

Racism and why we lead with Race

November 19, 2019



Mobilizing Action Toward
Community Health (MATCH)
University of Wisconsin Population Health Institute
SCHOOL OF MEDICINE AND PUBLIC HEALTH

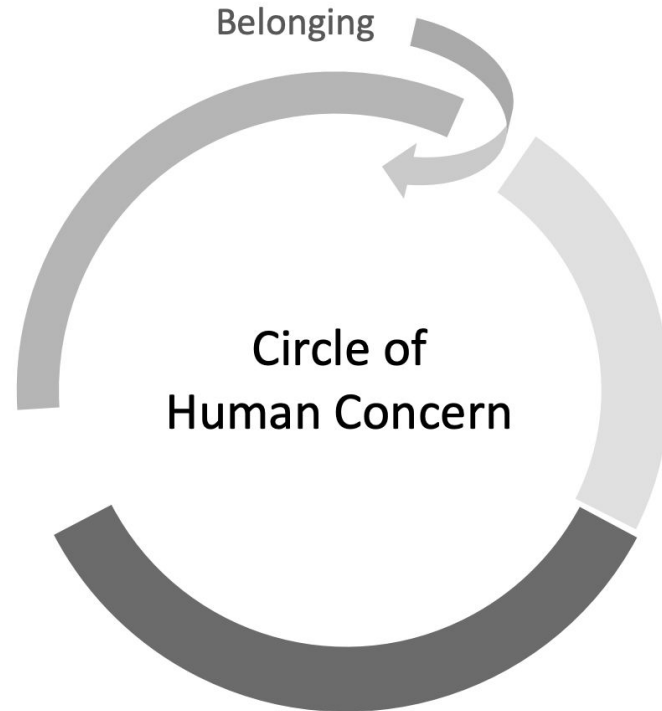
History Connects All of Us...



The Circle of Human Concern includes those who are considered full members of society and who can rightfully demand concern and expect full regard in return. Groups that society recognizes as belonging.

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Belonging is created



*Think about an example of
injustice in your community,
what is the root cause?*

United States Founded



<http://media.salon.com/2012/07/declaration.jpg>

The political entity we call the United States (built on land obtained through genocide and forcible displacement of Native Americans) was founded by English men. At the time, only white Protestant males could own property; only property-owners could be citizens; only citizens could vote. Thus political power and decision making was exclusively available to white male Protestants.

1776

Belonging

Circle of
Human
Concern

Exclusion

Project Linked Fate - Remember, 2019

Race is . . .

a social construct or idea that

- has been **built** over time
- continues to **evolve** and change
- has **concrete** ramifications for people's lives, and
- has many interconnecting sides or **facets**

The process of **racialization** is *one* way that our society sorts communities and people to allocate resources and access to resources.

It is helpful to shine light on it



Image source: understandingrace.org

Racism is....

“... a system of structuring opportunity and assigning value based on phenotype (“race”), that:

- unfairly disadvantages some individuals and communities
- unfairly advantages other individuals and communities

....undermines realization of the full potential of the whole society through the waste of human resources.”

- Dr. Camara Jones, Former President of the APHA

“...a system of advantage based on race.”

- David Wellman, Portraits of White Racism

Dimensions of Racism



INTERNALIZED

Beliefs within individuals
Stereotype Threat



INTERPERSONAL

Bigotry between individuals,
Racial Anxiety



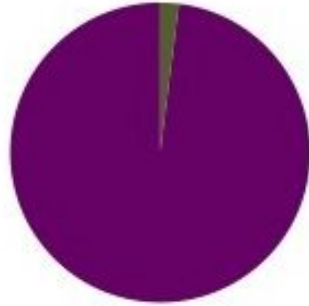
INSTITUTIONAL

Bias within an agency, school. . .



STRUCTURAL

Cumulative among institutions,
durable, multigenerational



2% of emotional cognition is **conscious**

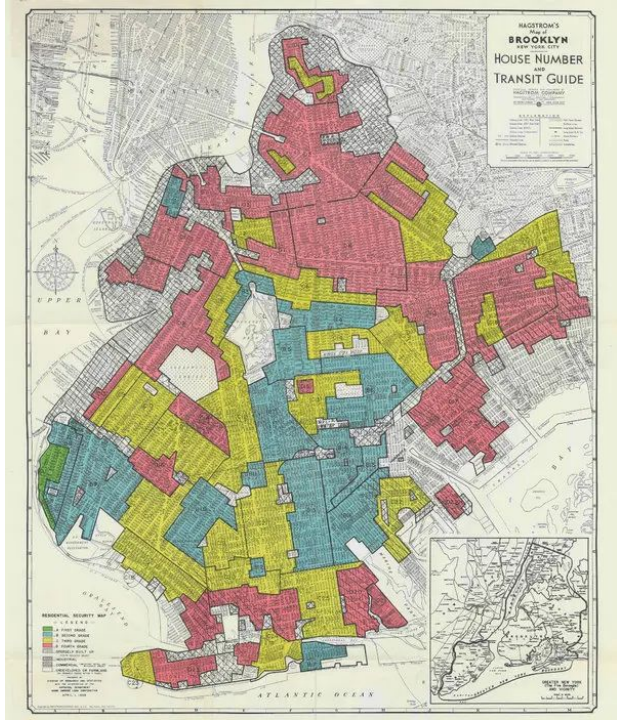
The **majority** of Americans believe in equality. Most Americans believe racial discrimination is wrong.



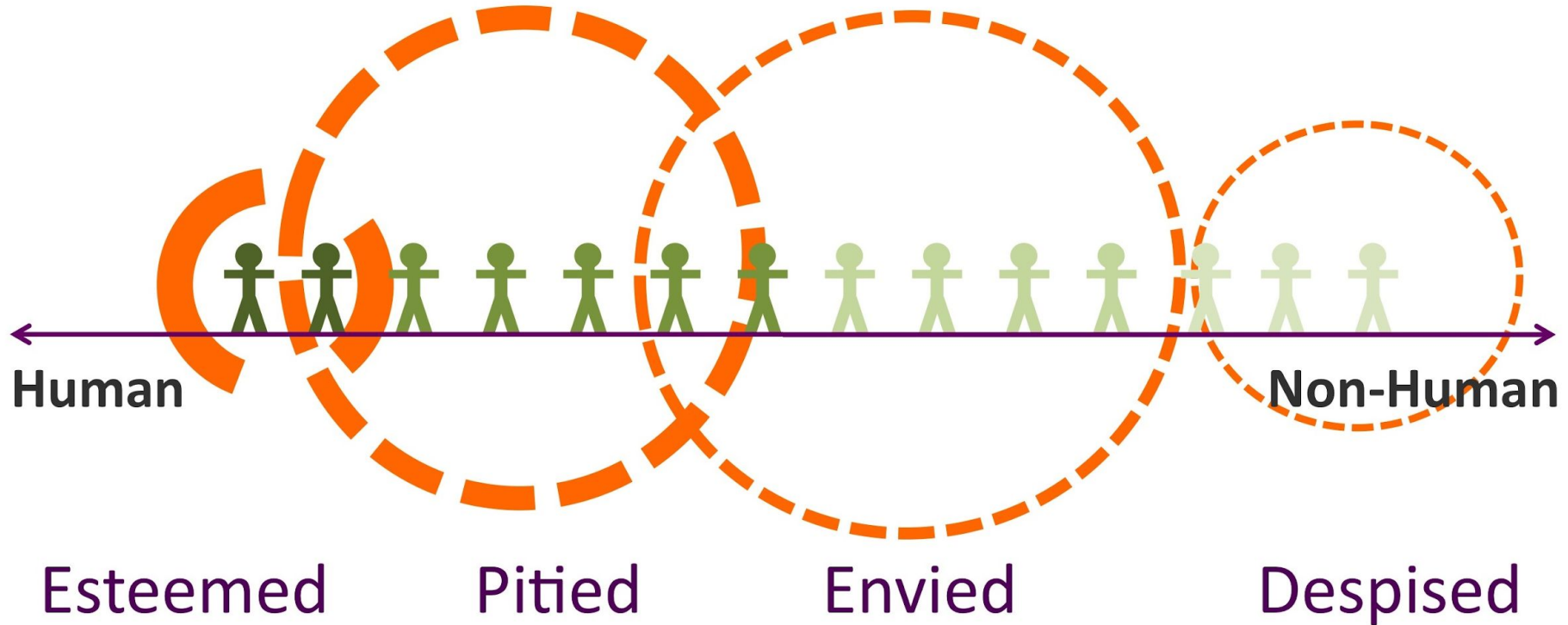
Overt bigotry persists among only **10%** of citizens

We want to believe that our country is fair

Redlining



In-Group members: “more human”

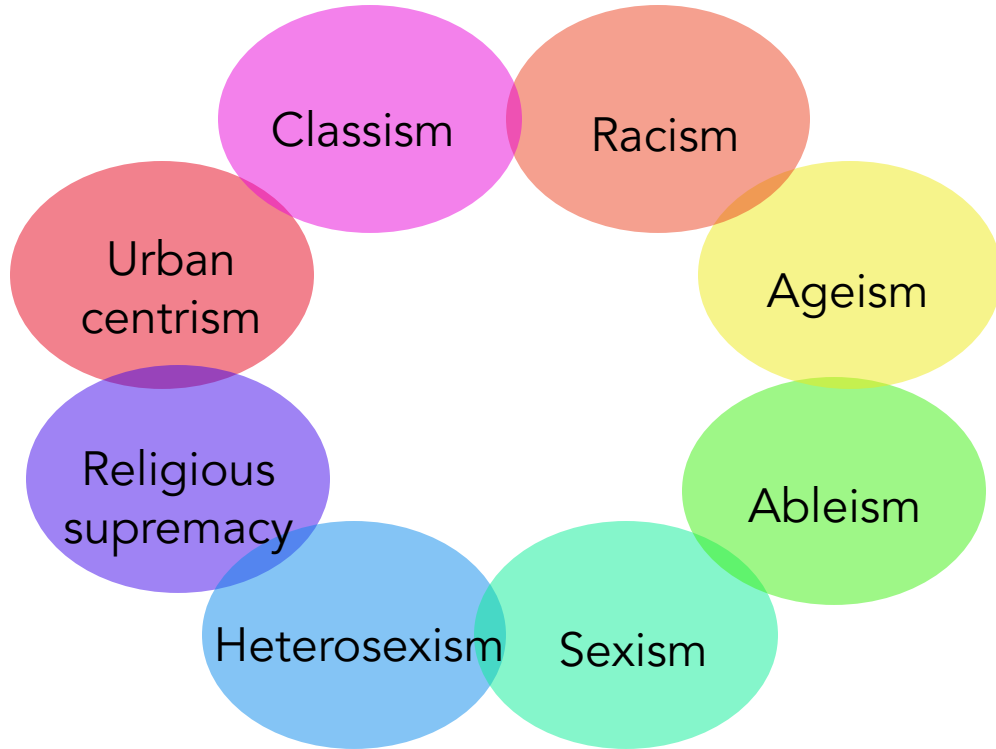


Why Lead with Race?

We lead explicitly — though not exclusively — with race because racial inequities persist in every system across the country, without exception.

We can't find one example of a system where there are no racial disparities in outcomes: Health, Education, Criminal Justice, Employment, and so on. Baked into the creation and ongoing policies of our government, media, and other institutions — unless otherwise countered — racism operates at individual, institutional, and structural levels and is therefore present in every system we examine.

What is Structural Othering?



Hierarchies based on dimensions of identity
... all contribute to systemic, avoidable, unfair, and unjust health outcomes and are used intentionally to maintain power.

Structural Racism

- Allow for segregation of resources and risks
- Create inherited group disadvantages or advantage
- Allow for differential valuation in human life by race
- Limit the self-determination of certain groups of people

How Structures Are Built Matters




Separation




Permeable



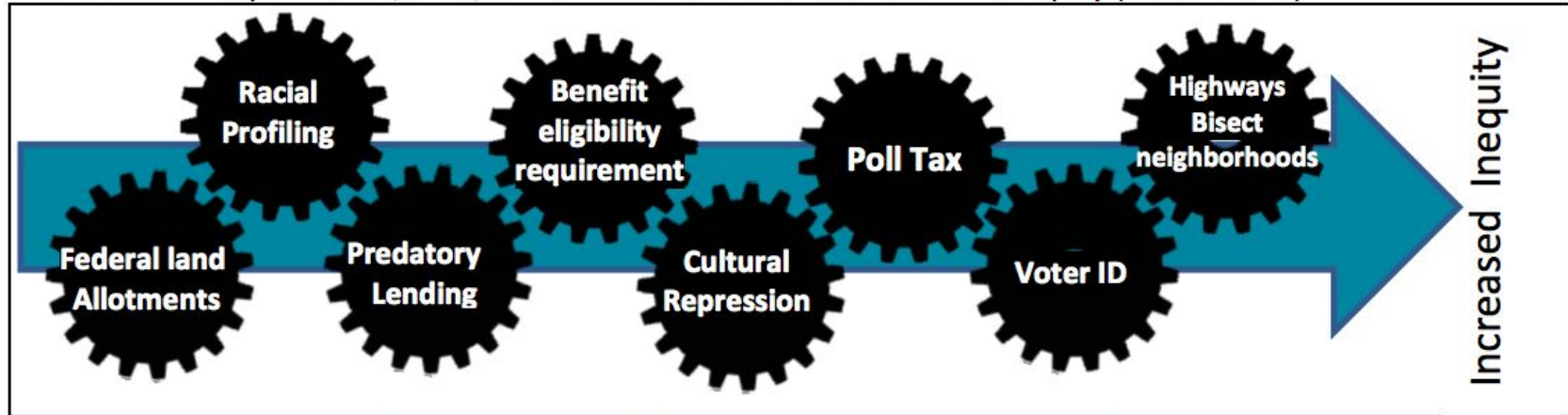

Connection

If we want different outcomes, we need different relationships between structures.

Why address race in public health?

Racial inequities arose from a long history of deliberate policies based on race, and have been perpetuated by biases that remain.

Sociocultural: Sample Policies, Laws, Practices and Procedures that Produce Inequity (What & How)



Key sectors (Who): Banking/Finance, Business/Industry, Education, Housing, Human/Social Services, Justice, Land use & Management, Transportation

The Consequences
of structural racism
impact the entire
society-not just
people of color-and
threaten our
democracy

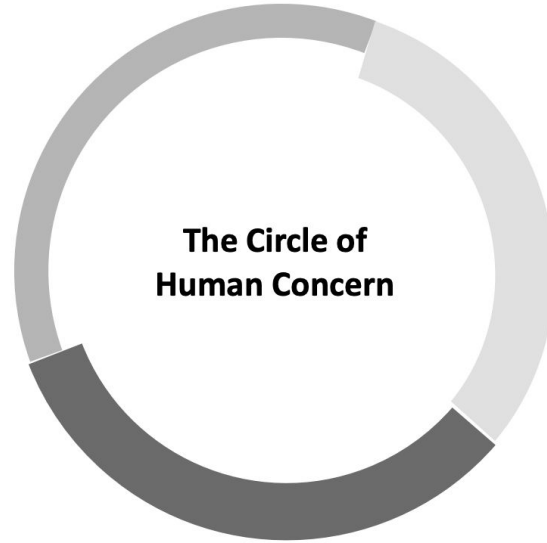


Racial Equity

A racially equitable society is a society in which all groups have the ability to participate, prosper, and reach their full potential.



Still contested



Who is included inside the circle of human concern and who is excluded continues to be contested.

Who belongs inside the circle of human concern?
You? Me? People or corporations?

Will your action expand human concern and belonging?

INJUSTICE ANYWHERE IS A THREAT TO JUSTICE EVERYWHERE. WE ARE
CAUGHT IN AN INESCAPABLE NETWORK OF MUTUALITY, TIED IN
A SINGLE GARMENT OF DESTINY. WHATEVER AFFECTS
ONE DIRECTLY, AFFECTS ALL INDIRECTLY.

ALABAMA, 1963



Resources

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