

Funders Together to End Homelessness Racial Equity Training

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Introduction

Write in Chat Box
Name, Org, & Energy
Level 1-10



Agenda

- I. Welcome & Introductions
- II. Develop Shared Agreements/Centering
- III. Grounding
- IV. Review Objectives
- V. Identity Group Activity
- VI. Key Term Overview and Group Activity
- VII. Reflection/Closing





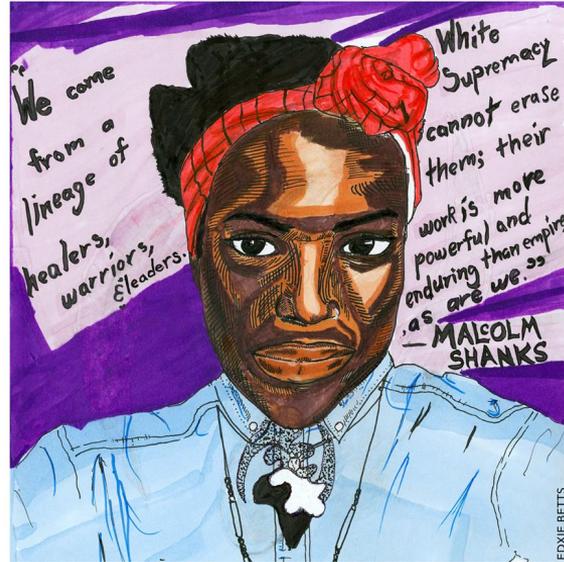
“Come celebrate with me that everyday
something has tried to kill me and has failed.”

-Lucille Clifton

https://www.youtube.com/watch?v=XM7q_DUk5wU



Joy Meditation





Objectives

- Develop a deeper understanding of key terms, concepts and definitions that are critical to equity, liberation and justice
- Create an intentional space to reflect on equity knowledge and skills
- Create a foundation for equity through growth across multiple identities





Breakout Prompt Questions - Building Relationships

- The part of my identity that I am most aware of on a daily basis is _____.
- The part of my identity that provides me the most privilege is _____.
- The part of my identity that I feel is difficult to discuss with others who identify differently is _____.
- The part of my identity that has made navigating Covid-19 the most difficult is _____?





Equity 101





Shared Agreements: Principled Struggle

To learn, and to grow, is to struggle. Struggle is a condition for change and liberation. We've learned from our elders that to disagree and grapple with each other is an inevitable and necessary part of racial equity work and how we will ultimately get free. We must strive to engage in Principled Struggle, (attributed to NTanya Lee), and work to foster and cultivate spaces to move through conflict in a way that makes us better. We struggle for the sake of deepening our collective understanding and getting to greater unity. To do this, we must each commit to:

1. Being honest and direct while holding compassion.
2. Have side conversations/one-on-ones to help us get to better & build us up.
3. Be responsible for our own feelings and actions.
4. Seek deeper understanding. (We ask and read first)
5. Consider that this may not be the container to hold what you need to bring.
6. Be willing to be transformed in the service of the work!



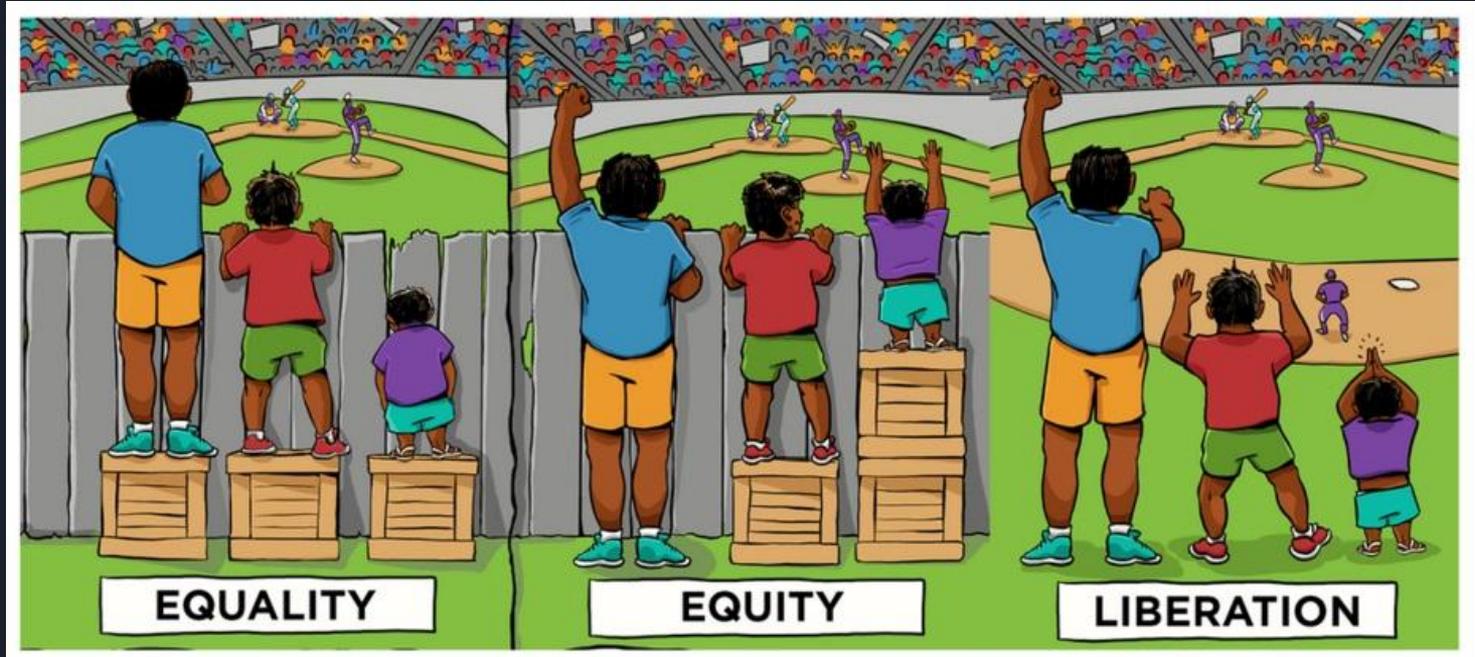


What's Really The Issue?

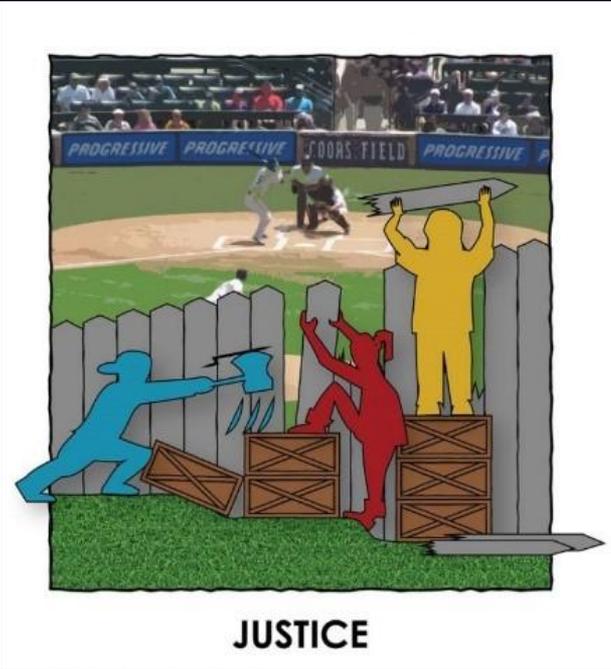
- Believing racism and racial inequity are problems of the past
- Believing that resources and opportunities are distributed according to talent and effort; that race is no longer a barrier
- Failing to see how race has been central to U. S. social organization
- Feeling angry, frustrated, blamed, defensive
- Preferring to address symptoms rather than the roots of social problems
- Being more comfortable discussing issues of socioeconomic status and poverty



EQUITY vs EQUALITY



- Equality is sameness
- Equity is providing opportunities based on level of need
- Achieving Liberation means all systemic barriers are gone



JUSTICE IS THE ACTION
OF REMOVING SYSTEMIC
BARRIERS & REPAIRING
THE HARM CAUSED BY
THESE BARRIERS



Understanding Racism

- Racism = race prejudice + social and institutional power
- Racism = a system of advantage based on race
- Racism = a system of oppression based on race
- Racism = a white supremacy system

Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.





LEVELS OF RACISM

- **Internalized racism:** internalizing racist attitudes towards members of one's own ethnic group and themselves
- **Interpersonal racism:** occurs between individuals
- **Institutional racism:** pattern of institutions treating a group of people negatively based on their race
- **Systemic racism:** combined effects of racism across institutions



Levels of Racism



Internalized



Interpersonal

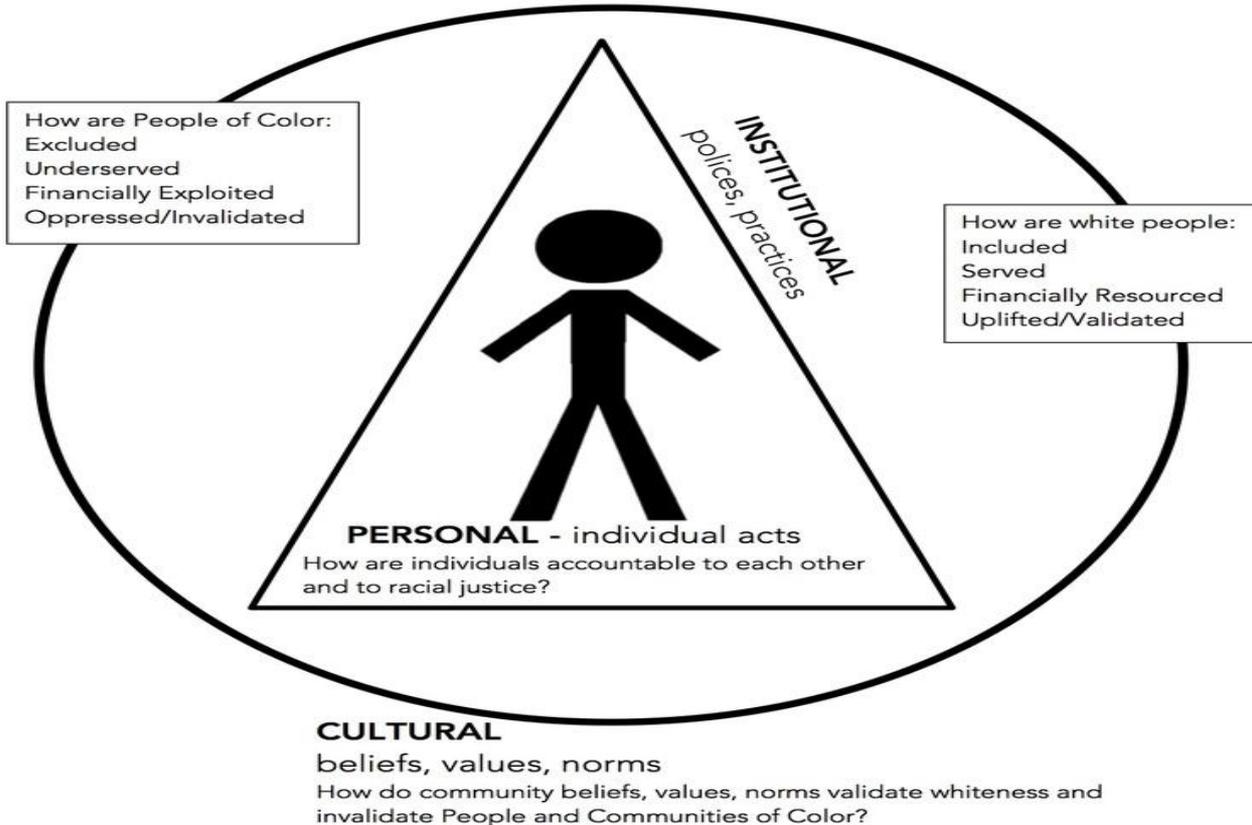


Institutional



Systemic

Levels of Racism



Implicit Bias

Implicit bias: attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner





Distrust & Disproportionality in Healthcare

- Tuskegee Experiment
- Sterilizations of Black/Latinx women
- Henrietta Lacks
- MPX distribution of vaccines

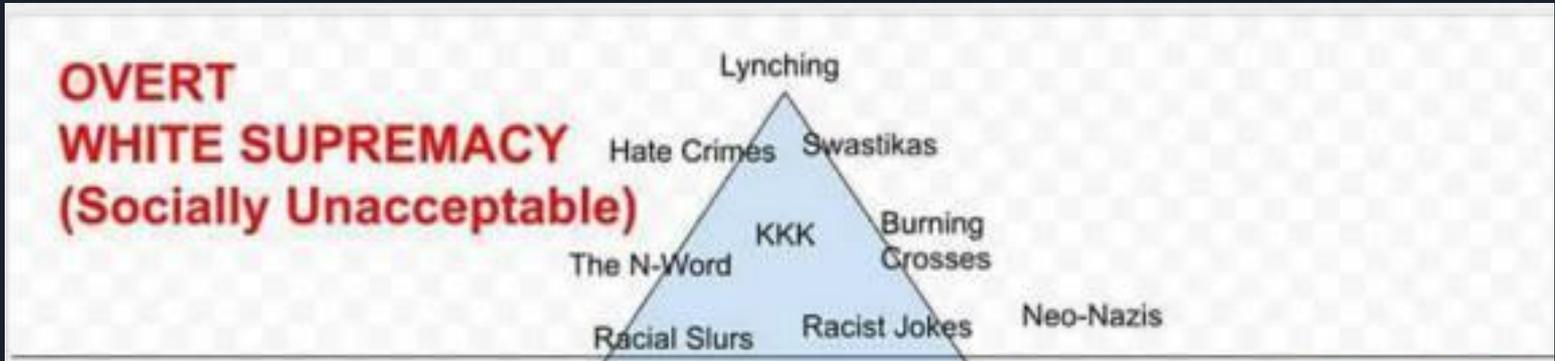


Racism in the American Healthcare System



White Privilege and Supremacy

By "white supremacy" I do not mean to allude only to the self-conscious racism of white supremacist hate groups. I refer instead to a political, economic and cultural system in which whites overwhelmingly control power and material resources, conscious and unconscious ideas of white superiority and entitlement are widespread, and relations of white dominance and non-white subordination are daily reenacted across a broad array of institutions and social settings.
-Frances Lee Ansley



White Privilege and Supremacy





White Privilege and Supremacy

White privilege: historical and current societal privileges that benefit people identified as white

White supremacy: belief that white people are superior to all other races and should therefore dominate society





What are examples of white privilege and supremacy that we've seen in the healthcare system particularly during the pandemic?





It's a System

What does it mean to say that it's a system?

A. The purpose of racism is much clearer when we call it "white supremacy." Some people think of racism as just a matter of prejudice. "Supremacy" defines a power relationship.

B. Race is an unscientific term. Although racism is a social reality, it is based on a term which has no biological or other scientific reality.

C. The term racism often leads to dead-end debates about whether a particular remark or action by an individual white person was really racist or not. We will achieve a clearer understanding of racism if we analyze how a certain action relates to the system of White Supremacy.

D. The term White Supremacy gives white people a clear choice of supporting or opposing a system, rather than getting bogged down in claims to be anti-racist (or not) in their personal behavior.





Systems of Oppression

- **Racism, sexism, classism, heterosexism, transphobia and other forms of discrimination and marginalization are systems of oppression**
- **Overarching structure of domination**
- **Intervening public systems as systems of oppression**



Race & Redlining: Housing Segregation in Everything



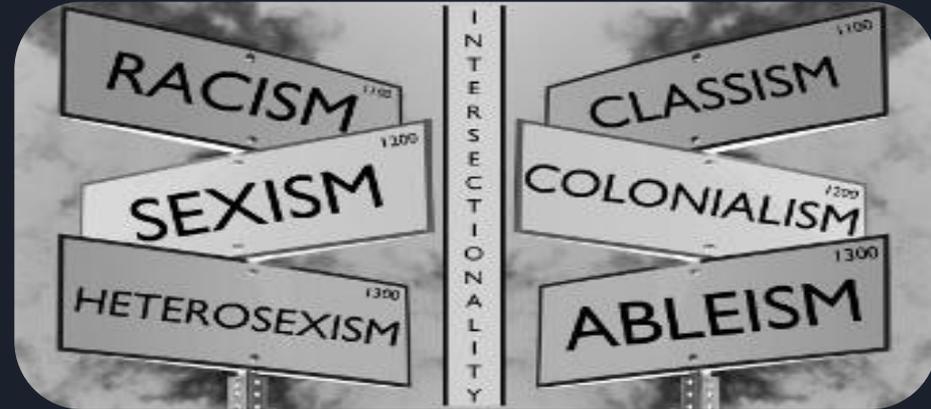
RACE & REDLINING

Housing segregation in everything



Intersectionality

Interconnectedness of race, ethnicity, ability, class, sexual orientation, gender identity, gender expression, disability and immigration status



Ableism & Disability Justice

A system that places value on people's bodies and minds based on societally constructed ideas of normalcy, intelligence and excellence. These constructed ideas of normalcy, intelligence and excellence are deeply rooted in anti-Blackness, eugenics and capitalism.

This form of systemic oppression leads to people and society determining who is valuable and worthy based on people's appearance and/or their ability to satisfactorily produce, excel and "behave."

You do not have to be disabled to experience ableism.

a working definition by Talila "TL" Lewis

- Ableism is a set of beliefs or practices that devalue and discriminate against people with physical, intellectual, or psychiatric disabilities
- Ableism often rests on the assumption that disabled people need to be 'fixed' in one form or another in order to live full lives
- Individuals with disabilities have certain protections under the law, but too often are still excluded from full participation in the workplace, schools, and other settings



GENDER JUSTICE:

- Is a set of liberatory values, practices and strategies that promote gender self-determination, liberation and the dismantling of patriarchy.
- Recognizes patriarchy as a system that upholds the supremacy of cisgender, heterosexual “males” & masculinity, by demonizing and controlling women, femmes, trans, non-binary, queer and gender non-conforming people
- Transforms culture and the structures that uphold patriarchy by redistributing power and resources
- Envisions a world where gender no longer determines a person’s risk of violence, or access to resources and power





Understanding SOGIE

Why is this important? 102 Equity Terms Include:

- Cis-supremacy
- Heterosexism
- Heteronormativity
- Transphobia
- Homophobia
- Gender binarism (gender binary)
- Cis-hetero-patriarchy





Scenario: Testing Our Equity Response to Housing/Homelessness in the time of Covid-19

Taylor was kicked out of her home in NYC at 15 when she began to openly identify as a Black transgender woman. At 16, she was placed in the child welfare system and sent to a group home located in the midwest. Taylor's child welfare placement was decided based on her assigned gender at birth, forcing her to live in an all-boys group home. The staff constantly made jokes about her gender identity, and she also got into fights. The staff often called the police as a disciplinary method. She ran away and started to couch surf with friends that she met online. Now she's concerned about her unstable housing and health during the pandemic.

- Identity where biases were at play in Taylor's life?
- How could systems and philanthropy provide concrete supports for Taylor?





Group Activity

- How do these equity concepts show up in our work?
- How might programs and practices need to shift, based on how these concepts are showing up in our work?
- What are the future implications for our work?





Closing - Next Steps

Head, heart and feet: chat box and aloud