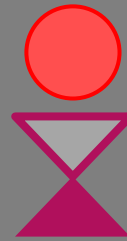




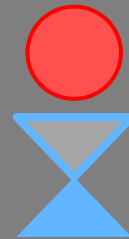
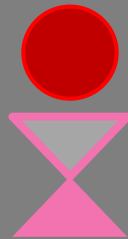
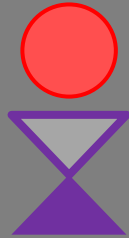
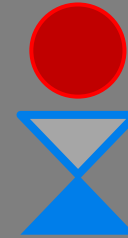
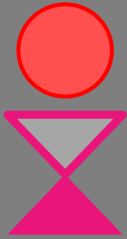




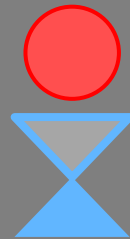
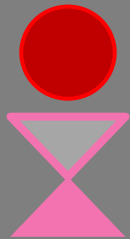
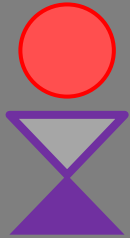
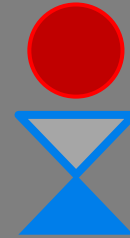
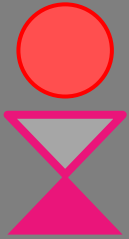
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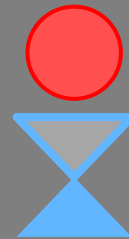
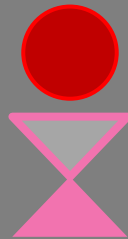
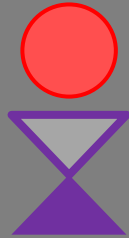
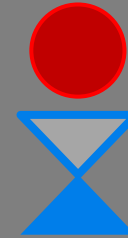
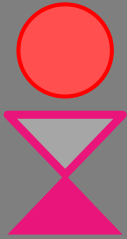
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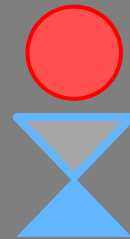
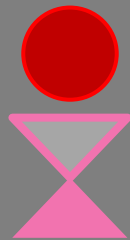
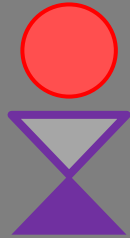
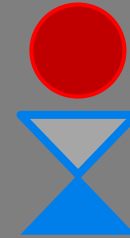
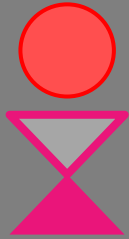
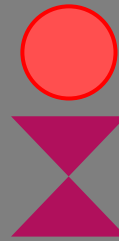
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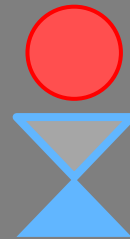
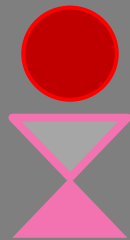
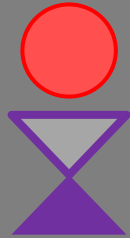
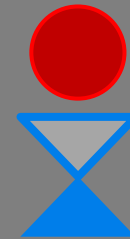
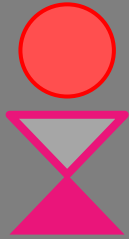
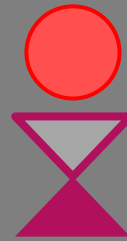
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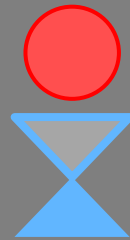
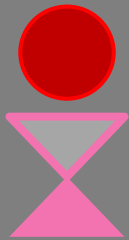
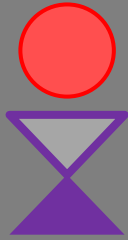
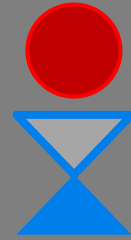
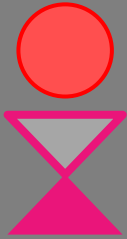
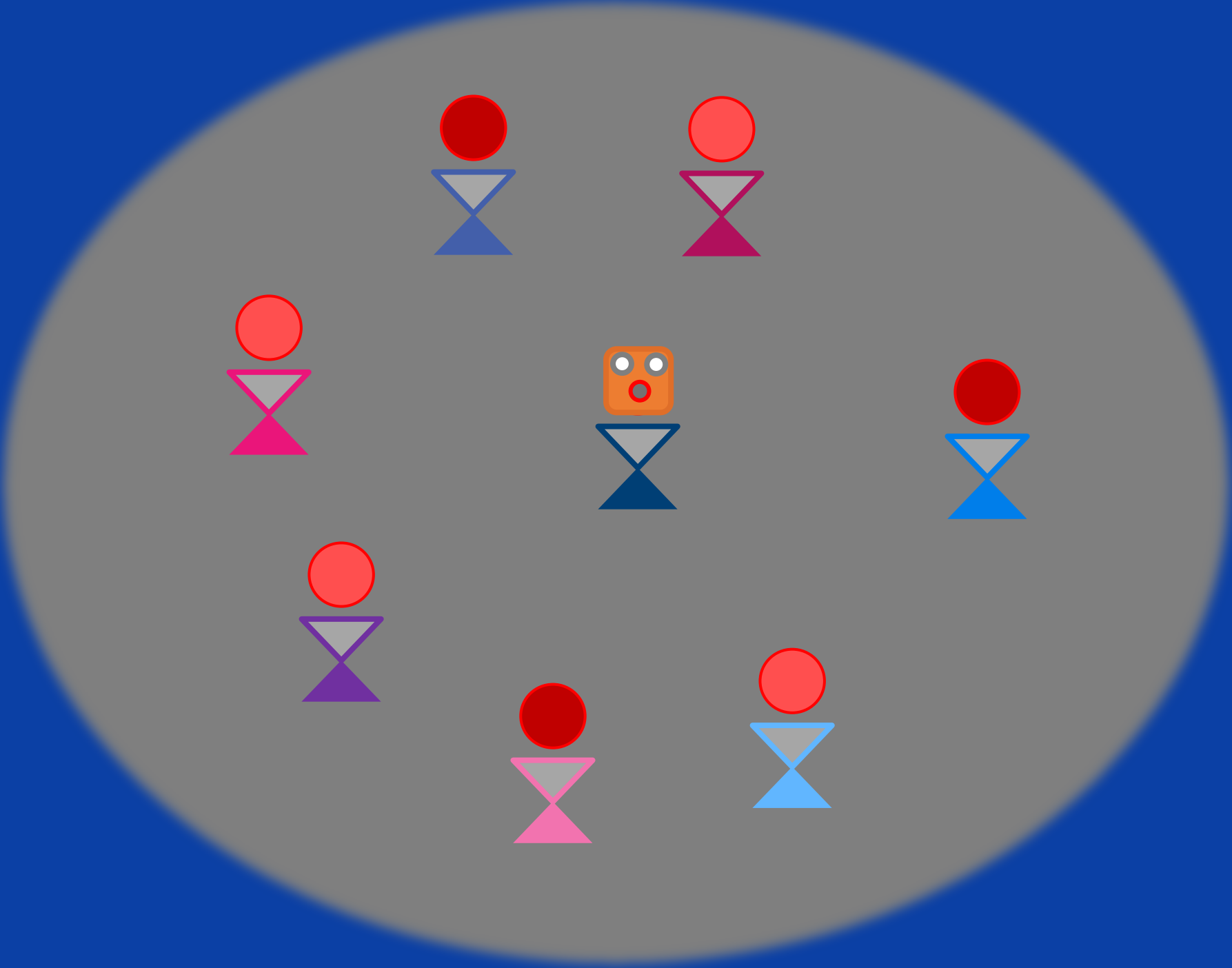
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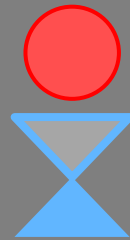
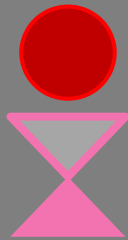
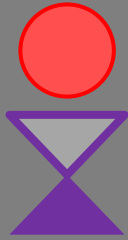
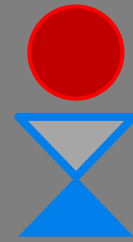
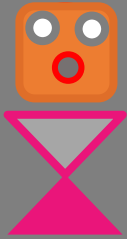
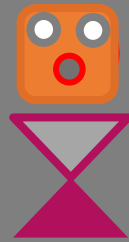
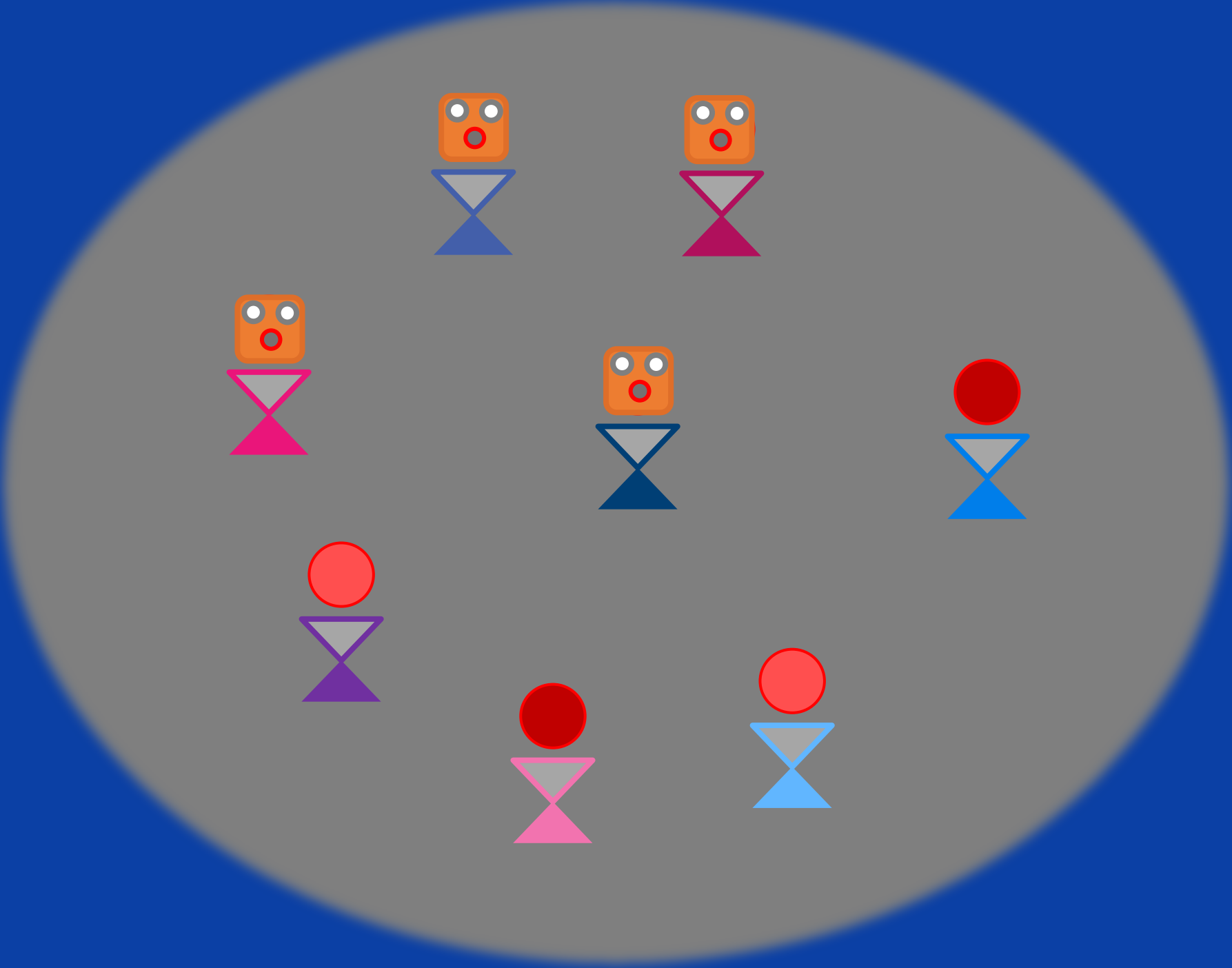


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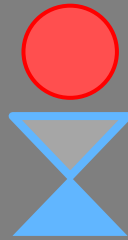
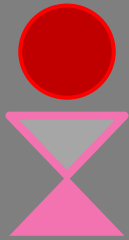
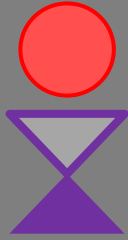
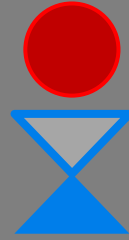
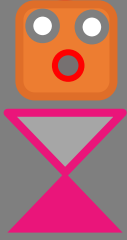
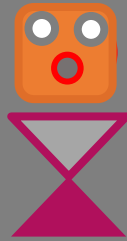
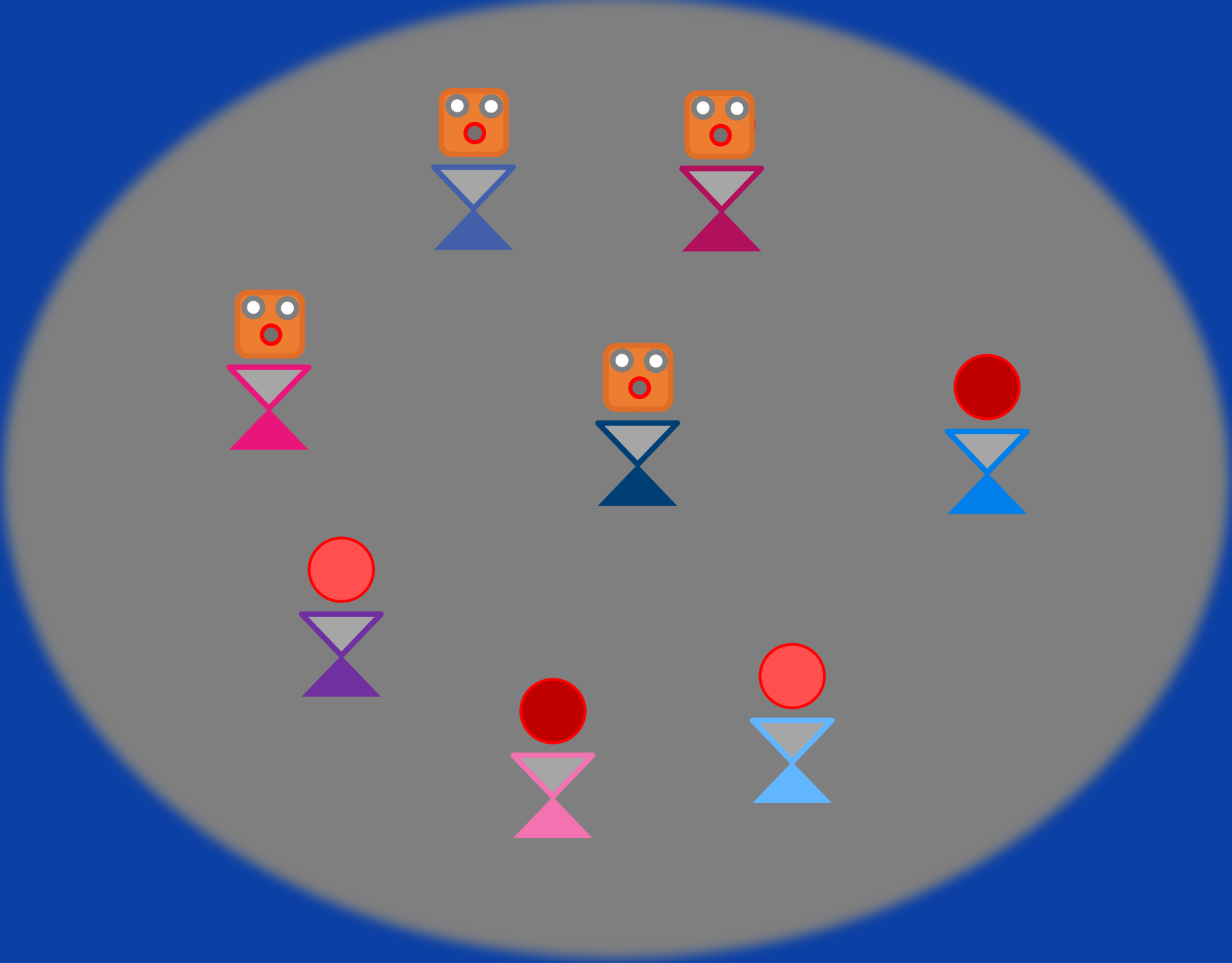


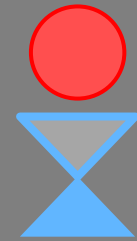
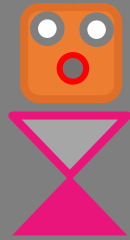
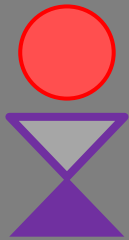
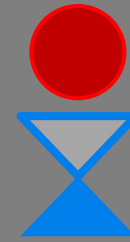
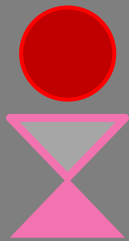
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the c1oud?

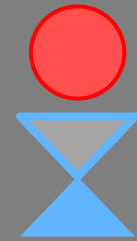
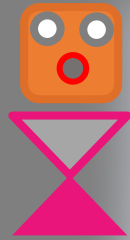
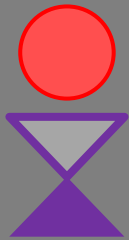
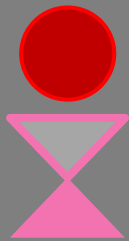


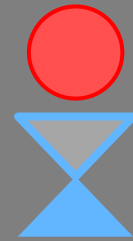
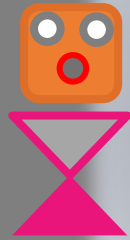
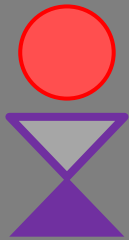
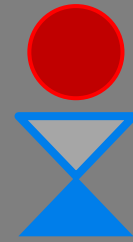
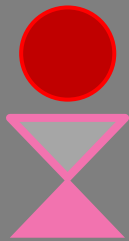


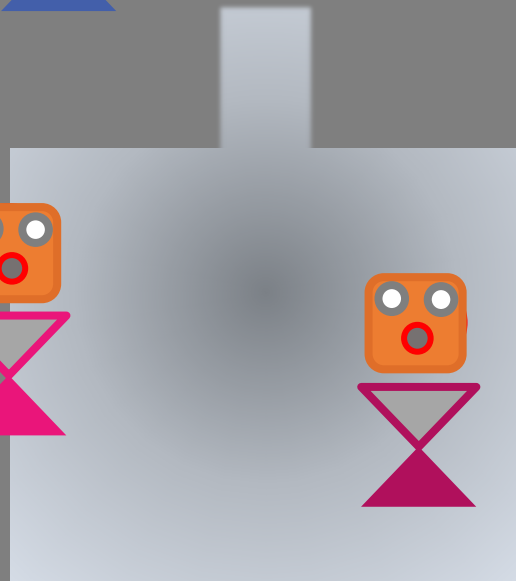
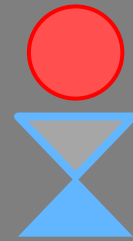
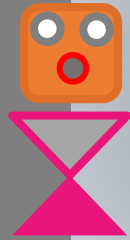
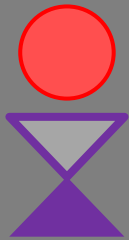
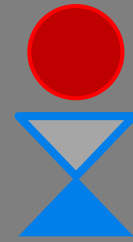
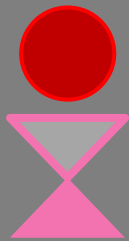
DISMANTLE
the factory!

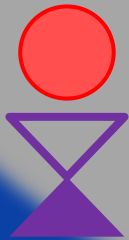
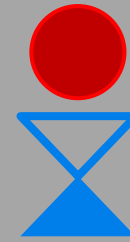
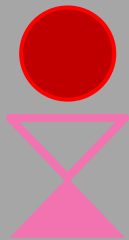


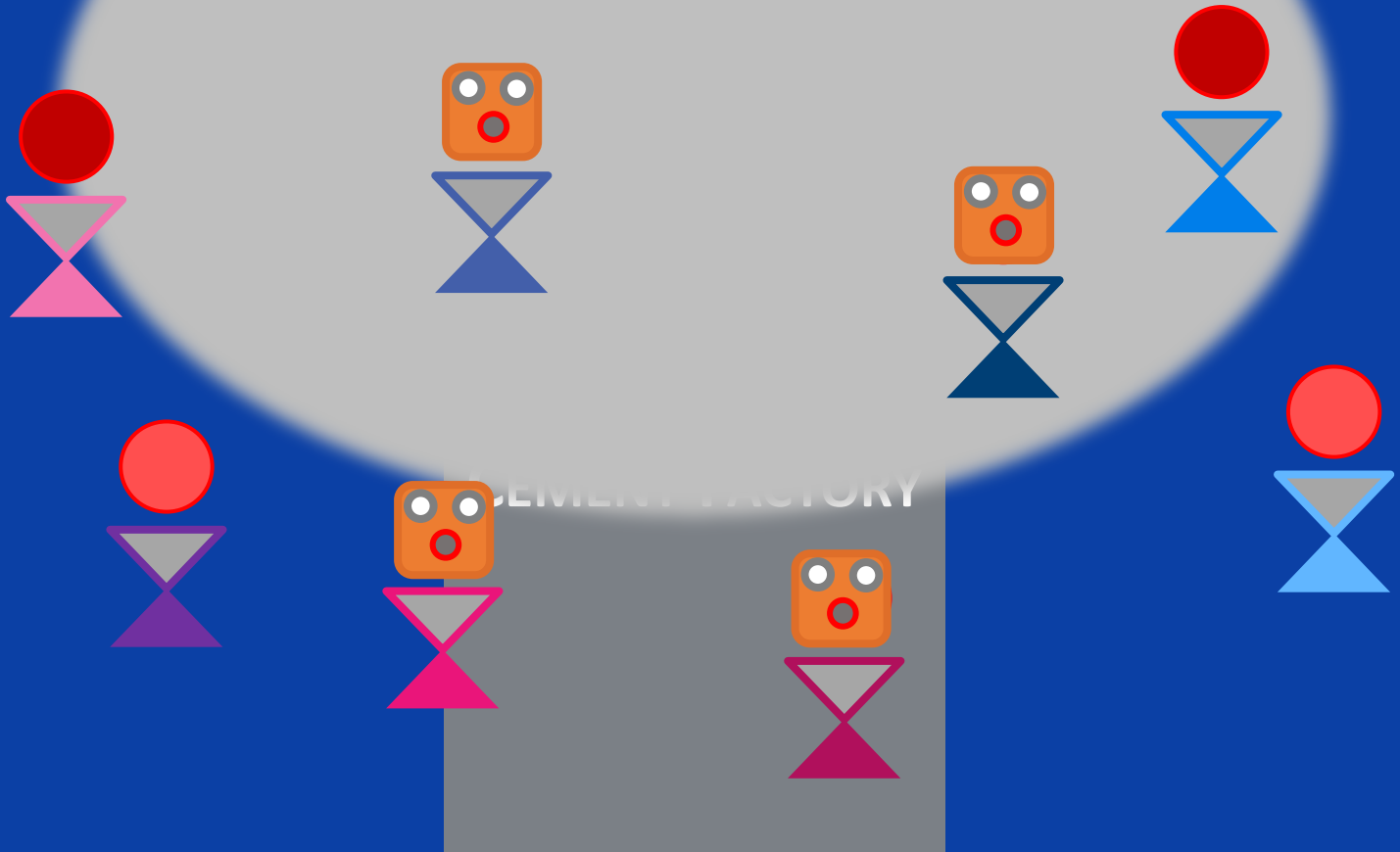


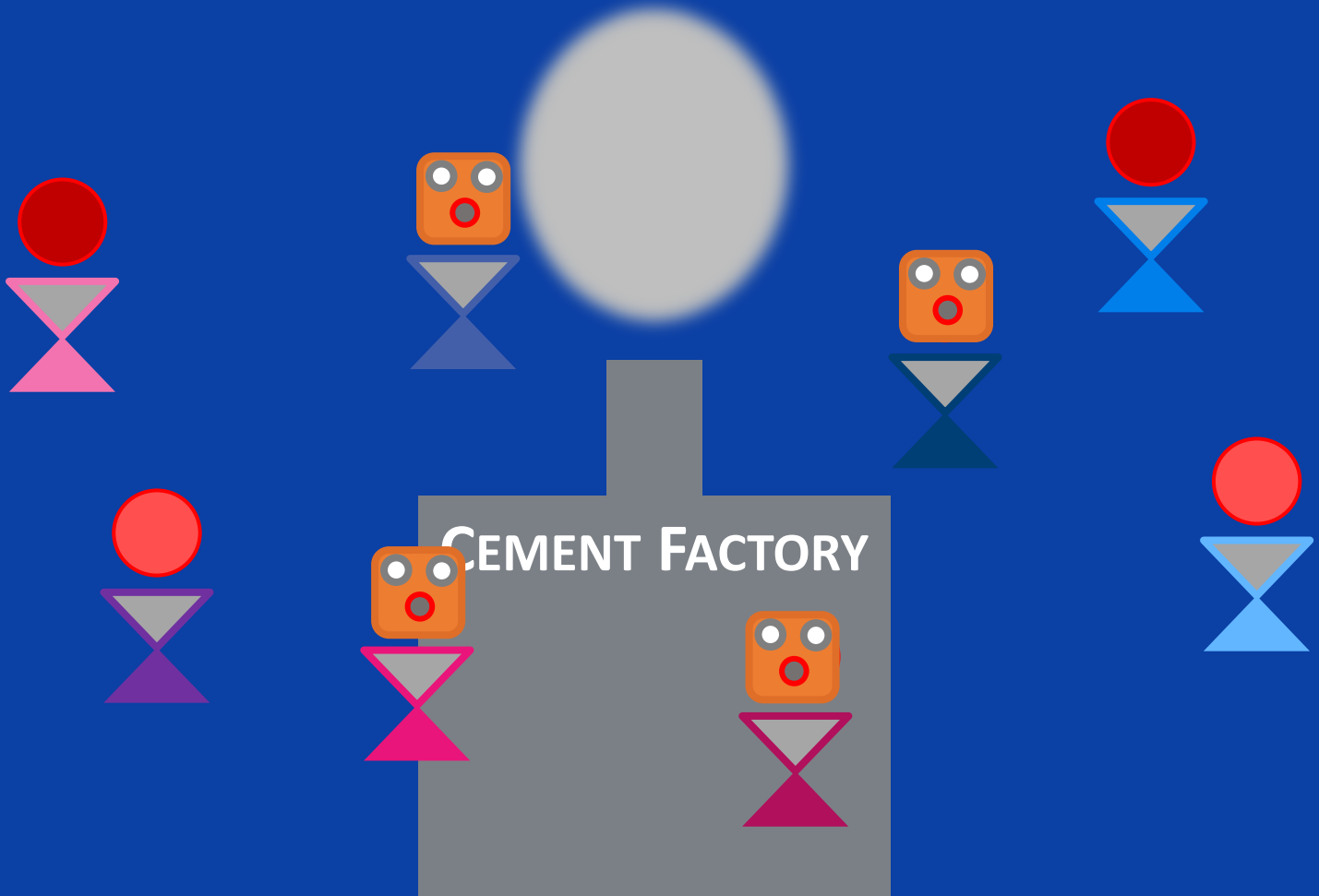


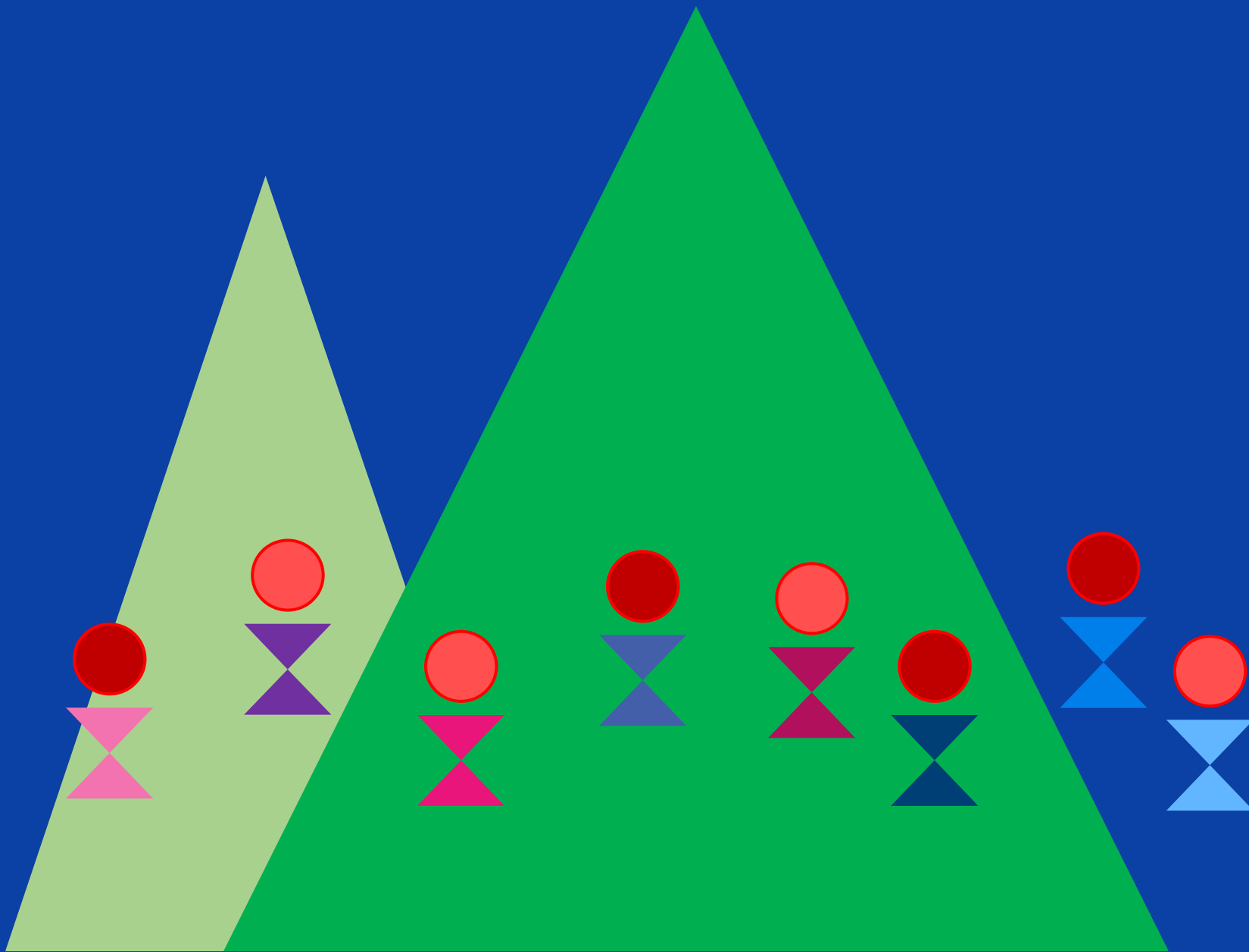












“How is racism operating here?”

□ Identify mechanisms

- Structures
- Policies
- Practices
- Norms
- Values



These are the
elements of decision -making!

“How is racism operating here?”

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- **Structures:** the *who?*, *what?*, *when?* and *where?* of decision-making

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- **Policies:** the written *how?*

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- **Policies:** the written *how?*
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- **Norms:** the unwritten *how?*
- **Values:** the *why?*

Anti-racism is a process

Name racism

Ask “How is racism operating here?”

Organize and strategize to act

**These steps are sequential
and looping**

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They may need to span generations

What is health equity?

- ❑ “Health equity” is assurance of the conditions for optimal health for all people
- ❑ Achieving health equity requires
 - Valuing all individuals and populations equally
 - Recognizing and rectifying historical injustices
 - Providing resources according to need
- ❑ Health disparities will be eliminated when health equity is achieved

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 - Providing resources according to need
- ❑ **Health disparities will be eliminated when health equity is achieved**

Barriers to achieving health equity

- ❑ **Narrow focus on the individual**
 - Self-interest narrowly defined
 - Limited sense of interdependence
 - Limited sense of collective efficacy
 - Systems and structures as invisible or irrelevant
- ❑ **A-historical stance**
 - The present as disconnected from the past
 - Current distribution of advantage/disadvantage as happenstance
 - Systems and structures as givens and immutable
- ❑ **Myth of meritocracy**
 - “If you work hard you will make it”
 - Denial of racism
 - Two babies: Equal potential or equal opportunity?

Barriers to achieving health equity

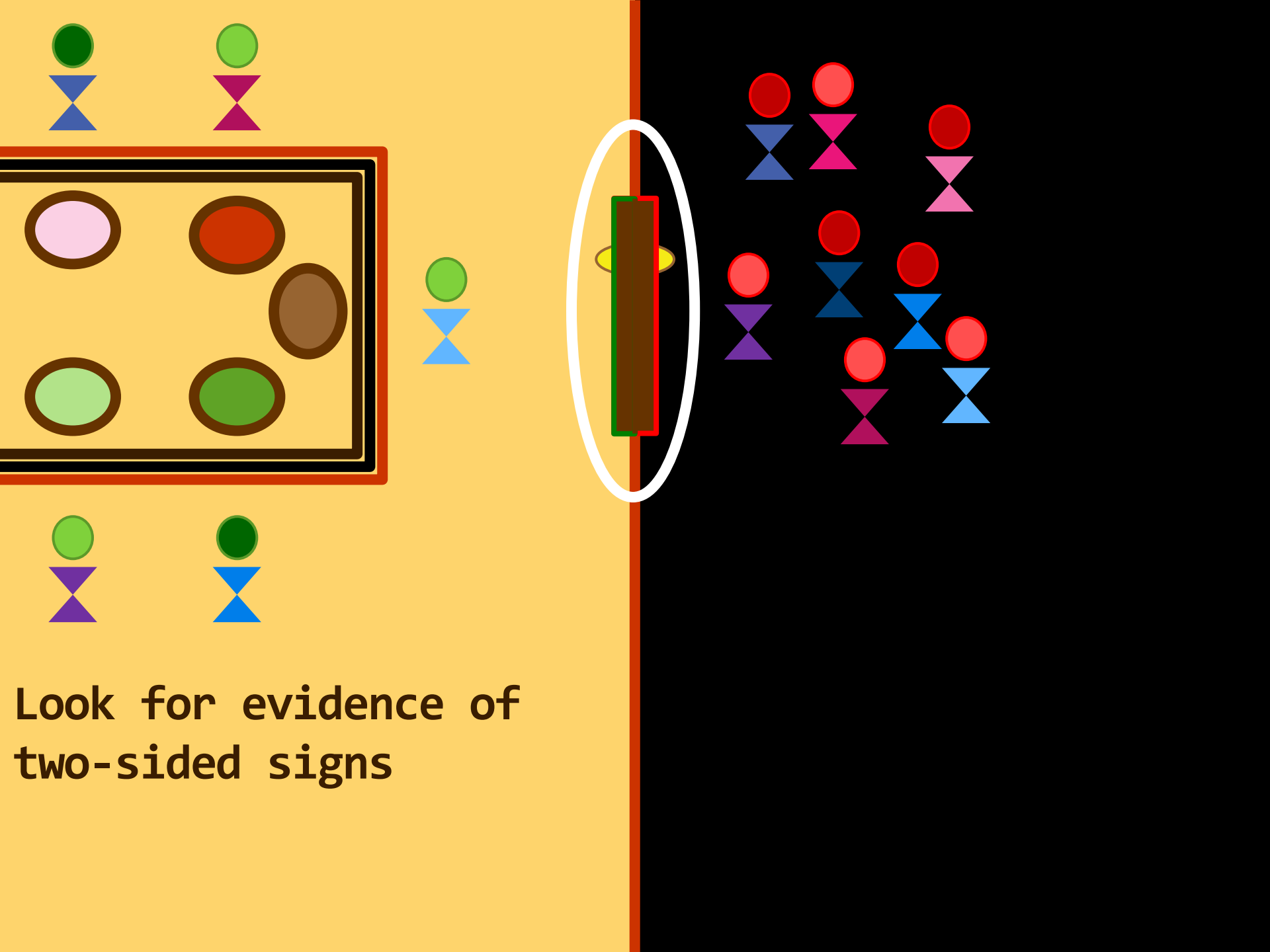
- ❑ **Myth of zero -sum game**
 - “If you gain, I lose”
 - Fosters competition over cooperation
 - Masks the costs of inequity
 - Hinders efforts to grow the pie
- ❑ **Limited future orientation**
 - Disregard for the children
No “*Seven generations*” perspective
No “*How are the children?*” focus
 - Usurious relationship with the planet
- ❑ **Myth of “American” exceptionalism**
 - Disinterest in learning from others
 - Sense of US entitlement

Barriers to achieving health equity

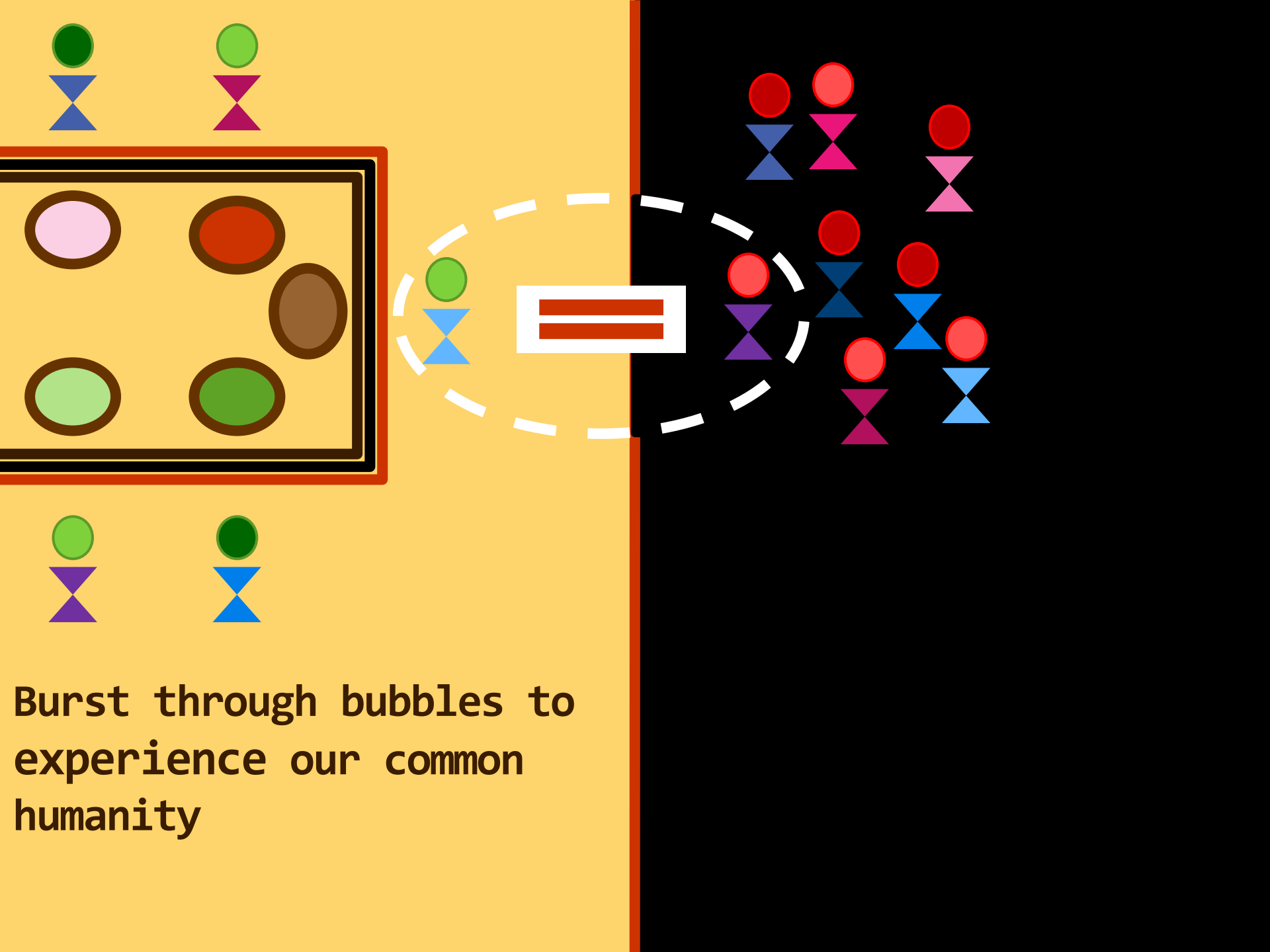
- ❑ **White supremacist ideology**
 - Hierarchy in human valuation
 - “White” as the ideal and the norm
 - Sense of “White” entitlement
 - Dehumanization of people of color
 - Fear at the “browning” of America



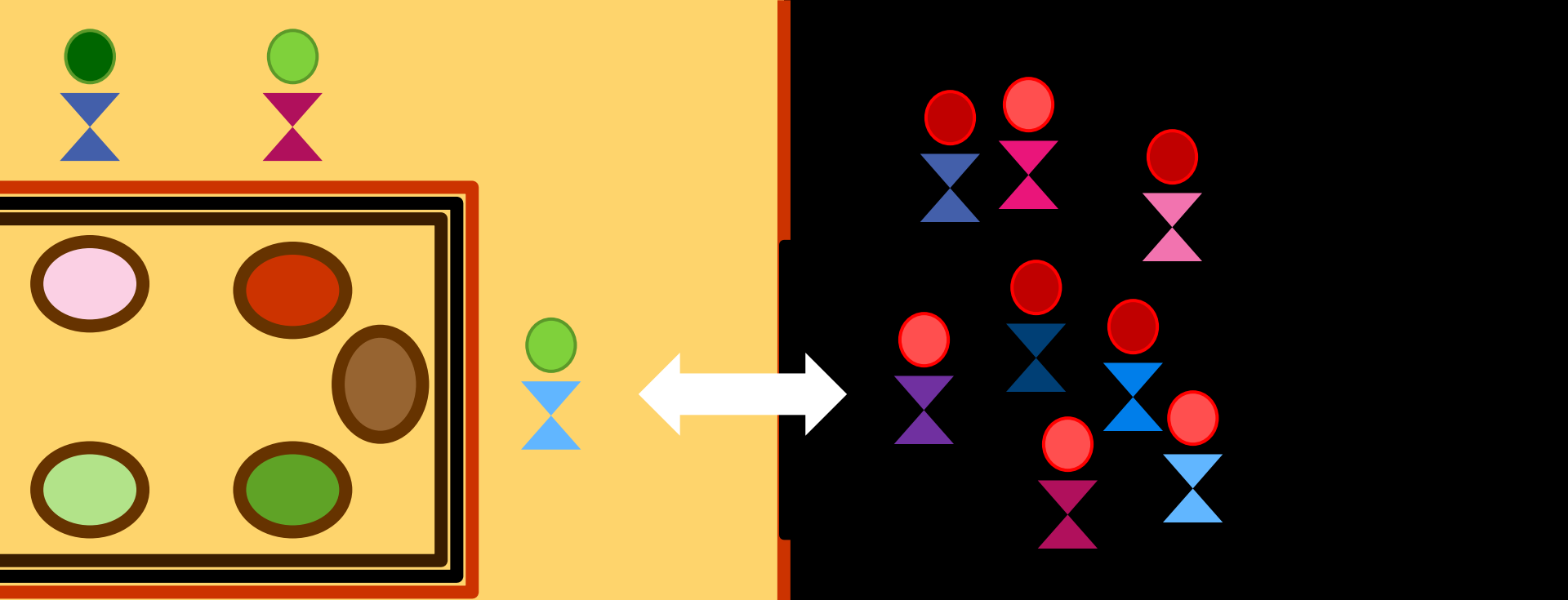
What can we do today?



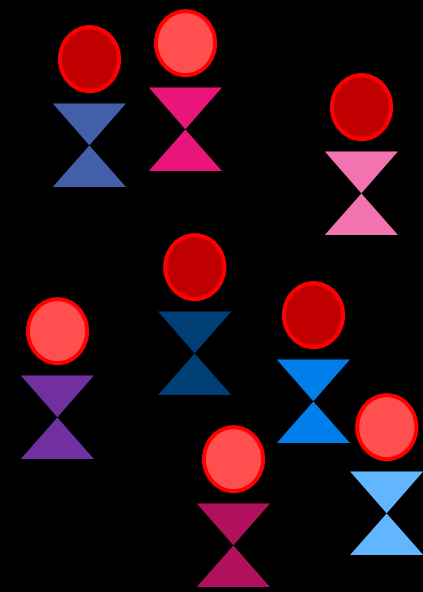
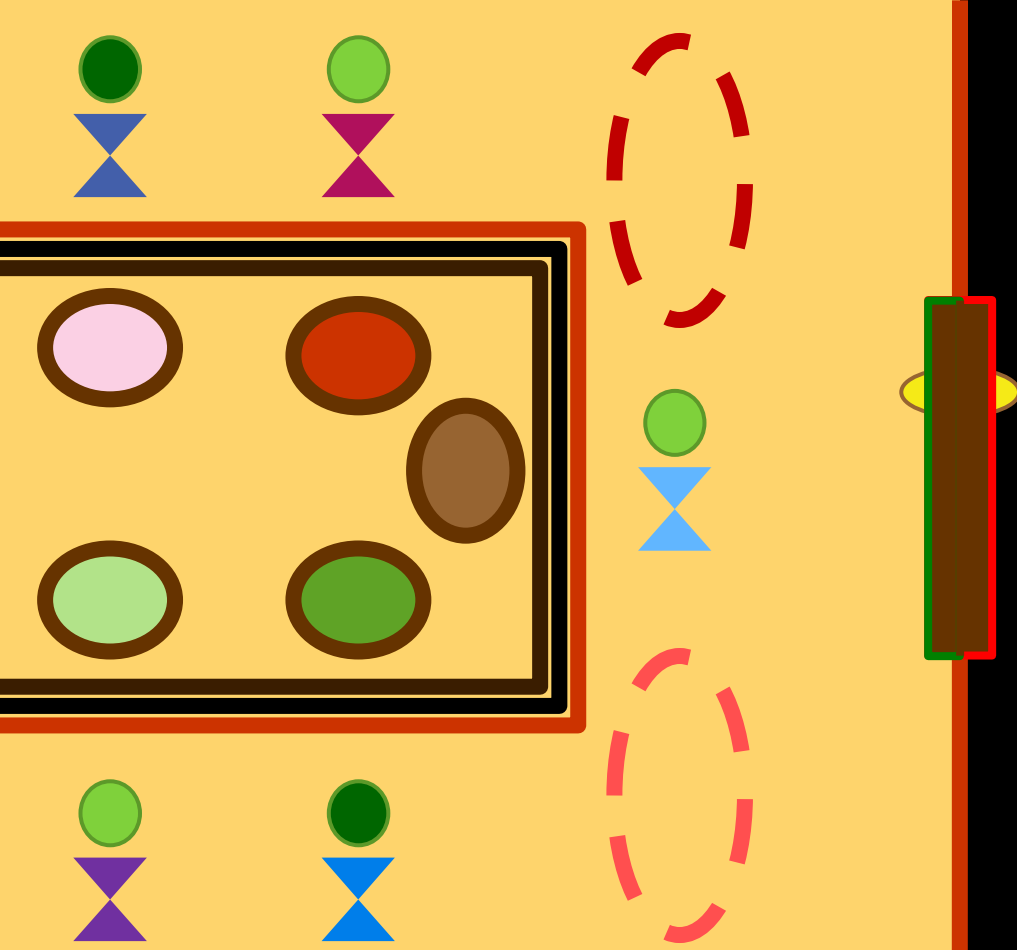
Look for evidence of two-sided signs



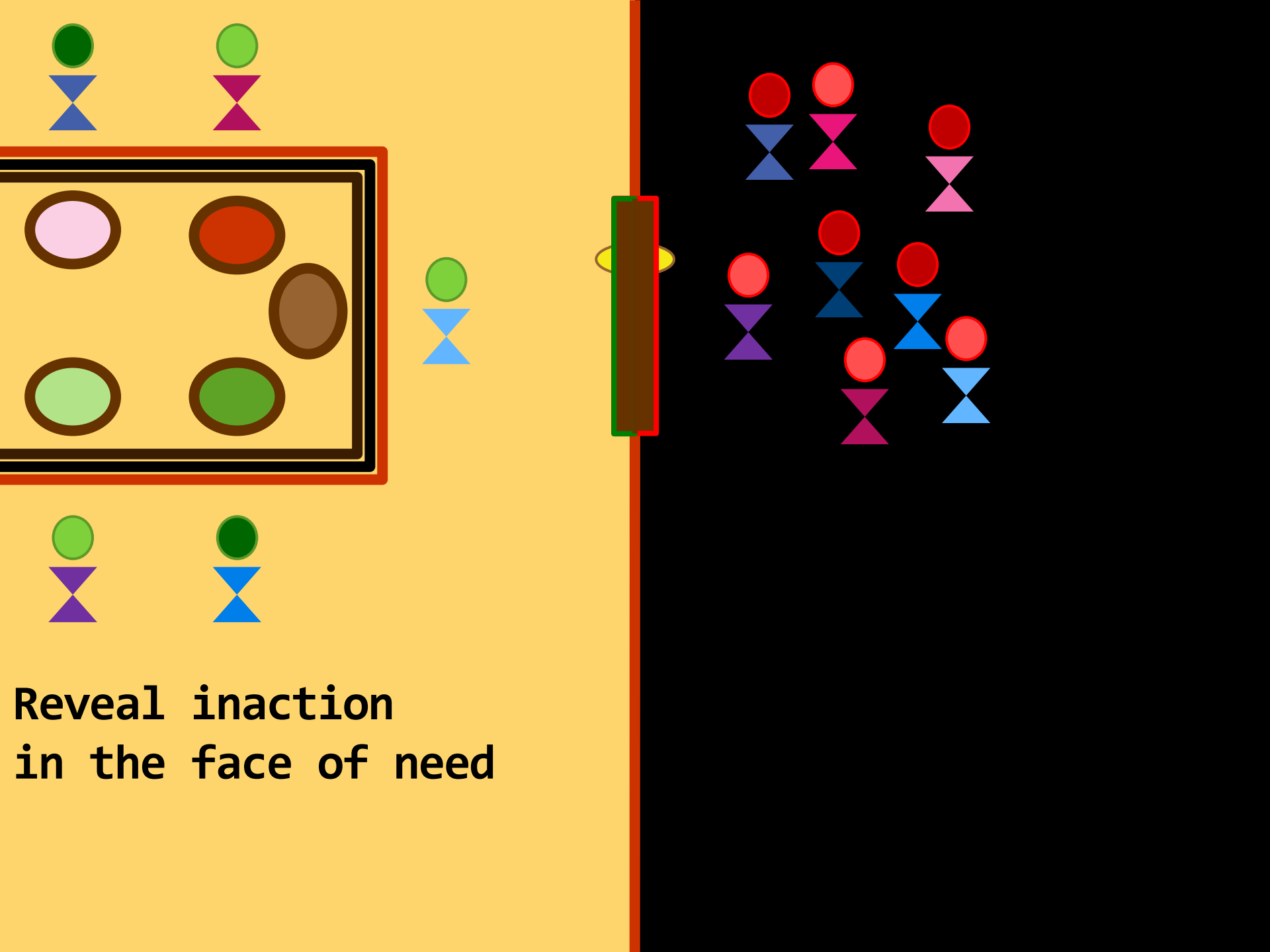
Burst through bubbles to
experience our common
humanity



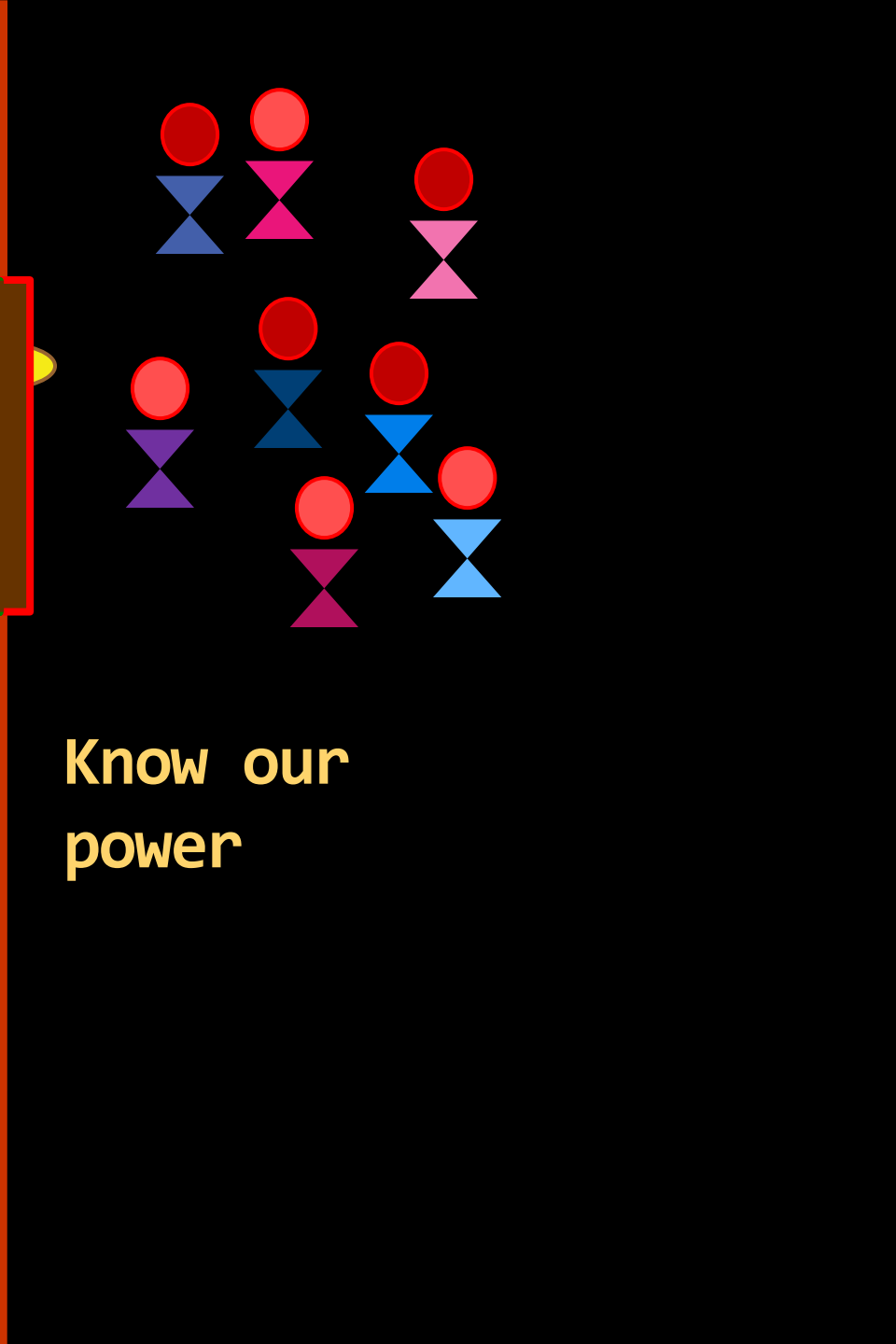
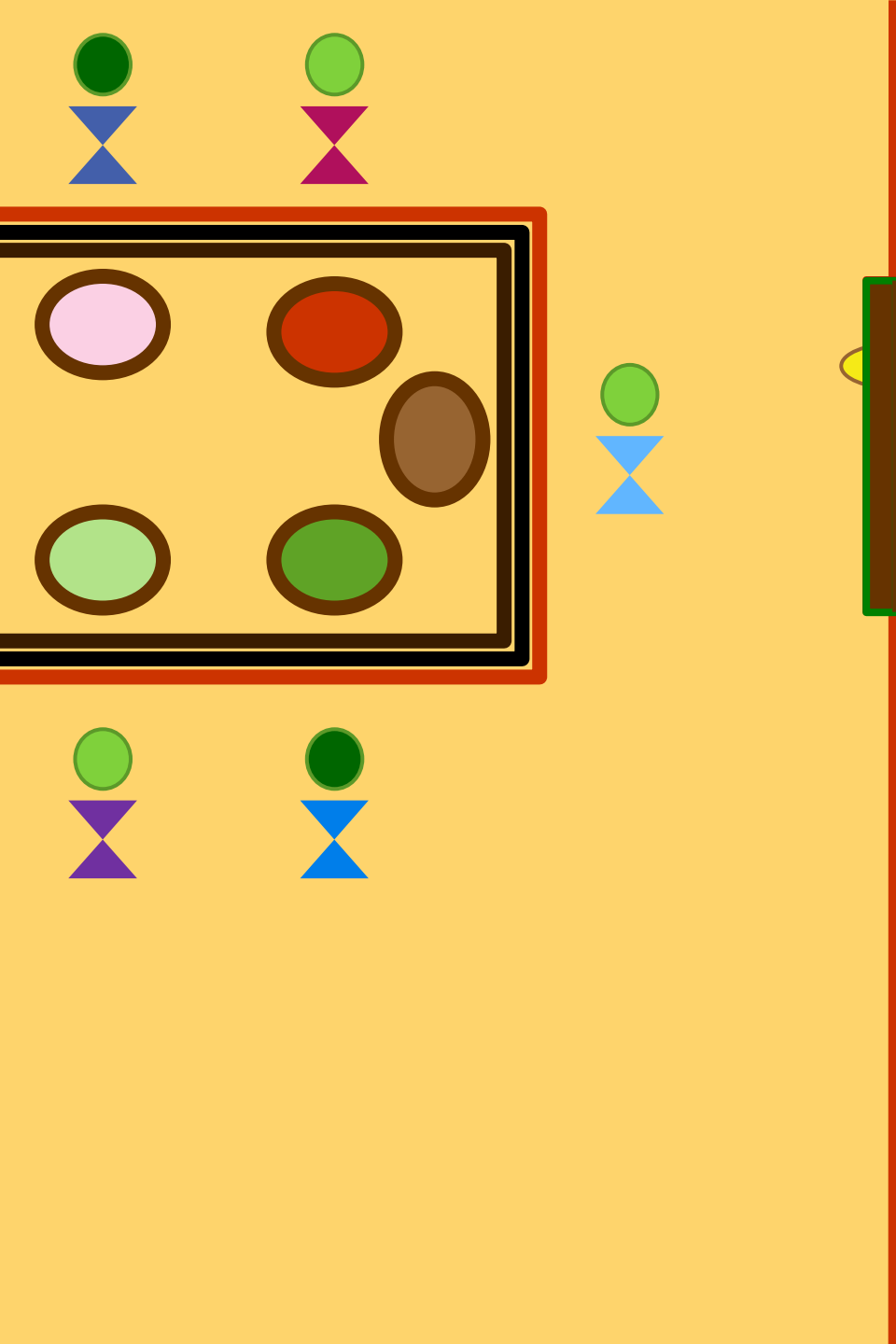
Be interested
Believe
Join in
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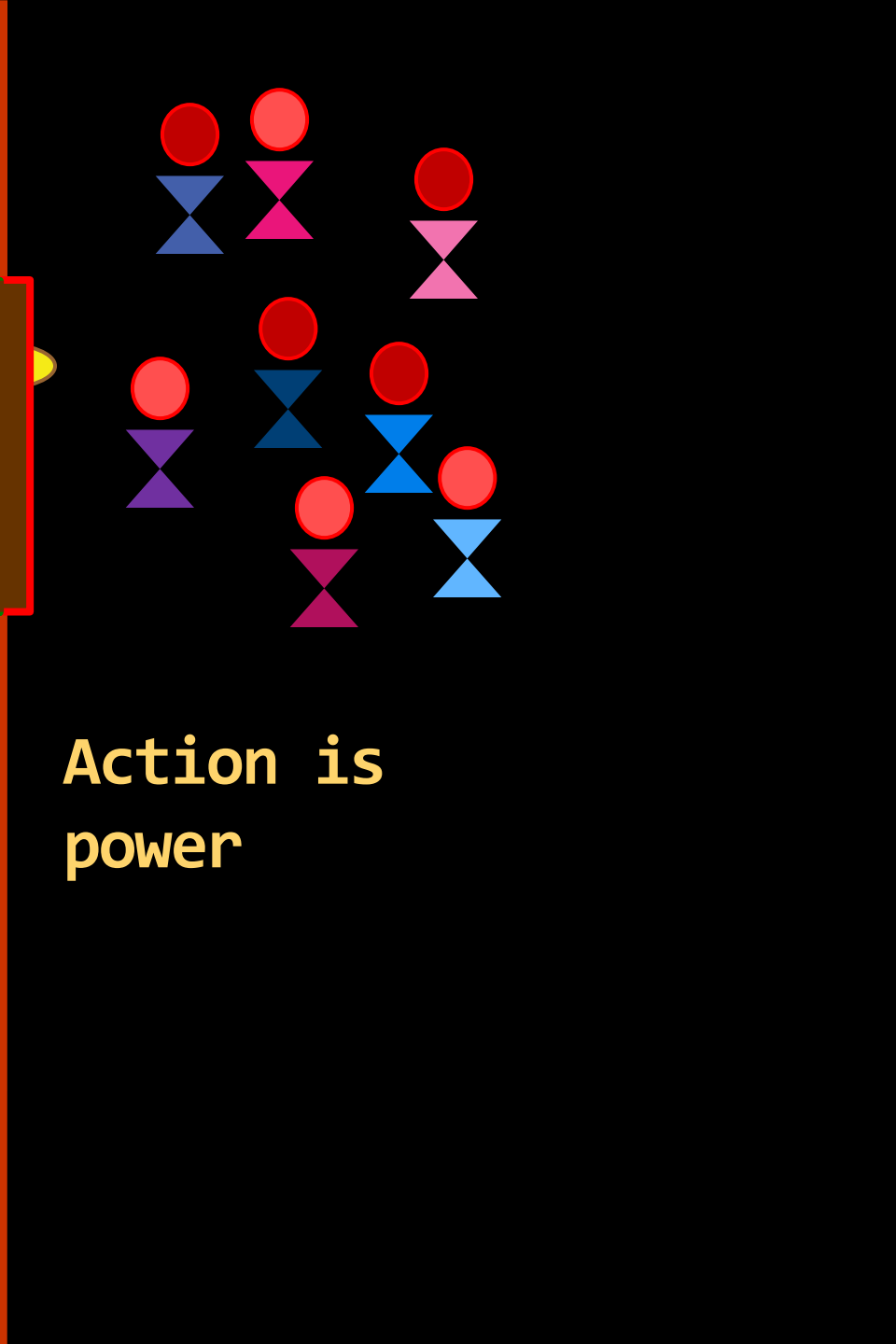
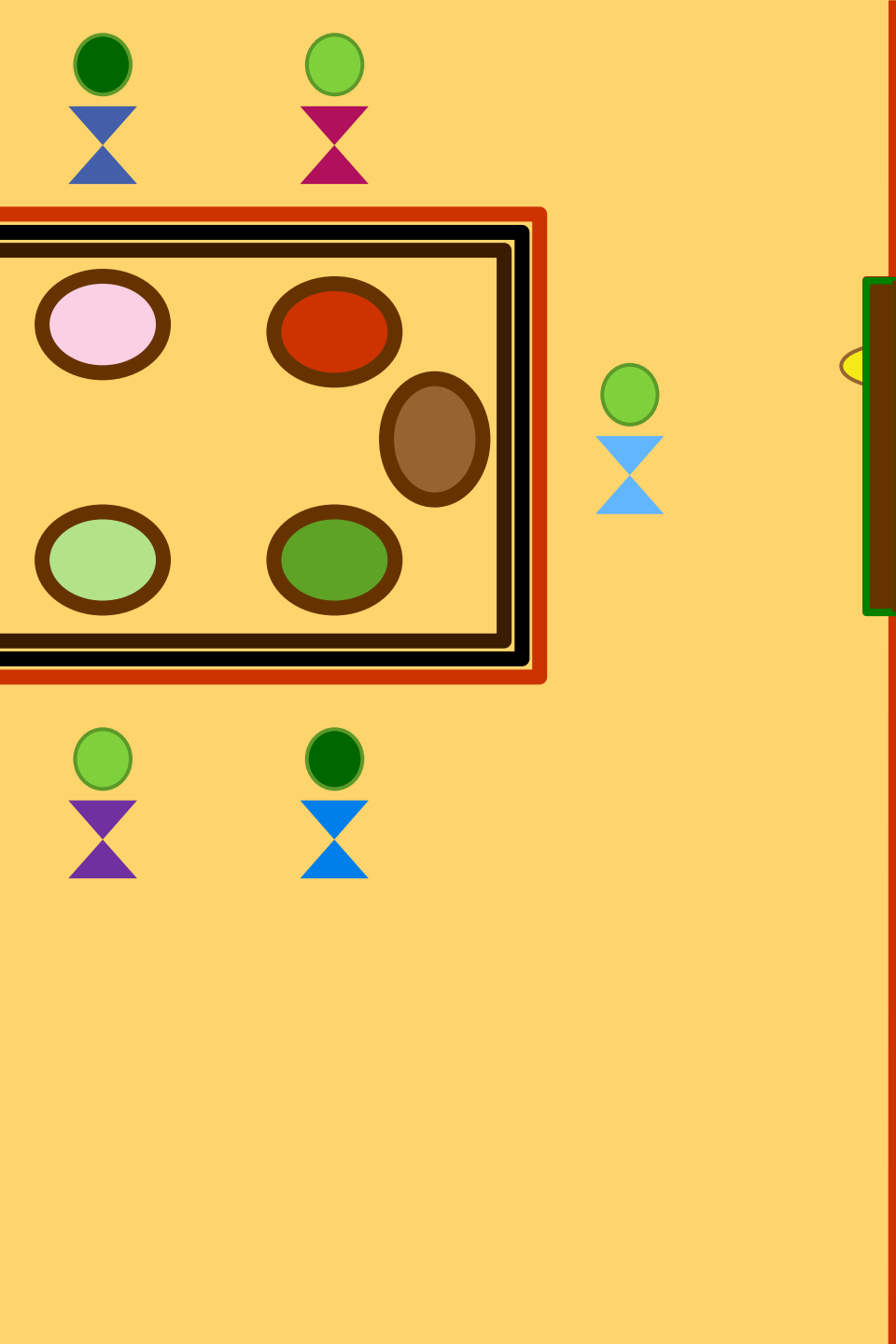
See “the absence of”



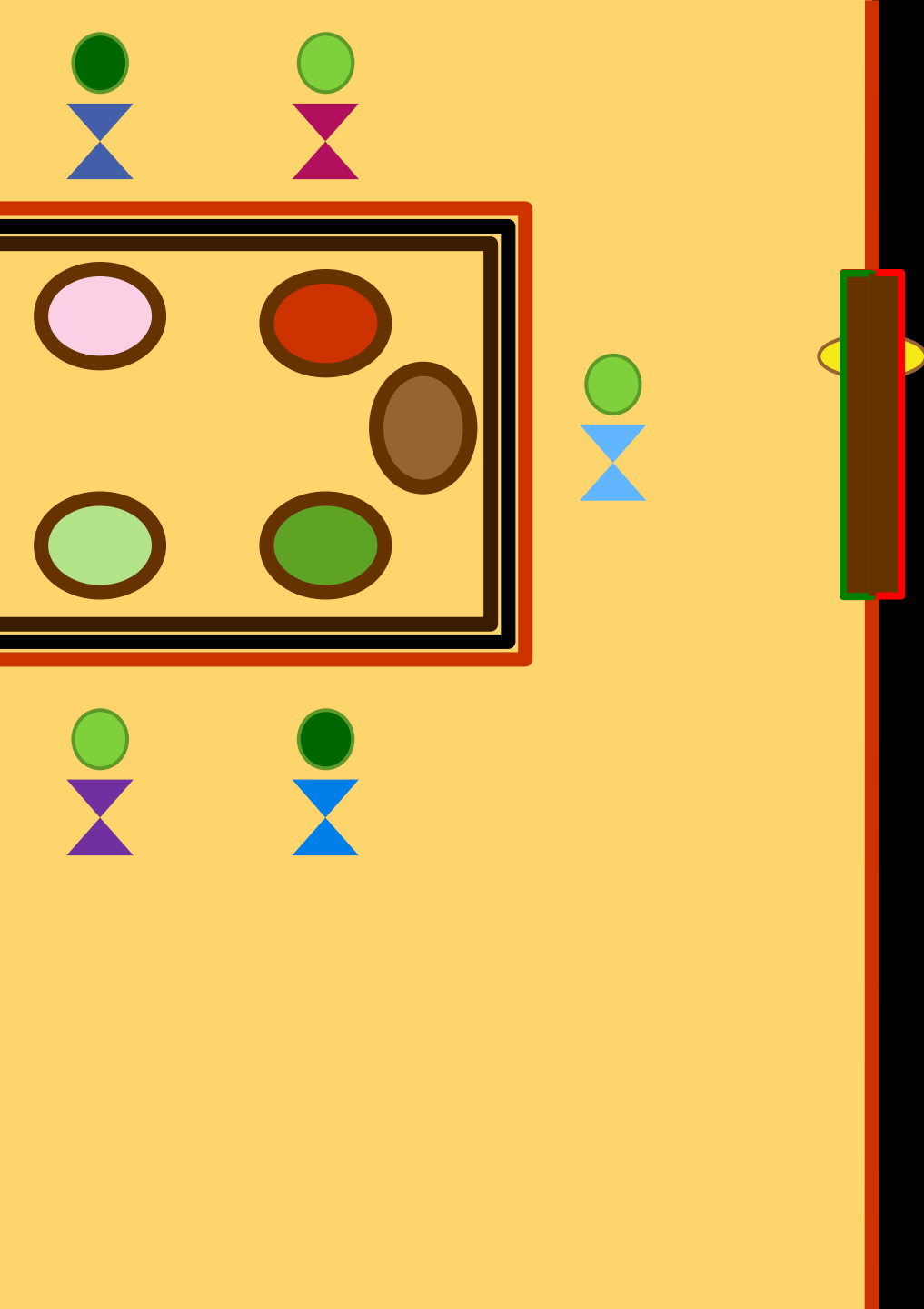
Reveal inaction
in the face of need



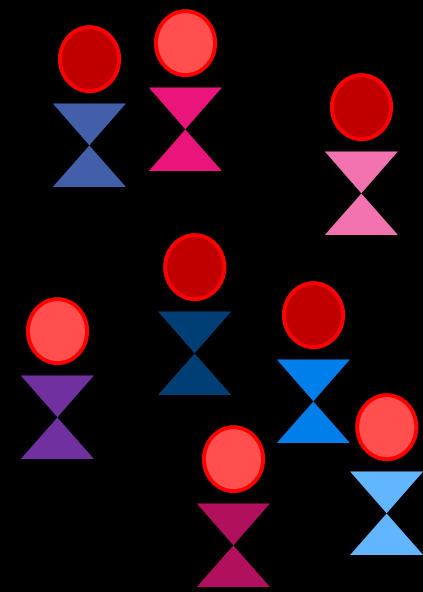
Know our
power



Action is
power



Collective action is power



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Campaign tasks

Our charges

Cliff dimensions

Key messages

Levels of racism

Equity principles

Equity barriers

Actions today

Anti -Racism Primer

Review by the numbers

Campaign tasks

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3 CAMPAIGN TASKS

Actions today

- Name racism
- Ask “How is racism operating here?”
- Organize and strategize to act

Key messages

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3 CLIFF DIMENSIONS

Actions today

- Curative and preventive services
- Addressing social determinants of health
- Addressing social determinants of equity

Key messages

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4 KEY MESSAGES

Actions today

- Racism exists
- Racism is a system
- Racism saps the strength of the whole society
- We can act to dismantle racism

Key messages

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3 LEVELS OF RACISM

Actions today

- Institutionalized / structural
- Personally mediated
- Internalized

Key messages

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3 PRINCIPLES FOR EQUITY

Actions today

- Value all individuals and populations equally
- Recognize and rectify historical injustices
- Provide resources according to need

Key messages

Equity barriers

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7 BARRIERS TO EQUITY

Actions today

- Narrow focus on the individual
- A-historical stance
- Myth of meritocracy
- Myth of zero-sum game
- Limited future orientation
 - Myth of “American” exceptionalism
 - White supremacist ideology

Key messages

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6 ACTIONS TODAY

Actions today

- Look for evidence of two-sided signs
- Burst through our bubbles
- Be interested | believe | join in the stories of others
- See “the absence of”
 - Reveal inaction in the face of need
 - Know that collective action is power

Key messages

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4 CHARGES "THE 4 BCs"

Actions today

- Be courageous: Speak your truth
- Be curious: Ask serial "Why?"s
- Be collective: Care about the whole
- Build community: Go across town and stay a while

Key messages

Equity barriers

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Equity principles

The four “BC”s

Habits of mind for social justice warriors

- ❑ Be **courageous**
- ❑ Be **curious**
- ❑ Be **collective**
- ❑ Build **community**

Be courageous

- ❑ Speak your truth
- ❑ Be unafraid of controversy
- ❑ Embrace challenge
- ❑ Know that the edge of your comfort is your growing edge

Be curious

- ❑ Ask “why?” and “why?” and “why?” again
- ❑ Read widely | read history
- ❑ Learn more than one language
- ❑ Travel as much as you can—across town and around the world

Be collective

- ❑ Care about the whole
- ❑ Share your ideas | time | energy | “stuff” with others
- ❑ Organize! Collective action is power

Build community

- ❑ Be interested | believe | join in the stories of others
- ❑ Talk to strangers
- ❑ Create bubble -bursting opportunities
- ❑ Speak up | take action on behalf of others
- ❑ Go across town and stay a while

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“How is racism operating here?”

□ Identify mechanisms

- **Structures:** the *who?, what?, when?, and where?* of decision-making
- **Policies:** the written *how?*
- **Practices:** the unwritten *how?*
- **Norms:** the unwritten *how?*
- **Values:** the *why?*

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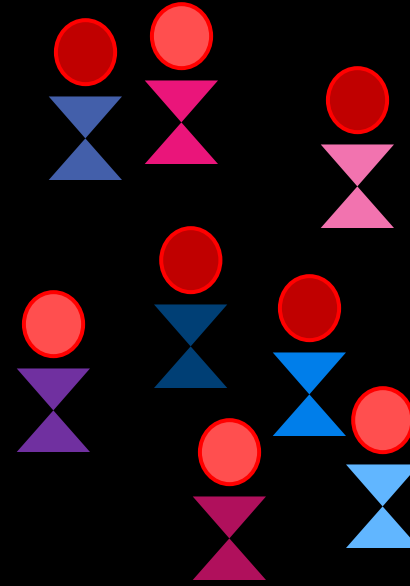
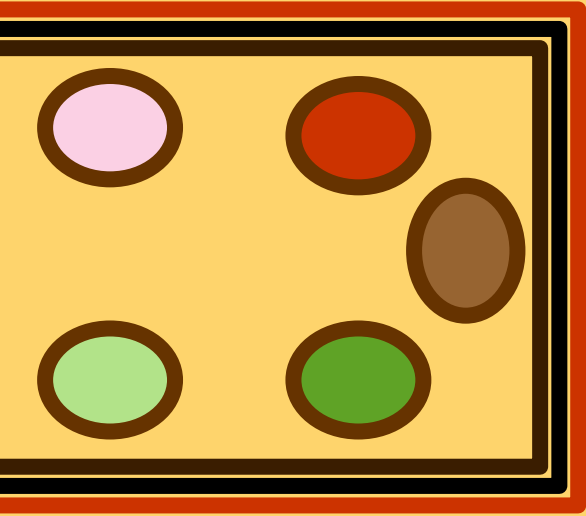
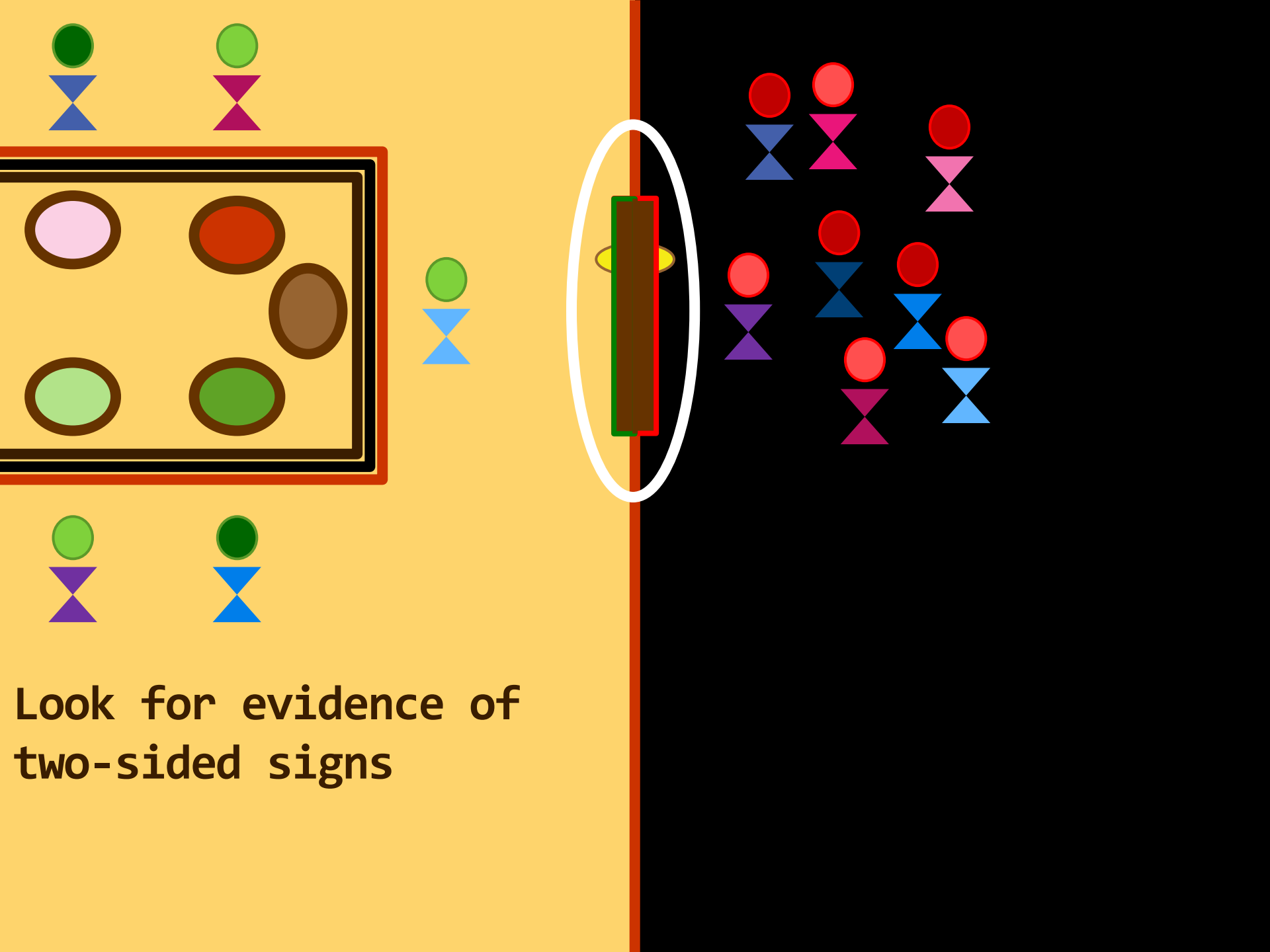
Equity barriers

Levels of racism

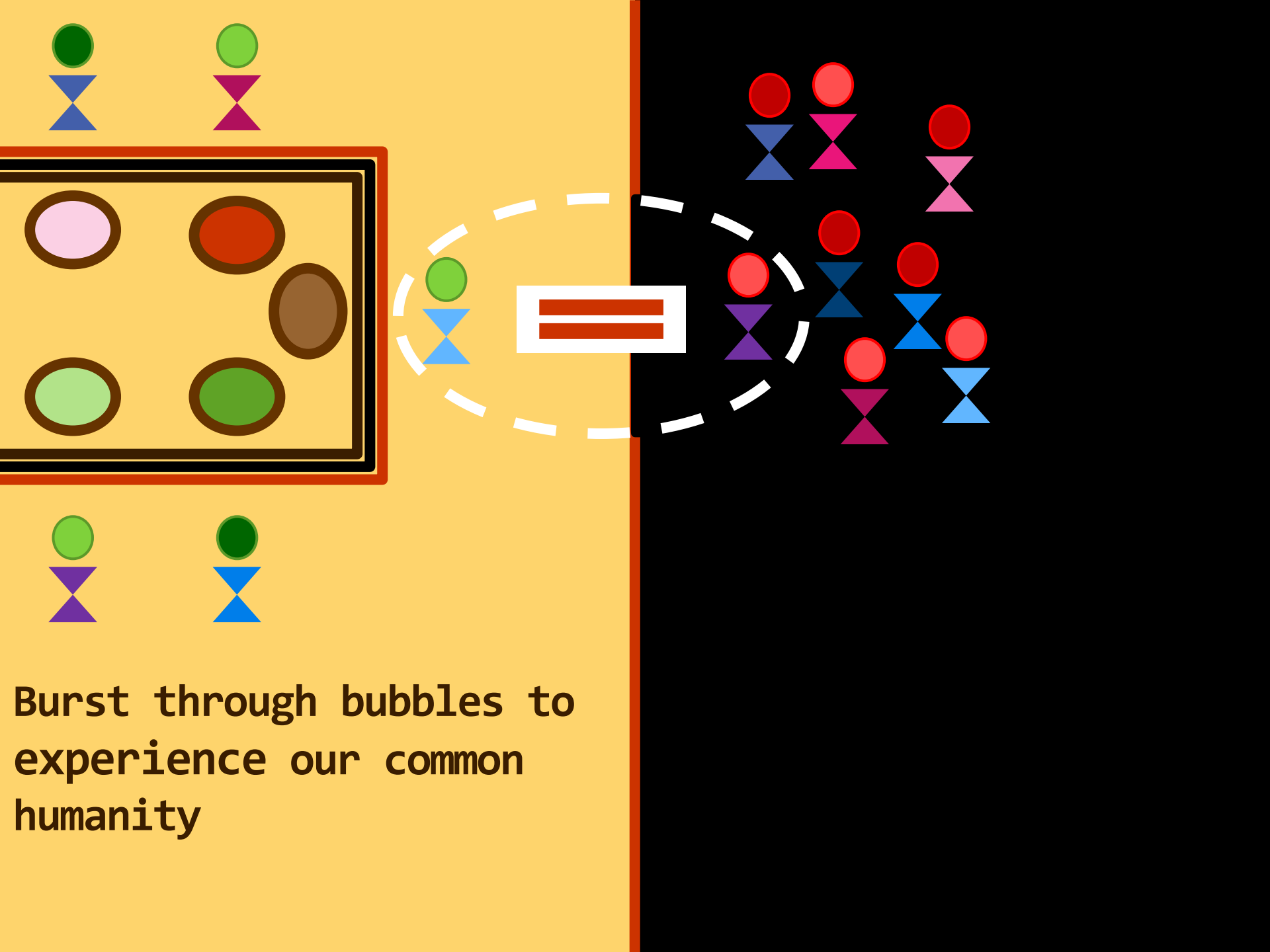
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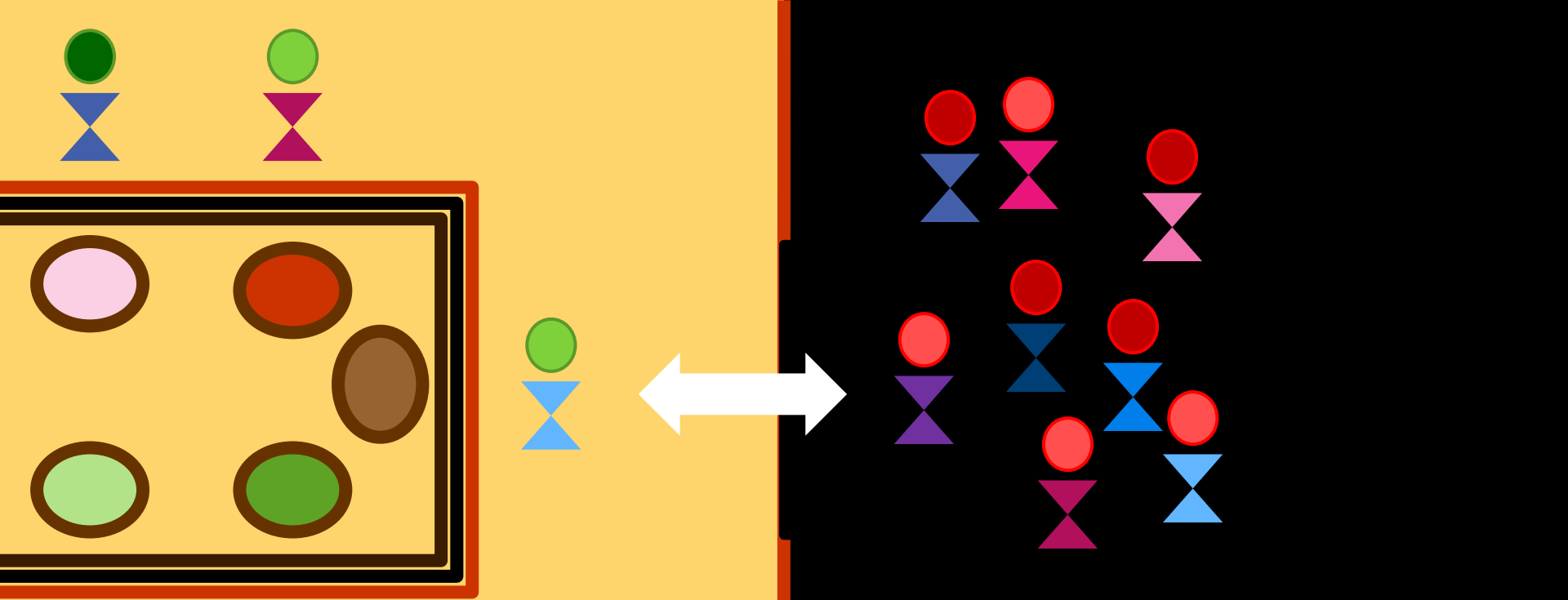
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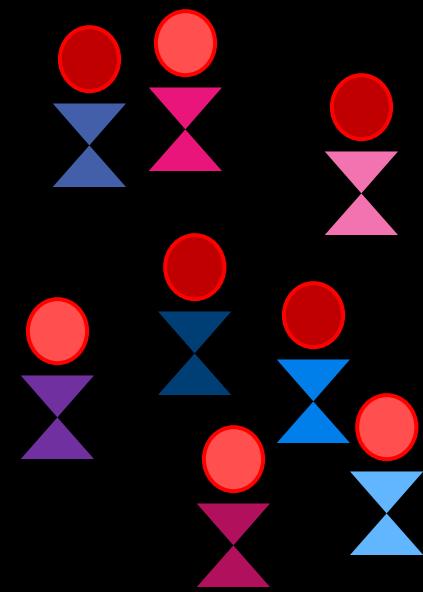
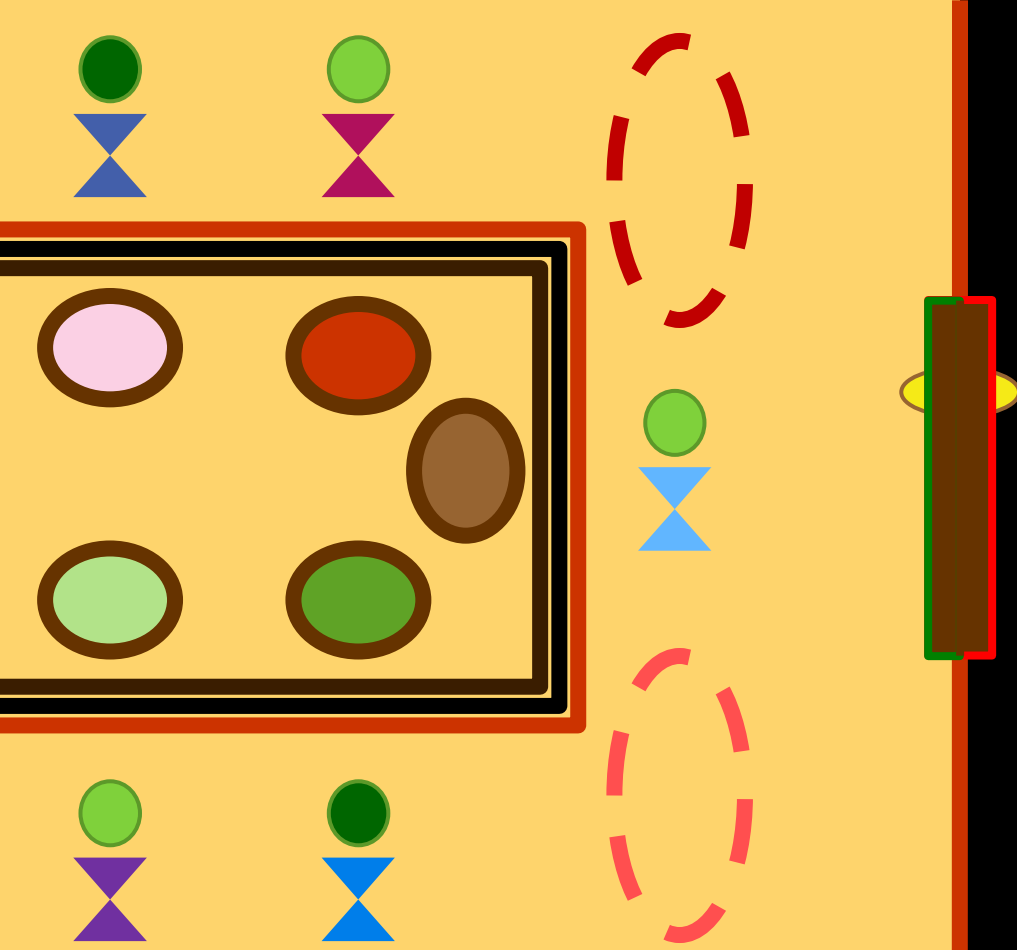
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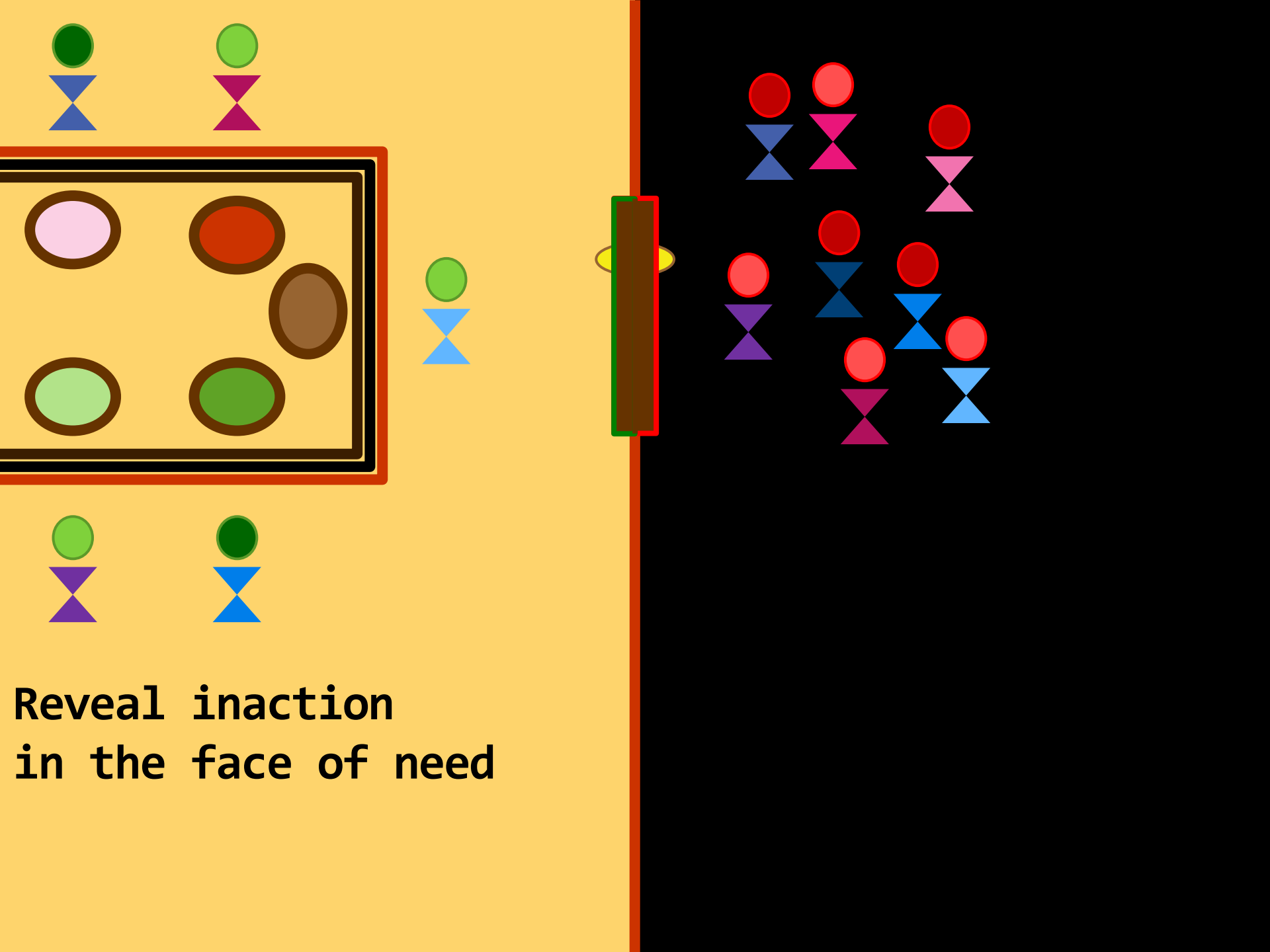
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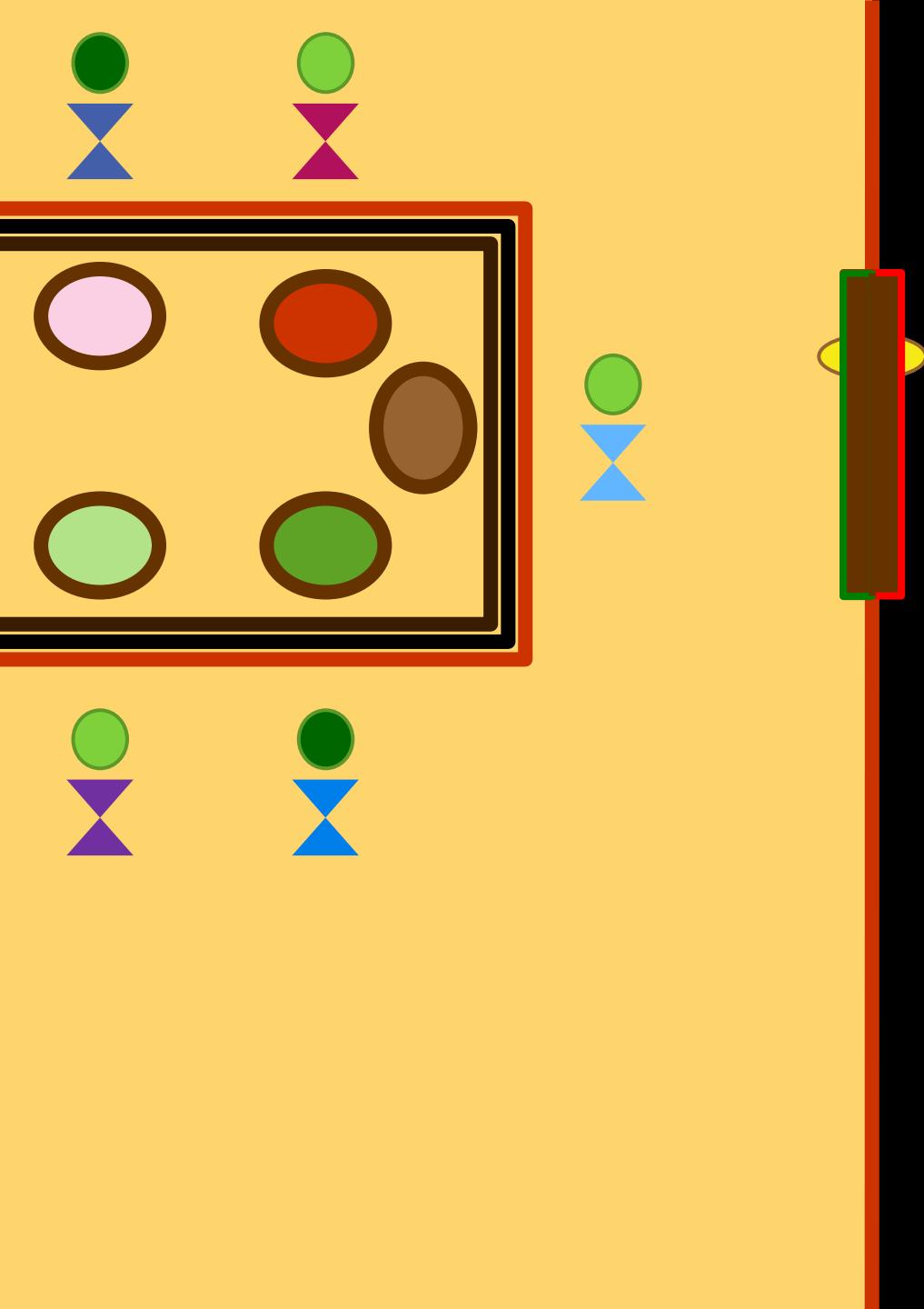
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