Core Course 1 – Race and Racism

# Purpose of the Core Courses

Participants will…

1. Develop a shared framework and vocabulary for understanding and discussing how racist inequities persist, even in the absence of explicit, intentional discrimination
2. Identify how this happens in our work and in our workplace
3. Generate, learn, practice, and normalize the use of tools/strategies for doing something about it

…so that we can more effectively work together to end health inequities in our community.

# Outcomes

* Participants will know…
  + Key points in the history and current reality of racism in Austin, TX
  + Definitions of terms that can be useful in discussing race, racism, and health equity: disparity, inequity, equity, power, privilege, racism (systemic, institutional, structural, individual, internalized, interpersonal), racist policies, racist ideas
* Participants will be able to…
  + Use key terms in context to identify institutional inequities and strategies for overcoming them, first in a game, and then in the real world
* Participants will appreciate…
  + The importance of naming race, racism, and their impacts
  + How systemic racism can function even in the absence of racist ideas
  + How systemic racism can help produce and also be sustained by racist ideas
  + That it *is* possible to interrupt systemic racism

# Agenda

|  |  |  |
| --- | --- | --- |
| Timing | Activity | Logistical/Tech Support |
|  | Intro to facilitator(s) |  |
|  | Brief intro to where we're headed, starting with tech norms  Share screen  Talk through first few slides  Stop sharing screen |  |
|  | Intro to participants | Copy/paste in chat:  Please share your name, your pronouns (if you’d like), what do you bring to these trainings, what do you hope to get out of these trainings. Then please pick someone to go next.  Take note of who has/hasn’t gone (while also noting who’s here for attendance purposes)  Help prep Jamboard? (link below) Will need same # of post-its as there are # of people, and fewer items in center than there are people in the session. A few nice things, a few sort-of medium things, more not desirable things |
|  | More detail about where we’re headed  Share screen  Talk through next slides, all the way through agreements and tools  Stop sharing screen | Start forming 5 breakout rooms for next activity |
|  | Group Agreements – small group and share back  Divide into 5 breakout rooms, assign agreement to each one, ask to discuss what it looks/sounds like TO do this thing, and to NOT do this thing in these trainings, and be ready to share back  Before sending to groups: model using last agreement as example  Anything else you need? | Copy/paste into chat:  Room 1: Stay Engaged  Room 2: Experience Discomfort  Room 3: Tell the Truth  Room 4: Expect and Accept Non-Closure  Room 5: Stories Stay, Learning Leaves (confidentiality)  Enter reminder of instructions in the chat:  What does it look/sound like NOT to do this thing in these trainings?  What does it look/sound like TO do this thing in these trainings? |
| Roughly half way through | Break |  |
|  | Bag Game  Please use the Whiteboard to pick/claim a number (you will see I made myself #1). You can get to this using this link, or by going to the Chat for this meeting in Teams – will have to leave the meeting window and go to the regular Teams app window. If having issues, try naming a number in the chat.  <https://cityofaustin-my.sharepoint.com/:wb:/g/personal/natalie_goodnow_austintexas_gov/EUI0zgGe-AVEvUKmh-A4g24BMwozbFvwwvaMKUJnInha8Q?e=ca8ovV>  Then will go here, share screen, and explain game:  <https://jamboard.google.com/d/1T3Qfu4MfM_BMVBRSAGqQJYAHIx36qFYZiWkaEWEUwZQ/edit?usp=sharing> | Copy/paste Whiteboard link: <https://cityofaustin-my.sharepoint.com/:wb:/g/personal/natalie_goodnow_austintexas_gov/EUI0zgGe-AVEvUKmh-A4g24BMwozbFvwwvaMKUJnInha8Q?e=ca8ovV>  Help people having issues with whiteboard to claim a number  Don’t paste link in chat! But if you’re on the Jamboard with me you can help me move the items people “claim” |
|  | What happened in that game? What disparities - or differences in outcomes - did you see? Were they inequities - meaning, not just different outcomes but unfair, unjust outcomes? What makes you say that?  (don’t spend too long on each question here at top)  Share/stop sharing screen as needed to share definitions as ideas come up  (can use icons/emojis to answer yes or no questions) |  |
|  | Who had the power? What makes you say that?    Who had the privilege? What makes you say that?  (keep it moving, fairly quick)  (Can take notes, then share screen to compare definitions) |  |
|  | If you were to play a second round of this game, what might you do differently? Or what might you hope someone would do differently?  (try “chat waterfall”?)  (opportunity to bring in definition of equity here - A goal and an approach.) |  |
|  | Return to breakout rooms to explore these questions:  How was this game similar to what happens with racism in the real world? Similar to racism in public health?  You can draw on e-Learning materials and your own prior knowledge/experience when answering these questions.  It might be helpful to quickly review what you remember from the e-Learning (if you got to it) before diving in to answer the questions.  Breakout rooms for 10 minutes? 15?? Then share back. Make files available for notetaking  (will see if having each group share back verbally works or if better to have them read each other’s notes?)    Things to maybe bring up if they don’t come up already  Same   * Didn't do it on purpose * On the surface/in theory it was neutral * Unfair * Outcomes predictable * "media" attracted our attention to something, encouraged us to want it * Also - though the people in the first half of the "line" did benefit compared to people in the other half (or so), the vast majority of players in this game would have benefited more from a more equitable distribution of resources.   Different   * We weren't grouped by race (maybe acknowledge intersectionality here) * In real life – harder to see how the privilege plays out * Short time frame * Stakes were lower * The game really reinforces a scarcity mindset, not always present in reality * We didn’t really have ideas circulating about which numbers were better or worse, more capable or less capable, more human or less human (or not human) etc.   When share back – take some notes in Meeting Notes chat, let people know they don’t need to repeat points that have already been made | Send to breakout rooms again (same groups as before)  Copy/paste reminder of prompts in chat:  How was this game similar to what happens with racism in the real world? Similar to racism in public health? How is what happened in this game different from racism in the real world? In public health?  You can draw on e-Learning materials and your own prior knowledge/experience when answering these questions.  It might be helpful to quickly review what you remember from the e-Learning (if you got to it) before diving in to answer the questions.  Copy/paste links to files in chat (see below) |
|  | Maybe - Where do you fit in this game? In personal life? In professional life? Don’t have to answer out loud, just think about |  |
| 10 mins | Closing  What’s next – next e-learning, next classroom session  Evaluations: | Copy/paste evaluation link in chat:  Evaluation: <https://forms.office.com/g/6kAuRqm6TY> |

Room 1 Notes:

<https://teams.microsoft.com/l/file/55523826-9be0-40c0-9975-fce88b65ddd4?tenantId=5c5e19f6-a6ab-4b45-b1d0-be4608a9a67f&fileType=docx&objectUrl=https%3A%2F%2Fcityofaustin-my.sharepoint.com%2Fpersonal%2Fnatalie_goodnow_austintexas_gov%2FDocuments%2FMicrosoft%20Teams%20Chat%20Files%2FRoom%201%20Notes.docx&baseUrl=https%3A%2F%2Fcityofaustin-my.sharepoint.com%2Fpersonal%2Fnatalie_goodnow_austintexas_gov&serviceName=p2p&threadId=19:meeting_ZGRiMTI3MmUtYzE2YS00MDc1LTk4YjAtZmVhYTM0NzljOGZm@thread.v2>

Room 2 Notes:

<https://teams.microsoft.com/l/file/efb26b35-af3b-4468-ae8c-521efa2ca722?tenantId=5c5e19f6-a6ab-4b45-b1d0-be4608a9a67f&fileType=docx&objectUrl=https%3A%2F%2Fcityofaustin-my.sharepoint.com%2Fpersonal%2Fnatalie_goodnow_austintexas_gov%2FDocuments%2FMicrosoft%20Teams%20Chat%20Files%2FRoom%202%20Notes.docx&baseUrl=https%3A%2F%2Fcityofaustin-my.sharepoint.com%2Fpersonal%2Fnatalie_goodnow_austintexas_gov&serviceName=p2p&threadId=19:meeting_ZGRiMTI3MmUtYzE2YS00MDc1LTk4YjAtZmVhYTM0NzljOGZm@thread.v2>

Room 3 Notes:

<https://teams.microsoft.com/l/file/769d61ef-7993-46c0-9048-f1a5f82b0238?tenantId=5c5e19f6-a6ab-4b45-b1d0-be4608a9a67f&fileType=docx&objectUrl=https%3A%2F%2Fcityofaustin-my.sharepoint.com%2Fpersonal%2Fnatalie_goodnow_austintexas_gov%2FDocuments%2FMicrosoft%20Teams%20Chat%20Files%2FRoom%203%20Notes.docx&baseUrl=https%3A%2F%2Fcityofaustin-my.sharepoint.com%2Fpersonal%2Fnatalie_goodnow_austintexas_gov&serviceName=p2p&threadId=19:meeting_ZGRiMTI3MmUtYzE2YS00MDc1LTk4YjAtZmVhYTM0NzljOGZm@thread.v2>

Room 4 Notes:

<https://teams.microsoft.com/l/file/5826ffda-429c-4171-b448-e5aa6724cfa7?tenantId=5c5e19f6-a6ab-4b45-b1d0-be4608a9a67f&fileType=docx&objectUrl=https%3A%2F%2Fcityofaustin-my.sharepoint.com%2Fpersonal%2Fnatalie_goodnow_austintexas_gov%2FDocuments%2FMicrosoft%20Teams%20Chat%20Files%2FRoom%204%20Notes.docx&baseUrl=https%3A%2F%2Fcityofaustin-my.sharepoint.com%2Fpersonal%2Fnatalie_goodnow_austintexas_gov&serviceName=p2p&threadId=19:meeting_ZGRiMTI3MmUtYzE2YS00MDc1LTk4YjAtZmVhYTM0NzljOGZm@thread.v2>

Room 5 Notes:

<https://teams.microsoft.com/l/file/199f22b2-5d9b-42de-a16a-1e2039d9bb5a?tenantId=5c5e19f6-a6ab-4b45-b1d0-be4608a9a67f&fileType=docx&objectUrl=https%3A%2F%2Fcityofaustin-my.sharepoint.com%2Fpersonal%2Fnatalie_goodnow_austintexas_gov%2FDocuments%2FMicrosoft%20Teams%20Chat%20Files%2FRoom%205%20Notes.docx&baseUrl=https%3A%2F%2Fcityofaustin-my.sharepoint.com%2Fpersonal%2Fnatalie_goodnow_austintexas_gov&serviceName=p2p&threadId=19:meeting_ZGRiMTI3MmUtYzE2YS00MDc1LTk4YjAtZmVhYTM0NzljOGZm@thread.v2>