

RACISM

Promoting an Anti-Racist and Anti- Oppressive Culture in Your Organization

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Presenters

Lenora Reid-Rose, MBA leads CCSI's work in the areas of Cultural Competence and Health Equity. With more than two decades of experience in the behavioral health field, she has served as a consultant and educator at the state, regional and national levels. Ms. Reid-Rose has extensive expertise in developing and implementing cultural competence assessments, training initiatives, and programs - helping agencies understand where they are on the continuum of cultural competence and then identifying critical changes in policy, practice, education and training needed to support continued progress. She brings with her a well-established network of national experts in the field of organizational development, data analytics, and research in the areas of cultural competence and social determinants of health that she routinely taps to remain informed and knowledgeable regarding research, advances, best practices and emerging works. Ms. Reid-Rose's experience spans across local, state and national levels.

Clinton Green, LMSW, has been with The Center for Rehabilitation and Recovery for over three years. He collaborates with New York behavioral health providers on enhancing access as well as quality of person-centered and recovery-oriented services through his provision of trainings and technical assistance. He has worked over fifteen (15+) years with individuals with mental health challenges in recovery-oriented programs including over five (5+) plus years in a supervisory role including overseeing a peer training program. In these roles, he assisted with the creation of trauma responsive policies and assessment material. More recently Mr. Green has trained on Community Inclusion Principles, anti-oppressive policies and trauma recovery

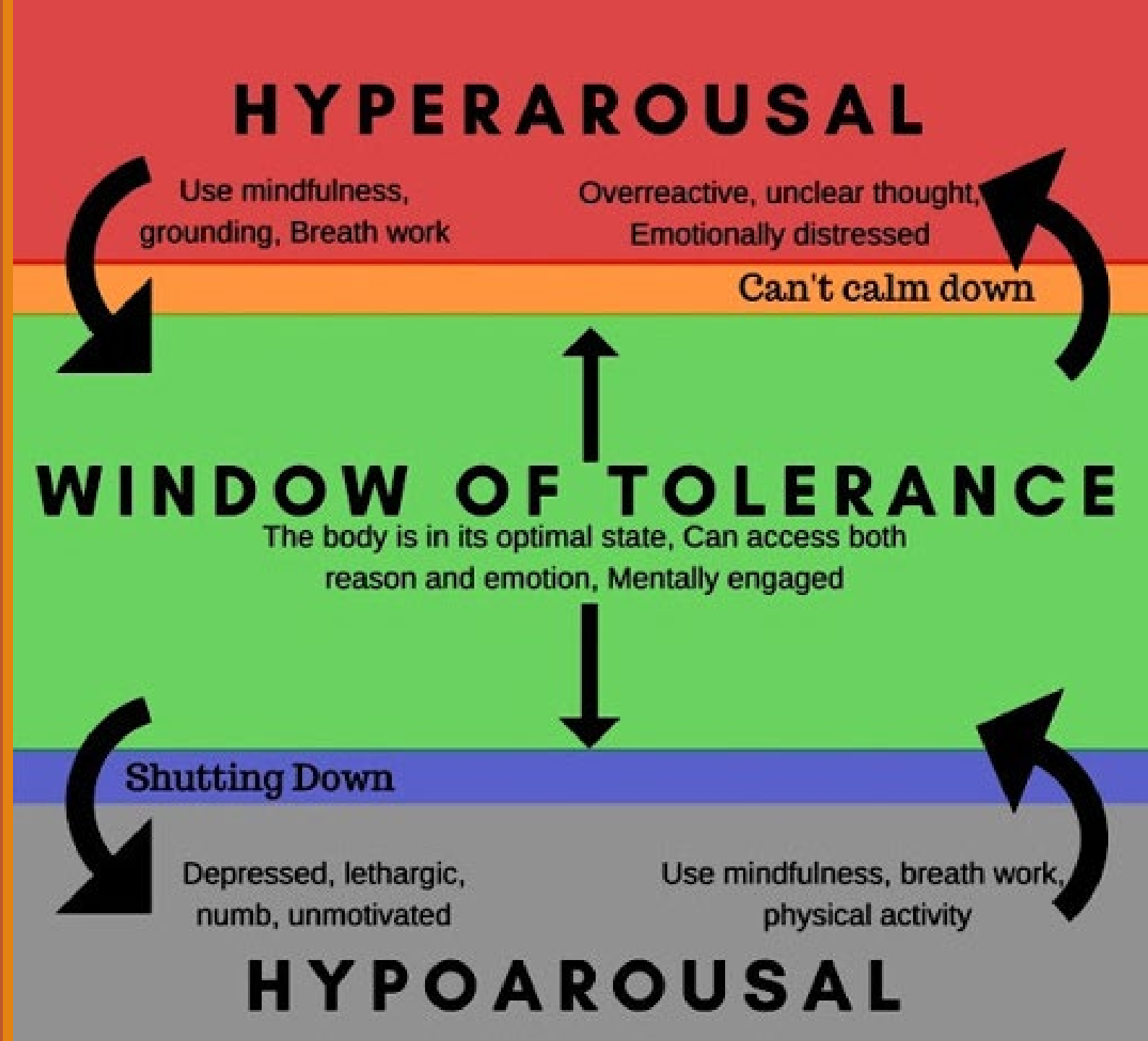
Dr. James Rodriguez, LCSW, PhD, is Director of Trauma Informed Services at the McSilver Institute for Poverty Policy and Research at the NYU Silver School of Social Work. He is a New York State Licensed Clinical Social Worker and Psychologist with over 25 years of experience in mental health services to children, youth, and families. His experience includes direct practice, training and research experience primarily in the area of trauma informed care. His work at the institute includes the development and dissemination of training materials to promote trauma informed care in diverse service settings. In addition, Dr. Rodriguez has a private practice and is Adjunct Faculty at the NYU Silver School of Social Work.

Ruth Colón-Wagner, LMSW, works with NYAPRS as the Director of Training & Development and has over 30 years of experience in the fields of Child Welfare, Homeless Services, Employment, and Mental Health Care working with children, adults, and families. In addition to her many roles at NYAPRS, Ruth works to bring forth trainings on Cultural Competency issues that includes the cultural construct in America, racism, systemic oppression, the racial divide, realities of power and white privilege, micro aggressions and social justice. Ruth was trained in Undoing Racism® by The People's Institute for Survival and Beyond. Ruth is proud to work for an organization that is progressive and committed to anti-oppressive practices, health equity, and anti-racism work and is brave enough to engage in difficult conversations to advance social equality for all.



Becoming an Anti- Racist Organization

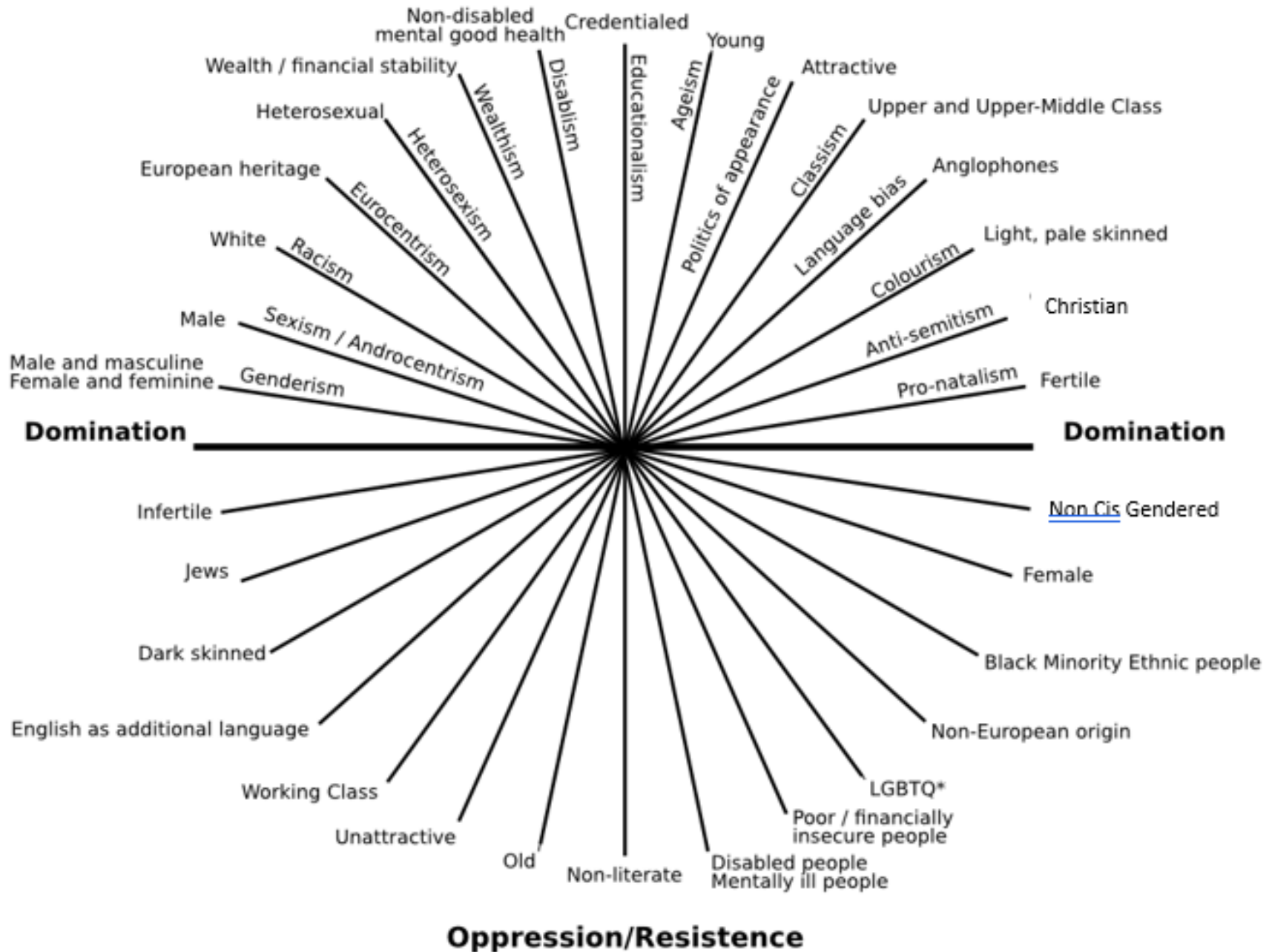
Check Into Self And Level Of Discomfort



What Is Oppression?

- Situation in which people are governed in an unfair and cruel way and prevented from having opportunities and freedom
- The state of being subject to unjust treatment or control
- Mental pressure or distress
- The exercise of authority or power in a burdensome, cruel, or unfair manner

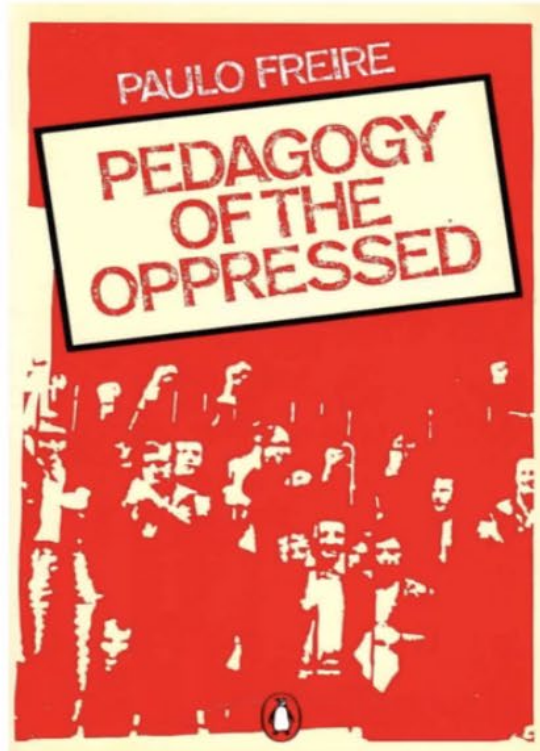
Privilege / Society normatives



Intersecting Axes of Privilege, Domination, and Oppression

Adapted from Kathryn Pauly Morgan, "Describing the Emperor's New Clothes: Three Myths of Educational (In)Equality."
The Gender Question in Education: Theory, Pedagogy & Politics, Ann Diller et al., Boulder, CO: Westview, 1996.





There is **No Such Thing As A Neutral Educational Process**. Education either functions as an instrument which is used to facilitate the integration of the younger generation into the logic of the present system and bring about conformity to it, or it becomes the practice of freedom

Potential Oppressive Practice?



Kurtis has been discharged from a hospital and accepted a referral to a clinic for additional support in the community. He goes to the building and discovers that the clinic has a separate elevator. As he is waiting for his intake appointment, he asks the receptionist where the restroom is. She gives Kurtis directions and tells him to make sure he does not go to the Staff bathroom.

Promoting and Anti-Racist and Anti-Oppressive Culture in Your Organization: The Provider's Role

James Rodriguez, PhD
**McSilver Institute for Poverty Policy and
Research**

The Hypothetical Line of Social Justice

Unearned Privilege

Believed, worthy of responsibility, trustworthy, honest, given the benefit of the doubt

Agents: White, Male, Heterosexual, Middle-class, European, Christian, able-bodied, US Born

Social

Justice

All things Equal/
The level playing field

Unearned Disadvantage

scapegoated, bullied, victimized then blamed, denigrated, seen as less than, dehumanized, “othered”

Targets: Persons of Color, Female, LGBTQI, Poor, non-Christian, Less-abled, Immigrant

Peggy McIntosh

Belief ←————→ Disbelief

Acceptance



Resistance

<ul style="list-style-type: none">• The silent majority	<ul style="list-style-type: none">• Colorblind• Meritocrat
<ul style="list-style-type: none">• Anti-Racist• Anti-Oppressor	<ul style="list-style-type: none">• White Supremacist• “Ists” and “Phobes”

Anti-Racist/Anti Oppressive Practice

- Empowerment
 - Full inclusion in care
 - Validating – life experiences, belief systems and strengths
 - Recognizes/Minimizes power imbalance inherent in working relationships
- Education
 - Focused on defining issues around power and privilege
 - Education in the history of racism and oppression in society
- Building Alliances
 - Across oppressed groups
 - With Trusted Allies

Corneau and Stergiopolis, 2012

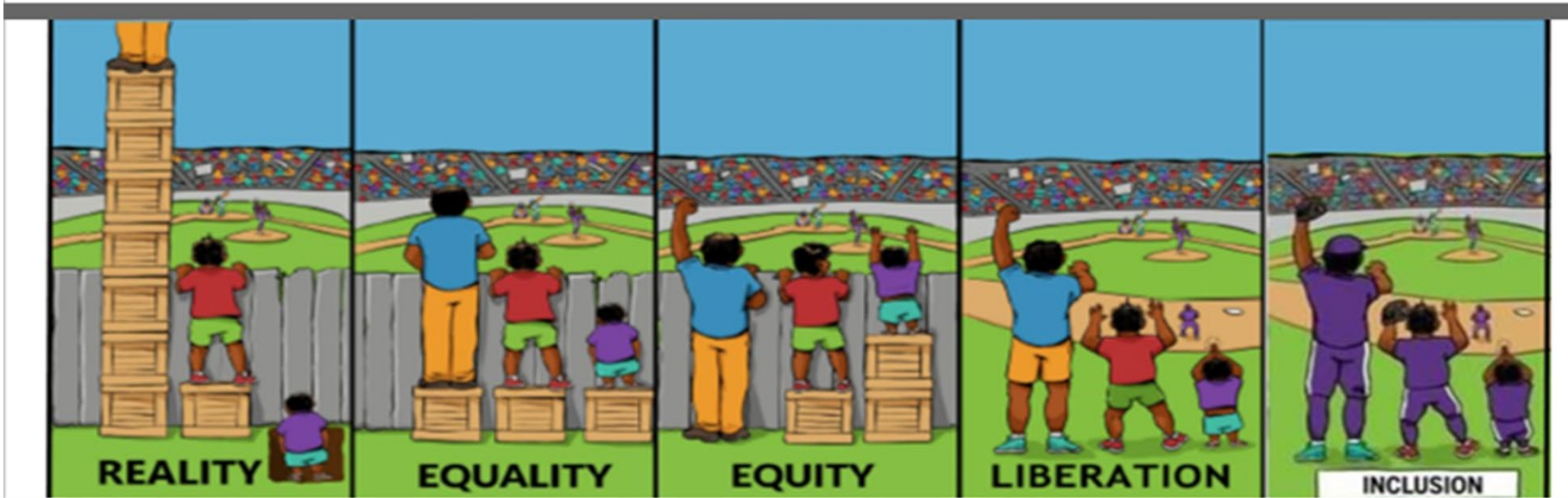
Anti-Racist/Anti Oppressive Practice

- Language
 - Non-stigmatizing/People First
 - Avoiding jargon
- Alternative Healing Practices
 - Movement away from the medical model
 - Connections with “alternative” healers
- Advocacy/Social Justice/Advocacy
 - Focused on racial disparities and disproportionality
- Fostering critical self-reflection
 - Active exploration of your social position - I am privileged because I am _____ and I am targeted because I am _____.
 - BEWARE OF FALSE EQUIVALENCE



WE NOW SEE AND HEAR BLACK AND BROWN PEOPLE...

...who are suffering from the weight of dehumanizing injustice and the open wound of racism that has been festering for centuries.



DISPARITIES
*Disproportionality
of poor outcomes
Disadvantage*

SAMENESS
*Giving everyone
the same thing –
it only works if
everyone is
starting from
the same place*

FAIRNESS
*Access to the
same
opportunities –
we must first
ensure equity
before we can
enjoy equality*

FREEDOM
*Barriers and
limits removed -
Justice*

ACCESS
*Feel valued, have
opportunities to
achieve self-
defined success
and wellness*



HEALTH EQUITY defined

“HEALTH EQUITY MEANS THAT EVERYONE HAS A FAIR AND JUST OPPORTUNITY TO BE AS HEALTHY AS POSSIBLE.”

RACIAL EQUITY DEFINED...

A mindset and method for solving problems that have endured for generations, seem intractable, harm people and communities of color most acutely, and ultimately affect people of all races.

This will require seeing  differently, thinking differently, and doing the work differently.

RACIAL EQUITY IS ABOUT RESULTS...
that MAKE A DIFFERENCE and LAST.

CRITICAL ELEMENTS FOR THE JOURNEY...



RACIAL EQUITY:



SUMMARY...

Now is the time to act on our commitment to justice, to interrogate how the system of white supremacy is operating, to be bold and take significant risks, and to work collectively for ORGANIZATIONAL TRANSFORMATION.

It is well past time to operationalize RACIAL JUSTICE.

