



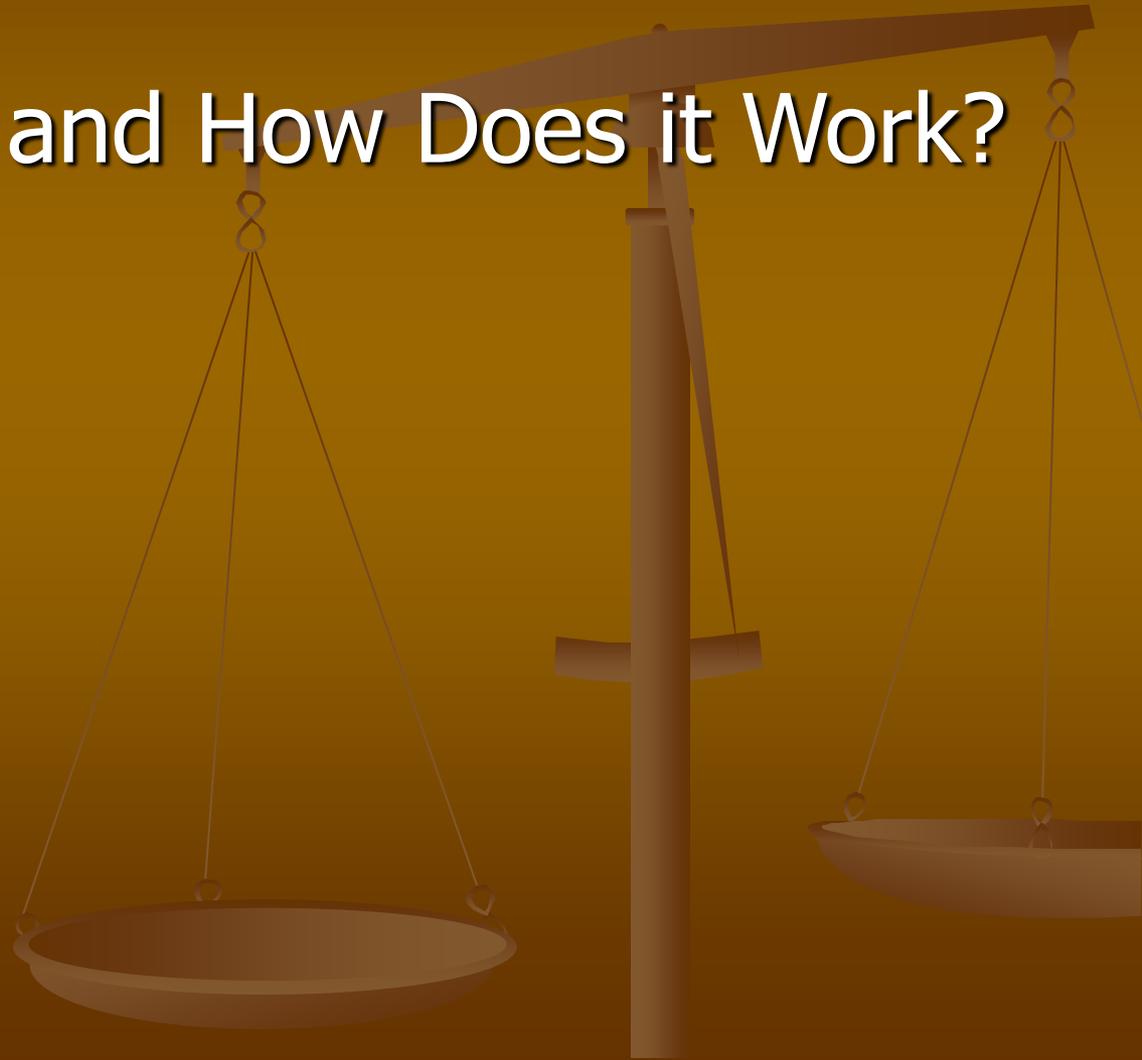
A Conversation on Diversity and Racial Dynamics: Why are They Important?

National Association of County Behavioral
Health & Developmental Disabilities
Directors Meeting

November 9, 2020

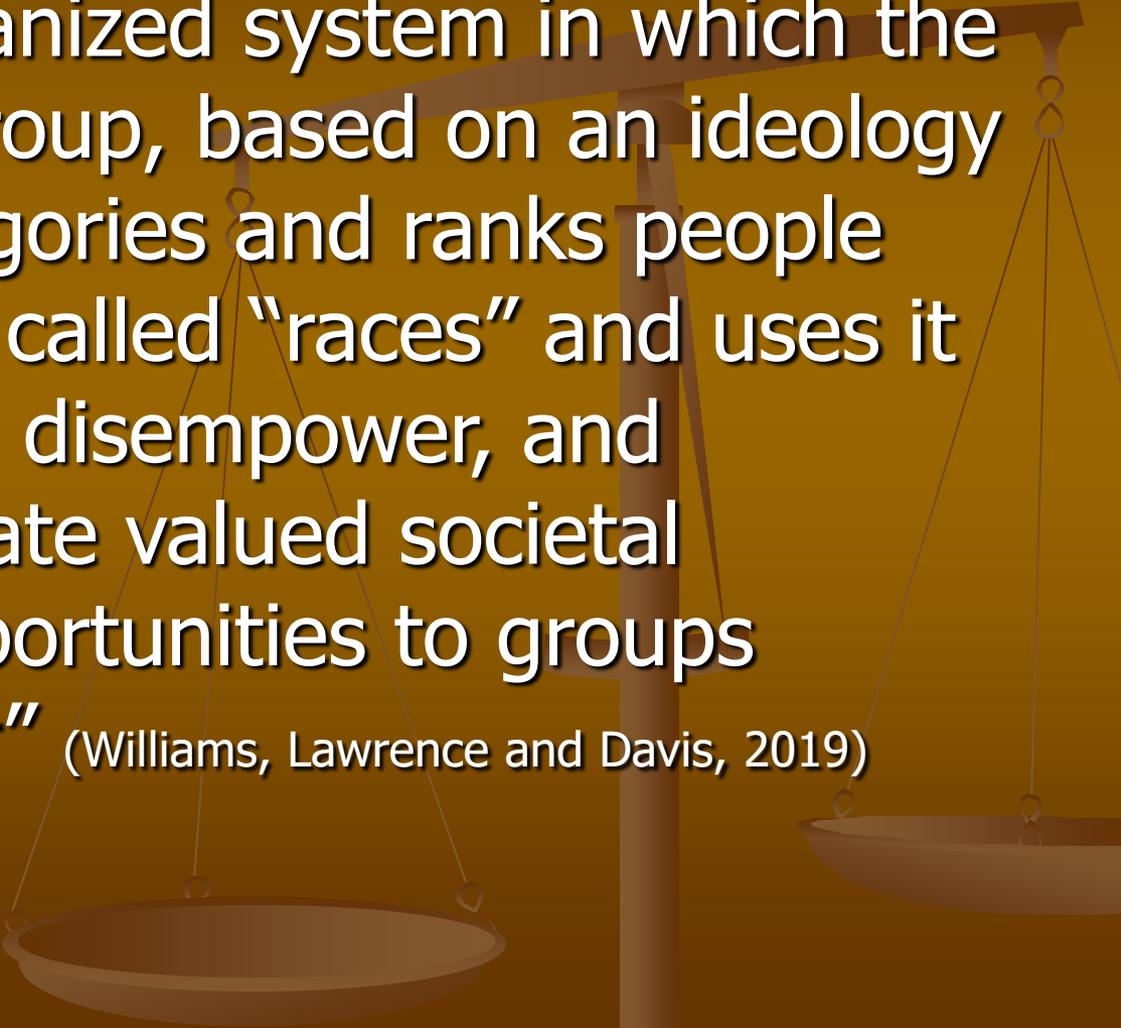
Presentation by Martell Teasley, Ph.D., MSW

What is Racism and How Does it Work?

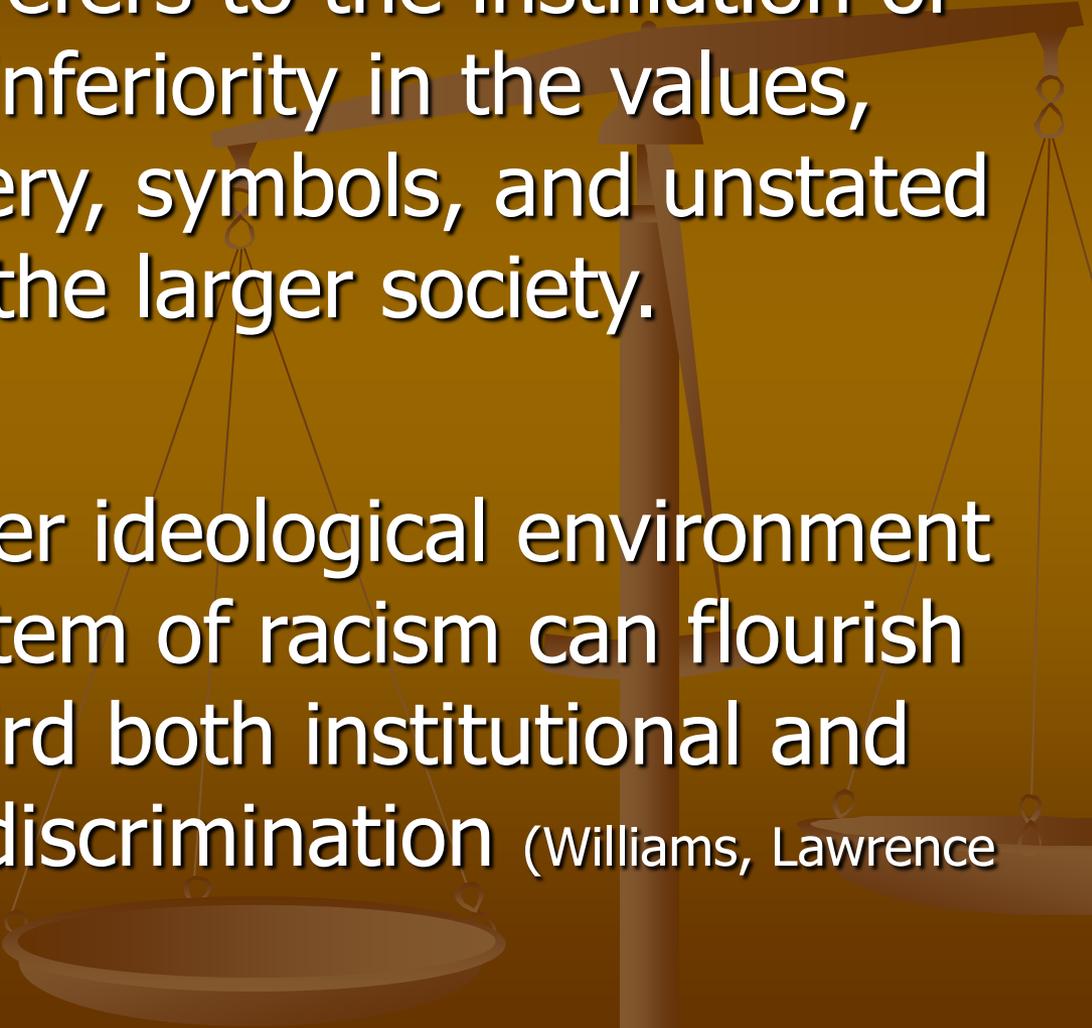


Defining Racism

“Racism is an organized system in which the dominant racial group, based on an ideology of inferiority, categorizes and ranks people into social groups called “races” and uses its power to devalue, disempower, and differentially allocate valued societal resources and opportunities to groups defined as inferior” (Williams, Lawrence and Davis, 2019)

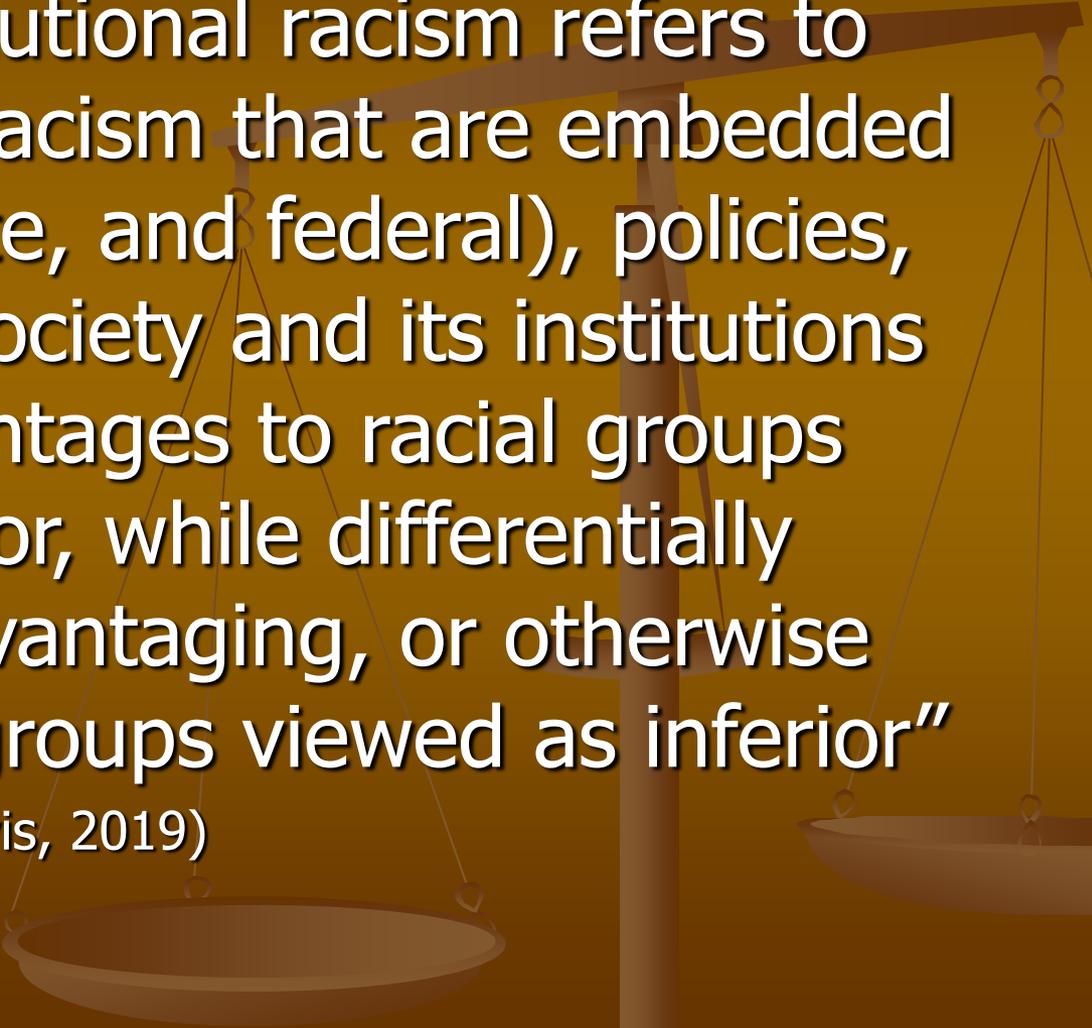


Cultural Racism



- Cultural racism refers to the instillation of the ideology of inferiority in the values, language, imagery, symbols, and unstated assumptions of the larger society.
- It creates a larger ideological environment wherein the system of racism can flourish and can undergird both institutional and individual level discrimination (Williams, Lawrence and Davis, 2019)

Structural Racism



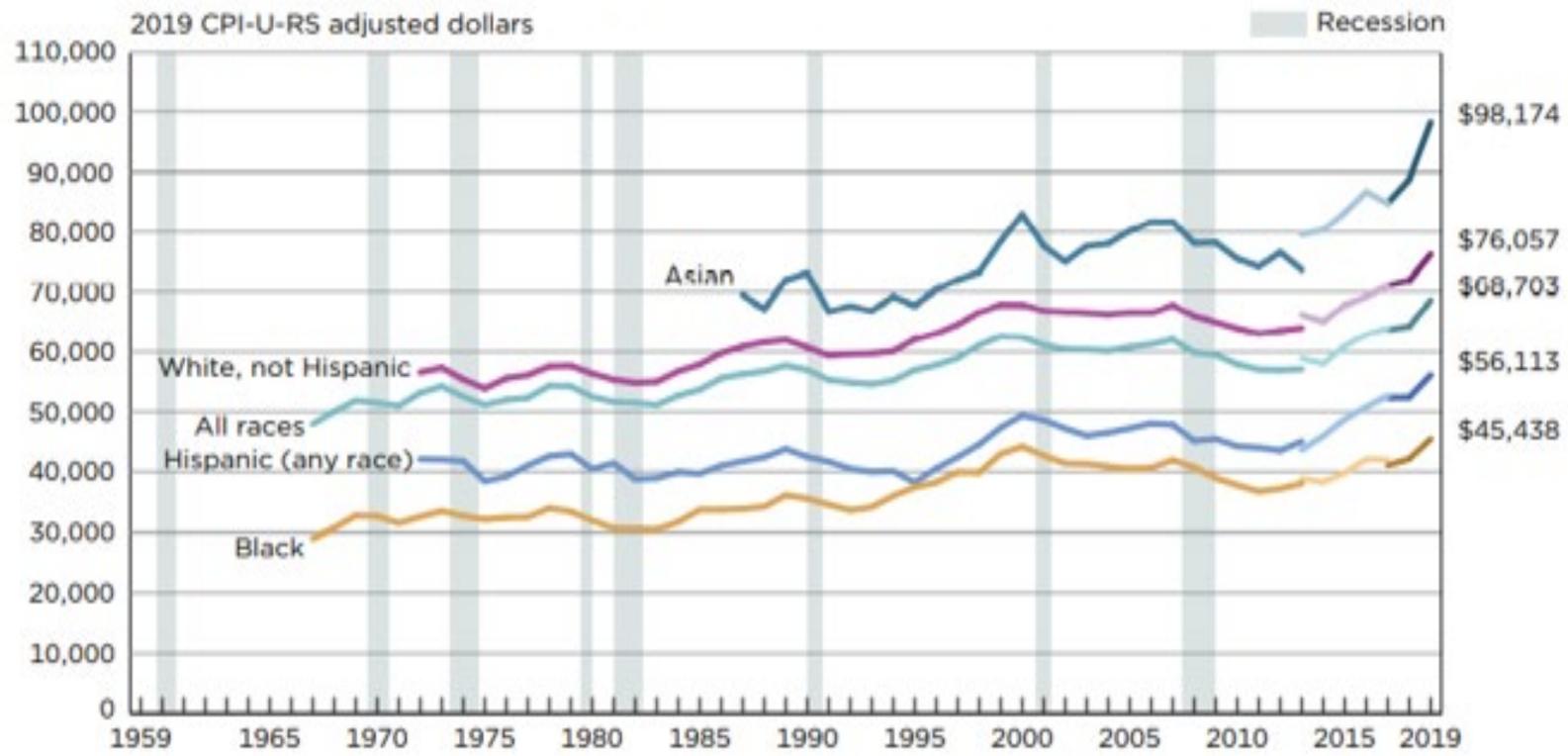
Structural or institutional racism refers to the processes of racism that are embedded in laws (local, state, and federal), policies, and practices of society and its institutions that provide advantages to racial groups deemed as superior, while differentially oppressing, disadvantaging, or otherwise neglecting racial groups viewed as inferior”

(Williams, Lawrence and Davis, 2019)

Figure 2.

Real Median Household Income by Race and Hispanic Origin: 1967 to 2019

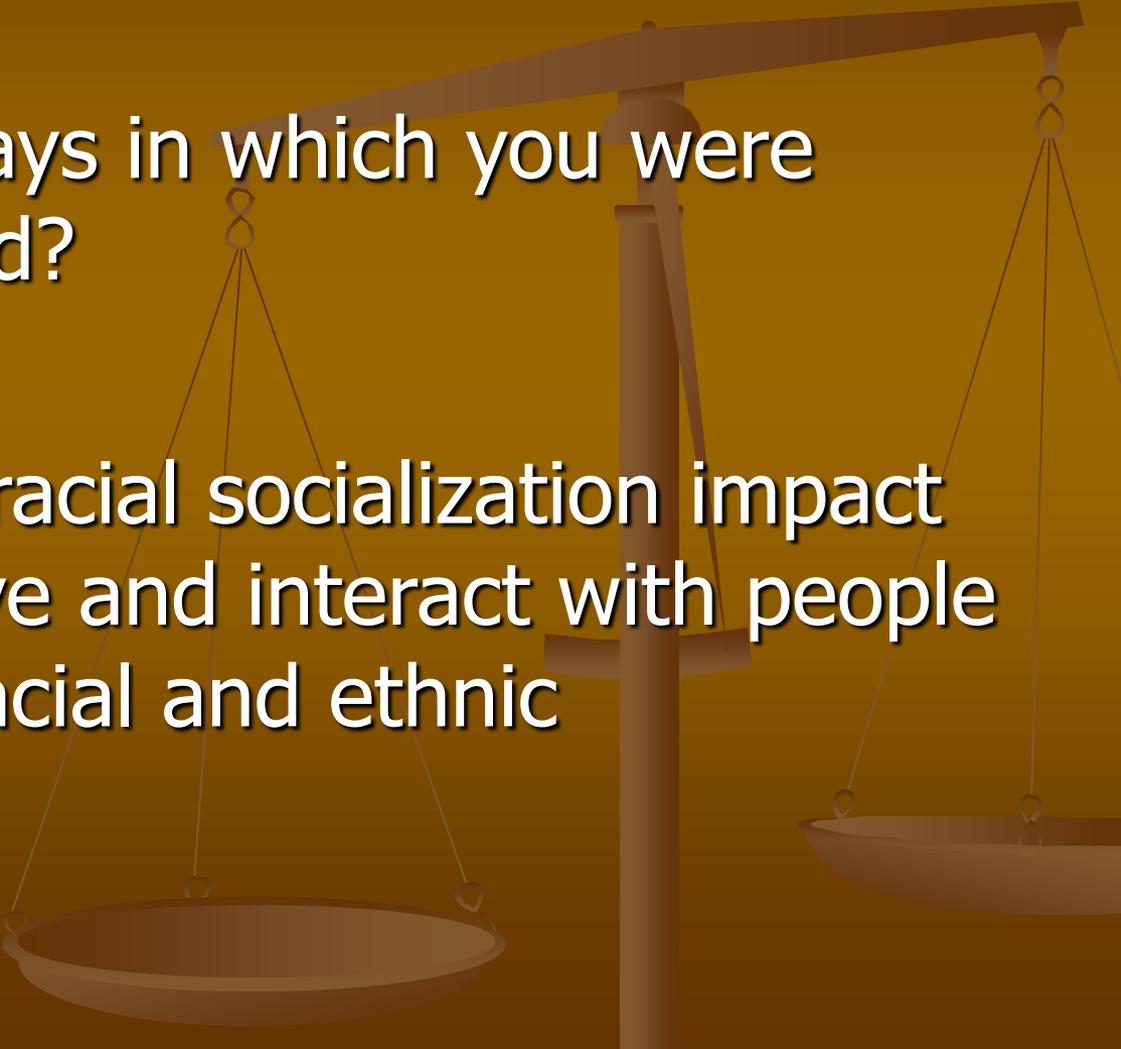
(Households as of March of the following year)



Notes: The data for 2017 and beyond reflect the implementation of an updated processing system. The data for 2013 and beyond reflect the implementation of the redesigned income questions. See Table A-2 for historical race footnotes. The data points are placed at the midpoints of the respective years. Median household income data are not available prior to 1967. For more information on the CPI-U-RS dollar adjustment and recessions, see Appendix A. For information on confidentiality protection, sampling error, nonsampling error, and definitions, see <<https://www2.census.gov/programs-surveys/cps/techdocs/cpsmar20.pdf>>.

Source: U.S. Census Bureau, Current Population Survey, 1968 to 2020 Annual Social and Economic Supplements (CPS ASEC).

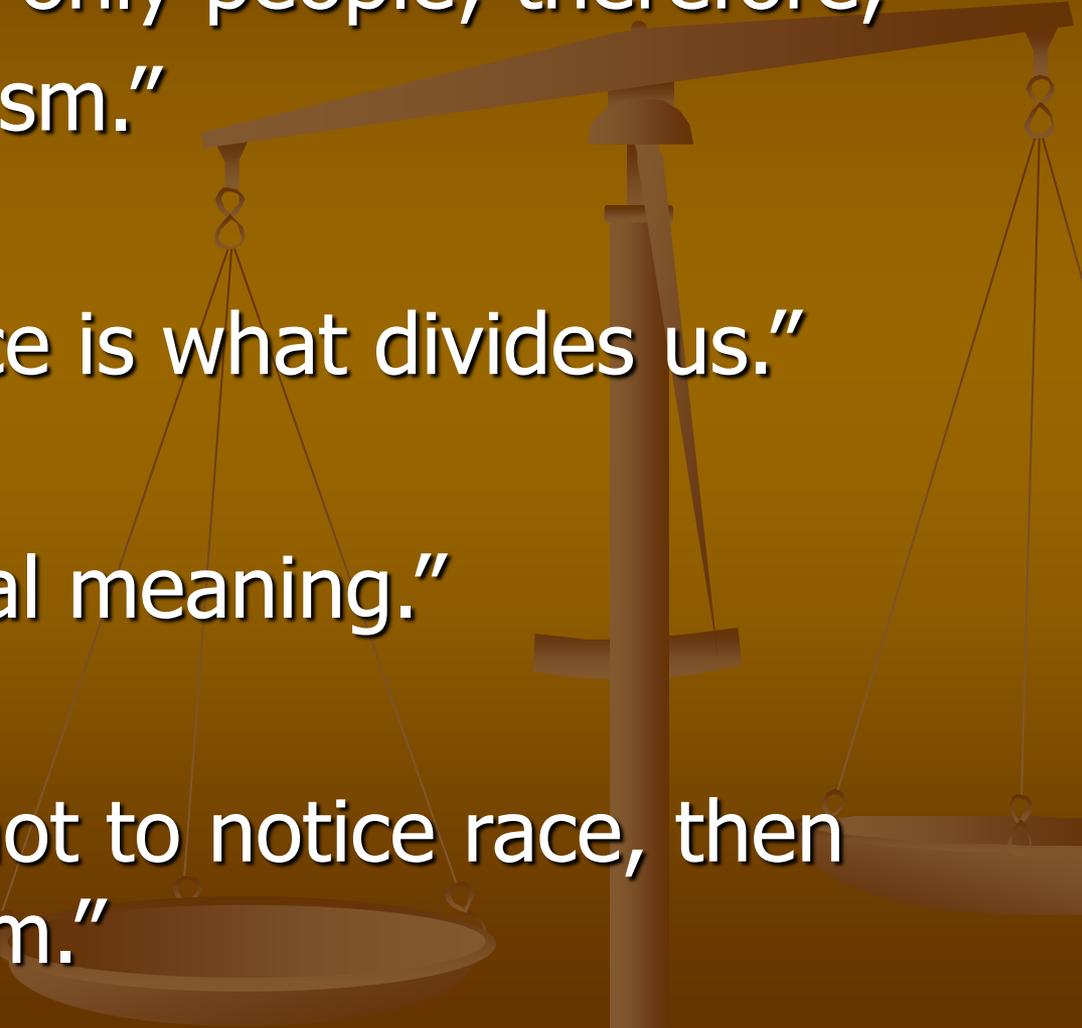
Racial Socialization

- What are the ways in which you were racially socialized?
 - How does your racial socialization impact how you perceive and interact with people from different racial and ethnic backgrounds?
- 

What is Colorblindness?



Colorblind Racism

- I don't see color only people; therefore, I am free of racism."
 - "Focusing on race is what divides us."
 - "Race has no real meaning."
 - "It we pretend not to notice race, then there is no racism."
- 

Racial Common Sense Thinking

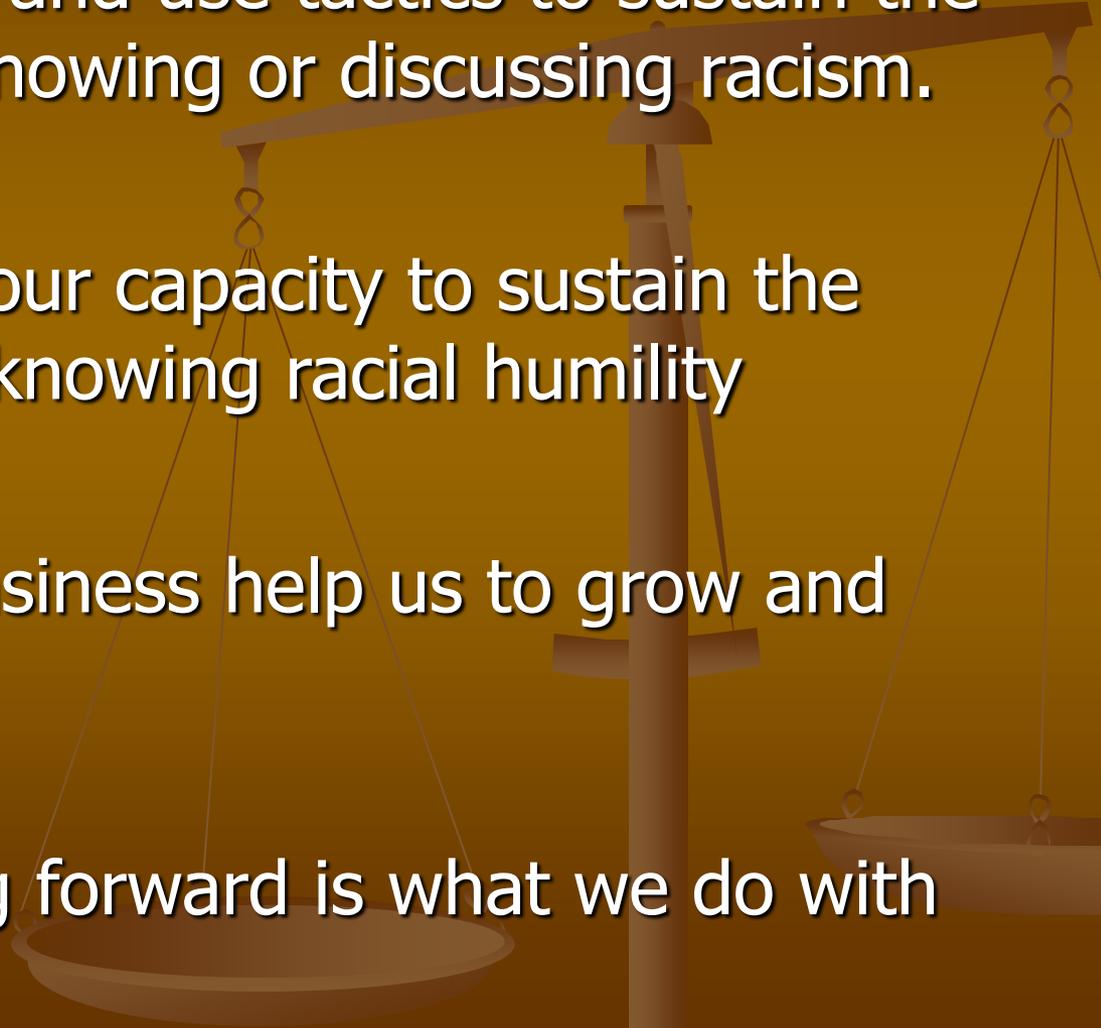
The act of overlooking or covering over the striking advantage of white privilege and institutionalized white supremacy

Justification that decidedly gives whites the advantage or upper hand in a given social context or that disadvantages people of color

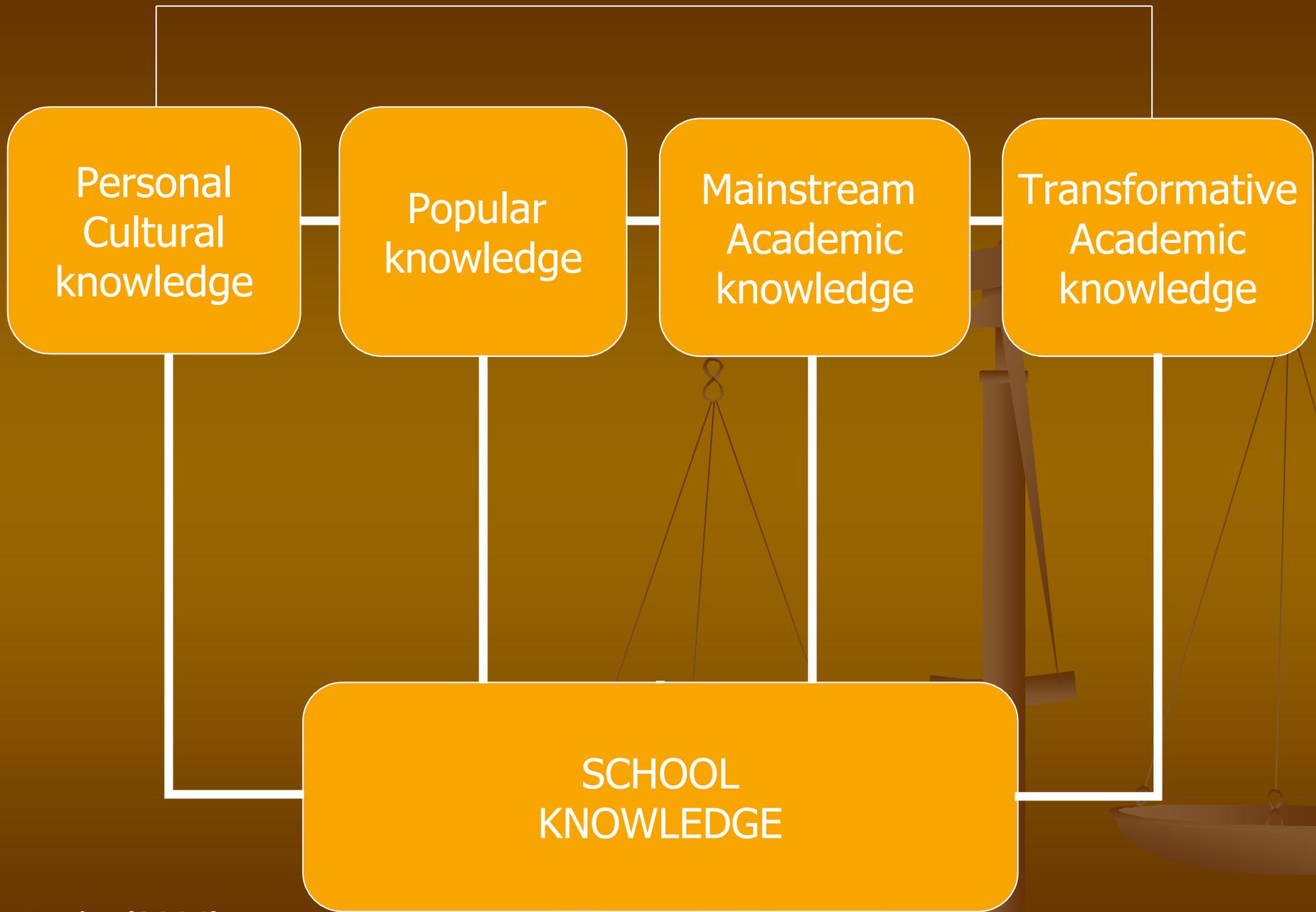
Benefits the status quo in terms of social relations and denies the lived experiences of people of color



Unpacking The Racial Status Quo



- People often form and use tactics to sustain the discourse of not knowing or discussing racism.
- We need to build our capacity to sustain the discomfort of not knowing racial humility
- How can our uneasiness help us to grow and learn?
- The key to moving forward is what we do with our discomfort

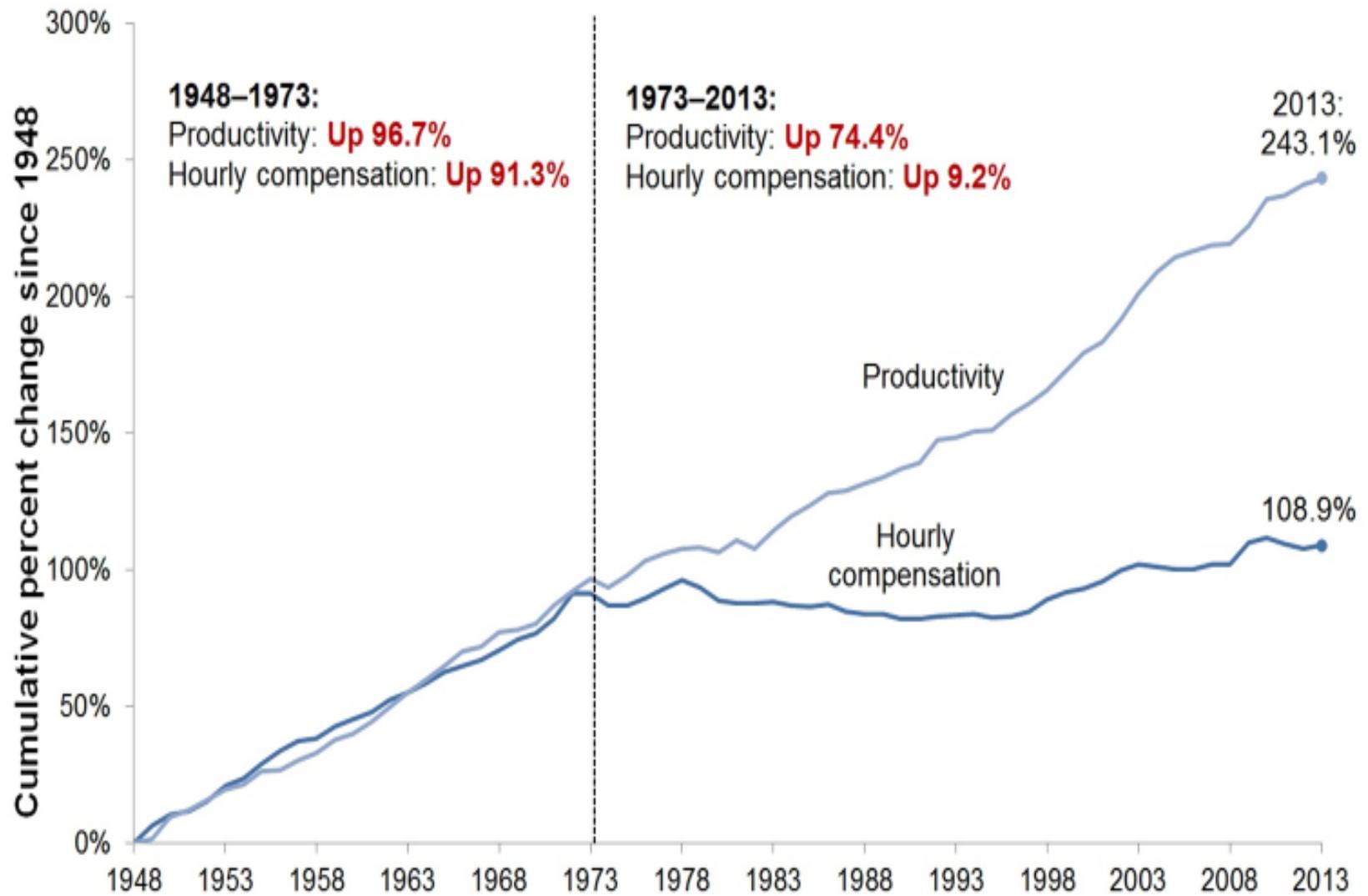


Banks (2006)

Cultural Wars & Multiculturalism

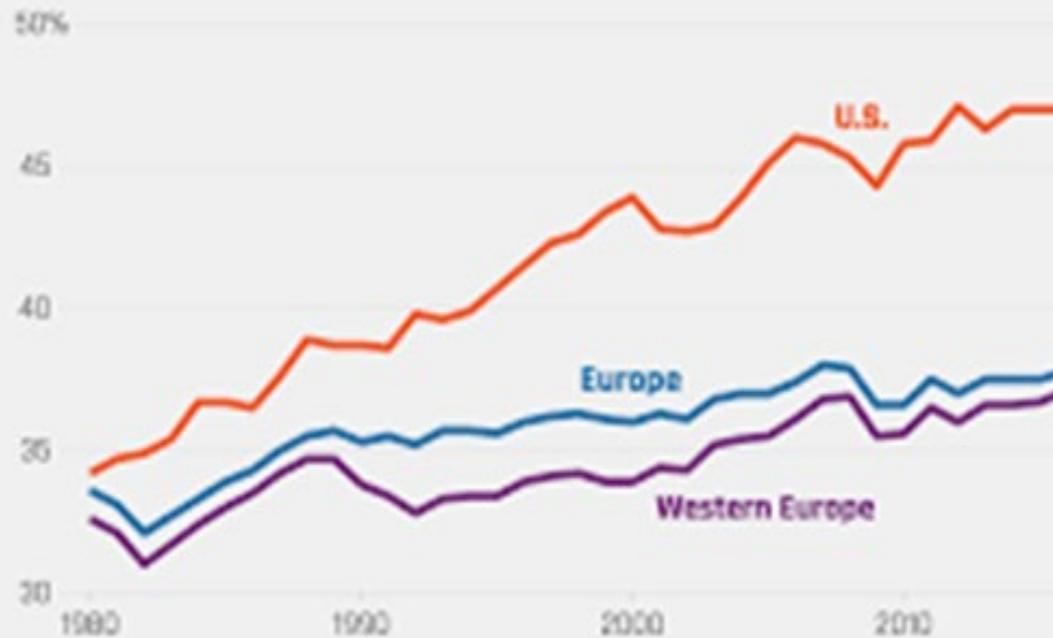
- The Problem with Diversity
- Polarized Intellectual and Political Positions
- The Rise of Populism
- Attack on College Professors
- Post Truth and Alternative Facts
- Dichotomous / Binary Thinking





Inequality has increased more rapidly in the U.S. than Europe

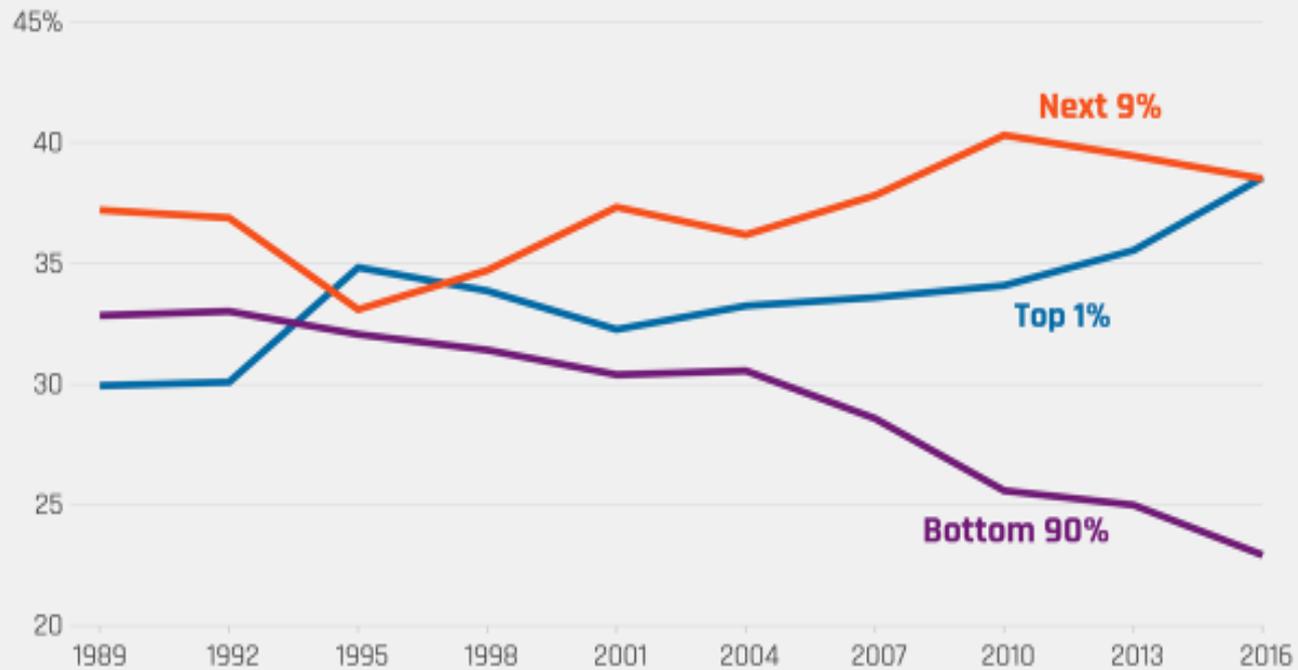
Share of national income earned by the top 10% of earners, 1980-2016



Source: WDIworld [2017]

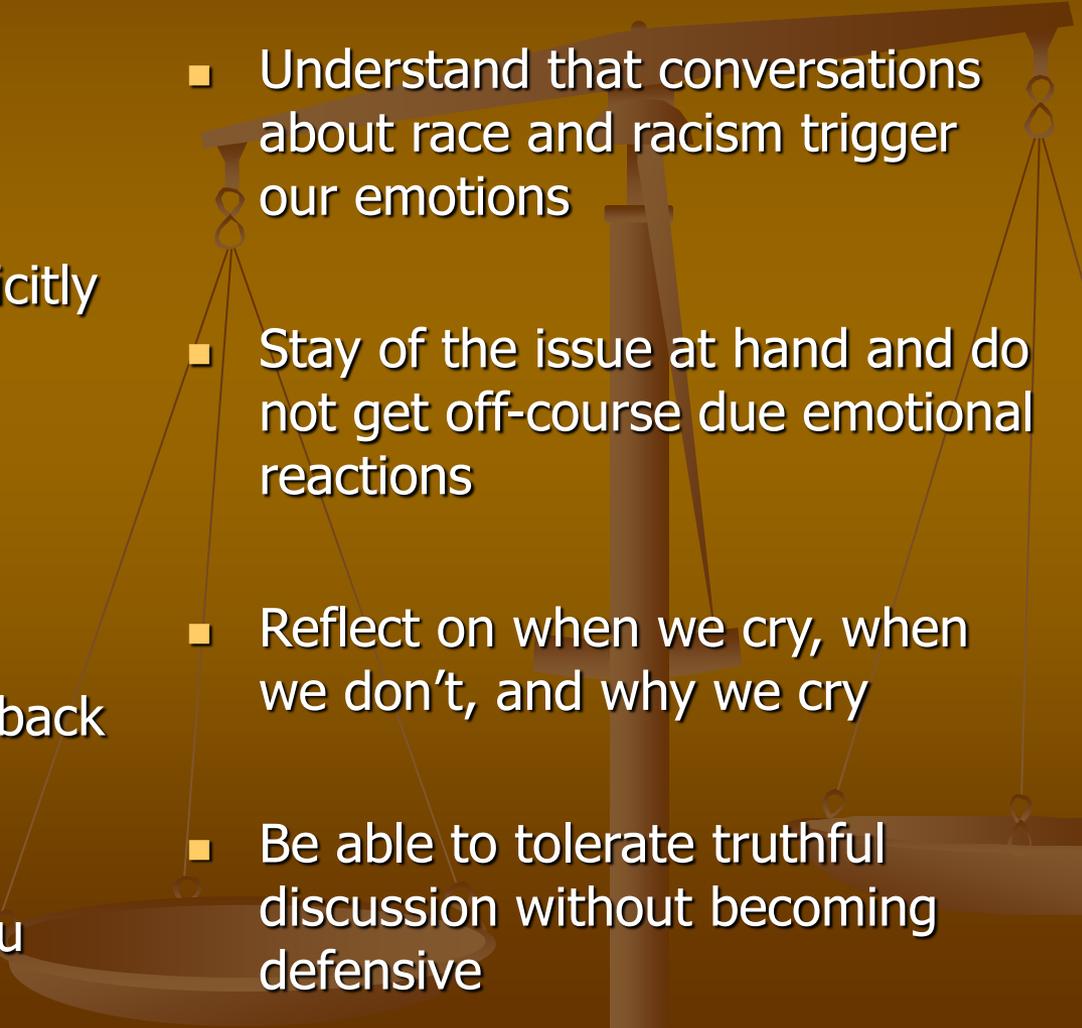
The wealthiest Americans own an increasing share of wealth

Shares of wealth in the United States by wealth percentiles, 1989-2016



Source: Authors' calculations using Federal Reserve Board, "Survey of Consumer Finances" [2017]

Suggestions for Dialogue on Race and Racism

- 
- Avoid Resorting to White Solidarity
 - Understand that bias is implicitly and therefore unavoidable
 - Discomfort is necessary and important to growth
 - How, where, and when feedback is given is irrelevant
 - Thank person for helping you better understand racism
 - Understand that conversations about race and racism trigger our emotions
 - Stay of the issue at hand and do not get off-course due emotional reactions
 - Reflect on when we cry, when we don't, and why we cry
 - Be able to tolerate truthful discussion without becoming defensive

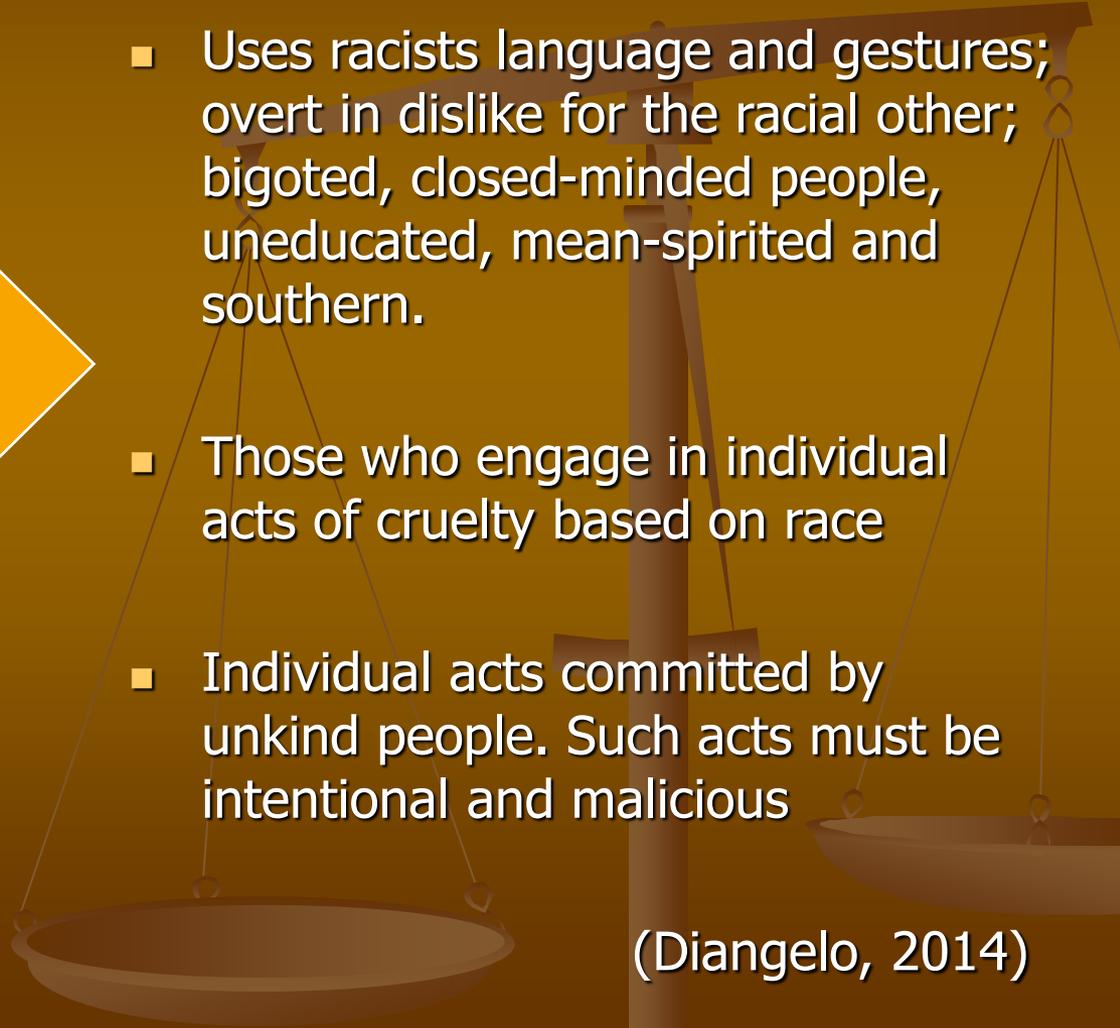
The Good/Bad Binary



The Good/Bad Binary



Bad People
(racism)

- 
- Uses racists language and gestures; overt in dislike for the racial other; bigoted, closed-minded people, uneducated, mean-spirited and southern.
 - Those who engage in individual acts of cruelty based on race
 - Individual acts committed by unkind people. Such acts must be intentional and malicious

(Diangelo, 2014)

The Good/Bad Binary

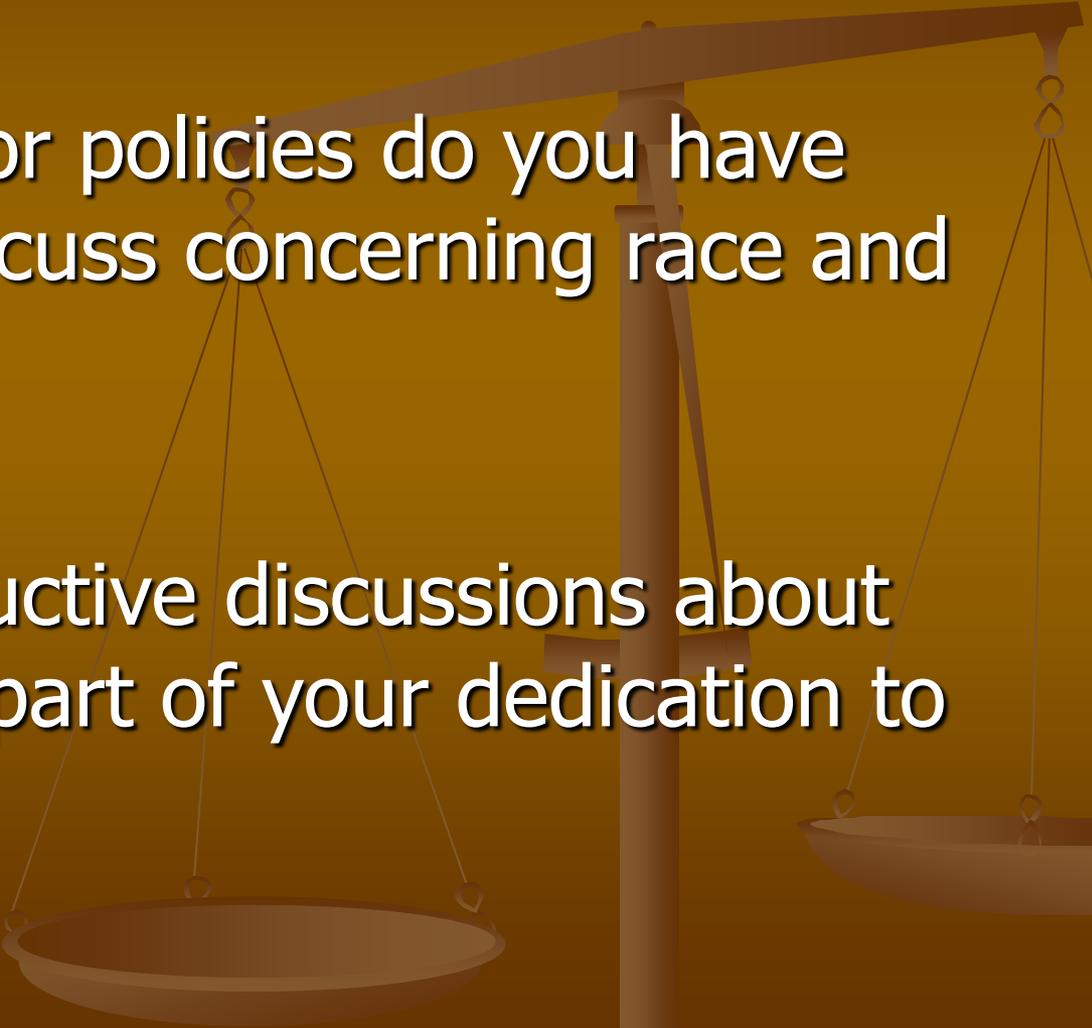


Good People
(non-racist)

Progressive people;
well-intended people;
nice, those who are
open-minded, young,
from the north,
knowledgeable, and
well-educated; the
middleclass

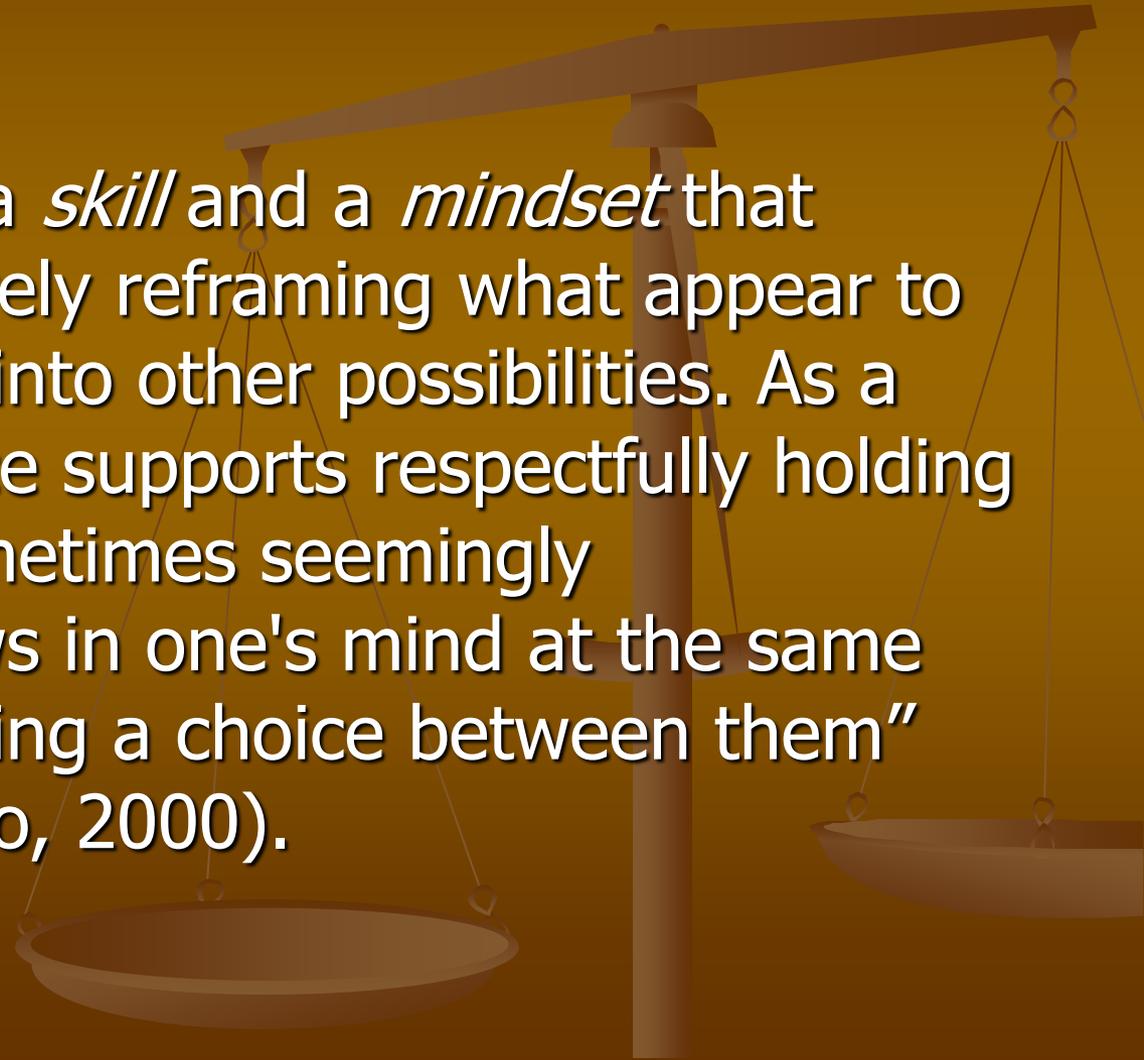
(Diangelo, 2014)

Racial Socialization

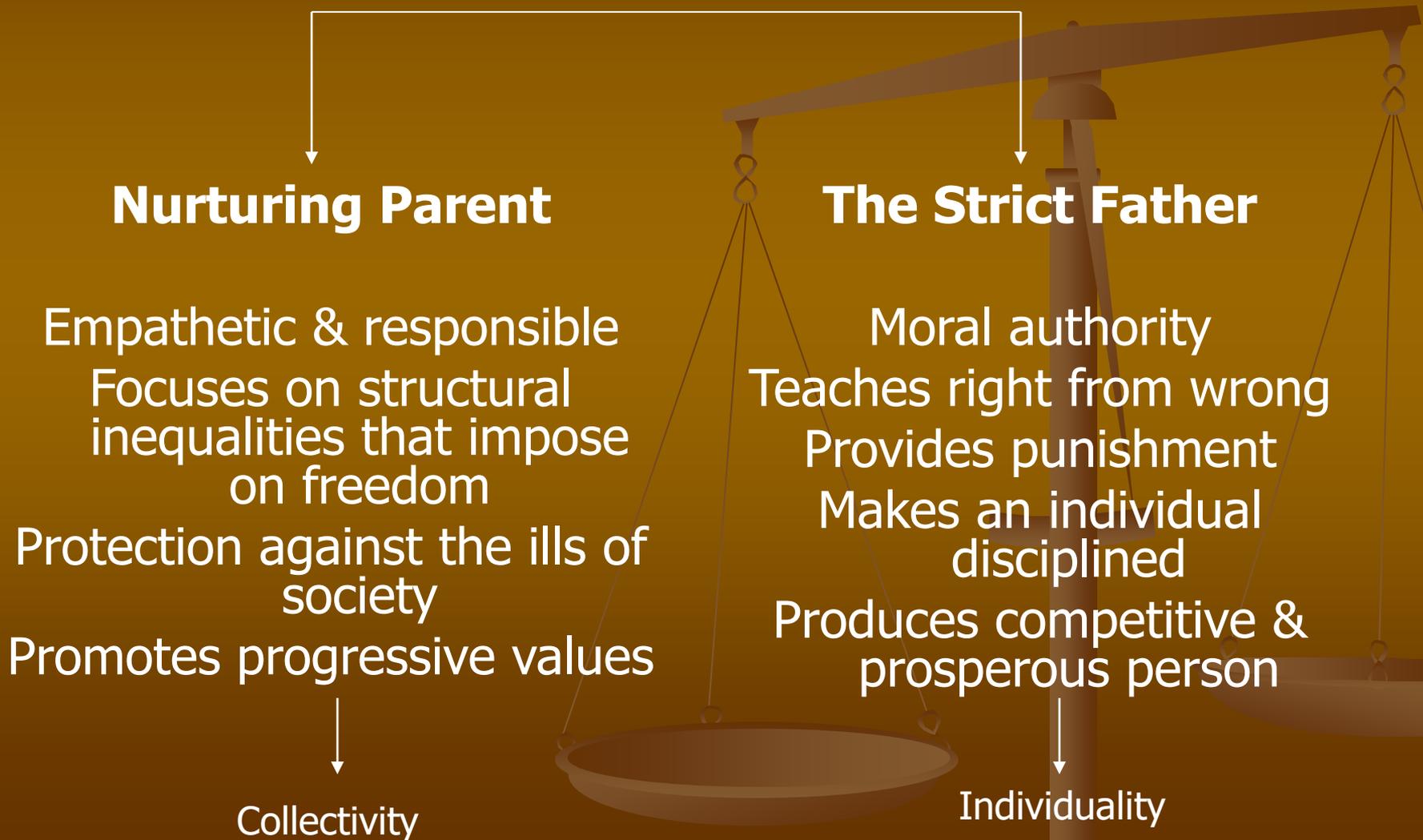
- What practices or policies do you have that you can discuss concerning race and diversity?
 - How can constructive discussions about racism become part of your dedication to social justice?
- 

Multicultural Consideration: The 3rd Space

- The 3rd Space is a *skill* and a *mindset* that focuses on creatively reframing what appear to be contradictions into other possibilities. As a mindset, 3rd Space supports respectfully holding divergent and sometimes seemingly contradictory views in one's mind at the same time, without forcing a choice between them" (Barrera and Corso, 2000).

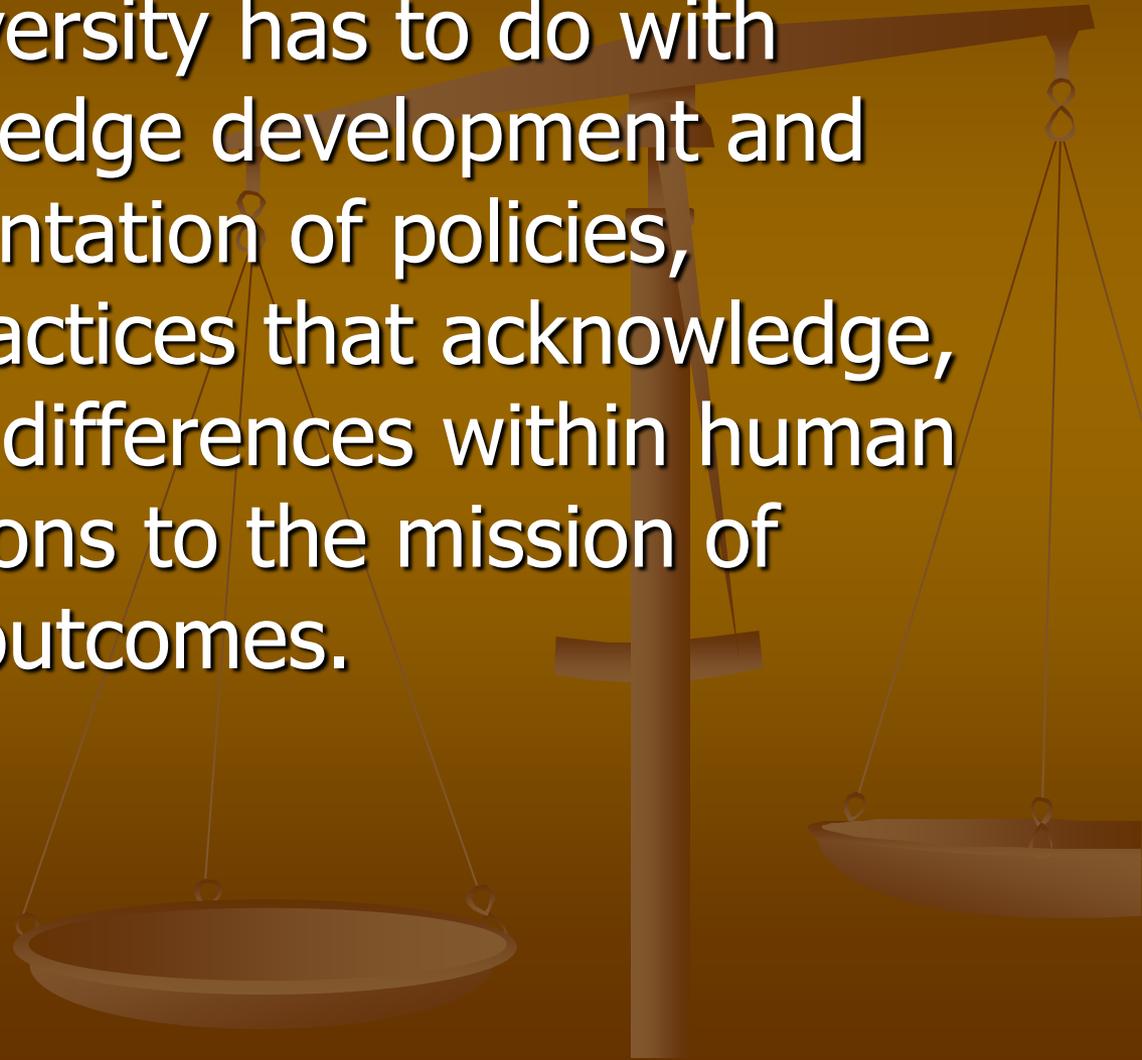


Dichotomous Views on Causation



Defining Organizational Diversity

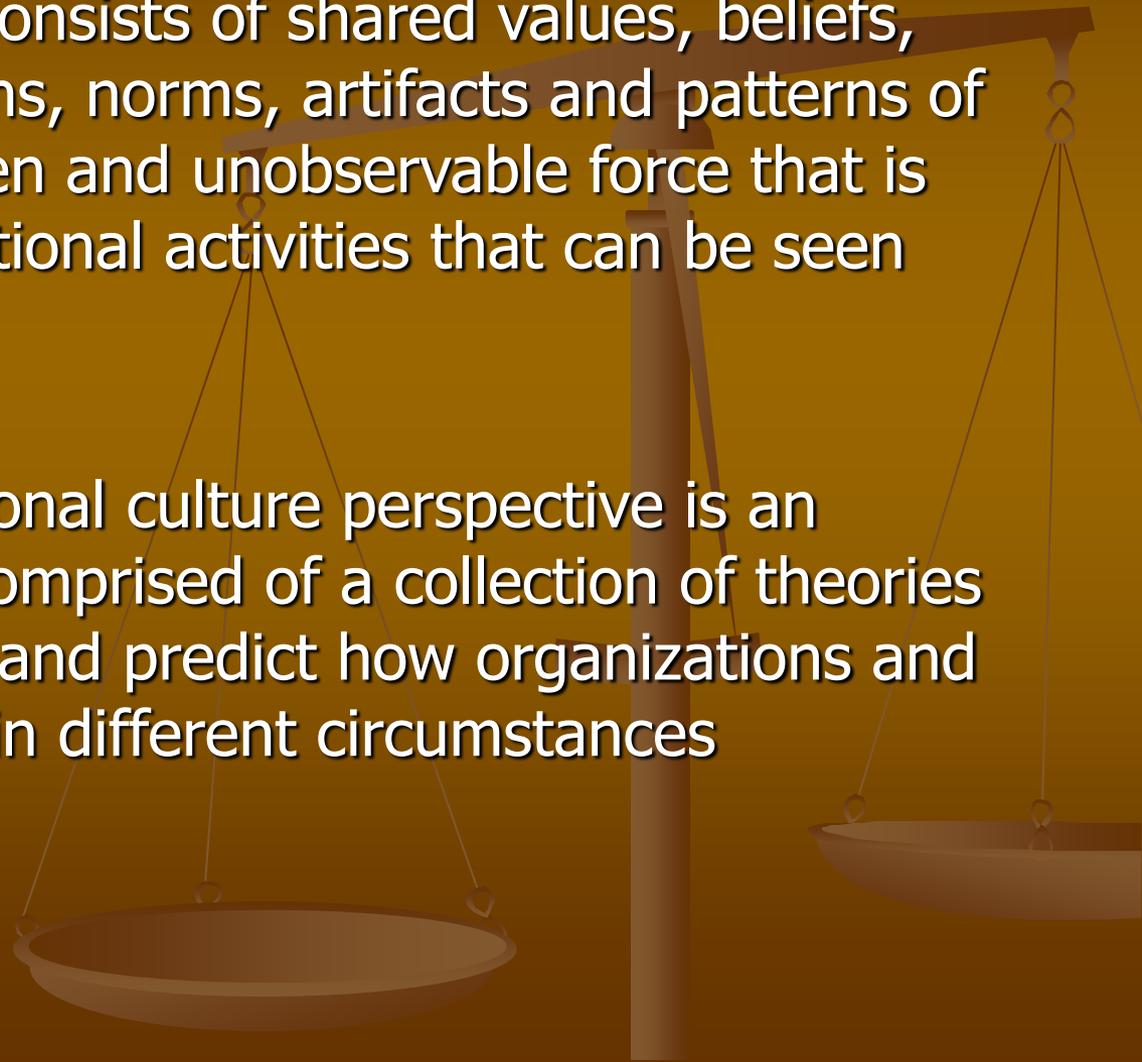
Organizational diversity has to do with awareness, knowledge development and strategic implementation of policies, programs, and practices that acknowledge, embrace and link differences within human service organizations to the mission of effective service outcomes.



Defining Organizational Culture

Organizational culture consists of shared values, beliefs, assumptions, perceptions, norms, artifacts and patterns of behavior. It is the unseen and unobservable force that is always behind organizational activities that can be seen and observed.

Secondly the organizational culture perspective is an analytical perspective comprised of a collection of theories that attempt to explain and predict how organizations and the people in them act in different circumstances (Grosenick, 1994)



Typology of Elements of Organizational Culture

Artifacts

Organizational anecdotes
Celebrations
Ceremonies
Patterns of Communications
Heroes
Historical vestiges
Jargon / Language
Materials objects
Myths
Physical arrangements
Organizational scripts
Organizational stories / traditions
Symbols
Translation of myths into actions and relations

Patterns of Behavior

Attitudes
Behavioral regularities
Customs
Way of doing things
Shared expectations
Habits
Patterns of interaction
Management Practices
Manner / Norms
Rites
Rituals an Ritualized practices
Informal system of rules
Style
Tradition

(Grosenick, 1994)



Valuing Organizational Diversity

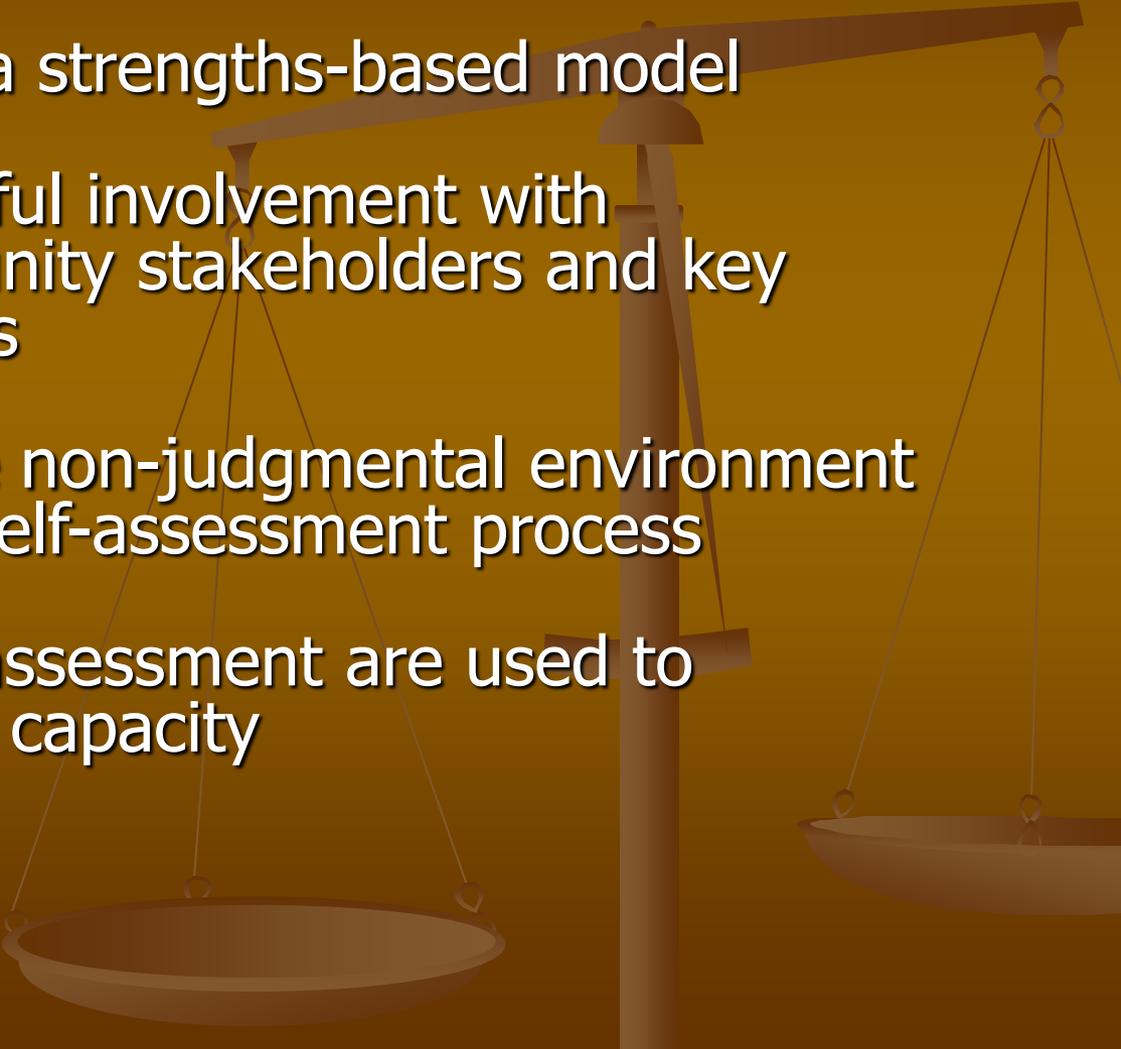
- Organizations must value diversity
 - Organizations must conduct self-assessment
 - Organizations must manage the dynamics of diversity.
 - Organizations must institutionalize cultural knowledge.
- 

Valuing Diversity

- Cultivating Leadership
- Must have “Buy-In”
- Work Collaboratively
- Manage Logistics
- Assuring Community Collaboration & Partnerships



Conducting Self-assessment

1. Self-assessment is a strengths-based model
 2. Engage in meaningful involvement with consumers, community stakeholders and key constituency groups
 3. Promotion of a safe non-judgmental environment is essential to the self-assessment process
 4. The results of self-assessment are used to enhance and build capacity
- 

Diversity = Profit

Research on Organizational Diversity:

<http://www.npr.org/2014/03/21/292225798/does-diversity-on-research-team-improve-quality-of-science>



References

- Barrera, I., & Corso, R. M. (2002). Cultural competency as skilled dialogue. *Topics in Early Childhood Special Education*, 22(2), 103-113.
- Diangelo, R. (2014). *White Fragility: Why it's so hard for White people to talk about racism*
- Diller, J. V. (2004). *Cultural diversity; a primer for the human services* (2nd ed.) Belmont, CA: Brooks/Cole.
- Hogan, M. (2007). *Four skills of cultural diversity competence: A process for understanding and practice* (3rd edition). Belmont, CA: Brooks/Cole.
- Lum, D. (2003). *Culturally competent practice: a framework for understanding diverse groups and justice issues* (2nd ed.). Pacific Grove, CA: Brooks/Cole.
- Mason, J.L. (1995). *Cultural competency self-assessment questionnaire: A manual for users* (Report No. EC 305 015). Washington, D.C.: National Institute on Disability and Rehabilitation. (ERIC Document Reproduction Service No. ED 399 684).
- Williams, D.R., Lawrence, J. A., & Davis, B.A. (2019). Racism and health: Evidence and needed research. *Annual Review of Public Health* 105-125.