

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

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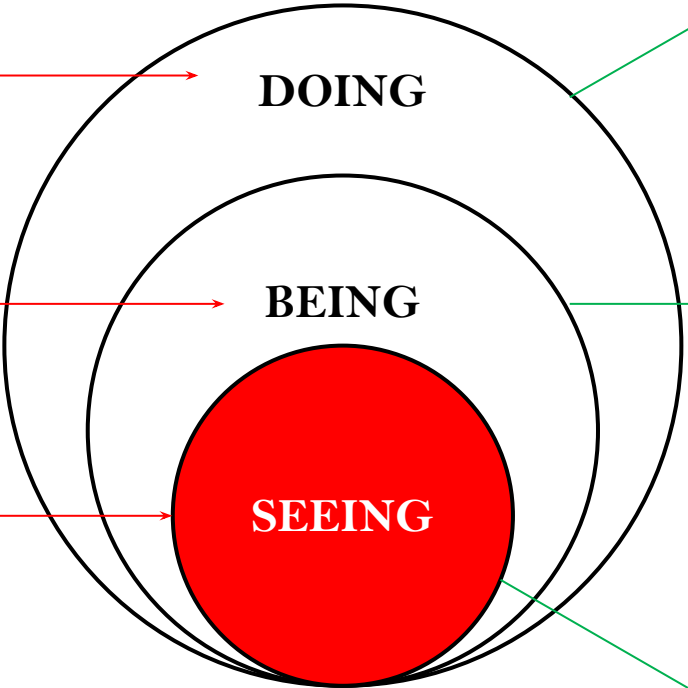
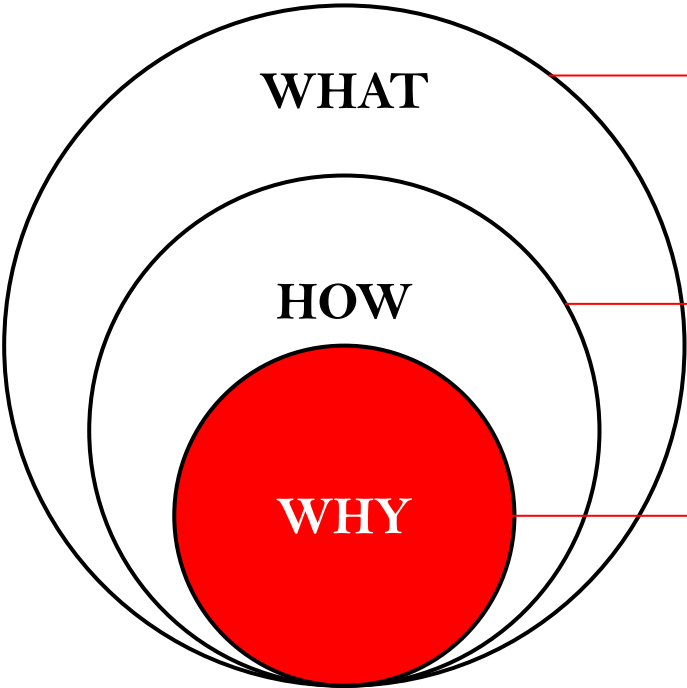
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Georgetown University, McCourt School of Public Policy

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SEEING-BEING-DOING:A FRAMEWORK

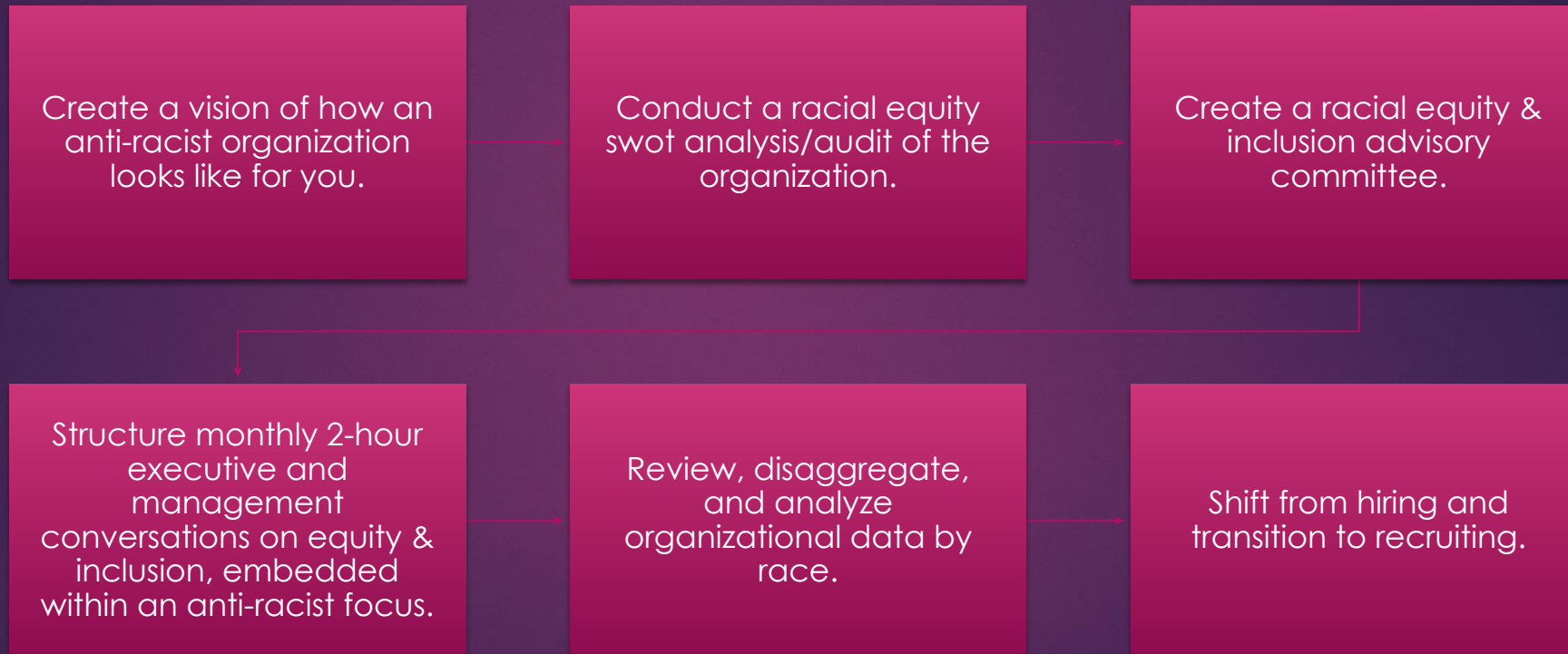


Actively challenging racial social order and racism.

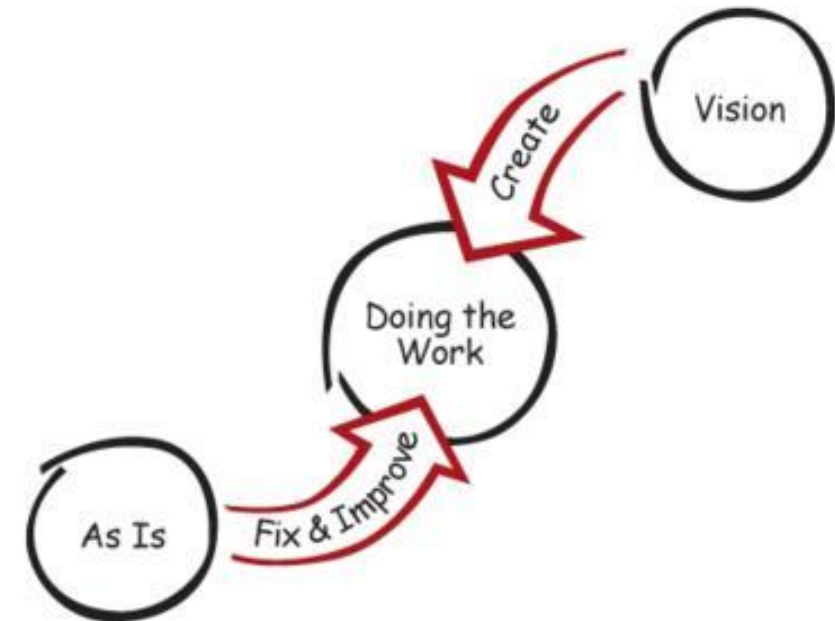
Engaging in a process of self-awareness about what it means to be white or a person of color and what role we choose to play in challenging America's racial social order and racism.

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



- ▶ “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



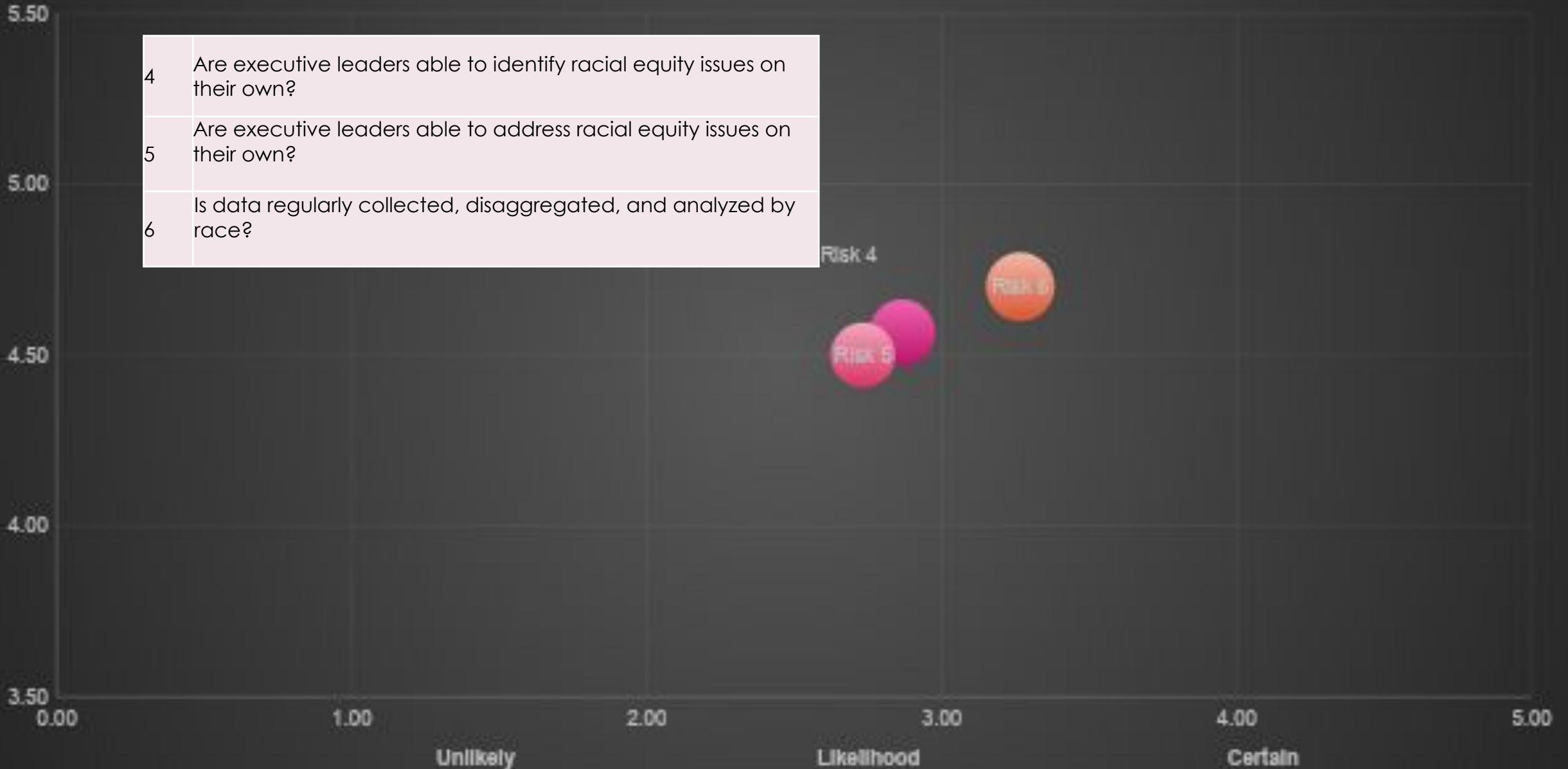
RACIAL EQUITY SWOT ANALYSIS

Score	Descriptor	Likelihood of repeat event description
1	Rare / Very unlikely to occur	Will only occur in exceptional circumstances (less than 5% chance)
2	Unlikely to occur	Unlikely to occur but the potential exists (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)
5	Almost certain to occur	The event is expected to occur in most circumstances (75% or greater)

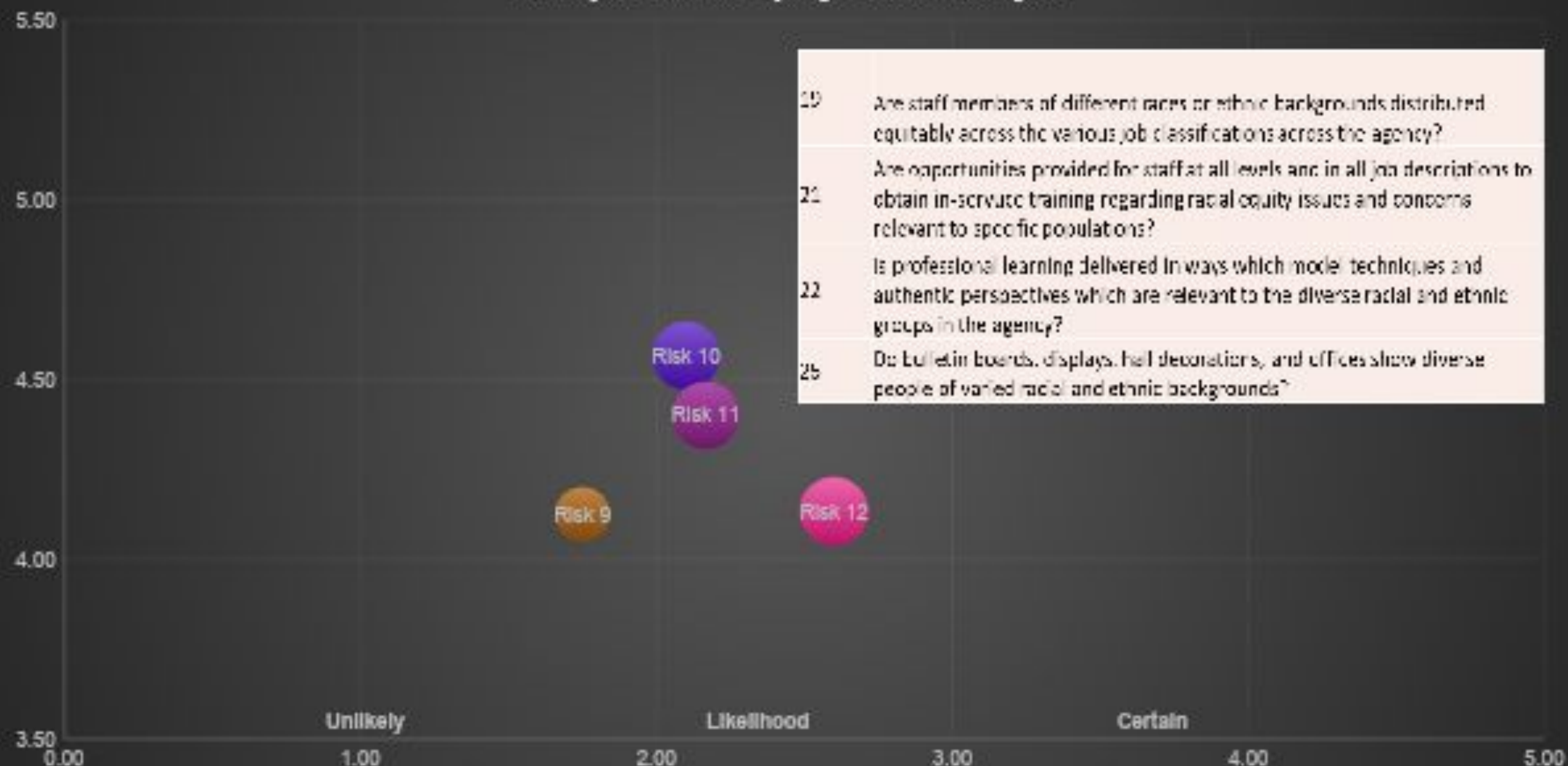
RACIAL EQUITY SWOT ANALYSIS

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
			1	2	3	4	5
			Negligible	Minor	Moderate	Major	Extreme/Catastrophic
			CONSEQUENCE				

Example Racial Equity SWOT Analysis

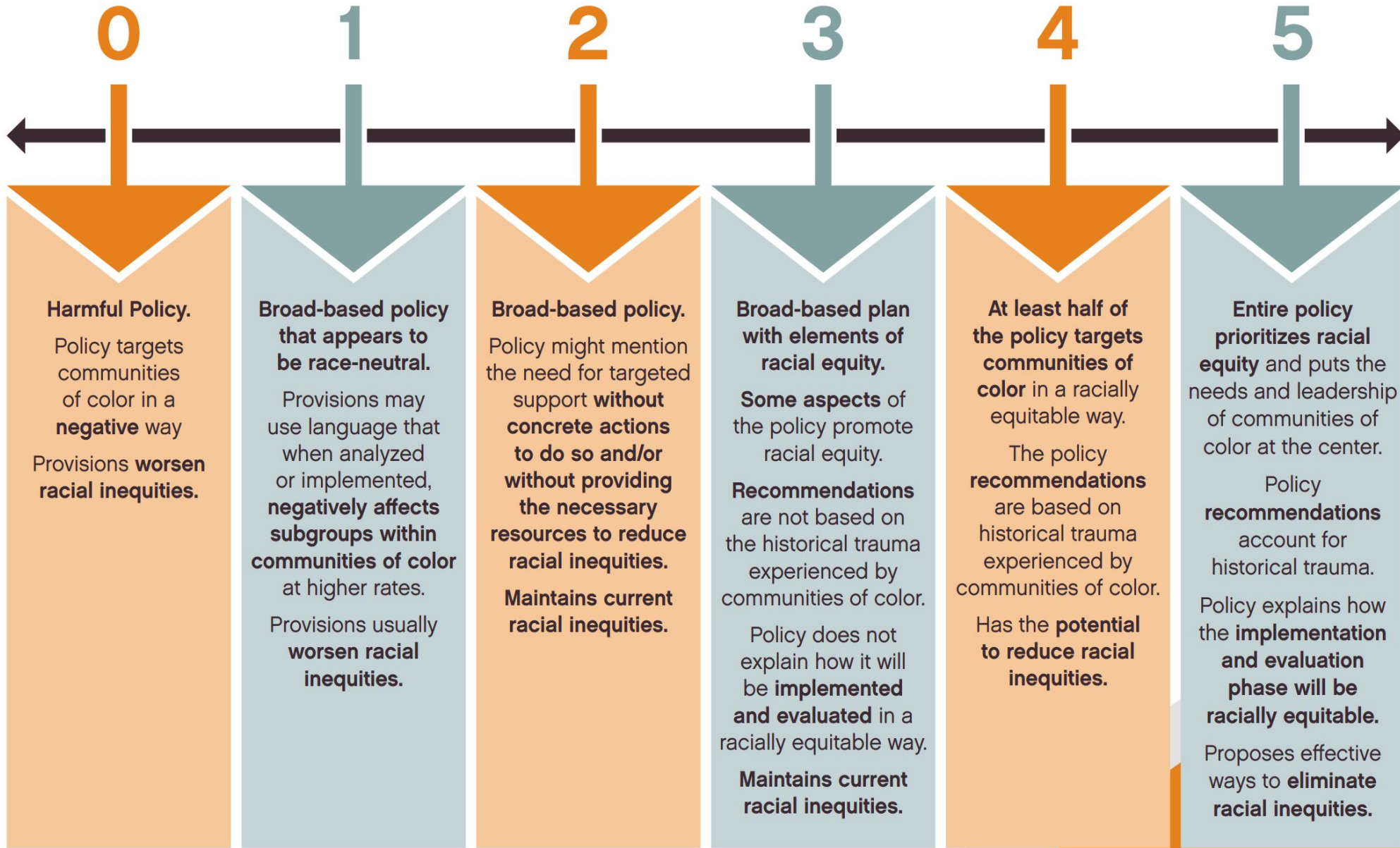


Example Racial Equity SWOT Analysis



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 Silent Beats Take Implicit Association Test on Race: IAT
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)



***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