

Plug Into Equity Conference

Waco-McLennan County Public Health District
Utilizing Culturally Responsive and Racially Equitable Engagement

Paul Elam, PhD

Building Culturally Responsive and Racially Equitable Systems



MPHI®
A Michigan-based, nationally engaged, non-profit public health institute - working together to center equity, promote health, and advance well-being.

Our Core Values Drive Everything We Do



Servant Leadership

We are all leaders and attend to the growth and well-being of each other.



Health Equity & Social Justice

We seek out what is unjust and remove barriers to achieving health and well-being.



Authentic Relationships

We engage with integrity and transparency to build trust.



Quality & Excellence

We deliver service that exceeds expectations and promotes positive change.



EQUITY IN ACTION MOVING PROFESSIONALS FROM CONCEPT TO PRACTICE

Equity in Action

*Moving Professionals
From Concept to Practice*

Utilizing Culturally Responsive and Racially Equitable Engagement **Plug Into Equity Conference**

Paul Elam, PhD



WITHOUT STRUGGLE, THERE CAN BE NO
PROGRESS.

Frederick Douglass

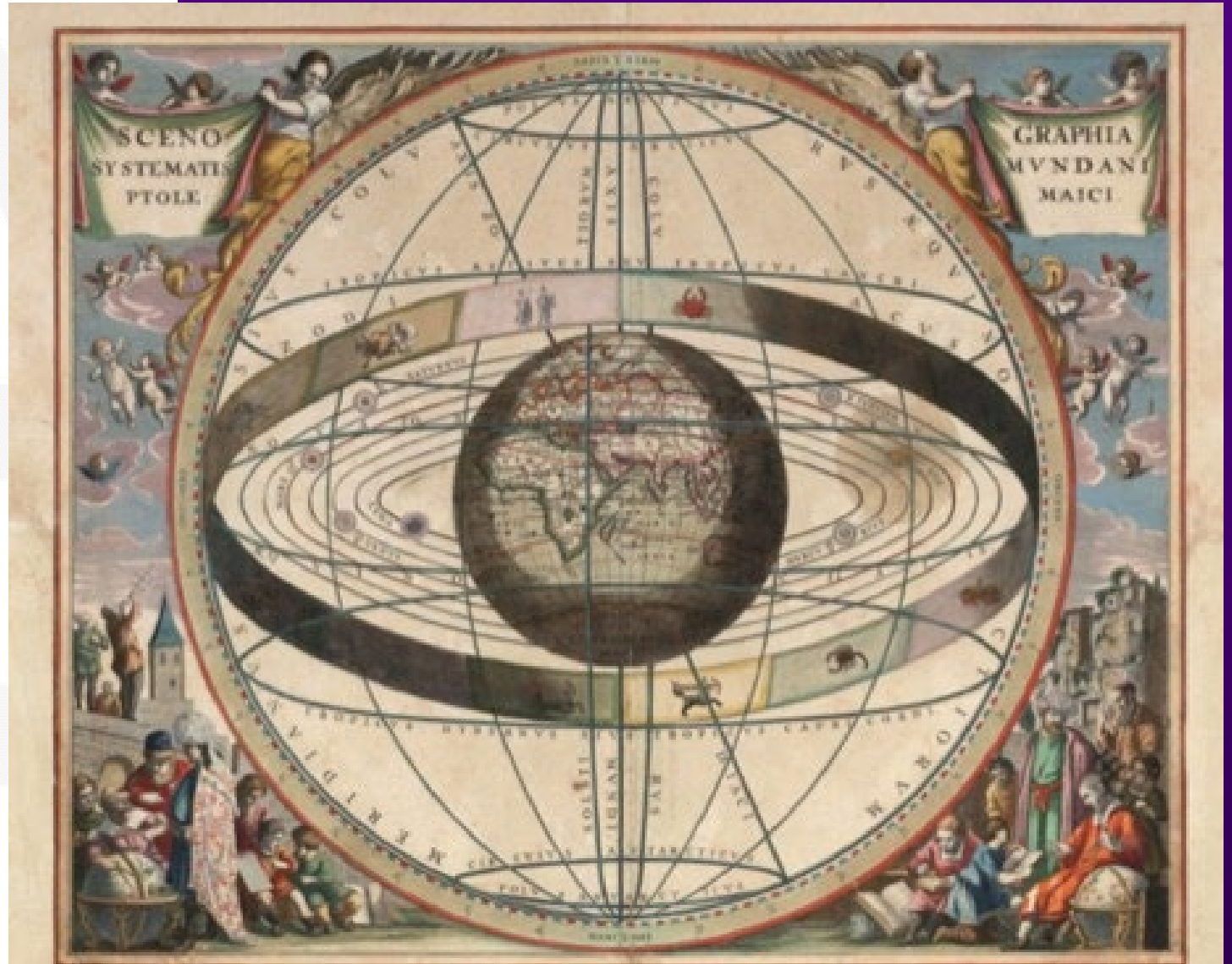
How Did We Get Here?

“This Government was not founded by negroes for negroes,” but “by white men for white men.”

Mississippi senator Jefferson Davis, April 12, 1860 (also became the President of the Confederacy)



How Do You See the World?



Cultural Biases



Culturism

Belief in the relative superiority or inferiority of certain cultures; discrimination or prejudice based on assumptions about culture.

Source: Oxford



Cultural Responsiveness

The ability to learn from and relate respectfully to people from your own and other races/cultures

Source: The National Center for Culturally Responsive Educational Systems (NCCREST)



Working Definitions of DEI

Diversity +

Representation of different social identities with a range of differences that make people unique

Inclusion +

The action of creating an environment that engages, respects and values multiple perspectives, ideas, and individuals and social identities

Equity =

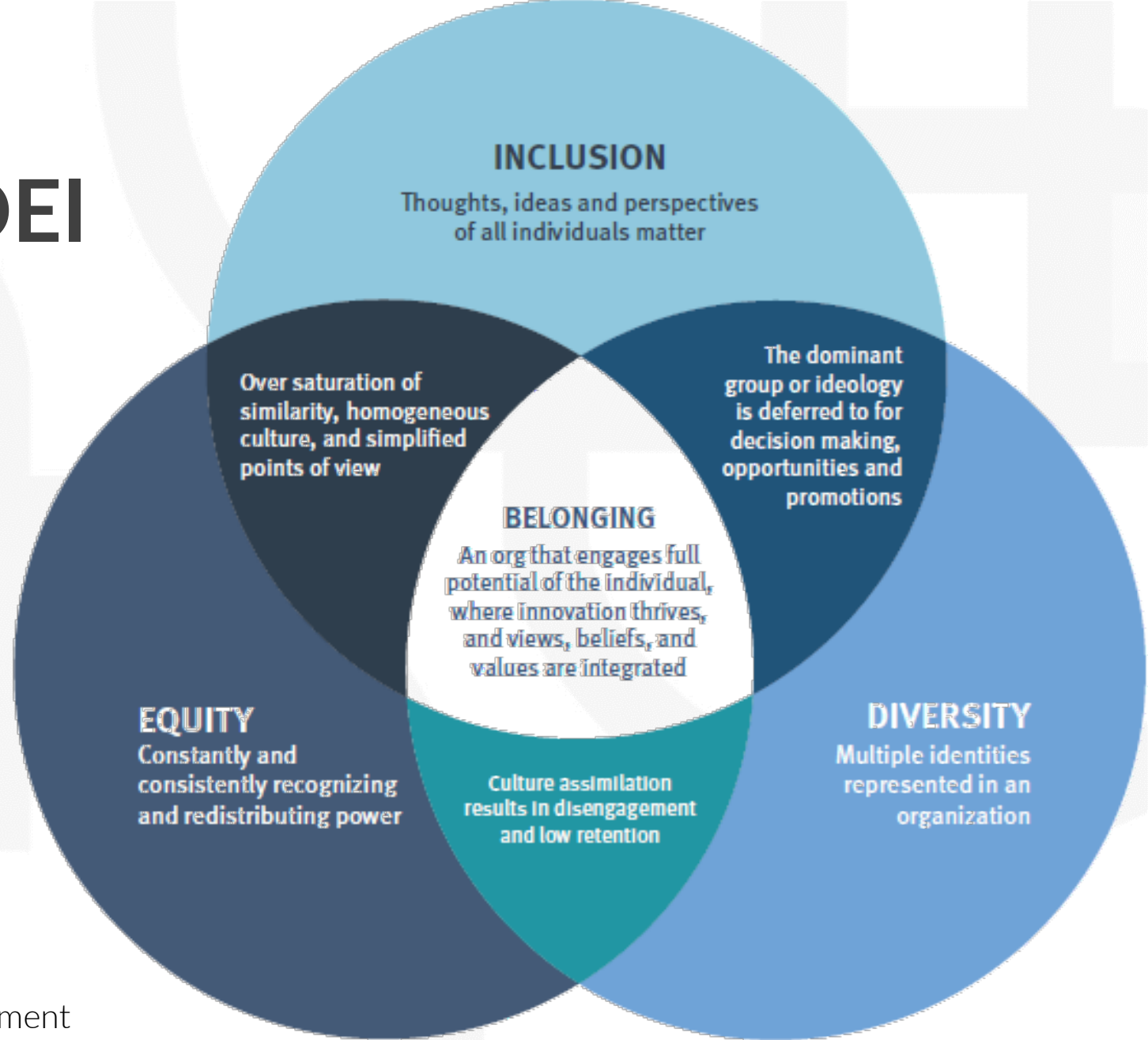
The guarantee of just treatment, access, opportunity, and advancement for all while striving to identify and eliminate barriers that have prevented the full participation of some social identities

Belonging

The feeling of security and support when there is a sense of acceptance, inclusion, and identity for an individual within a group

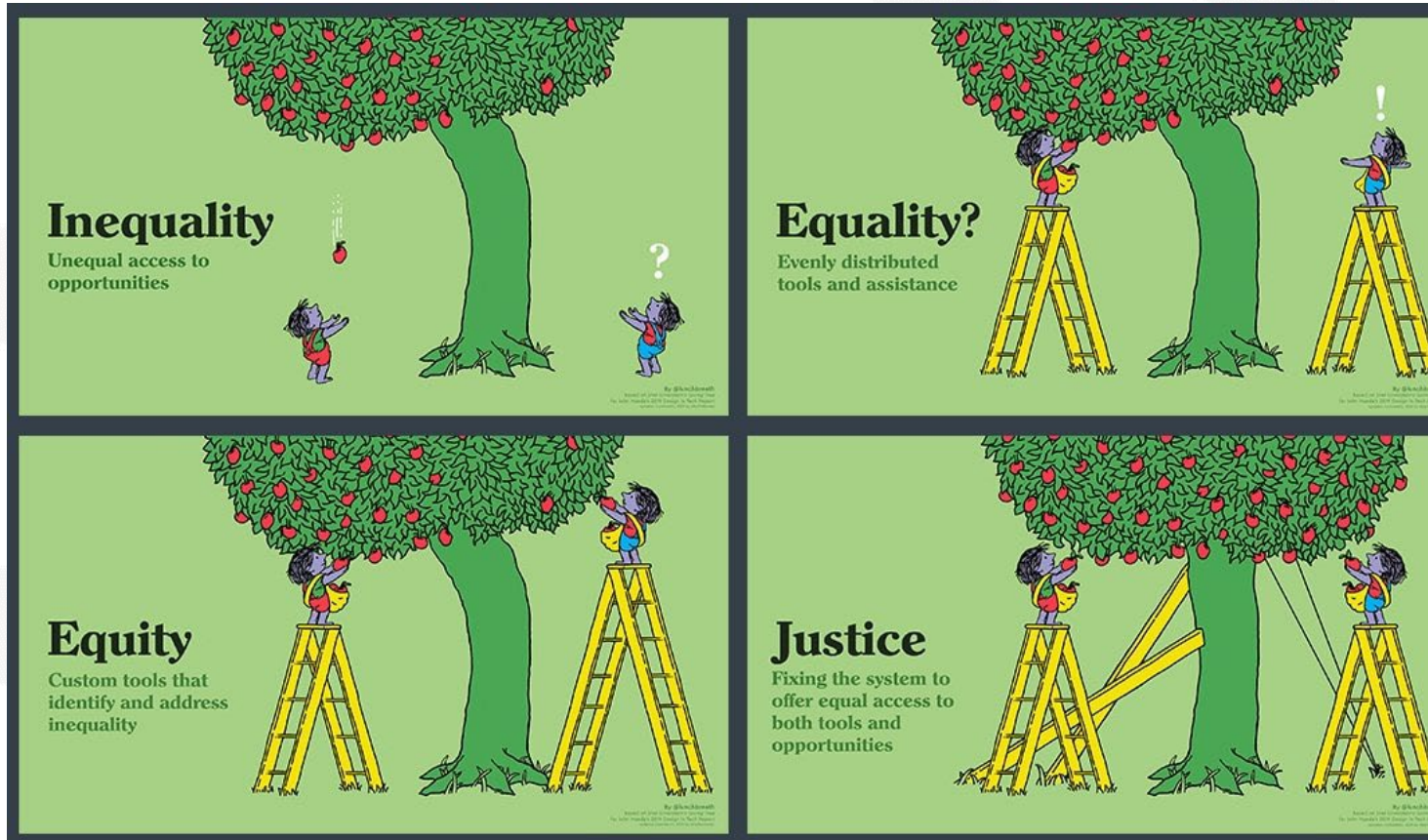


Outcomes Interdependence of DEI



From Krys Burnett, 21st Century Organizational Development

Equity and Justice



The graphic to the right shows the different ways a society can function. The goal is always justice, where the system is fixed to offer equal access to both tools and opportunities.

Racism Operates on 5 Levels



Personal



Institutional



Interpersonal



Internalized



Structural

Structural Racism

"Structural racism emphasizes the powerful impact of inter-institutional dynamics, institutional dynamics, institutional resources inequities and historical legacies on racial inequalities today."

Andrew Grant Thomas and John A. Powell, *Toward A Structural Racism Framework*, (Poverty and Race: November/December 2006).





Culturized and Racialized Social Systems

- Systems shape policy and contribute to disparities.
- Racism is dynamic and ever changing.
- A critical aspect to address: accumulation and incorporation of long-standing racialized practices into all of our social and economic structures; including engagement and evaluation.

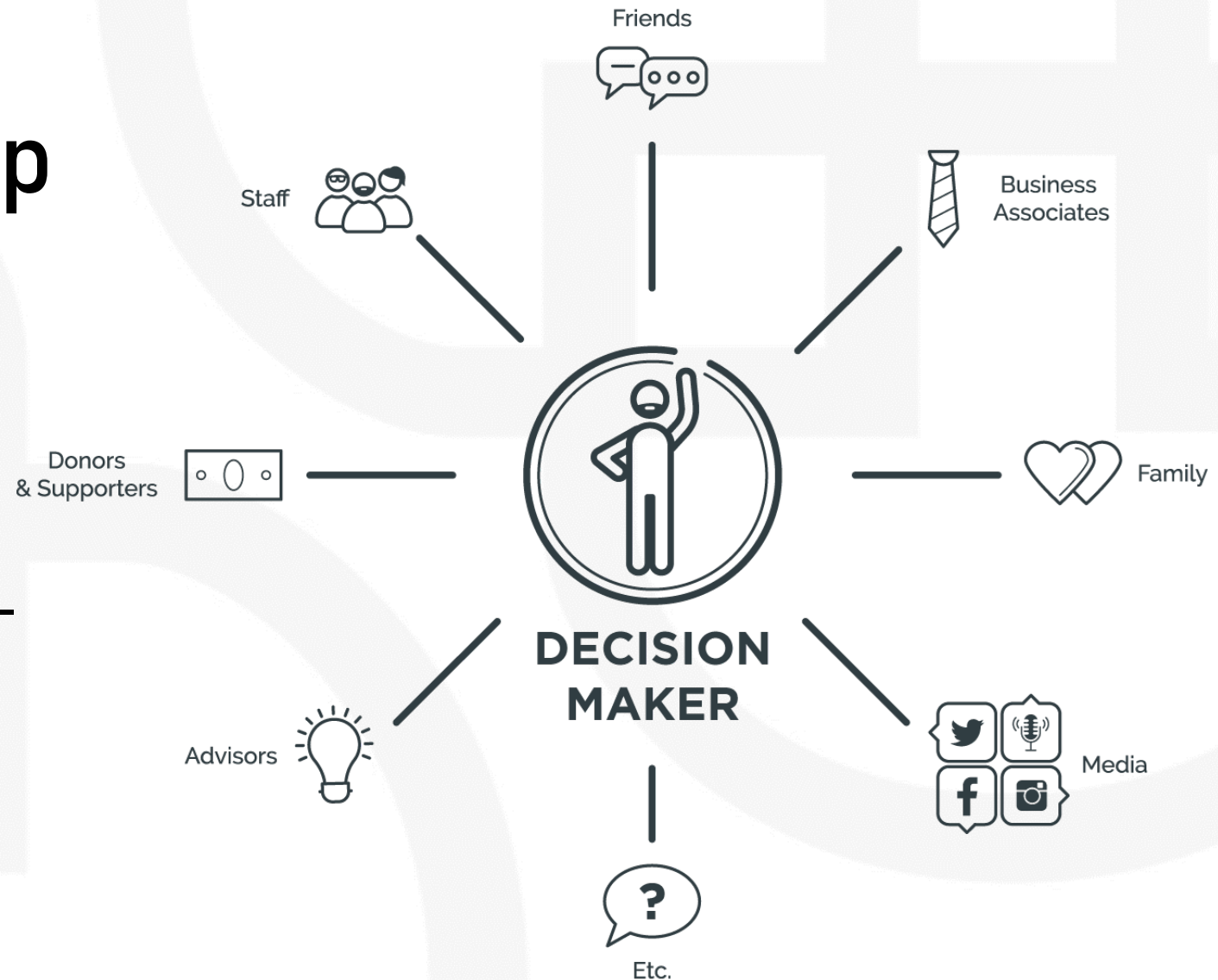
Adopt a Culture- and Race-Conscious Approach

Foundations, grantees, evaluators and community change agents must adopt an explicitly culture- and race-conscious approach to their work.

- They must factor culture and race into their analysis of causes to the problems they seek to address.
- It is not enough to identify disparities between races; we must understand the root causes of those disparities.

Inclusion: Power Map

- Who holds the power that influences policies and outcomes?
- Who was engaged and empowered in the decision-making process?
- Who is missing?



Tenets of a Culturally Responsive and Racially Equitable Evaluation and Engagement Process

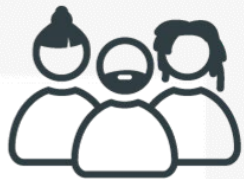


Culturally Responsive and Racially Equitable Engagement

Diversity	Assessment	Inclusion	Community Engagement	Equity
<p>Diversity among team</p> <p>Personal awareness of cultural frameworks, assumptions and biases</p>	<p>Awareness of cultural differences among priority population</p> <p>Shared background/life experiences with the priority population</p> <p>Multicultural training</p>	<p>Priority population input in design and decision-making process</p> <p>Process appropriate to participant's culture</p>	<p>Process appropriate to participant's culture</p> <p>Use of team members with prior diversity, inclusion, and equity work</p>	<p>Who and what was changed or affected, and how?</p> <p>Were there unintended changes or consequences because of culture or context?</p>

Culturally Responsive and Racial Equity Lens

"Always place the people who are most impacted at the center of conversations which seek to find solutions to problems affecting them."



Assess

diversity of team, service provider, and funder



Reflect

on cultural competence of team



Reach out
to community leaders/agents



Ensure
community voices are heard and valued



Examine
institutional and inter-institutional aspects of structural racism



Understand
racial historical legacy




Identify
racial disparities



Self-Assessment for Professionals

How do you know if your engagement practice is culturally responsive and racially equitable?



Is My Evaluation Practice Culturally Responsive?

This document is a cultural diversity and cultural competency self-assessment checklist designed for personnel providing research and evaluation services and support to agencies, projects, and boards of directors that require such services be viewed through a lens of diversity, inclusion, and equity.

This assessment will focus on the four components presented in the "Considerations for Conducting Evaluation Using a Culturally Responsive and Racial Equity Lens."

1. Cultural competency of the evaluators and the evaluation process
2. Diversity as related to various grantee attributes
3. Inclusion of members of the priority community in the evaluation process
4. Equitable outcomes for the participants

Prepared by MPH
November 2019

Culturally Responsive and Racially Equitable Engagement Checklist

- Identify **racial disparities**.
- Understand racial **historical legacy**.
- Examine **institutional and inter-institutional aspects** of structural racism.
- Assess **diversity** of team, service provider, and funder.
- Reflect on **cultural responsiveness** of team.
- Ensure **community voices** are heard and valued.
- Reach out to **community leaders/agents**.



“ 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. ”

**Martin Luther
King, Jr.**

(Letter from a Birmingham Jail)



Building Culturally Responsive and Racially Equitable Systems



EQUITY IN ACTION MOVING PROFESSIONALS FROM CONCEPT TO PRACTICE

“Always place the people who are most impacted at the center of conversations which seek to find solutions to problems affecting them.”

Paul Elam, PhD

Thank You!

