



Community Safety through Racial Justice Learning Series

Session 3

Welcome to today's session! As a warm-up question, please share in the chat where you are joining from today and what you are looking forward to most about the upcoming Winter season!

November 16, 2021

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Community Safety through Racial Justice Learning Series

Session 3

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November 16, 2021

Zoom Reminders:

- If you are using your phone for audio, please dial #, enter your participant ID number, and dial # to link your audio and video.
- Please mute your microphone if you are not speaking.
- We encourage you to have your camera on if you are comfortable.
- Please ask questions in the chat box, we will do our best to address your comments!

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Chat Question:

Based on your own experience in strategic planning processes, what image or visual comes to mind when you think about collaboration?



Three Equity Objectives Recap

Procedural Equity

Distributional
Equity

Structural Equity

**Source: Yuen – Guide to Equitable Community Driven Climate Preparedness Planning*

Objectives

- Explore the role of an internal core team in guiding organizations' development and execution of the work plan
- Share resources and materials that will aid the development of a racial justice work plan and help identify performance measures for continued improvement
- Provide examples of a local health department's racial justice work planning process, transitioning from a trauma-informed to a healing-centered approach

Racial Justice/Equity Core Teams

- Leadership teams that design, coordinate, and organize racial justice work plans (or Racial Equity Action Plans) and activities across an organization, in a manner that assures that racial justice is prioritized by everyone at the organization or collaborative.
- Cross-disciplinary, diverse, collaborative, aspirational and operational in order to achieve success.
- Formal and informal leadership that prioritizes lived experience, centers communities of color as change agents, and recognizes the influence of white privilege.

Racial Justice Work Planning Theory of Change



- **1. Normalize**—Establish racial justice as a key value by developing a shared understanding of key concepts across the entire jurisdiction and create a sense of urgency to make changes.
- **2. Organize**—Build staff and organizational capacity, skills, and competencies through training while also building infrastructure to support the work, like internal organizational change teams and external partnerships with other institutions and community.
- **3. Operationalize**—Put theory into action by implementing new tools for decision-making, measurement, and accountability like a Racial Justice Tool and developing a Racial Justice Action Plan.

Racial Justice Work Planning Process



Transactional vs. Transformative Approaches

Transactional

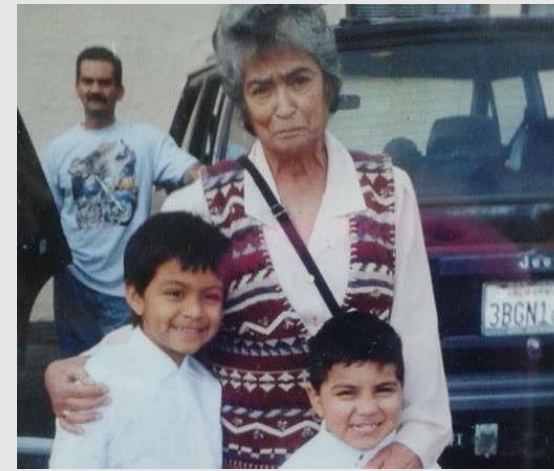
- Issue-based
- Help individuals negotiate existing structures
- Solutions transact with institutions
- Short-term gains for communities, but leaving the existing structure in place

Transformative Approaches

- Cut across multiple institutions
- Focus on policy and organizational culture
- Alter the ways institutions operate
- Shift cultural values and political will to create racial equity



Lidia Doniz



The Body Keeps the Score

- Historical and Generational Institutional Systemic Violence
- Mass Violence
- Pandemic



What is Healing ?



To make well again: to restore to health

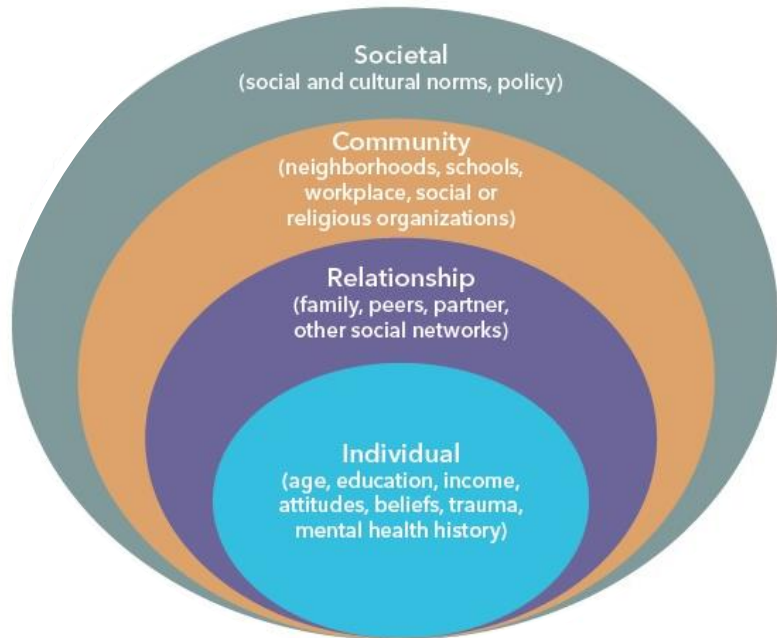
Strengthening and re-rooting the capacity of individuals, families, and communities to honor, rebalance, and redevelop the authentic identity, values, and traditions as *as the path to the honoring of all their relations and lifelong well-being*

National Compadres Network

Racial healing is a process we can undertake as individuals, in communities and across society as a whole. In healing, we recognize our common humanity, acknowledge the truth of past wrongs and build the authentic relationships capable of transforming communities and shifting our national discourse.

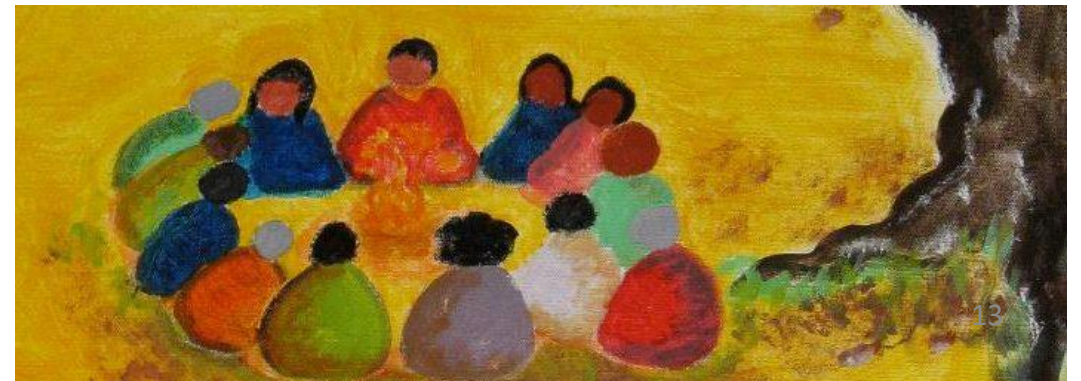
Truth, Racial Healing & Transformation (TRHT) W.K. Kellogg Foundation (WKKF)

Role of Violence Prevention in Public Health and Racial Equity



Social Capital

- APHA Accreditations
- Departmental Strategic Plans
- BOS Directives
 - Racism as a Public Health Crisis
 - Support of BLM
 - Adoption of county wide GARE Initiative



Normalize

- A shared analysis & definitions
- Urgency/prioritize

Organize

- Internal infrastructure
- Partnerships

Operationalize

- Racial equity tools
- Data to develop strategies & drive results



Kick- Off :Retreat, All Staff

- Acknowledge Harm
- Center healing at individual, interpersonal and community level
- Collectively create organizational values

Healing Centered Practices: On-going

- Leadership-Led Listening Sessions (Individual/Group)
- Listening Circles (Group)
- Listening Session- Prioritize GARE Team Rec's
- Monthly Healing Circles (on-going)
- Wellness Activities

Establish Internal Infrastructure

- Organization's Racial Equity Core Team
- Action Teams: Training, Data, Policies & Practices
- Affinity Groups
- Senior Leadership
- Executive Leadership

Organizational Assessment

- Establish a baseline understanding of organization's practices and policies as they relate to racial equity

Strategic Plan:

- Develop organization's Equity Work Plans
- Develop Accountability Measures & Measures of Success

Training: Ongoing

- Undoing Racism®/Community Organizing (The People's Institute for Survival and Beyond)
- Introduction to Racial Equity/Structural Racism
- Application of Racial Equity Tools
- Cultural Humility
- Authentic Community Engagement
- La Cultura Cura (National Compadres Network)
- Restorative Practices
- Train the Trainer

Communication Plan

- Develop an informal and formal communications plan about organization's work toward racial equity.

Application of Racial Equity Tools

- Equity-Centered Results Based Accountability
- Budget Equity Tool

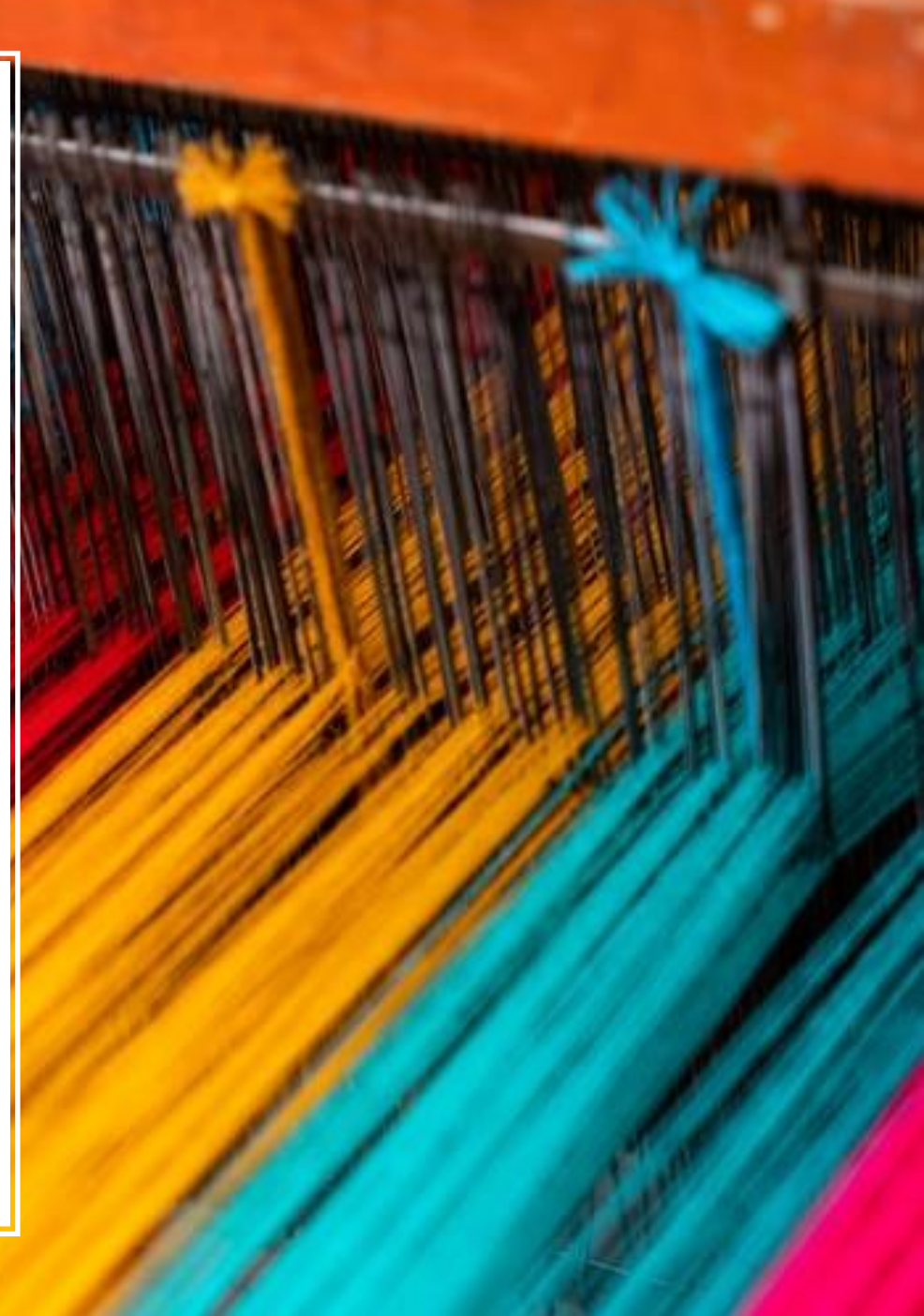


Circles

- A circle is a versatile restorative practice that can be used proactively, to develop relationships and build community or reactively, to respond to wrongdoing, conflicts and problems.
- The circle process allows people to tell their stories and offer their own perspectives (Pranis, 2005).
- The circle has a wide variety of purposes: conflict resolution, healing, support, decision making, information exchange and relationship development.
- Circles offer an alternative to contemporary meeting processes that often rely on hierarchy, win-lose positioning and argument (Roca, Inc., n.d.).

Staff Engagement Activities

- Trust Building Exercise
 - Consistent Check –Ins
 - Lunch for the Soul
 - Paseo Activity
 - We are Poem
- Film Series
 - Unnatural Causes Film and Discussion
 - Race: The Power of an Illusion
- Staff Problem Solving
 - Fishbowl Exercise
 - Root Cause Analysis
 - Affinity Diagrams
- Host a Book Club
 - *"My Grandmother's Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies"* Resmaa Menakem
 - *"The Body Keeps the Score"* Bessel A. van der Kolk



Questions



Tools & Resources

- [Guide to Equitable, Community-Driven Climate Preparedness Planning- Urban Sustainability Directors Network](#)
- [Racial Equity Core Teams: The Engines of Institutional Change- Government Alliance on Race and Equity \(GARE\)](#)
- [Racial Equity Action Plans: A How-To Manual- Government Alliance on Race and Equity \(GARE\)](#)
- [Ensuring Equity in COVID-19 Planning, Response, and Recovery Decision Making: An Equity Lens Tool for Health Departments- Human Impact Partners and Big Cities Health Coalition](#)
- [Racial Equity Impact Assessment- Race Forward](#)

Prevention Institute Project Team



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Please learn about our experience and expertise at: <https://preventioninstitute.org/about-us/our-staff>

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Langeloth Foundation

Thank You for Joining Us Today!

If you would like to revisit any content from previous sessions, slides and recordings of all sessions will be available on PI's website at: <https://www.preventioninstitute.org/event/community-safety-through-racial-justice-learning-series>

If you have any questions, please reach out to xavier@preventioninstitute.org , laquana@preventioninstitute.org , or zachary@preventioninstitute.org