

UNDERSTANDING AND ADDRESSING INEQUITIES IN OUR COMMUNITIES

FLACDC
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Racism

A **system of accumulated advantages and disadvantages** based on racial categorization that assumes the **superiority of White people and inferiority of Black, Indigenous, People of Color (BIPOC)**.

White people have the **power** to carry out systemic discrimination through **institutional policies and practices** and by shaping the **cultural beliefs and values** that support those policies and practices.

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Racial Equity

All people have equal access to resources, opportunities and safety, plus legal, political, and social power, regardless of racial identity.

When race and/or ethnicity are not predictors of success in any aspect of life, and when public policies, institutional practices, and social structures no longer favor Whites over People of Color.

Adapted from Everyday Democracy

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Equality vs. Equity

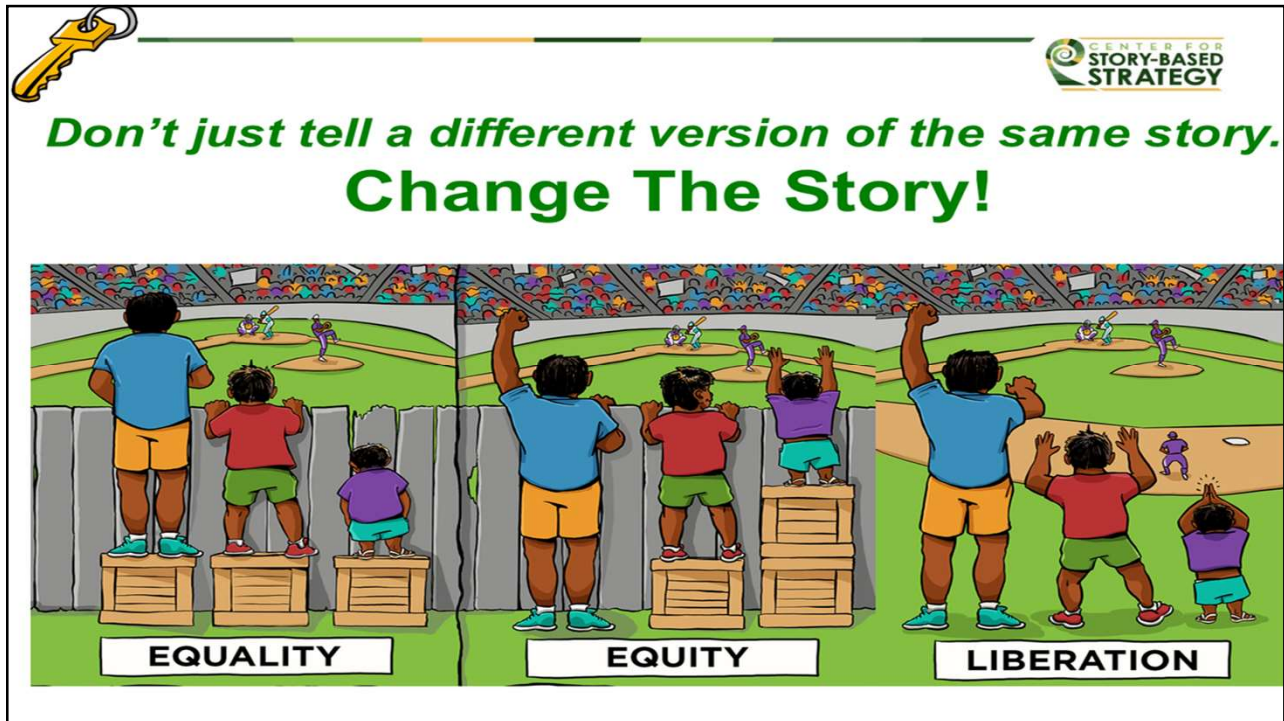
Equality: Giving everyone the same thing (assumes everyone is the same and starts from the same place)

VS.

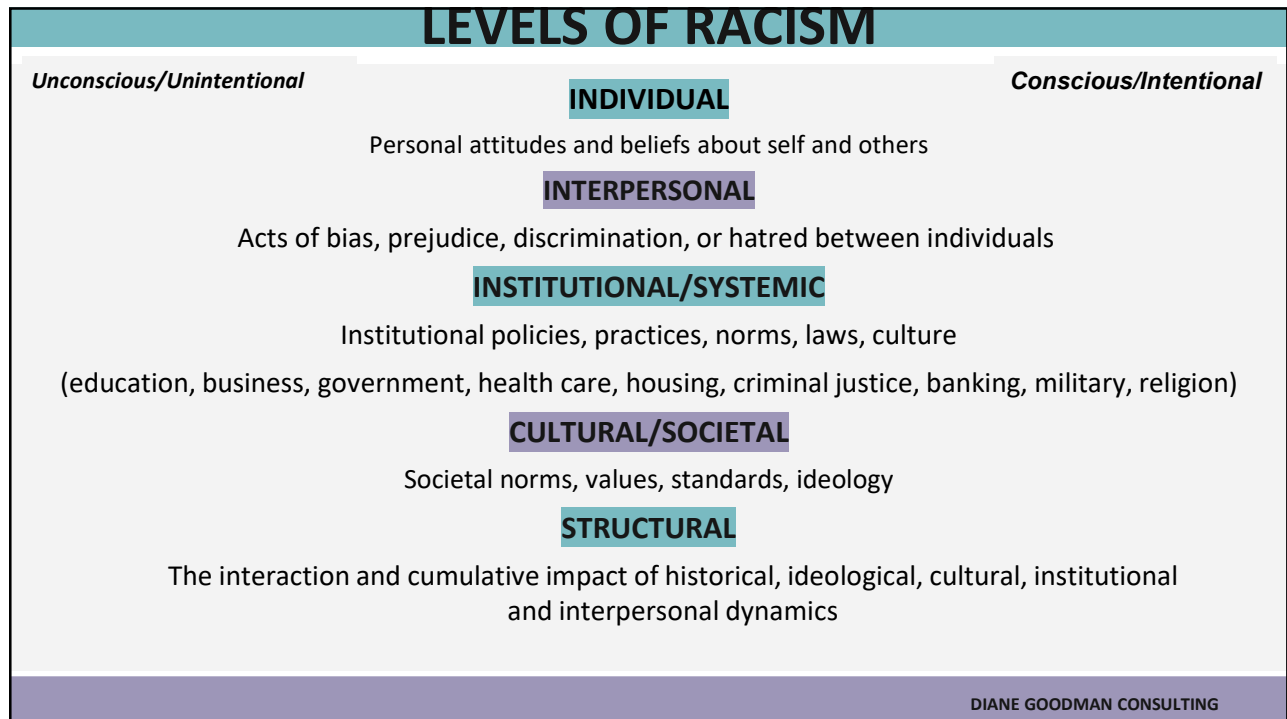
Equity: Giving people what they need (recognizes differences in individuals and circumstances)

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FIRST THOUGHTS

- Write down your **first thoughts** when you see the words on the screen (or use images).
- Don't edit or analyze—just stream of consciousness.
- You won't share these with anyone—so be honest.
- You will only have about 20 seconds for each.
- We will do about 7.

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LATINA WOMAN

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BLACK MAN

9

WHITE WOMAN

10



LATINO MAN

11



ASIAN WOMAN

12

WHITE MAN

13

BLACK WOMAN

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First Thoughts

1. What do you notice about your lists?
2. What are some similarities and differences between groups?
3. How might these associations impact creating equitable organizations and communities?

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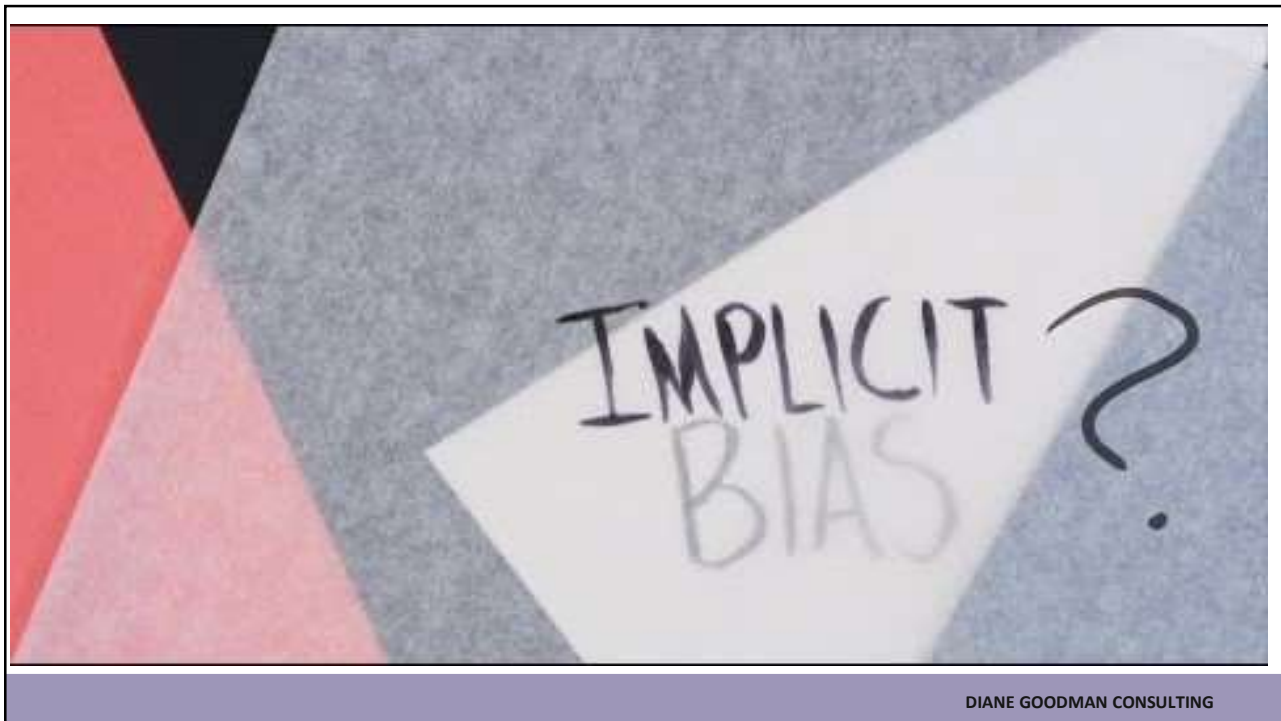
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Implicit Bias

- Refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.
- Encompasses both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control.

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Characteristics of Implicit Bias

- Implicit biases are **pervasive**. Everyone possesses them, even people with avowed commitments to impartiality such as judges.
- The implicit associations we hold **do not necessarily align with our declared beliefs** or even reflect stances we would explicitly endorse.
- We generally tend to hold implicit biases that **favor our own ingroup**, though research has shown that we can still hold implicit biases against our ingroup.
- Implicit biases are **malleable**. Our brains are incredibly complex, and the implicit associations that we have formed can be gradually unlearned through a variety of debiasing techniques.

Kirwan Institute

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Research on Implicit Bias

- Light skinned blacks were more likely to be described as intelligent, attractive or wealthy, while dark-skinned blacks were more apt to be described as poor, criminal or tough/aggressive. (Terrell, 2013)
- Implicit bias affects social distancing (e.g., failing to smile or engage, avoiding eye contact, sitting further away.)
- White state legislators (of both parties) were less likely to respond to constituents with African-American or Latino names. (Grose and Mendez, 2014)

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Health Care

- Black and Latino patients were less likely to receive pain medication than white patients.

(Singhal, Tien and Hsia, 2016)

- Health care providers are more likely to recommend more and better medical treatment to white than black patients.

(Williams and Wyatt, 2015)

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Education

- Researchers compared the differences in predicted education outcomes white and black teachers had for their black students. They found white teachers were:
 - 30% less likely to predict their black students would graduate from high school.
 - 40% less likely to predict their black students would attain a four-year college degree.

(Gershenson, Holt, and Pagageorge, 2016)

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INTERPERSONAL

Acts of bias, prejudice, discrimination, or hatred between individuals

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Microaggressions



Commonplace verbal, behavioral or environmental indignities, whether unintentional or intentional which communicate hostile, derogatory, or negative slights and insults to people from marginalized groups. (Based on the work of Chester Pierce; Derald Wing Sue and colleagues)

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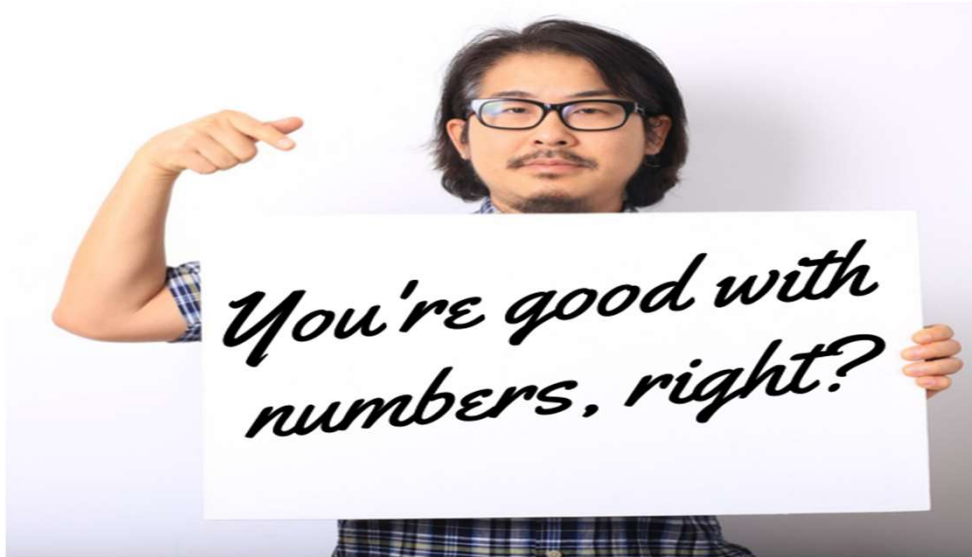
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<https://youtu.be/hDd3bzA7450>

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Assuming Inherent Abilities



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Assuming Homogeneity



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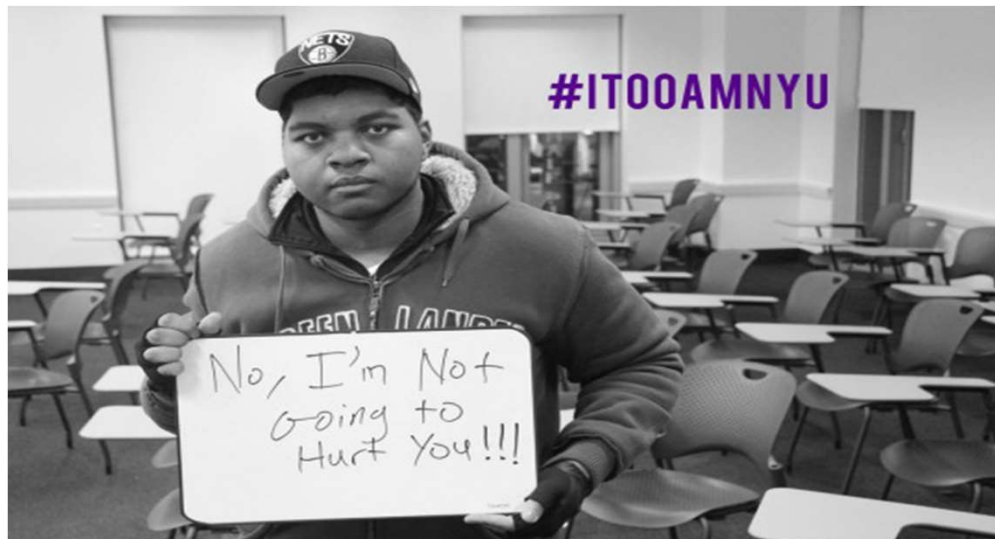
Assuming Homogeneity



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Assuming Criminality



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Colorblindness/Denial of Differences



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Alien in One's Own Land



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Ascription of Intelligence



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Inferiority of Marginalized Group



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Inferiority of Marginalized Group



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Inferiority of Marginalized Group



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Myth of Meritocracy

SUCCESS
belongs only to
those who are
willing to work
harder than
anyone else.

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Environmental Microaggressions



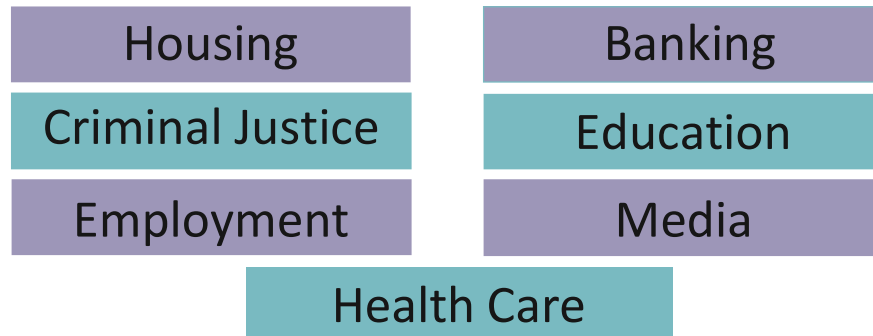
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Institutional

Institutional policies, practices, norms, laws, culture

Cumulative advantage and disadvantage



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Examples of Institutional Racism

- In 2017, 21.8% of African American households and 18% of Latinx households reported food insecurity, while the national food insecurity rate was just 11.8%. ([Hunger & Health: Feeding America, 2017](#))
- In 2017, only 16.6% of American journalists at daily newspapers were people of color even though 37% of its population is non-white. ([ASNE Diversity Survey, 2017](#))
- The average concentrations of air pollution exposure for minority communities compared with white residents is as follows: Latino residents 75% higher; Asian American residents 73% higher, and African American residents are 61% higher. ([Union of Concerned Scientists, 2019](#))
- Just 22% of the United States Congress are from racial or ethnic minorities even though non-whites make up 39% of the nation's population. ([Pew Research Center, 2019](#))

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Racial Wealth Gap

- In 2016, the median net worth of non-Hispanic white households was \$143,600. The median net worth of Black households was \$12,920.2 Native American wealth has not even been measured since 2000. At that time, their median household net worth was just \$5,700.3 (*Prosperity Now, 2016*)
- Asian American households have more wealth than white households. But that apparent success story hides a wealth gap within the minority. The richest Asian Americans held 168 times more wealth than the poorest Asian Americans. It's a greater disparity than among white households, where the richest 10% owned 121 times more than the poorest 10%. (*Center for American Progress, 2016*)

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Housing Policy

<https://video.search.yahoo.com/search/video?fr=mcafee&p=racist+housing+policy+board+game+video#id=1&vid=1607f4a9c9256746b290dddce452dcf8&action=view>

Adam Ruins Everything—Housing Segregation

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Cultural/Societal

Societal norms, values, standards, ideology

- Holidays celebrated
- Concepts of a “good family”
- Communication norms
- Standards of “professionalism”
- Standards of beauty

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Equity Lens

A way to more critically analyze policies, practices, programs, services, and decisions and take action to ensure that all people are being respected, feel included, and are treated fairly.

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Equity Lens

Socio-political Context

1. What are the equity issues in this issue? What needs to be addressed or considered?
2. How does history and the larger social context affect this issue?

Our Personal Lenses

1. How might your own intersectional social identities and biases affect how you are seeing this issue? How you are impacted by this issue?
2. How might others' intersectional social identities and biases affect how they are seeing this issue? How are others impacted by the issue?

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Equity Lens

Process

1. Whose voices and experiences are being included or highlighted?
2. Are the people being impacted included in the decision-making process? Are their voices and perspectives being heard? Do they have power?
3. What power dynamics are at play in the process of decision-making or addressing this situation?
4. Whose cultural norms, values, standards, and perspectives are reflected in the process and action/decision?

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Equity Lens

Impact

1. How might this action, decision or policy affect people with different social identities differently? How might this action unintentionally advantage people from dominant groups and disadvantage people from marginalized groups?
2. Does this action increase access to resources, opportunities, and power for people from marginalized groups?
3. Does this action increase people's sense of belonging and being valued?
4. What are some ways to ensure equitable impact or outcomes? How can the changes be sustained?

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Questions?

Thoughts?

Examples?

Applications?

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