

Health (WHO)

“a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity”

Health Equity

A state of being where every person has the best chance to reach their full health potential, regardless of identity, environment or experiences.

We achieve health equity when institutions support every person in achieving their individual full health potential, so that no person experiences negative health outcomes as a result of identity, environment or experiences.

Health Disparity vs Health Inequity

Health Disparity: Any difference in health outcomes between two groups of people

Health Inequity: Any difference in health outcomes between two groups of people that is immoral or unjust



Health Justice

- “Health Justice requires that all persons have the same chance to be free from hazards that jeopardize health, fully participate in society, and access opportunity.”

Emily Benfer – Director of Health Justice Project



Intersectionality

- Human identity is defined by many different and overlapping social categorizations - race, class, gender, religion, etc....
- Intersectionality recognizes that any one of these social identities shapes and influences other social identities – and so one form of oppression and discriminations shapes other forms of oppression and discrimination
- Intersectionality challenges us to look critically about our different and overlapping layers of privilege and recognizes that to achieve health equity we must combat *all* forms of oppression
- Ex: Racism can be sexualized, or women's oppression can be racialized – and this happens in such a way that it becomes impossible to view different oppressions as separate.



Why isn't
intersectionality
more popular?

Ijeoma Oluo, *So You Want to Talk About Race*

- It slows things down
- It makes you face your privilege
- Decentralizes people who are used to being the focus of the movement
- Forces people to really listen to each other

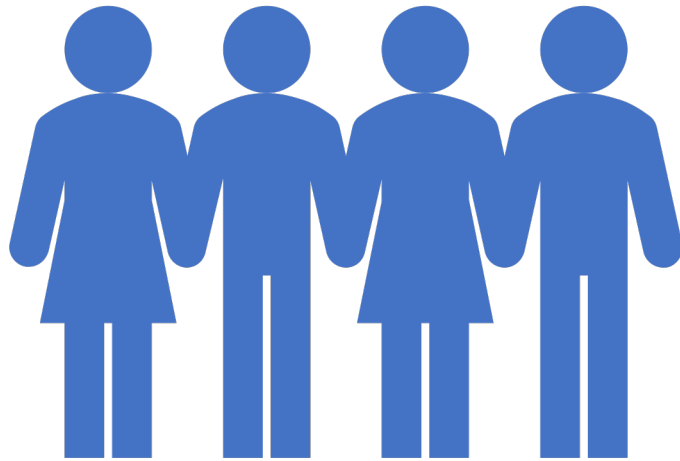


Some ?s to ask
ourselves about
Intersectionality

Ijeoma Oluo, *So You Want to Talk About Race*

- Could differences in identities be impacting this conversation?
- Am I looking for what I don't know?
- Am I listening to people who are different than me?
- Am I making it safe for people who are different than me?
- Am I shifting Power away from the most privileged in the room?

Dominant Culture



- Culture is the beliefs and values held by any group of people.
- Culture defines how a group of people define what is normal.
- The Dominant Culture represents the social norms that govern a group where multiple cultures are present
- It may refer to a language, religion/ritual, social value and/or social custom.

Friendly reminder



BIAS IS A SURVIVAL MECHANISM!



BIAS IS MOST OFTEN LEARNED
PASSIVELY – WE DON'T KNOW WE
HAVE THEM



TO UNLEARN THEM, WE USE
STRATEGIES TO CHECK OUR
ASSUMPTIONS AND BE OPEN MINDED

Privilege

- A right, advantage, or immunity granted or available only to a particular person or group.
- Thinking something isn't a problem because it doesn't impact you personally
- What people don't have to think about as they walk through life.
- "What do I have to be aware of to survive? What *don't* I have to be aware of."

Privilege Awareness discussion questions

1

What patterns of behaviors does your identity make you aware of?

2

What are patterns of behavior others have to be aware of that you take for granted?



Microaggressions / Macroaggressions

- Micro: “real or perceived everyday verbal, nonverbal and environmental slights, snubs or insults that communicate negative or hostile messages to marginalized or perceived marginalized people”
- <https://www.youtube.com/watch?v=05BRBKfdDXc&feature=youtu.be>
- Macro: an act of racism towards everyone of that race

Alvin Poussaint refers to the cumulative impact of experiencing microaggressions as “death by a thousand nicks.”

- **Microassaults:** Conscious and intentional discriminatory actions: using racial slurs or jokes, displaying White supremacist symbols - swastikas, or preventing one's son or daughter from dating outside of their race.
- **Microinsults:** Verbal, nonverbal, and environmental communications that subtly convey rudeness and insensitivity that demean a person's racial heritage or identity. An example is an employee who asks a co-worker of color how he/she got his/her job, implying he/she may have landed it through an affirmative action or quota system.
- **Microinvalidations:** Communications that subtly exclude negate or nullify the thoughts, feelings or experiential reality of a person of color. For instance, White people often ask Latinos where they were born, conveying the message that they are perpetual foreigners in their own land.

Activity!

- In pair or 3s, look at the work sheet and match the microaggression statements with the possible interpretation.
 - EX "Your English is great!" --> Assumption the person isn't born here
- For each statement discuss the possible intent of the speaker, and possible impact on the listener
 - EX "I meant it as a complement" --> "I assume you weren't born here because of how you look."
- Now, if appropriate, re-write the microaggression in a neutral phrase
 - EX "That was really well said."



Cultural Appropriation

- The unacknowledged or inappropriate adoption of the customs, practices, ideas, etc. of one people or society by members of another and typically more dominant people or society.

Ijeoma Oluo, *So You Want to Talk About Race*

“It doesn’t seem fair on the surface, that we have to wait for a better world before we can start borrowing and adapting from other cultures with abandon. And it does not seem fair to those who feel others can take from white culture without it being labeled appropriative. But, what is actually not fair, is the expectation that a dominant culture can just take and enjoy and profit from the beauty and art and creation of an oppressed culture, without taking on any of the pain and oppression people of that culture had to survive while creating it.”

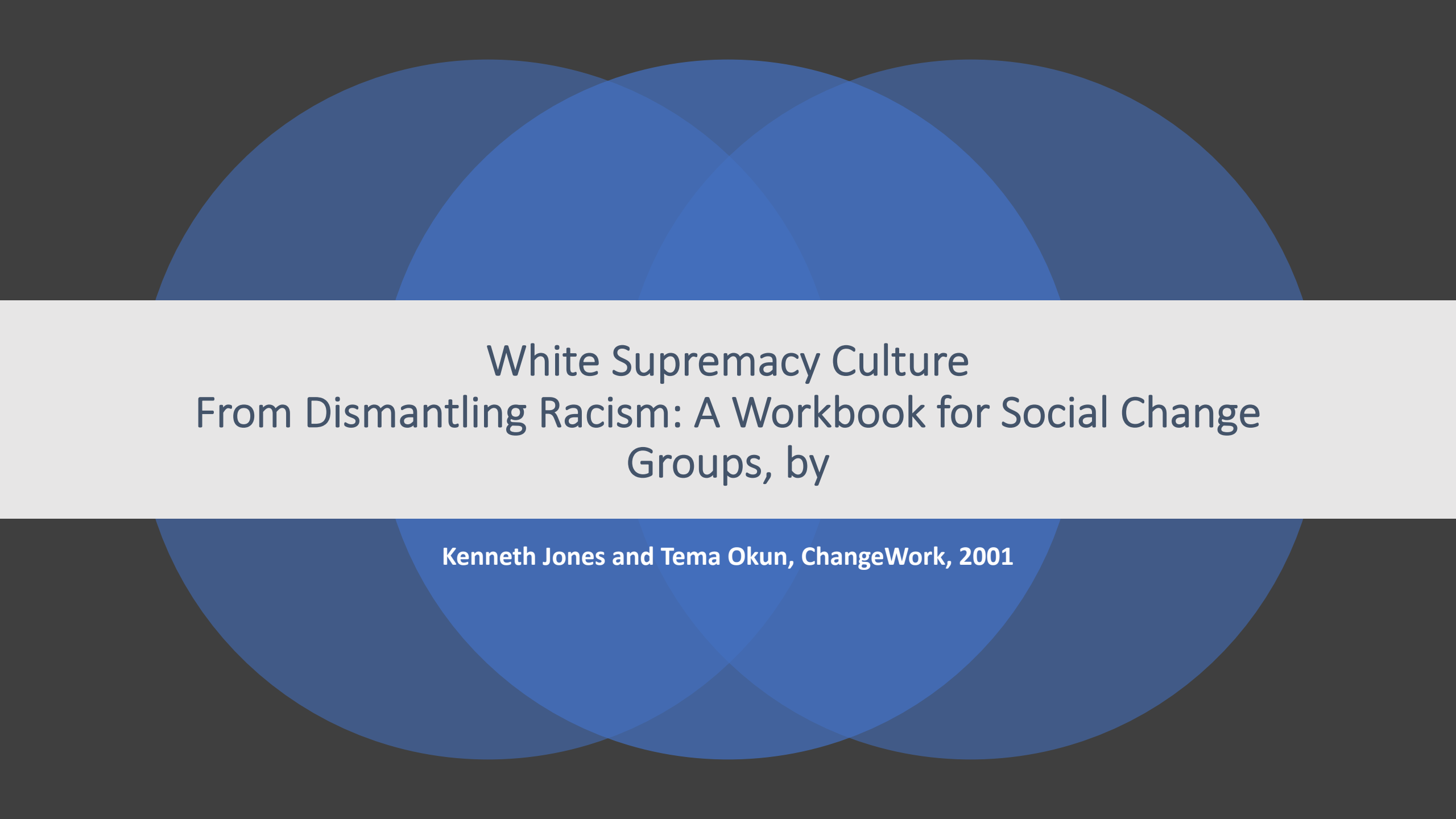


White Fragility

- discomfort and defensiveness on the part of a white person when confronted by information about racial inequality and injustice.
- Dr. Robin DiAngelo: "...a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, **function to reinstate white racial equilibrium and prevent any meaningful cross-racial dialogue.**"

How do we define Racism?

- A belief that race is the primary determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race (MW)
- Racism is an system of power centered around race



White Supremacy Culture
From Dismantling Racism: A Workbook for Social Change
Groups, by

Kenneth Jones and Tema Okun, ChangeWork, 2001

“One of the purposes of listing characteristics of white supremacy culture is to point out how organizations which unconsciously use these characteristics as their norms and standards make it difficult, if not impossible, to open the door to other cultural norms and standards.

As a result, many of our organizations, while saying we want to be multicultural, really only allow other people and cultures to come in if they adapt or conform to already existing cultural norms.

Being able to identify and name the cultural norms and standards you want is a first step to making room for a truly multi-cultural organization.”

White Supremacy Culture

- This is not a list of *white people* traits but of *white supremacy culture*.
- White supremacy is a system of power used to justify the narrative of race based slavery in America *and* maintain a power structure where white people are on top.
- These characteristics continue to serve that purpose, and so we must continue to work to identify where they are in play and disrupt those that are harmful.
- These are not inherently bad things, but they are being used to reinforce a power structure that is at the root of bad outcomes.

Right to Comfort

- the belief that those with power have a right to emotional and psychological comfort (another aspect of valuing logic over emotion)
- scapegoating those who cause discomfort
- equating individual acts of unfairness against white people with systemic racism which daily targets people of color

Right to Comfort

- **antidotes: understand that discomfort is at the root of all growth and learning; welcome it as much as you can; deepen your political analysis of racism and oppression so you have a strong understanding of how your personal experience and feelings fit into a larger picture; don't take everything personally**

Fear of Open Conflict

- people in power are scared of conflict and try to ignore it or run from it
- when someone raises an issue that causes discomfort, the response is to blame the person for raising the issue rather than to look at the issue which is actually causing the problem
- emphasis on being polite
- equating the raising of difficult issues with being impolite, rude, or out of line

Fear of Open Conflict

- **antidotes: role play ways to handle conflict before conflict happens;**
- **distinguish between being polite and raising hard issues;**
- **don't require those who raise hard issues to raise them in acceptable ways, especially if you are using the ways in which issues are raised as an excuse not to address the issues being raised;**
- **once a conflict is resolved, take the opportunity to revisit it and see how it might have been handled differently**

Objectivity

- the belief that there is such a thing as being objective
- the belief that emotions are inherently destructive, irrational, and should not play a role in decision-making or group process
- invalidating people who show emotion
- requiring people to think in a linear fashion and ignoring or invalidating those who think in other ways
- impatience with any thinking that does not appear logical to those with power

Objectivity

- **antidotes:**
- **realize that everybody has a world view and that everybody's world view affects the way they understand things;**
- **realize this means you too;**
- **push yourself to sit with discomfort when people are expressing themselves in ways which are not familiar to you;**
- **assume that everybody has a valid point and your job is to understand what that point is**

Perfectionism

- little appreciation expressed among people for the work that others are doing; appreciation that is expressed usually directed to those who get most of the credit anyway
- more common to point out either how the person or work is inadequate than good
- or even more common, to talk to others about the inadequacies of a person or their work without ever talking directly to them
- making a mistake is confused with being a mistake, doing wrong with being wrong
- little time, energy, or money put into reflection or identifying lessons learned that can improve practice, in other words little or no learning from mistakes
- tendency to identify what is wrong; little ability to identify, name, and appreciate what is right

Perfectionism

- Antidote:
- develop a culture of appreciation, where the organization takes time to make sure that people's work and efforts are appreciated
- develop a learning organization, where it is expected that everyone will make mistakes and those mistakes offer opportunities for learning
- create an environment where people can recognize that mistakes sometimes lead to positive results; separate the person from the mistake
- when offering feedback, always speak to the things that went well before offering criticism
- ask people to offer specific suggestions for how to do things differently when offering criticism

Either/Or Thinking

- things are either/or, good/bad, right/wrong, with us/against us
- closely linked to perfectionism in making it difficult to learn from mistakes or accommodate conflict
- no sense that things can be both/and
- results in trying to simplify complex things, for example believing that poverty is simply a result of lack of education
- creates conflict and increases sense of urgency, as people are felt they have to make decisions to do either this or that, with no time or encouragement to consider alternatives, particularly those which may require more time or resources

Either/Or Thinking

- **antidotes: notice when people use either/or language and push to come up with more than two alternatives;**
- **notice when people are simplifying complex issues, particularly when the stakes seem high or an urgent decision needs to be made;**
- **slow it down and encourage people to do a deeper analysis;**
- **when people are faced with an urgent decision, take a break and give people some breathing room to think creatively;**
- **avoid making decisions under extreme pressure**

Only One Right Way

- the belief there is one right way to do things and once people are introduced to the right way, they will see the light and adopt it
- when they do not adapt or change, then something is wrong with them (the other, those not changing), not with us (those who know the right way)
- similar to the missionary who does not see value in the culture of other communities, sees only value in their beliefs about what is good

Only One Right Way

- **antidotes: accept that there are many ways to get to the same goal;**
- **once the group has made a decision about which way will be taken, honor that decision and see what you and the organization will learn from taking that way, even and especially if it is not the way you would have chosen;**
- **work on developing the ability to notice when people do things differently and how those different ways might improve your approach; look for the tendency for a group or a person to keep pushing the same point over and over out of a belief that there is only one right way and then name it;**
- **when working with communities from a different culture than yours or your organizations, be clear that you have some learning to do about the communities ways of doing;**
- **never assume that you or your organization know what's best for the community in isolation from meaningful relationships with that community**

Individualism

- little experience or comfort working as part of a team
- people in organization believe they are responsible for solving problems alone
- accountability, if any, goes up and down, not sideways to peers or to those the organization is set up to serve
- desire for individual recognition and credit
- leads to isolation
- competition more highly valued than cooperation and where cooperation is valued, little time or resources devoted to developing skills in how to cooperate
- creates a lack of accountability, as the organization values those who can get things done on their own without needing supervision or guidance

Individualism

- antidotes: include teamwork as an important value in your values statement;
- make sure the organization is working towards shared goals and people understand how working together will improve performance;
- evaluate people's ability to work in a team as well as their ability to get the job done;
- make sure that credit is given to all those who participate in an effort, not just the leaders or most public person;
- make people accountable as a group rather than as individuals;
- create a culture where people bring problems to the group; use staff meetings as a place to solve problems, not just a place to report activities

I'm the Only One

- connected to individualism, the belief that if something is going to get done right, I have to do it
- little or no ability to delegate work to others

I'm the Only One

- **antidotes: evaluate people based on their ability to delegate to others;**
- **evaluate people based on their ability to work as part of a team to accomplish shared goals**

Sense of Urgency

- continued sense of urgency that makes it difficult to take time to be inclusive, encourage democratic and/or thoughtful decision-making, think long-term, or consider consequences
- frequently results in sacrificing potential allies for quick or highly visible results, for example sacrificing interests of communities of color in order to win victories for white people (seen as default or norm community)
- reinforced by funding proposals which promise too much work for too little money and by funders who expect too much for too little

Sense of Urgency

- **antidotes: realistic workplans;**
- **leadership which understands that things take longer than anyone expects;**
- **discuss and plan for what it means to set goals of inclusivity and diversity, particularly in terms of time;**
- **learn from past experience how long things take;**
- **write realistic funding proposals with realistic time frames;**
- **be clear about how you will make good decisions in an atmosphere of urgency**

Defensiveness

- the organizational structure is set up and much energy spent trying to prevent abuse and protect power as it exists rather than to facilitate the best out of each person or to clarify who has power and how they are expected to use it
- because of either/or thinking, criticism of those with power is viewed as threatening and inappropriate (or rude)
- people respond to new or challenging ideas with defensiveness, making it very difficult to raise these ideas
- a lot of energy in the organization is spent trying to make sure that people's feelings aren't getting hurt or working around defensive people
- the defensiveness of people in power creates an oppressive culture

Defensiveness

- **antidotes:**
- **understand that structure cannot in and of itself facilitate or prevent abuse;**
- **understand the link between defensiveness and fear (of losing power, losing face, losing comfort, losing privilege);**
- **work on your own defensiveness;**
- **name defensiveness as a problem when it is one;**
- **give people credit for being able to handle more than you think; discuss the ways in which defensiveness or resistance to new ideas gets in the way of the mission**

Worship of the Written Word

- if its not in a memo, it doesn't exist
- the organization does not take into account or value other ways in which information gets shared
- those with strong documentation and writing skills are more highly valued, even in organizations where ability to relate to others is key to the mission

Worship of the Written Word

- antidotes: take the time to analyze how people inside and outside the organization get and share information;
- figure out which things need to be written down and come up with alternative ways to document what is happening;
- work to recognize the contributions and skills that every person brings to the organization (for example, the ability to build relationships with those who are important to the organizations mission)

Quantity Over Quality

- all resources of organization are directed toward producing measurable goals
- things that can be measured are more highly valued than things that cannot, for example numbers of people attending a meeting, newsletter circulation, money spent are valued more than quality of relationships, democratic decision-making, ability to constructively deal with conflict
- little or no value attached to process; if it can't be measured, it has no value
- discomfort with emotion and feelings

Quantity Over Quality

- **antidotes: include process or quality goals in your planning; make sure your organization has a values statement which expresses the ways in which you want to do your work;**
- **make sure this is a living document and that people are using it in their day to day work;**
- **look for ways to measure process goals (for example if you have a goal of inclusivity, think about ways you can measure whether or not you have achieved that goal);**
- **learn to recognize those times when you need to get off the agenda in order to address people's underlying concerns**

Progress is Bigger or More

- observed in systems of accountability and ways we determine success
- progress is an organization which expands (adds staff, adds projects) or develops the ability to serve more people (regardless of how well they are serving them)
- gives no value, not even negative value, to its cost, for example, increased accountability to funders as the budget grows, ways in which those we serve may be exploited, excluded, or underserved as we focus on how many we are serving instead of quality of service or values created by the ways in which we serve

Progress is Bigger or More

- **antidotes:**
- **create Seventh Generation thinking by asking how the actions of the group now will affect people seven generations from now; make sure that any cost/benefit analysis includes all the costs, not just the financial ones, for example the cost in morale, the cost in credibility, the cost in the use of resources;**
- **include process goals in your planning, for example make sure that your goals speak to how you want to do your work, not just what you want to do;**
- **ask those you work with and for to evaluate your performance**

Paternalism

- decision-making is clear to those with power and unclear to those without it
- those with power think they are capable of making decisions for and in the interests of those without power
- those with power often don't think it is important or necessary to understand the viewpoint or experience of those for whom they are making decisions
- those without power understand they do not have it and understand who does
- those without power do not really know how decisions get made and who makes what decisions, and yet they are completely familiar with the impact of those decisions on them

Paternalism

- **antidotes: make sure that everyone knows and understands who makes what decisions in the organization;**
- **make sure everyone knows and understands their level of responsibility and authority in the organization;**
- **include people who are affected by decisions in the decision-making**

Power Hoarding

- little, if any, value around sharing power
- power seen as limited, only so much to go around
- those with power feel threatened when anyone suggests changes in how things should be done in the organization, feel suggestions for change are a reflection on their leadership
- those with power don't see themselves as hoarding power or as feeling threatened
- those with power assume they have the best interests of the organization at heart and assume those wanting change are ill-informed (stupid), emotional, inexperienced

Power Hoarding

- **antidotes: include power sharing in your organization's values statement;**
- **discuss what good leadership looks like and make sure people understand that a good leader develops the power and skills of others;**
- **understand that change is inevitable and challenges to your leadership can be healthy and productive; make sure the organization is focused on the mission**