The Pandemic, Racial Disparity, Awareness and Understanding: Fireside Chat

Presented by the PA Care Partnership and Lisa Kennedy

April 28, 2022

Who is in the room???

- Take the poll!!
- What organization are you representing?
- What role are you representing in today's session?

Lisa’s Story

- Mother of 4
- Grandmother of 5
- Family Peer Support Specialist
- Chair – 4 MH local/state committees
- VP, York City School Board
- Chair – Racial Equity Investment Fund
- Family Tri Chair – PA Partnership/Systems of Care
- Facilitator – FE(youth/family), Advocacy, Crucial Conversations about Race, DEI, Race, Self Care,

Presentation Agenda Items

Define Terms

Share Data – several areas

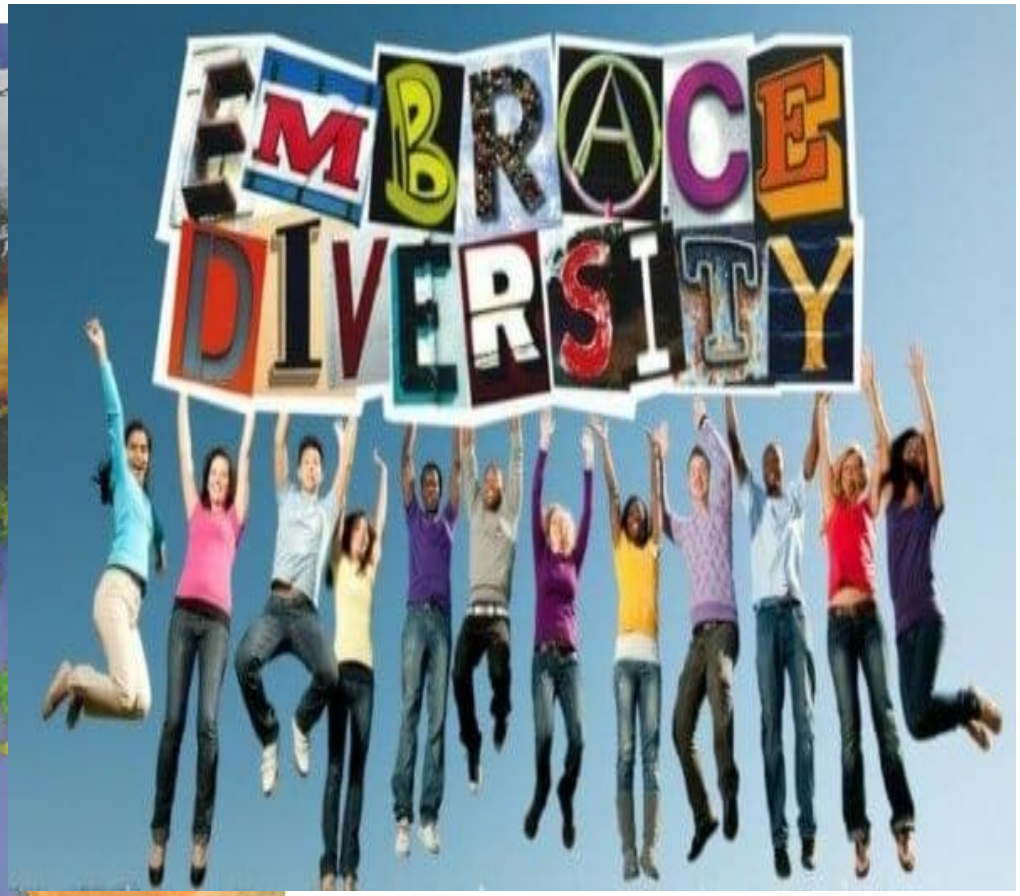
Group Discussion Items

Impact of Covid-19 on Communities of Color

Share critical differences between Equality and Equity

Stir emotions and consider core beliefs

Conversation Norms!!



- No Judgment
- Open and Honest Sharing
- Respecting One Another's Thoughts
- No Wrong Questions
- Being Supportive
- Encourage Learning
- Building Community
- Two- way Conversation
- Be a thoughtful listener
- Recording/Chatbox Agreement

Collective Work

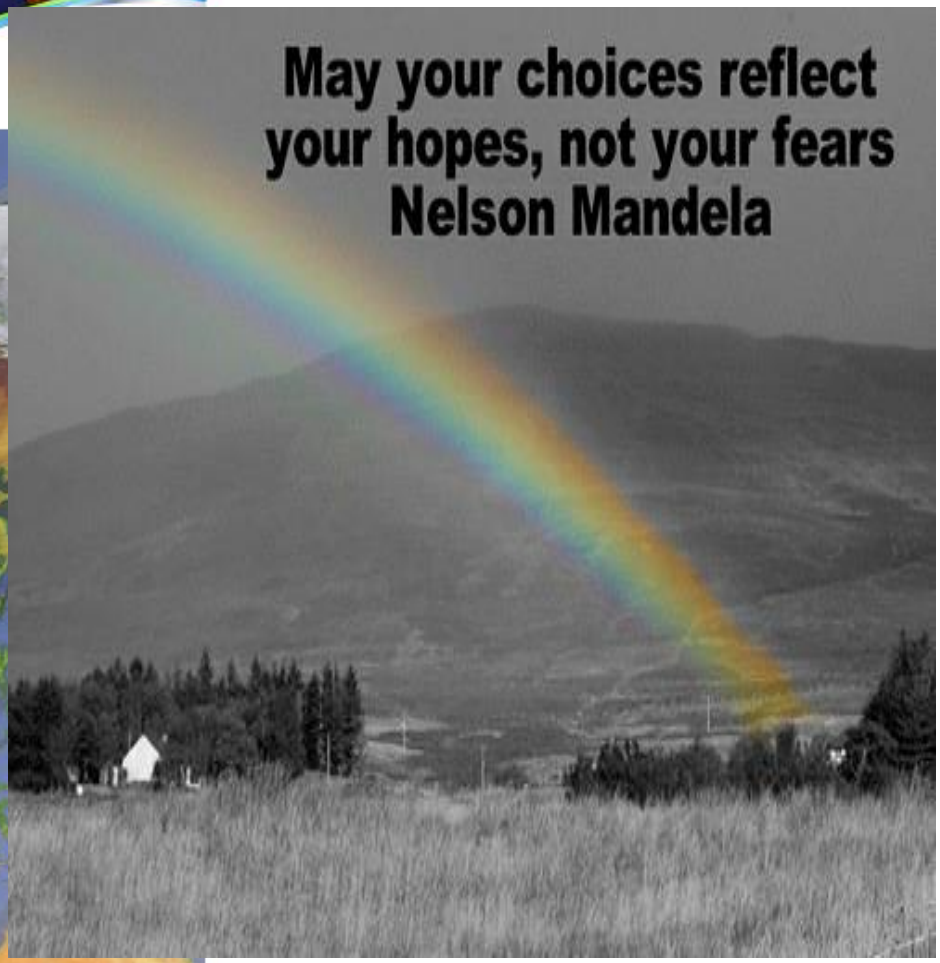
This Photo by Unknown Author is licensed under CC BY

Taking a poll question

- How are you feeling coming into this community conversation?

- Choose one word from the list?

Take a poll question



- What are your hopes for outcomes of today's session?
- Choose a phrase!

Recognizing Difference

Group Activity!!

What do you see?

Define Key Terms……

Identified Terms Over Decades

Cultural Competency

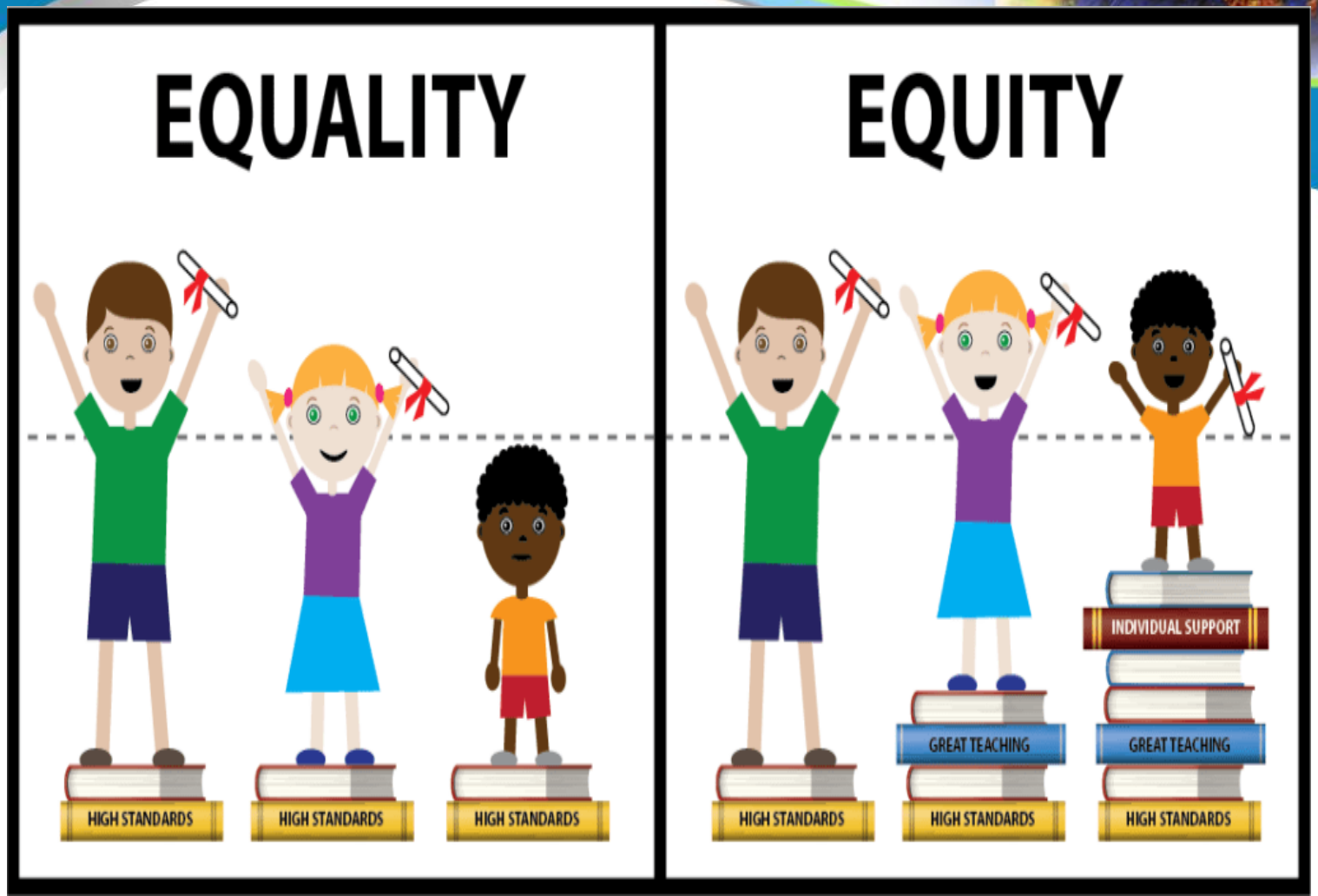
Cultural Competence

Culturally Responsive

Cultural Humility

Diversity, Equity, Inclusion and Justice

How do you define Equity?



Equality versus Equity

EQUALITY SAYS

– Each person getting the same amount or portion of something. All things are equal.

EQUITY SAYS

- Each person gets exactly what they need, with no reflection on others.

Unconscious Bias – Conscious Bias

Share video:

Social stereotypes about certain groups of people that individuals form outside their own conscious awareness. EVERYONE holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing.

Ref: Youtube.com/watch?v=K-n7e187Dmo

4 STEPS FOR
BUSTING
UNCONSCIOUS
BIAS

Systemic Racism

- Is about Power, Structures and Wealth
- Systems in place that create and maintain racial inequality in nearly every facet of life for people of color.

- Share Video

- Ref: youtube.com/watch?v=YrIQIO_bdQ

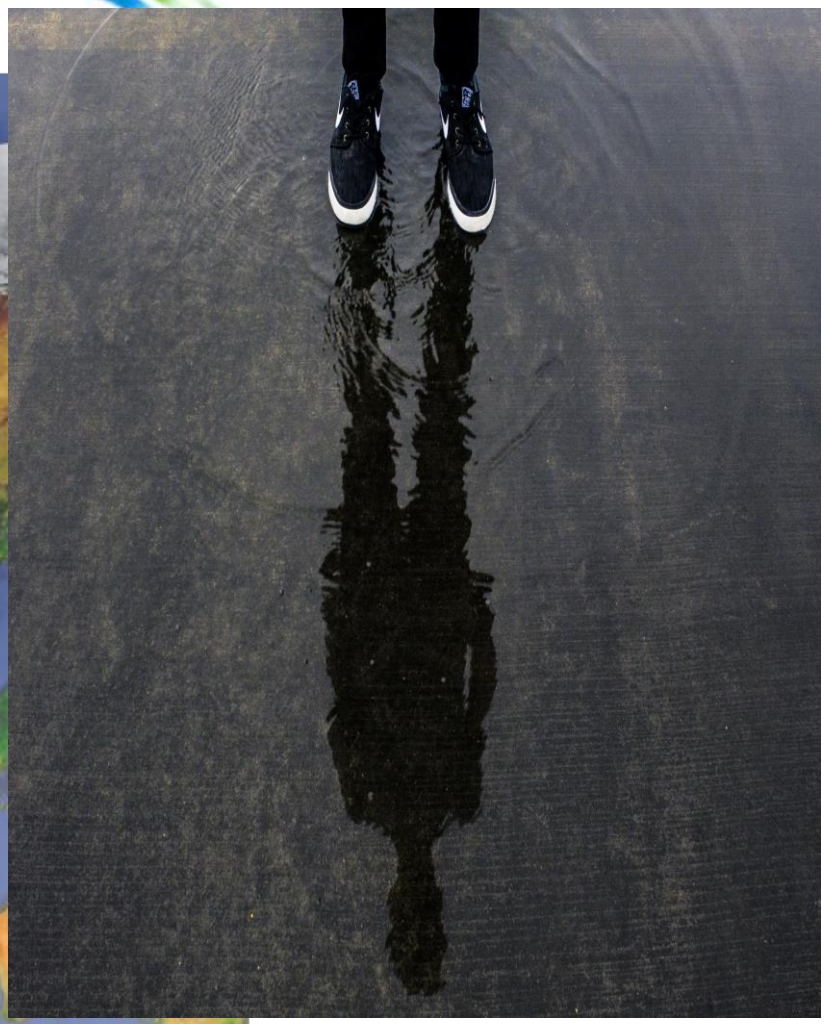
- **NAACP President Derrick Johnson calls systemic racism "systems and structures that have procedures or processes that disadvantage African Americans." Wikipedia defines the term as "the formalization of a set of institutional, historical, cultural and interpersonal practices within a society that more often than not puts one social or ethnic group in a better position to succeed, and at the same time disadvantages other groups in a consistent and constant manner that disparities develop between the groups over a period of time." The U.S. Conference of Catholic Bishops thus puts the point nicely: "Today's continuing inequalities in education, housing, employment, wealth and representation in leadership positions are rooted in our country's shameful history of slavery and systemic racism."**

act.tv
SYSTEMIC RACISM

What does Culture mean?

Literature Way care
education science pattern beliefs belief
behavior cultivation institutions aspects goals arts excellence Families
acquaintance generations PrintCulture expert practices Culture values
Society transmitting customary human CultivatingLivingMaterial
Communities BeautyCulture intellectual characteristic knowledge
UnderstandingOthers capacity taste material
group fine especially CorporateCulture
CULTURE social religious training depends
learning forms attitudes Organiztions existence
enlightenment PopCulture Influences Origins Language
15thCentury everyday integrated developing People Life SocialPractices
succeeding MaterialCulture diversions Time Place moral traits broad tillage
aesthetic humanities features
racial faculties Shared
Land

Phases of the Process!



Consider these categories

- Self Assessing – Your personal story
- Organizational – What's going on in the office
- Policies, procedures, laws, regulations and assessment tools

Challenging Self

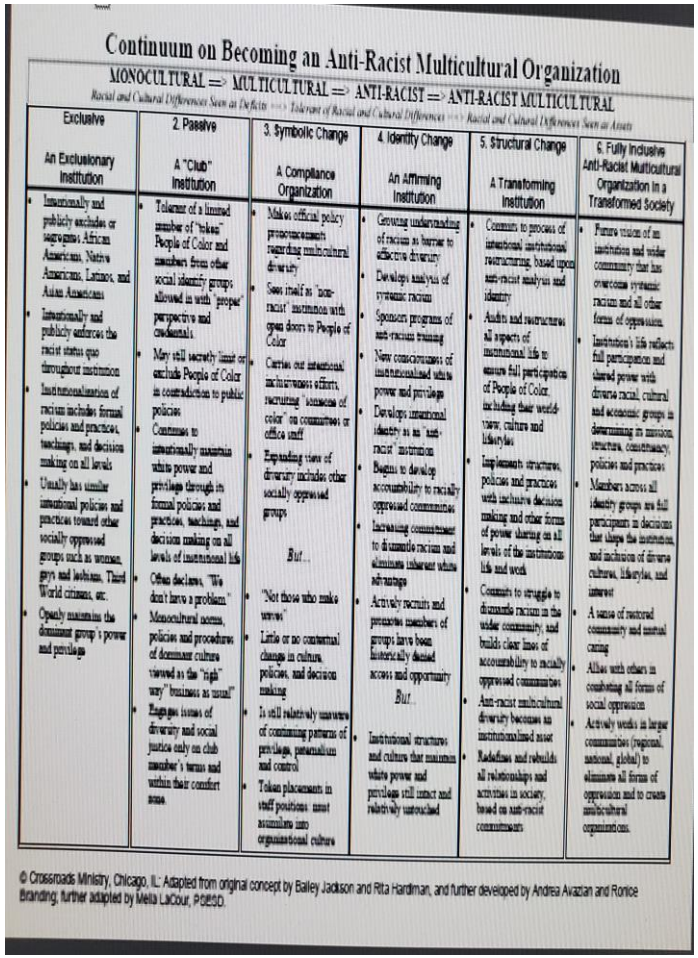
Think about your personal experience?

How do you show up in a room?

How does who you are/what you look like impact your life experiences?

How does it change the way services are delivered to a you/family?

Organizationally…..



Continuum on Becoming an Anti-Racist Multicultural Organization

MONOCULTURAL => MULTICULTURAL => ANTI-RACIST => ANTI-RACIST MULTICULTURAL

Racial and Cultural Differences Seen as Deficits ==> Tolerant of Racial and Cultural Differences ==> Racial and Cultural Differences Seen as Assets

Exclusive An Exclusionary Institution	2. Passive A "Club" Institution	3. Symbolic Change A Compliance Organization	4. Identity Change An Affirming Institution	5. Structural Change A Transforming Institution	6. Fully Inclusive Anti-Racist Multicultural Organization in a Transformed Society
• Intentionally and publicly excludes or segregates African American, Native American, Latino, and Asian Americans • Intentionally and publicly enforces the racist status quo throughout institution • Institutionalization of racism includes formal policies and practices, teachings, and decision making on all levels • Usually has similar institutional policies and practices toward other socially oppressed groups such as women, gays and lesbians, Third World citizens, etc. • Openly maintains the dominant group's power and privilege	• Tokenism of a limited number of "token" People of Color and members from other social identity groups allowed in with "proper" perspective and credentials • May still secretly limit or exclude People of Color in contradiction to public policies • Continues to intentionally maintain white power and privilege through its formal policies and practices, teachings, and decision making on all levels of institutional life • Often declares, "We don't have a problem." • Monocultural norms, policies and procedures of dominant culture viewed as the "right way" business as usual" • Engages issues of diversity and social justice only on club member's terms and within their comfort zone.	• Makes official policy pronouncements regarding multicultural diversity • Sees itself as "non-racist" institution with open doors to People of Color • Carries out intentional inclusiveness efforts, recruiting "someone of color" on committees or office staff • Expanding view of diversity includes other socially oppressed groups *But…* • "Not those who make waves" • Little or no contextual changes in culture, policies, and decision making • Is still relatively unaware of continuing patterns of privilege, paternalism and control • Token placements in staff positions must assimilate into organizational culture	• Growing understanding of racism as barrier to effective diversity • Develops analysis of systemic racism • Sponsors programs of anti-racism training • New consciousness of institutionalized white power and privilege • Develops intentional identity as an "anti-racist" institution • Begins to develop accountability to racially oppressed communities • Increasing commitment to dismantle racism and eliminate inherent white advantage • Actively recruits and promotes members of groups have been historically denied access and opportunity *But…* • Institutional structures and culture that maintain white power and privileges still intact and relatively untouched	• Commits to process of intentional institutional restructuring, based upon anti-racist analysis and identity • Audits and restructures all aspects of institutional life to ensure full participation of People of Color, including their world-view, culture and lifestyles • Implements structures, policies and practices with inclusive decision making and other forms of power sharing on all levels of the institutions life and work • Commits to struggle to dismantle racism in the wider community, and builds clear lines of accountability to racially oppressed communities • Anti-racist multicultural diversity becomes an institutionalized asset • Redefines and rebuilds all relationships and activities in society, based on anti-racist commitments	• Future vision of an institution and wider community that has overcome systemic racism and all other forms of oppression. • Institution's life reflects full participation and shared power with diverse racial, cultural and economic groups in determining its mission, structure, constituency, policies and practices • Members across all identity groups are full participants in decisions that shape the institution, and inclusion of diverse cultures, lifestyles, and interest • A sense of restored community and mutual caring • Allies with others in combating all forms of social oppression • Actively works in larger communities (regional, national, global) to eliminate all forms of oppression and to create multicultural organizations.

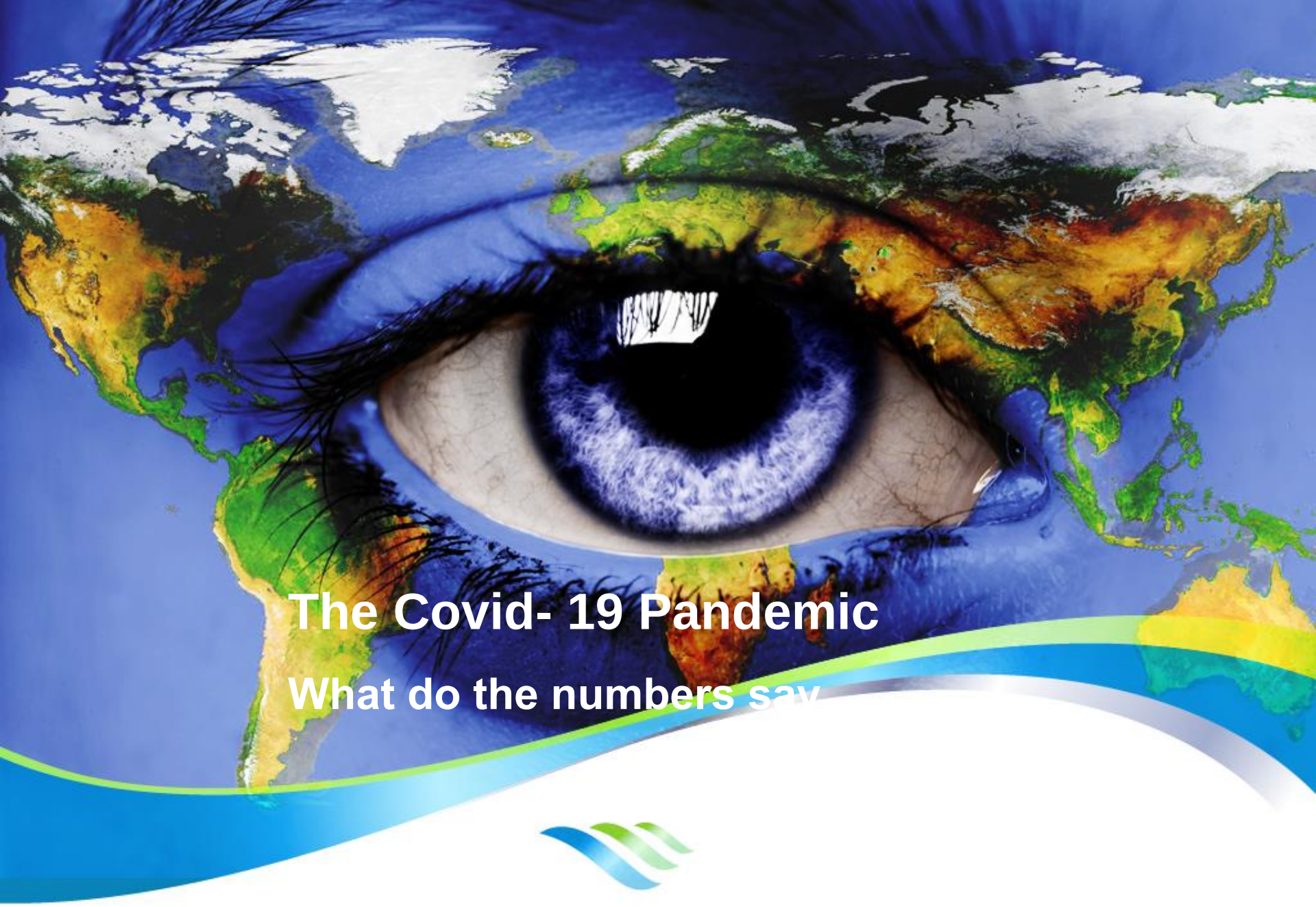
© Crossroads Ministry, Chicago, IL: Adapted from original concept by Bailey Jackson and Rita Hardiman, and further developed by Andrea Avazian and Ronice Branding; further adapted by Melia LaCour, PSESD.

- What is the culture of your organization?
- What are the unspoken rules in the office?
- How inclusive are things for families?
- How do you make decisions for families?
- Do you think of the ”whole child – whole person” when making referrals?
- What about our service providers?

Assessment Tools & Other Forms of Data

- What information are you REALLY seeking?
- How are those questions designed?
- Are they culturally sensitive? Ex. PSSA
- Who are you leaving out or excluding?
- Have you even considered this thought process?
- How is the data going to be used?

Human Service World and Reality – Ex. Advertising/Marketing



The Covid- 19 Pandemic

What do the numbers say

Here is the data….

- A A – 13% of population but were 1 in3 hospitalized and 3.7 times more likely to succumb to death than whites.
- Quarantine – primarily hold service jobs which were/are essential jobs. Financially unable to stay home.
- Living conditions – reside in cities, close quarters, multi-generational families.
- Ex. – AA are disproportionately represented in jails, prisons and detention centers.

- Lack health insurance and can often have one or more underlying health condition that could cause additional health concerns.

- Ref: American Psychiatric Assoc.

Ref. SAMHSA

- People of color are:
- • at an increased risk for serious illness if they contract COVID-19 due to higher rates of underlying health conditions, such as diabetes, asthma, hypertension, and obesity compared to Whites;
- • more likely to be uninsured and to lack a usual source of care which is an impediment to accessing COVID-19 testing and treatment services;
- • more likely to work in the service industries such as restaurants, retail, and hospitality that are particularly at risk for loss of income during the pandemic;
- • more likely to live in housing situations, such as multigenerational families or low-income and public housing that make it difficult to social distance or self-isolate; and
- • often working in jobs that are not amenable to teleworking and use public transportation that puts them at risk for exposure to COVID-19. (Kaiser Family Foundation, 2020; Health Affairs, 2020)

Links between Covid and Mental Health amongst Blacks

- Increased Anxiety
- Impact of isolation
- Coping with Grief over loss of loved ones – many families had multiple deaths due to Covid.
- Difficulties accessing appropriate health care

- Child abuse reports and death of black children rose during Covid – Assoc. Press 01/25/22
- Black youth facing rising rates in depression, anxiety and suicide. Ref. EdSource 01/25/22
- Emotional impact of families unable to properly honor their losses. NPR 01/09/22
- Crisis amongst families coping with pre-Covid struggles now adding the burden of aspects of Covid

What families want Systems to know!!!!

DATA FROM FAMILIES

Special Education	Mental Health	Foster Care	Families
Labeled	"They"(Providers) can't fix you	Cannot be loved or accept love	Chaotic
Segregated	Mental illness is a choice	Disposable	Messed their children up
"Problem Kids"	If you aren't in the know, the family loses out	Trying to be good enough to be wanted	Broken and dysfunctional
Need to control their kids	Families should know who and where to go	Unfixable	They don't look in the right place for help
In it for the money	Unstable	Rejection	Can be loving
Needy	Don't try	Victims of environment	Unique
Dumb	Crazy	Predominantly bad children or family	Only are about their own

What Families Want Systems to Know

- We are people just like everyone else.
- We have opinions and requests and want to be heard AND listened to.
- We want what's best for our family members.
- Help the people for more education and better jobs.
- We want open and honest 2-way communication about what's going on with our children.
- All children should be able to have choices in their care, mental health care, caregivers, and education.
- Listen to them.

Families cont…….

- We know our families better than anyone.
- Ask us what we think and want.
- I am individual with specific needs and a cookie cutter plan is not okay.
- Children who need love the most don't always express that in loving ways.
- Our family may not know what we need, so we want recommendations but don't make decisions for us.
- "Systems are exceptionally difficult to "Access" and "Navigate" then also have to keep effective communication with.
- Everybody needs someone to "Care" about them.

ACCESS VS INCLUSION

How do you define ACCESS?
Use words or phrases..

How do you define Inclusion using words or phrases??

ACCESS vs INCLUSION

ACCESS is being invited to the party!!

INCLUSION is being asked to dance!!!

"Access ain't Inclusion!

Ex. Education – Zip Code over quality

Ex. HS Systems – service referrals – every family is the same Ex. Square/Triangle Family

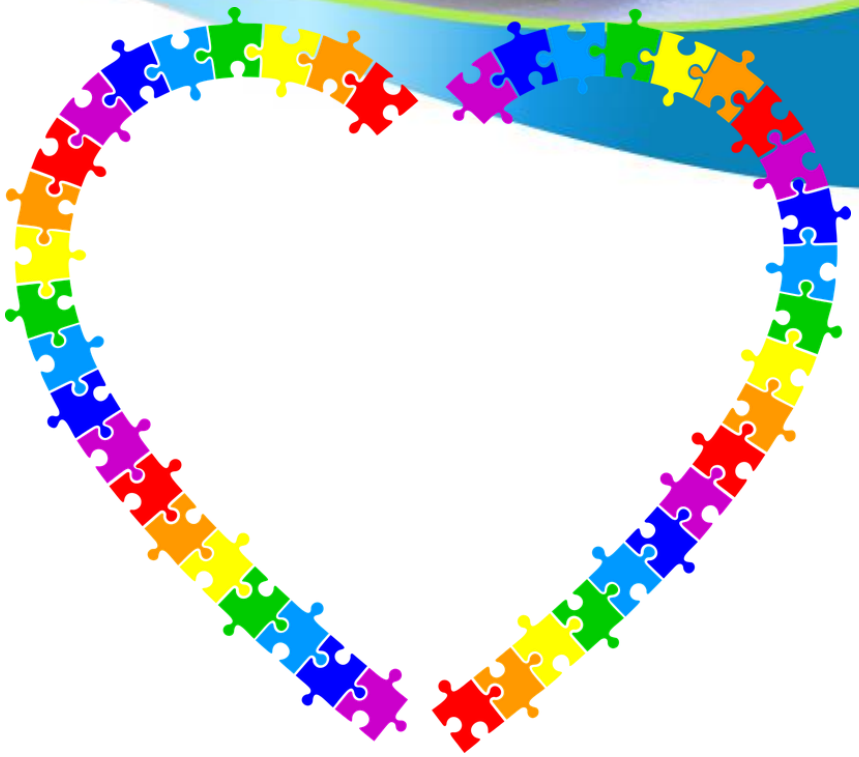
Cultural Considerations: Ponder this……

American Dominant Culture

African American Culture or other communities of color

My Final Thoughts!!

- We are all beautifully broken. And we're each carrying just one piece of the total masterpiece. The masterpiece is never completed until we ALL figure out how to connect out broken pieces. The final puzzle depends not only on ME but requires YOU as well. Therefore, I'm asking, "What piece of the puzzle are you hoarding?" Think about the work you must do personally to move the needle forward. #brokenpiecesmakeapuzzle



Questions and Comments

Thank you!

Questions/ Comments

Contact Info

Lisa M. Kennedy
Email:
Lmkennedy1@yahoo.com
Phone:
717-818-7766

Working on yourself will always benefit others!