



Community Meetup on Racism & Oppression

June 12, 2020

Goals for the hour

- Defining some terms and setting the stage
- Sharing one another's feelings about the moment we find ourselves in
- Reflecting on how this affects the HCH community (loosely defined)
- Sharing strategies on how to support our staff
- Opening a dialogue on what it means to institutionalize antiracism in our field

Moderators

- Lawanda Williams: Health Care for the Homeless, Baltimore
- David Peery: Camillus Health Concern, Miami
- Michael Durham: NHCHC, Nashville

Rules for Engagement

- Take space, make space
- Be conscious of your own prejudice and privilege
- Strive for a safe space (as much as possible)
- Respect personal experience
- Assume positive intent while acknowledging impact (“ouch”)
- Focus on systems over individuals
- Embrace ambiguity
- Welcome respectful disagreement
- Calling *in* versus calling *out*
- Be present and engaged; remove distractions
- Respect confidentiality

Why we're here

- The incessant (and very American) killing and dehumanization of Black people has reached a boiling point, and the broader HCH community is particularly affected.
- Compounding the weight of the COVID pandemic, structural racism continues to traumatize us, especially with widely available footage documenting murders at the hands of police (and more violent response to protests against police violence)
- This may be our last chance for a long time to meaningfully commit to antiracism work.

Three domains of racism



(Inter)personal racism



Institutional racism



Structural/systemic racism

Get deeper in the weeds at <https://www.racialequitytools.org/glossary#>

Overt White Supremacy (Socially Unacceptable)

Lynching
Hate Crimes
Blackface The N-word
Swastikas Neo-Nazis Burning Crosses
Racist Jokes Racial Slurs KKK

Calling the Police on Black People White Silence Colorblindness
White Parents Self-Segregating Neighborhoods & Schools
Eurocentric Curriculum White Savior Complex Spiritual Bypassing
Education Funding from Property Taxes Discriminatory Lending
Mass Incarceration Respectability Politics Tone Policing
Racist Mascots Not Believing Experiences of BIPOC Paternalism
"Make America Great Again" Blaming the Victim Hiring Discrimination
"You don't sound Black" "Don't Blame Me, I Never Owned Slaves" Bootstrap Theory
School-to-Prison Pipeline Police Murdering BIPOC Virtuous Victim Narrative
Higher Infant & Maternal Mortality Rate for BIPOC "But What About Me?" "All Lives Matter"
BIPOC as Halloween Costumes Racial Profiling Denial of White Privilege
Prioritizing White Voices as Experts Treating Kids of Color as Adults Inequitable Healthcare
Assuming Good Intentions Are Enough Not Challenging Racist Jokes Cultural Appropriation
Eurocentric Beauty Standards Anti-Immigration Policies Considering AAVE "Uneducated"
Denial of Racism Tokenism English-Only Initiatives Self-Appointed White Ally
Exceptionalism Fearing People of Color Police Brutality Fetishizing BIPOC Meritocracy Myth
"You're So Articulate" Celebration of Columbus Day Claiming Reverse-Racism Paternalism
Weaponized Whiteness Expecting BIPOC to Teach White People Believing We Are "Post-Racial"
"But We're All One Big Human Family" / "There's Only One Human Race" Housing Discrimination

Covert White Supremacy (Socially Acceptable)

Source: The
Conscious
Kid (2020)

Premise: there is no middle ground

“There is no such thing as a nonracist or race-neutral policy. Every policy in every institution in every community in every nation is producing or sustaining either racial inequity or equity between racial groups.”

How To Be An Antiracist (2019), Ibram X. Kendi

How are we feeling?

Poll question: recent murders of Black people and ensuing events have taken a toll on me.

- Strongly agree
- Agree
- Disagree
- Strongly disagree

How does structural racism affect the people we serve?

Poll question: is your community witnessing an increase in laws that criminalize the experience of homelessness?

- Yes, an increase
- No, a decrease
- Same as usual

How does this affect the people *who* serve?

Poll question: does your organization have explicit policies to support staff enduring the traumatization of witnessing repeated murders of Black folks?

- Yes
- No
- Something else (elaborate in the chat)

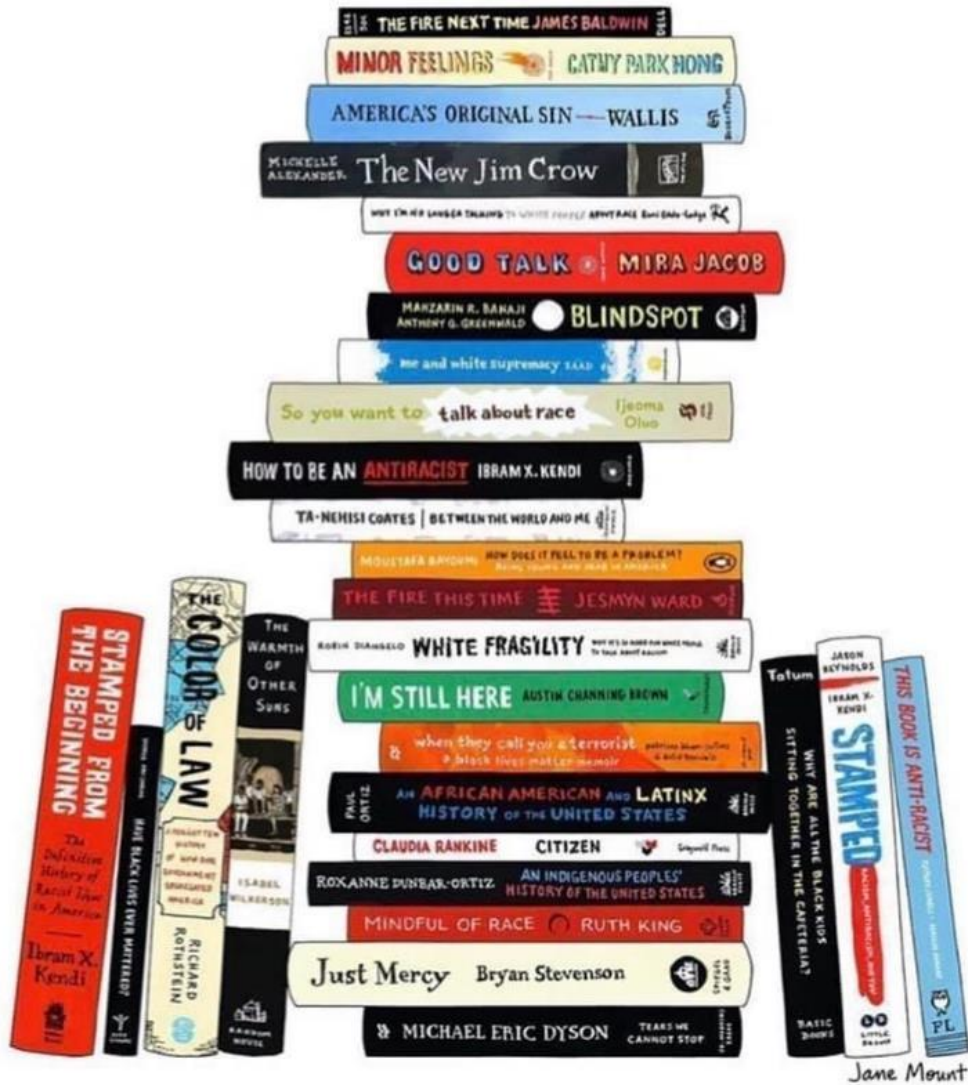
How can we move forward?

Poll question: Has your organization made a public commitment to racial justice?

- Yes
- No
- *Ish*- a statement, not necessarily a commitment

Book/podcast recommendations

Add more in the chat!



Source: [Jane Mount Instagram](#)



NATIONAL
HEALTH CARE
for the
HOMELESS
COUNCIL

Antiracism webpage

- Non-exhaustive list of resources compiled by our Diversity, Equity, and Inclusion learning collaboratives.
- www.nhchc.org/anti-racism

The screenshot shows the website's header with the URL `nhchc.org/clinical-practice/homeless-services/ethical-and-cultural-issues/anti-racism/`. The logo for the National Health Care for the Homeless Council is displayed. A navigation menu includes links for "About Us", "Policy & Advocacy", "Explore Resources", and "Training & Technical Ass". A teal bar at the bottom of the header contains a search box, a "COVID-19" button, and "JOIN" and "DONATE" buttons.

Anti-Racism

Racism especially permeates the two systems central to the Council's work: health care and housing. The crisis of homelessness would not exist but for the history of slavery, genocide, and white supremacist public policy. That 40% of the homeless population is Black/African American, though just 13% of the general US population, is no accident; it is the legacy of oppression. Moreover, research continues to substantiate what people of color have already known, that systemic and interpersonal racism in the health care industry leads to disparate health outcomes for people of color. If we are serious about ending homelessness and achieving health equity, we must center racial justice.

Thank you!

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