naming racism
and moving to action

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Systemic Racism and Health: Solutions, Making Change Happen
National Institute for Health Care Management Foundation

Via Zoom from Atlanta, Georgia
August 11, 2020
I looked up and noticed a sign . . .
Racism structures “Open/Closed” signs in our society.
It is difficult to recognize a system of inequity that privileges us.
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Those on the outside are very aware of the two-sided nature of the sign.
Is there really a two-sided sign?
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Hard to know, when only see “Open”.
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Hard to know, when only see “Open”. A privilege not to HAVE to know.
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Hard to know, when only see “Open”. A privilege not to HAVE to know. Once DO know, can choose to act.
What is racism?

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A system

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- Unfairly disadvantages some individuals and communities
- Unfairly advantages other individuals and communities
- Saps the strength of the whole society through the waste of human resources

Levels of racism: A theoretic framework and A Gardener’s Tale

Jones CP

Am J Public Health
2000;90(8):1212-1215

https://www.youtube.com/watch?v=1QFCcChCSMU
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- **Identify mechanisms**
  - **Structures**: the *who?*, *what?*, *when?*, and *where?* of decision-making
  - **Policies**: the written *how?*
  - **Practices and norms**: the unwritten *how?*
  - **Values**: the *why?*

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  - Valuing all individuals and populations equally
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What can we do today?
Look for evidence of two-sided signs
Burst through bubbles to experience our common humanity.
Be interested
Believe
Join in
The stories of others
Reveal inaction in the face of need
Know our power
Action is power
Collective action is power
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