Structural Racism: A Root Cause
Learning Through Mistakes - 4 stories

- Race is a construct
- It has real effects on how we treat others and train ourselves
- Racism’s institutional and structural roots take effort to learn.
- Best Intentions + Best People ≠ Racially Equitable Institutions or Strategies.
Ground Rules

Model Vulnerability

Drop Defensiveness
Try On Strategic Racial Equity Habits

Practice Being Explicit About Structural Racism

Manage Devices to Minimize Distractions
Examples of Racism Play Out

- in our WORKPLACES
- in this FIELD of work
- in COMMUNITIES of color experiencing severe health inequity
Racism Can Be:

Intentional

Strategically Hidden

Unintended
Share Examples of Racism that Play Out
(small group discussion)

- in our WORKPLACES
- in this FIELD of work
- in COMMUNITIES of color experiencing severe health inequity
Examples of racism in this field
(group share back)
Examples from many organizations and fields

- **Race avoidance**, (denying, not talking about, silencing others, color blindness)
- **White savior complex**, decisions unaccountable to communities most impacted.
- Using euphemisms or seemingly universal frames that are actually **white normative**.
- **Under-resourcing** institutional change in our strategies
- Promotional campaigns that frame generational trauma or structural problems as **resolvable through personal choice**.
- Pacing institutional change at the speed of **white comfort** instead of **the ongoing impacts** on communities of color
- Defending character instead of acknowledging actions and impacts.
- Making **race equity the job of an unremunerated person of color** or small team led by people of color in the wake of long standing institutional failings with respect to racial inequity and harm.
Real Talk w/ Judi
Curiouser and curiouser… 5 Facts

- Indigenous communities have overweight and obese rates between 60-93% across 24 states studied.

- Black (48.4%) and Latinx (42.6%) communities experience far higher obesity rates of obesity than Whites (36.4%)

- Black women experience even higher obesity rates than black communities generally (57.2%)

- Children in low income families (around or below the poverty level) are more likely to be obese than kids at 400% above the poverty level (approx 20-25k for families of 4 in the study year)

- Asians have an elevated risk of obesity related health problems like Type 2 diabetes and heart disease even within weights that fall in the “normal BMI” range. (That’s me!)

- Source - www.stateofobesity.org/inequity-obesity/
Geographically Speaking

Obesity Rate, 2013

- 0–19.9
- 20.0–24.1
- 24.2–27.2
- 27.3–30.8
- 30.9+
- No Data

Source: CDC

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10 Aces

Personal Traumas
- Physical Abuse
- Verbal Abuse
- Sexual Abuse
- Physical Neglect
- Emotional Neglect

Generational/Community Traumas
- Alcoholic Parent
- Mother Victim of DV
- Family Member with mental illness
- Incarcerated Family member
- Disappearance of Parent
Theft of Indigenous homelands, 1776-present

Source: "Invasion of America," eHistory.org
Doctrine of Discovery

1452 - Pope Nicolas V

1823 - Johnson v. McIntosh
Enslavement

- Compromise
- Criminalizing black personhood humanizing white ownership
- Enshrining sexual assault and reproductive control of black women into legal and administrative systems
- Slavery and the Roots of Sexual Harassment - Adrienne Davis
If current trends continue, it will take 228 years for the average black family to reach the level of wealth white families own today. For the average Latino family, it will take 84 years to reach the same level.

Hidden and Unintended Institutional and Structural Racism

Fair Labor Standards Act

School Lunches
Recycling Old Strategies

sharecropping and preventing citizenship
Making Connections

What is a **new or renewed connection** you made during this workshop **between**

Structural Racism

and the

Work you do to end Childhood Obesity
Choice Points are Building Blocks Towards Institutional Culture

Racial Equity Assessment

Changed Action Based on Assessment + Consider Impacts on Communities of Color
Closing Activity

Form a Triad (3 min round)

Round 1:

Person A - Make a racial equity commitment. (2 min)

Person B - I appreciate your commitment because ___________. (30 Seconds)

Person C - You can make your commitment more useful to communities of color by ____________ (30 Seconds)
Form a Triad (3 min round)

Round 2:

Person B - Make a racial equity commitment. (2 min)

Person C - I appreciate your commitment because _________. (30 Seconds)

Person A - You can make your commitment more useful to communities of color by ___________ (30 Seconds)
Form a Triad (3 min round)

Round 3:

Person C - Make a racial equity **commitment**. (2 min)

Person A - I *appreciate* your commitment because ___________. (30 Seconds)

Person B - You can make your commitment more useful to communities of color by ____________ (30 Seconds)