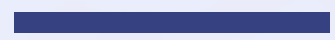


CREATING SAFER ACCESS POINTS IN
THE COMMUNITY

DECENTERING WHITENESS



DISCLOSURES



NOTHING TO DISCLOSE



LAND ACKNOWLEDGMENT



#MMIW

AGREEMENTS

Housekeeping



Be Responsible
for the Energy
YOU Bring to
this SPACE



Hard Truths
Will Be
Discussed!



Embrace
Equity



COGNITIVE DISSONANCE

how it shows up in the body

Physical Discomfort

Stress

Anxiety

Guilt

Shame

Anger

COGNITIVE DISSONANCE

DEFENSIVE BEHAVIOR

RATIONALIZATION

AVOIDANCE

CONFIRMATION BIAS

DENIAL

PROJECTION

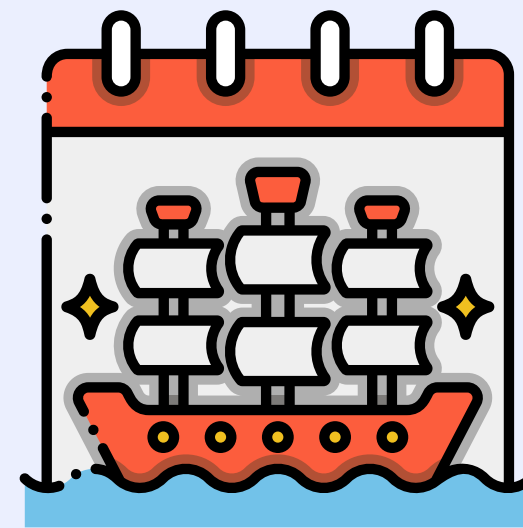




THE BIRTH OF A NATION

ORIGIN MYTH

- Started with Columbus discovering America
- Pilgrims Settled
- Won Independence from England Through the Revolution
- Expanded West





THE BIRTH OF A NATION

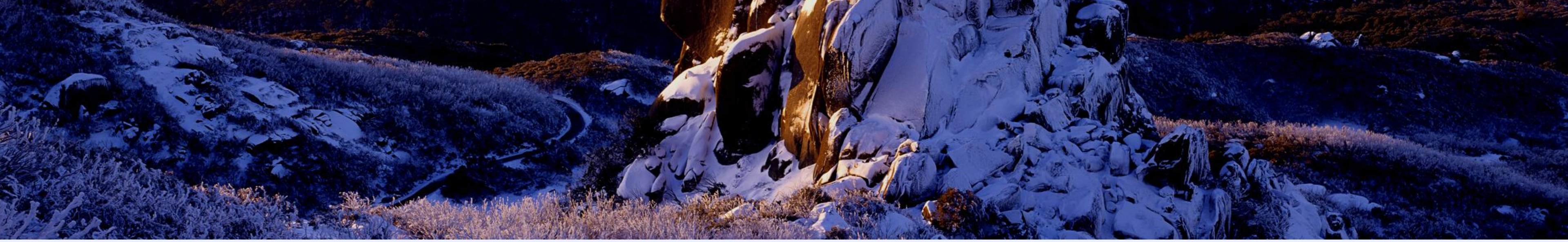
MILITARY CONQUEST

- Violent Land Seizure of Turtle Island
- Genocide of the Indigenous Populations
- Economic Development Through Forced Labor of Kidnapped & Enslaved Africans





DECENTERING



WHITE SUPREMACY

racism

عنصرية

ırkçılık

racisme

RACISMO

РАЦИЗМ

Racismo

种族主义

razzismo

RASSISMUS

ırkçılık

RACISM

जातिवाद

razzismo

RACISMO

расизм

人種差別

عنصرية

种族主义

right
relation or from any
point of view.

White supremacy are
racist belief that white
white people are super
of all other races, espe
right for what is thou
from any

SYSTEMIC RACISM

WEALTH

EMPLOYMENT

EDUCATION

CRIMINAL JUSTICE

HOUSING

SURVEILLANCE

HEALTHCARE

to be be
point of
System
group o
elemen
organi

WHITE PRIVILEGE

“WHITE PRIVILEGE IS LIKE AN
INVISIBLE WEIGHTLESS KNAPSACK
OF SPECIAL PROVISIONS, MAPS,
PASSPORTS, CODE BOOKS, VISAS,
CLOTHES, TOOLS, AND BLANK
CHECKS.” PEGGY MCINTOSH



UNPACKING PRIVILEGE

IN THIS COUNTRY,
AMERICAN MEANS
WHITE. EVERYBODY
ELSE HAS TO
HYPHENATE.
"TONY MORRISON"





BIAS

483883

94846

94873

30283

20878

20887

20897

20907

20917

69687

69684

93876

79855

20847

88773

88847

88921

89000

89074

483883

483883

49876

90888

87655

84654

82678

80688

80757

80821

69687

69684

93876

79855

20847

88773

88847

88921

89000

89074

20847

20847

209

20

1

TYPES OF UNCONSCIOUS BIAS



GENDER

AFFINITY



AGEISM

AUTHORITY



NAME

OVERCONFIDENCE



CONFIRMATION

PERCEPTION







IMPACT

Harm Reduction

- Access to Services
- Health Disparities
- Representation
- Policy & Funding
- Trust







RADICAL INCLUSION IN HARM REDUCTION

- **DECOLONIZE HARM REDUCTION**
- **ENGAGE IN ANTI-RACIST WORK**
- **CENTER PEOPLE WITH W/LIVED EXPERIENCES**
- **UTILIZE PARTICIPATORY COMMUNITY-BASED APPROACHES**
- **INTERSECTIONAL APPROACHES**

RADICAL INCLUSION IN THE WORKPLACE

- FOSTERING A CULTURE OF BELONGING
- EQUITY EDUCATION
- DIVERSE HIRING PRACTICES
- POLICIES AND PRACTICES
- EMPLOYEE RESOURCE GROUPS
- ACCESS TO RESOURCES
- ACTIVE LISTENING
- CONSISTENT EVALUATION



WHAT CAN PROVIDERS DO?

- EDUCATE EDUCATE EDUCATE
- EXAMINE YOUR BIASES
- PRACTICE CULTURAL HUMILITY
- BE OK WITH BEING WRONG
- ENGAGE IN ANTI-RACIST ACTIVITIES
- CHALLENGE SYSTEMS
- ENCOURAGE CLIENT FEEDBACK



WHAT CAN ORGANIZATIONS DO?

- FIRE YOUR OVERT RACIST/TRANSPHOBIC/HOMOPHOBIC STAFF!
- EVALUATE THE RACIAL CLIMATE – WHO ARE YOUR LEADERS? WHO DO YOU HIRE? PROMOTE?
- INVESTIGATE COMPLAINTS OF OVERT AND SUBTLE UNFAIR TREATMENT AND DISCRIMINATION
- KEEP A CLOSE EYE ON OVERALL CLIENT OUTCOMES
- GIVE FOCUSED FEEDBACK TO STAFF
- SUPPORT SOLUTION-FOCUSED ACTIVITIES
- PROMOTE RACIAL DIVERSITY
- HOLD DISSENTERS ACCOUNT [BLACK WOMEN STORIES ON RACIAL HEALTH DISPARITIES \(BUZZFEED.COM\)](#) TABLE
- BELIEVE YOUR CLIENTS & STAFF
- TRAIN TRAIN TRAIN
- EVALUATE AND CONTINUOUSLY TAKE TEMPERATURES
- ENSURE YOU HIRE TO MATCH YOUR VALUES AND THE COMMUNITIES YOU SERVE





Final Thought

“RACISM FOR WHITES HAS BEEN LIKE A CRAZY UNCLE WHO HAS BEEN LOCKED AWAY FOR GENERATIONS IN THE HIDDEN ATTIC OF OUR COLLECTIVE SOCIAL REALITY. THIS OLD RELATIVE HAS BEEN A PART OF THE FAMILY FOR A LONG TIME. EVERYONE KNOWS HE’S LIVING WITH US, BECAUSE WE BRING HIM FOOD AND WATER OCCASIONALLY, BUT NOBODY WANTS TO TAKE HIM OUT IN PUBLIC. HE IS AN EMBARRASSMENT AND A PAIN TO DEAL WITH, YET OUR LITTLE FAMILY SECRET IS THAT HE IS RICH AND THE REST OF US ARE LIVING, EITHER CONSCIOUSLY OR UNCONSCIOUSLY, OFF THE WEALTH AND POWER HE ACCUMULATED IN HIS HEYDAY. EVEN THOUGH MANY OF US MAY DISAPPROVE OF THE TACTICS HE USED TO GAIN HIS FORTUNE, FEW OF US WANT TO BE WRITTEN OUT OF HIS WILL. THE LEGACY OF RACISM, WHICH HAS BEEN FUELED AND LEGITIMIZED BY OUR ASSUMPTION OF RIGHTNESS, HAS HAUNTED THE HOUSE OF COLLECTIVE WHITE IDENTITY FOR CENTURIES.” (2006).

GARY HOWARD