

Race and Equity

In Child and Family Serving Systems

June 15, 2020

**10:00am – 11:00am PT/
1:00pm – 2:00pm PT**

1:00pm – 2:00pm PT

Brenda Allen, Ph.D., Professor Emerita

@TheBrendaJAllen



You are viewing Success Onboardin... 's screen View Options

Zoom Video Communications
was Named
Peer Insights
for Meeting

Enter your work email

Q&A

You asked: 19:41
Type your questions and comments here!

Please input your question

Send Anonymously Send

Gartner peerinsights.

Figure 1. Gartner Peer Insights "Voice of the Customer" Meeting Solutions Overall Ratings

Gartner Peer Insights "Voice of the Customer" Meeting Solutions Overall Ratings
As of January 31, 2018

Eligible Vendors	Gartner Peer Insights Customers' Choice	Gartner Magic Quadrant Position	Number of Reviews	Overall Customer Rating
Zoom Video Communications		Leader	n=686	4.69
Highfive Technologies			n=30	4.40
Lifesize			n=30	4.40
LogMeIn		Challenger	n=163	4.36
Teamviewer			n=42	4.33
BlueJeans Network		Visionary	n=57	4.32
Google		Challenger	n=131	4.27
Cisco		Leader	n=380	4.21
Microsoft		Leader	n=293	4.16
Adobe		Challenger	n=72	4.14

Note: Vendors with greater than 25 reviews on Gartner Peer Insights in the past one year as of January 31, 2018 are considered eligible vendors. Gartner Peer Insights Customers' Choice announced on February 13, 2018. Gartner Magic Quadrant for Meeting Solutions published on September 18, 2017. Number of reviews and ratings as of January 31, 2018.

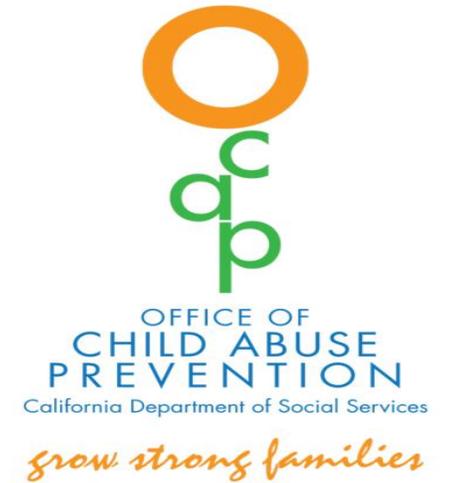
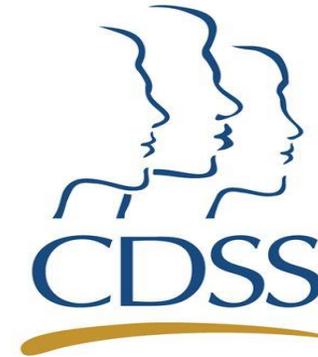
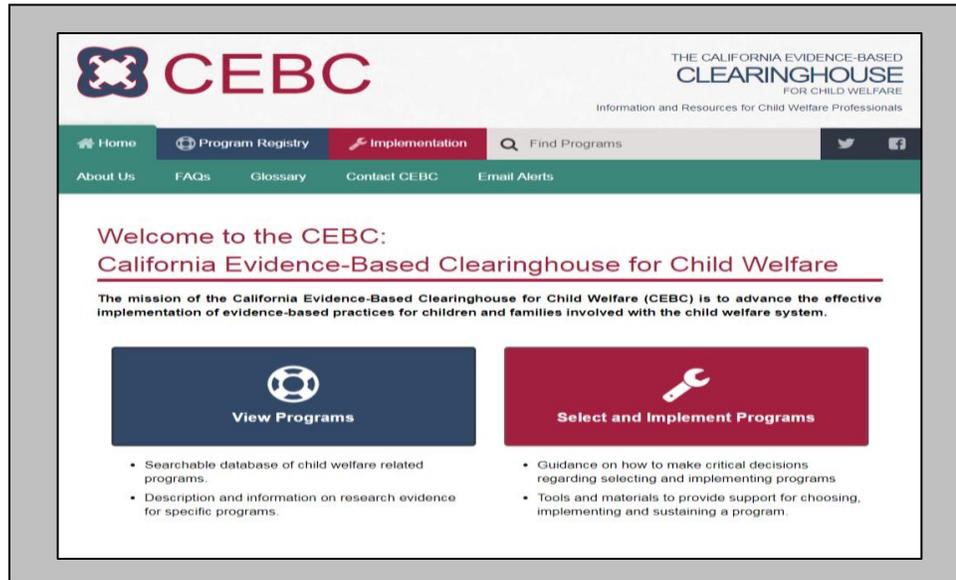
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Source: Gartner Peer Insights (January 31, 2018)

5 overall customer rating. Read the Report

Audio Settings Chat Raise Hand Q&A Leave Meeting

The California Evidence-Based Clearinghouse



Today's Presenter

Brenda J. Allen, Ph.D., Professor Emerita

- Former Chief Diversity Officer (University of Colorado Denver and Anschutz Medical Campus).
- Has developed a track record for leadership, scholarship, teaching, and training related to diversity, equity, and inclusion.
- Offers workshops, facilitations, and keynote speeches on topics such as inclusive leadership, inclusion in the workplace, strategic planning, implicit bias, and diversity recruitment/retention practices.
- Author of the book, *Difference Matters: Communicating Social Identity*.

An Affirming InterACTION



Chancellor Dorothy Horrell, Ph.D.



Vice Chancellor Brenda J. Allen, Ph.D.

**University of Colorado Denver
July, 2016**

Goals

Set Your Intention

Poll Question

What is your position type?

- A) Direct Service
- B) Supervisor/Manager
- C) Administrative Support
- D) Director/Organizational Leader
- E) Other

Poll Question

What service sector do you work in?

- A) Child Welfare
- B) Juvenile Justice
- C) Mental Health
- D) Legal Services
- E) Community-Based Provider (e.g. CASA, housing, etc.)
- F) Academic/Research
- G) Other

Inclusion?



EVERYONE
feels respected and valued

Factors of Inclusion

Value

Belonging

Uniqueness

Respect

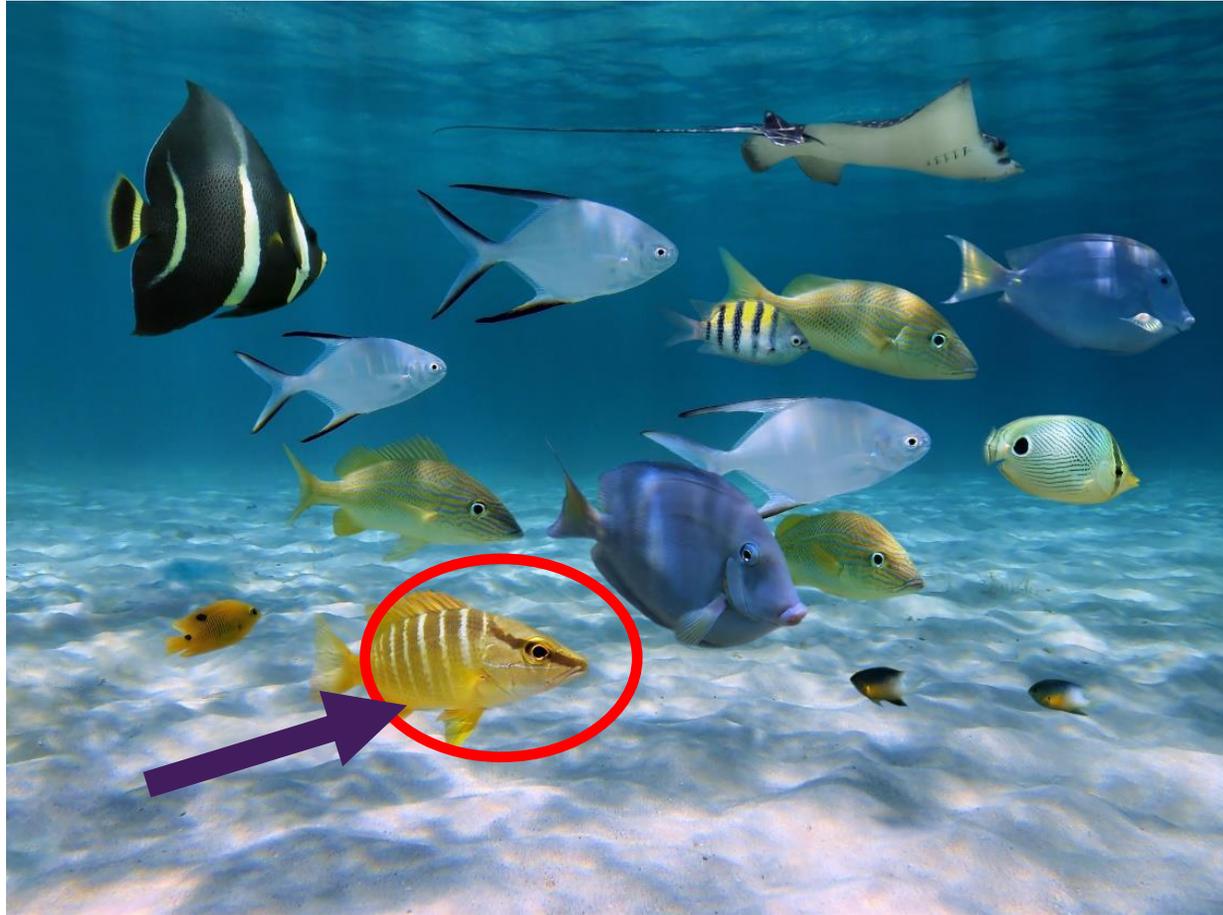
Equity

Value = Sense of Worth





Belonging



Uniqueness

R-E-S-P-E-C-T

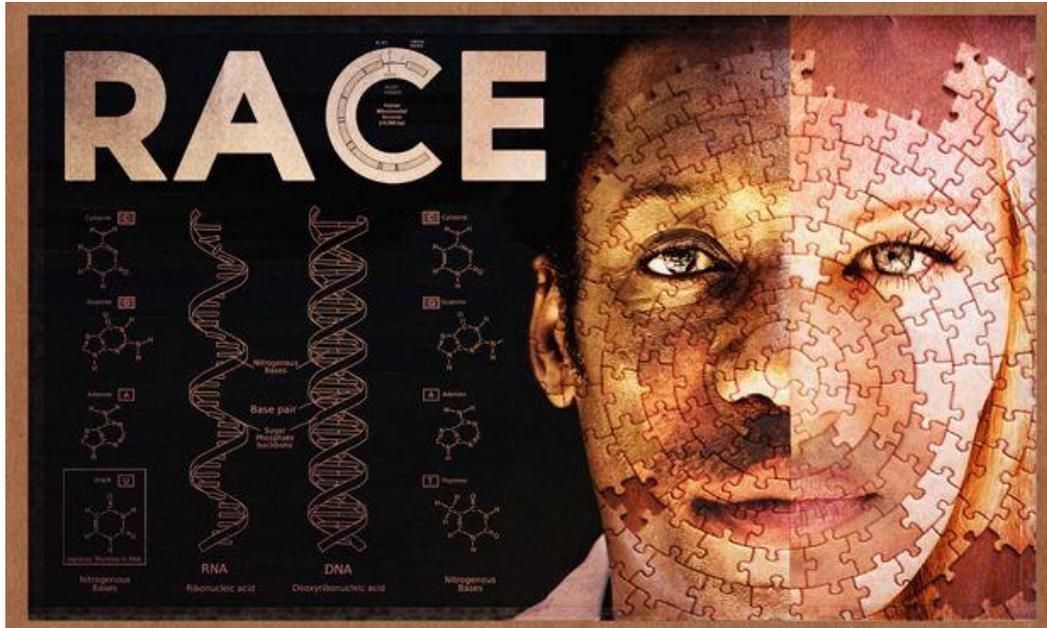


“due regard for the feelings, wishes, rights, or traditions of others.” – Oxford Dictionary

Equity

“The effort to provide different levels of support based on an individual’s or group’s needs in order to achieve fairness in outcomes.

Working to achieve equity acknowledges unequal starting places and the need to correct the imbalance.”



“A social and political construction—with no inherent genetic or biological basis—used by social institutions to arbitrarily categorize and divide groups of individuals based on physical appearance (particularly skin color), ancestry, cultural history, and ethnic classification.”

CSP 2019

RACE = a social construction



Johann Friedrich Blumenbach, Naturalist

1752-1840

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”

<https://www.racialequitytools.org/glossary#racial-equity>

Anti-Racism

“Active process of identifying and challenging racism, by changing systems, organizational structures, policies and practices, and attitudes, to redistribute power in an equitable manner.”

Anti-Black racism

“Any attitude, behavior, practice, or policy that explicitly or implicitly reflects the belief that Black people are inferior to another racial group. Anti-Black racism is reflected in interpersonal, institutional, and systemic levels of racism and is a function of White supremacy.”

Racial Equity

“Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares.

When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities not just their manifestation.

This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.”

<https://www.racialequitytools.org/glossary#racial-equity>

Recommendations

(organization/institution)

1. Make inclusion, equity, and anti-racism a priority.
2. Take a strategic approach (SMART).
3. Identify & implement best practices (e.g., Racial Equity Framework).
4. Work down, up, and across the hierarchy.
5. Provide resources (e.g., budget, training, time).
6. Require accountability from everyone.
7. Acknowledge exemplary staff/units.

Recommendations

(individual)

1. Take personal responsibility.
2. Become more mindful.
3. Educate yourself.
4. Work within your sphere of influence.
5. Practice the platinum rule.
6. Discover and disclose uniqueness.
7. Engage in affirming interACTIONS.



Affirming InterACTIONS

positive micro-messages (or micro-affirmations)
that show others that you value and respect them

Affirming InterACTIONS

acknowledge	empathize	promote
advise	empower	recognize
advocate	entrust	resource
apologize	give feedback	respect
appreciate	guide	reward
assist	include	solicit feedback
be fully present	individuate	sponsor
believe	inform	stand up for
believe in	instruct	support
commend	invite input	train
compensate	learn from	trust
consult	listen	understand
credit	mentor	value
educate	notice	yield

Resources

- **Fostering Equity: Creating Shared Understanding for Building Community Resilience**
https://ccr.publichealth.gwu.edu/sites/ccr.publichealth.gwu.edu/files/pdf/Fostering%20EquityFull_compressed_0.pdf
- **Child Welfare Information Gateway – Disproportionality**
<https://www.childwelfare.gov/topics/systemwide/cultural/disproportionality/>
- **National Museum of African American History & Culture**
<https://nmaahc.si.edu/learn/talking-about-race>
- **Racial equity tools** <https://www.racialequitytools.org/home>
- **Beyond the hashtag - how to take anti-racist action in your life**
<https://www.teenvogue.com/story/beyond-the-hashtag-how-to-take-anti-racist-action>
- **Center for Non-profit Excellence** <https://www.thecne.org/2018/04/12/racial-equity-framework-organizational-change/>
- **Anti-racist organizational assessments** http://www.njjn.org/uploads/Anti-Racism_Organizational_Assessments_1.pdf?phpMyAdmin=14730ab3483c51c94ca868bccf7fa06ef
- <https://www.linkedin.com/pulse/message-higher-education-leaders-from-former-chief-allen-phd>

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