Where Do We Go From Here: Strategies to Advance Racial Justice

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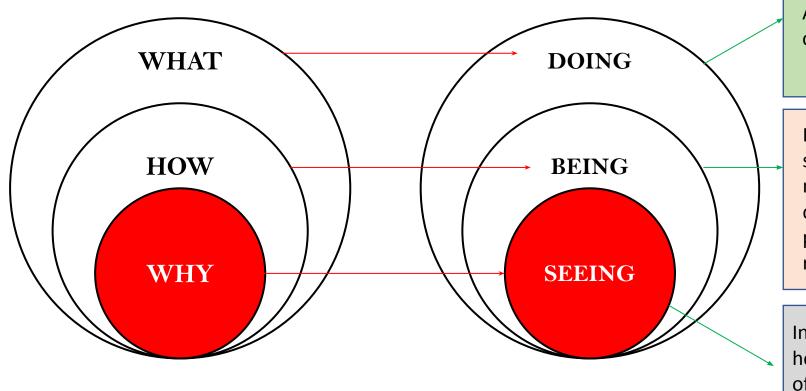
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SEEING-BEING-DOING: A FRAMEWORK



Actively challenging racial social order and racism.

Engaging in a process of self-awareness about what it means to be white or a person of color and what role we choose to play in challenging America's racial social order and racism.

Increasing our ability to recognize how much our "race" and the color of our skin defines our day-to-day experience.

Strategies for Operationalizing Authentic, Transparent, and Sustainable Anti-Racist Initiatives

Create a vision of how an anti-racist organization looks like for you.

Conduct a racial equity swot analysis/audit of the organization.

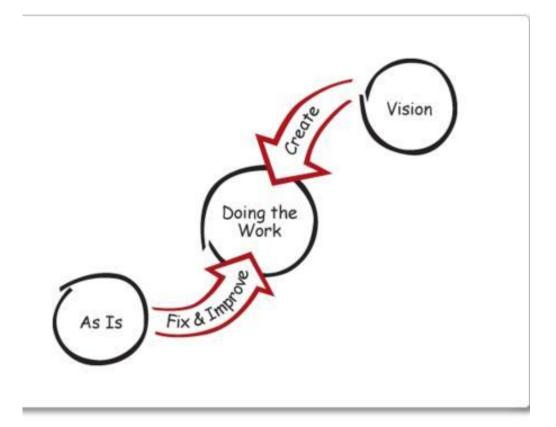
Create a racial equity & inclusion advisory committee.

Structure monthly 2-hour executive and management conversations on equity & inclusion, embedded within an anti-racist focus.

Review, disaggregate, and analyze organizational data by race.

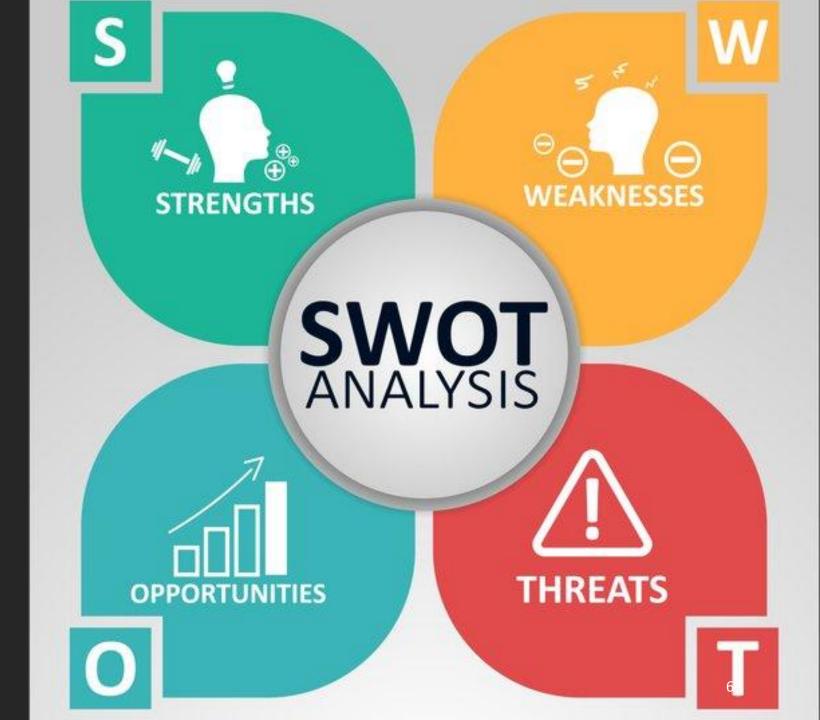
Shift from hiring and transition to recruiting.

- "CHANGE requires becoming familiar with the current situation and working to make things better. The past is the fundamental reference point and actions are intended to alter what already happened. The success of a CHANGE initiative is judged by efficiencies and economies that are realized at the end of our effort, compared with when you started. When you choose CHANGE, your future is really a reconditioned or improved version of the past."
- "TRANSFORMATION is an assertion that our actions today create our future tomorrow. The future can be described and realized when you free yourself from constraints of the past. In transformation, you design your future and invent ways to bring it about. Transformation doesn't describe the future by referencing the past (better, faster, or cheaper); it births a future that is entirely new. When you choose the path of TRANSFORMATION, it becomes easier to leave the past behind after thoroughly considering the As Is. You permit yourselves to envision the future freely; you make specific promises, with full INTEGRITY, about how things shall be. You take action to ensure that we live into your declarations about the future."



STRATEGIES

RACIAL EQUITY SWOT ANALYSIS

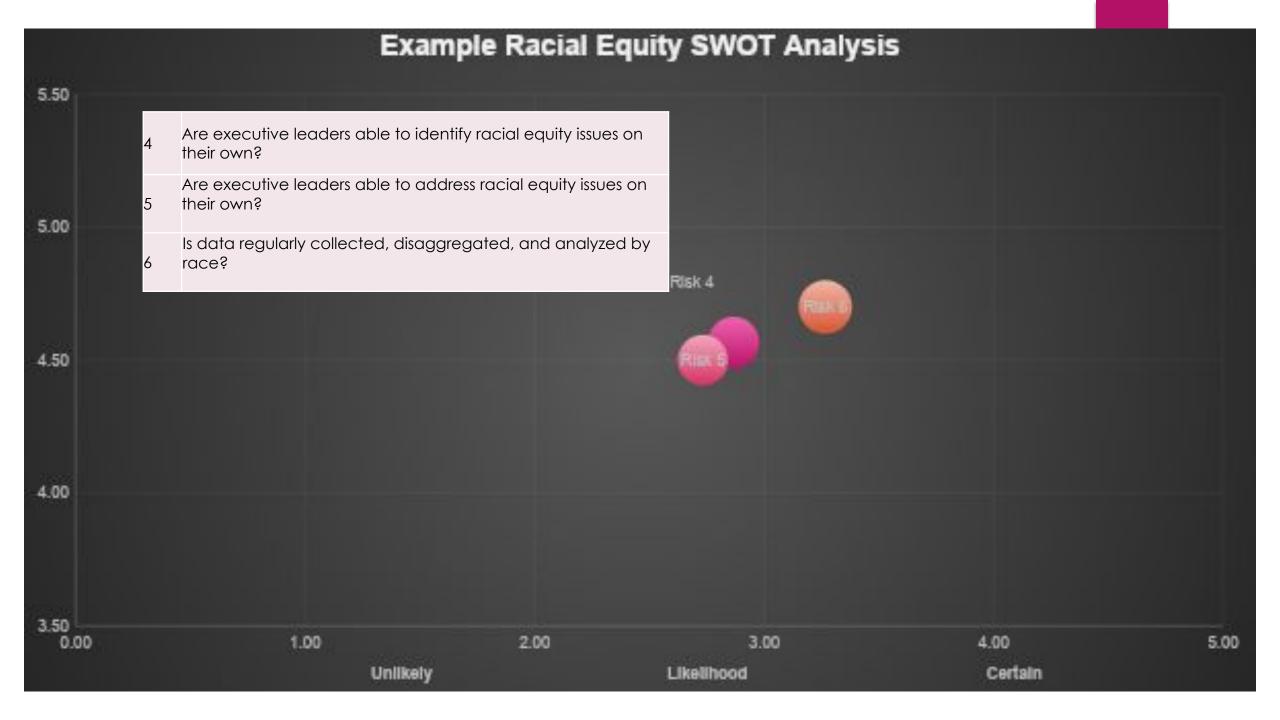


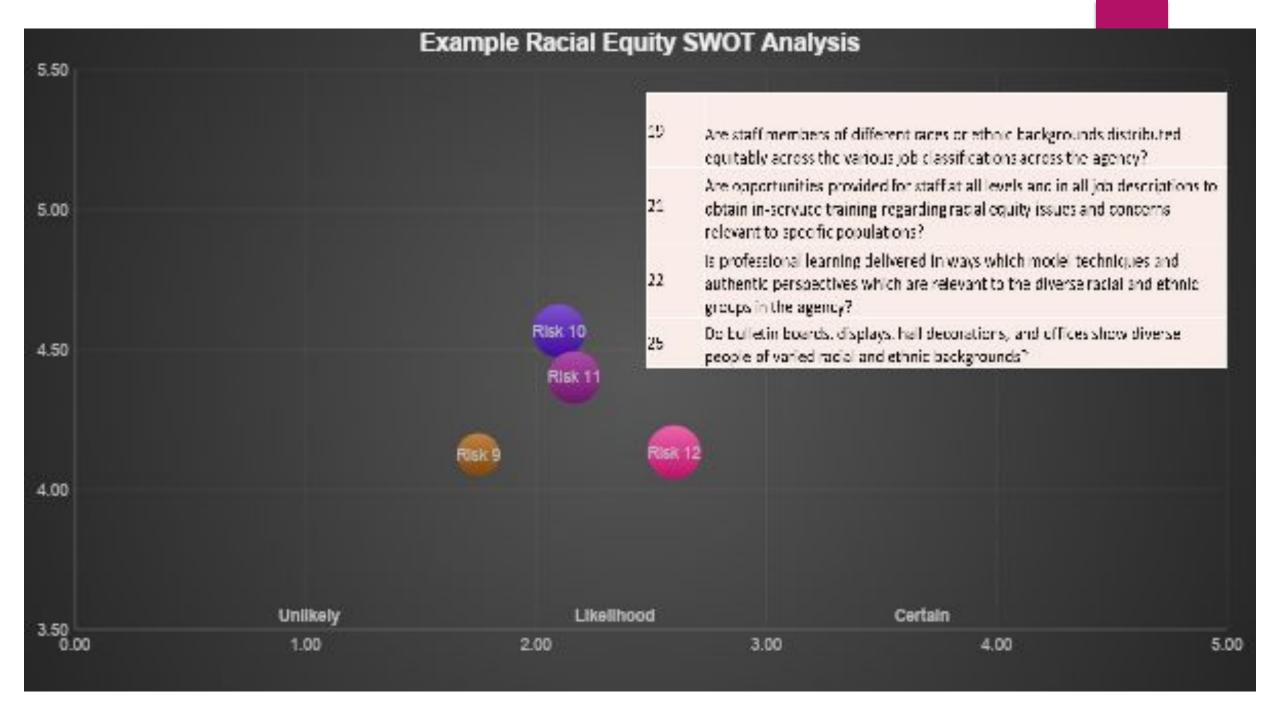
RACIAL EQUITY SWOT ANALYSIS

Soore	Descriptor	Likelihaad of vanaat avant daaswintian				
Score	Descriptor	Likelihood of repeat event description				
	Rare / Very	Will only occur in exceptional				
1	unlikely to occur	circumstances (less than 5% chance)				
		Unlikely to occur but the potential exists				
2	Unlikely to occur	(5% to 25% chance)				
3	Occasional	Reasonable chance of occurring - has happened before on occasions (26% to 49% chance)				
4	Likely to occur	Likely to occur - strong possibility (50% to 74% chance)				
	Almost certain to	The event is expected to occur in most				
5	occur	circumstances (75% or greater)				

RACIAL EQUITY SWOT ANALYSIS

RISK SCORE MATRIX							
Likelihood	Almost certain to occur	5	5	10	15	20	25
	Likely to occur	4	4	8	12	16	20
	Could occur	3	3	6	9	12	15
	Unlikely to occur	2	2	4	6	8	10
	Very unlikely to occur	1	1	2	3	4	5
	occui		1	2	3	4	5
			Negligible	Minor	Moderate	Major	Extreme/Catastrophic
			CONSEQUENCE				





Equity and Fairness: Leadership Conversations Tied to the Strategic Goals

Date	Time	Topic:	Objective	Pre-Work
Oct/Nov 2022	2 hrs	Context for Conversation	To immerse staff in the history and culture of Race, and to allow staff to see how more knowledge changes our understanding of Race.	Watch Color Blind Color Brave Watch Dangers of a Single Story
Dec/Jan 2022	2 hrs	History of Racism in the Juvenile Justice System, and Contemporary Data Walk	To ground participants in the realities faced by the youth and families we serve today and assure that we understand the young people that we serve.	Read: Repairing the Breach; Watch The Unequal Opportunity Race
Feb/Mar 2022	2 hrs	Communication	Debrief from two sessions. Review challenges of communication and re-set parameters for going forward	Watch <u>Silent Beats</u> Take Implicit Association Test on Race: <u>IAT</u>
Apr/May 2023	2hrs	Bias in Personal Decisions Making	To dive into examples of personal bias in our everyday decision making; Strategies to De-Bias	Read: I don't feel your Pain (I- Slate); I don't feel your pain (II-Boston Globe)

Harmful Policy.

Policy targets communities of color in a **negative** way

Provisions worsen racial inequities.

Broad-based policy that appears to be race-neutral.

Provisions may
use language that
when analyzed
or implemented,
negatively affects
subgroups within
communities of color
at higher rates.

Provisions usually worsen racial inequities.

Broad-based policy.

Policy might mention
the need for targeted
support without
concrete actions
to do so and/or
without providing
the necessary
resources to reduce
racial inequities.

Maintains current racial inequities.

Broad-based plan with elements of racial equity.

Some aspects of the policy promote racial equity.

Recommendations

are not based on the historical trauma experienced by communities of color.

Policy does not explain how it will be implemented and evaluated in a racially equitable way.

Maintains current racial inequities.

At least half of the policy targets communities of color in a racially equitable way.

The policy
recommendations
are based on
historical trauma
experienced by
communities of color.

Has the potential to reduce racial inequities.

Entire policy
prioritizes racial
equity and puts the
needs and leadership
of communities of
color at the center.

Policy
recommendations
account for
historical trauma.

Policy explains how the implementation and evaluation phase will be racially equitable.

Proposes effective ways to eliminate racial inequities.

Note: The term "inequities" is used instead of "disparities" because "disparities" focuses on unequal outcomes alone, while "inequities" encompasses both unequal outcomes AND the structures that created them.

Conclusion