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@CamaraJones
“How is racism operating here?”

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

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  - Norms: Blue Code of Silence
  - Values: View of Black men as inherently threatening
Excess deaths of “Black” people from COVID-19
“How is racism operating here?”

- More likely to become infected
  - More exposed
  - Less protected

- Once infected, more likely to die
  - More burdened by chronic diseases
  - With less access to health care
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  - **Values:** Hierarchy of valuation by work role | age | existence of chronic diseases; skepticism about lottery for rationing
Anti-Racism Collaborative
8 Collective Action Teams
Guiding questions

Communication and Dissemination

- How can we support the naming of racism in all public and private spaces?
- What tools and strategies are needed to start community conversations on racism?
Early ideas

**Communication and Dissemination**

- Develop a communication toolbox: allegories, billboards, films, podcasts, songs, tweets, webinars
- Put racism and anti-racism on community agendas: Anti-Racism Chats, Civic Dinners, Town Hall Meetings
Guiding questions

**Education and Development**

- How can we support training around issues of “race,” racism, and anti-racism at educational institutions of all levels?
- What does effective anti-racism curriculum look like?
Early ideas

Education and Development

- Convene anti-racism scholars and activists
- Develop curricula for schools of public health, medicine, social work, law
- Develop curricula for K-12 education
- Publish allegories as children’s books
Guiding questions

Global Matters

- How can we use the *International Convention on the Elimination of all forms of Racial Discrimination* (ICERD) to support anti-racism work in the United States?
- What can we learn from anti-racism work in other nations?
Global Matters

- Inform the US public about US obligations under ICERD
- Examine anti-racism efforts in other countries: Australia, Brazil, Cuba, New Zealand, Rwanda, South Africa, others
- Participate in global conversations on social justice
Guiding questions

History

- What is the history of successful anti-racism struggle in the United States and around the world? How can this history guide our anti-racism work today?
- How can we institutionalize attention to history in all decision-making processes?
Early ideas

History

- Teach our full histories: 1619 Project, textbooks, museums, school curricula, after-school programs
- Hire historians to staff City Councils, State Legislatures, US Congress
Guiding questions

**Liaison and Partnership**

- What anti-racism work is happening at the community level?
- What anti-racism work is happening in other sectors?
- How can we create linkages?
Early ideas

**Liaison and Partnership**

- Catalog and connect local anti-racism efforts throughout the nation and the world
- Draft an anti-racism commitment agreement for communities, businesses, and organizations across sectors
Guiding questions

Organizational Excellence

- How do we answer the question “How is racism operating here?” in each of our settings?
- How do we examine structures, policies, practices, norms, and values?
For example, identify policies that:

- Allow segregation of resources and risks
- Create inherited group dis/advantage
- Favor the differential valuation of human life by “race”
- Limit self-determination
Guiding questions

**Policy and Legislation**

- What are current policy and legislative strategies to address and dismantle racism?
- What new strategies should we propose?
Early ideas

**Policy and Legislation**

- Catalog formal anti-racism policies adopted by US jurisdictions: Maryland, Milwaukee County, New Mexico, Seattle King County
- Develop and disseminate model legislation addressing the many mechanisms of structural racism
Guiding questions

Science and Publications

- What research has been done to examine the impacts of racism on the health and well-being of the nation and the world?
- What INTERVENTION strategies have been evaluated?
  - What new measures and methods are needed?
Early ideas

**Science and Publications**

- Put measures of racism on population-based surveys: Behavioral Risk Factor Surveillance System; National Health and Nutrition Examination Survey; Youth Risk Behavior Survey; others
- Develop the science and practice of anti-racism
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
The stories of others
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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