

P.E.A.C.E. Training Series

LAUNCH MEETING

Welcome to the PEACE Launch Meeting!



Welcome!

Grab your coffee/tea/protein shake & get settled in!

In the Chat:

Put your name, where you're Zooming in from today, and tell us:

1. Your childhood nickname and/or
2. The song you listen to when you want to get motivated!



Technology Reminders

Know your buttons! Mute, camera on/off, raise hand!

Put it in gallery view or speaker view

Have your camera on when possible

Use the chat!

TEXT or CALL Cicely at: **803-440-9720**

Today's Agenda

- 1 Welcome/Opening
- 2 Launch Meeting
Overview/Housekeeping
- 3 Structural Racism v. Colorblind
Ideology
- 4 Implicit Bias
- 5 Keynote: Dr. Kathryn Silva Hyde
- 6 Coalitions & Communities in
Action/Regional Meeting Prep
- 7 Final Thoughts & Next Steps

— Break —
~11:15

— Lunch Break —
30-45 mins

— Reflection/Break —
~2:15

P.E.A.C.E. Training Team



Katie Zenger, MPH

Zenger Strategies, LLC
Project
Lead//Facilitator



Pam Imm, Ph.D

The Wandersman
Center
Community
Psychologist
Evaluation Expert



**Antonio Boyd,
Ed.D**

Think Tank Consulting
Group
Community Capacity
Expert



Latesha Murray

University of South
Carolina
Collaborative on Race
Presenter



**Jennifer (Bingo)
Gunter, Ph.D**

University of South
Carolina
Collaborative on Race
Presenter

P.E.A.C.E. Training Team



Brittany Wearing, MPH

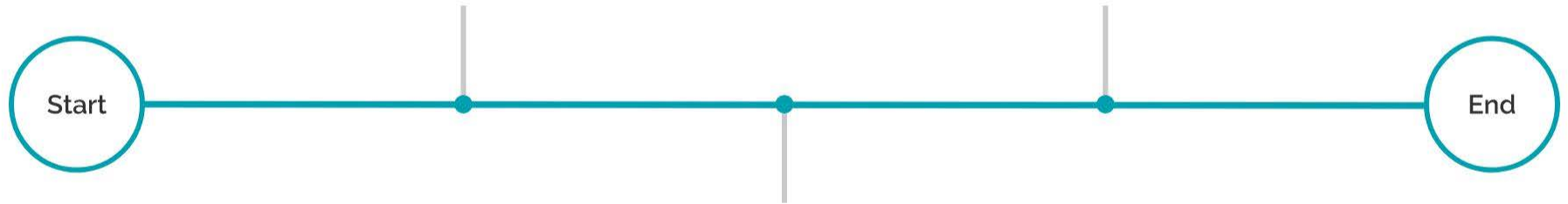
Co-Facilitator & Moderator
Adolescent Health Expert



Cicely Gadson

Tech Assistance
Bright shining light of optimism

P.E.A.C.E. Training Series Timeline



Thank You

Funder's Remarks



Healthy People
Healthy Carolinas

SOUTH CAROLINA OFFICE OF
RURAL HEALTH

Investment. Opportunity. Health.

Antonio B. Boyd

The Five POWER Principles of Change Agents for Social Justice



① **Seek**

SEEK FIRST TO
UNDERSTAND

④ **Learn**

LEARN TO LISTEN
AND PAUSE BEFORE SPEAKING

② **Find**

FIND COMMON GROUND

⑤ **Express**

EXPRESS WHAT YOU
ARE REALLY FEELING

③ **Walk**

WALK A MILE IN ANOTHER'S SHOES

Beginning Antiracism

What are your hopes and fears for this workshop?



- Go to www.menti.com and use the code 42 15 33 5

What to Expect

**Our work
operates on
a few
principles:**

- 1 Connection is better than debate
- 2 By developing respectful relationships, we can create a sense of trust that makes it easier to talk about difficult issues like race.
- 3 We all have these challenges to face so there is no room or need to blame or shame
- 4 We believe deeply that what is best in humans will heal what is the worst in humans.

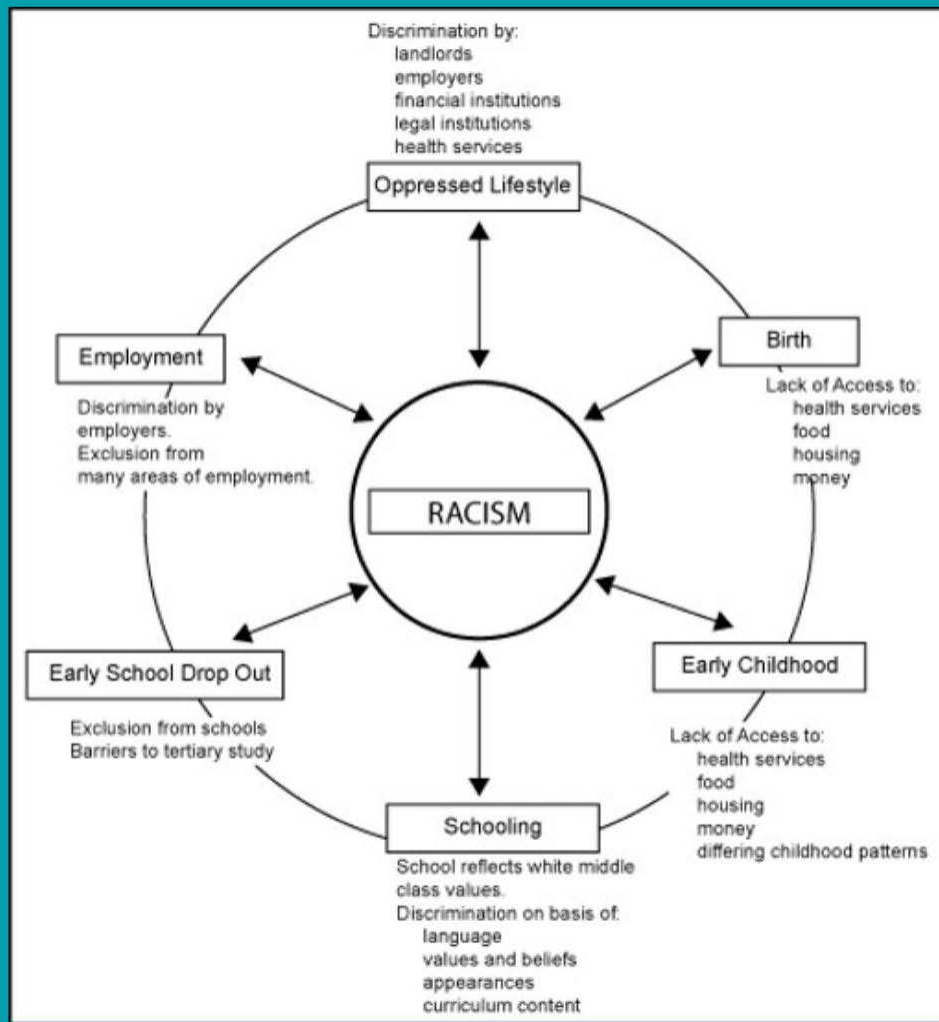
What You'll Need for Our Work Together:

- Open Mind - we all have burdens to bear
- Open Heart - we all have traumas

Breathing Exercise



Structural Racism v. Colorblind Ideology



Colorblind Ideology Says:

“Only the absence of accounting for race will bring racial equality. We must reject all racial categorizations, record-keeping, and make no distinctions based on race. Race no longer matters.”

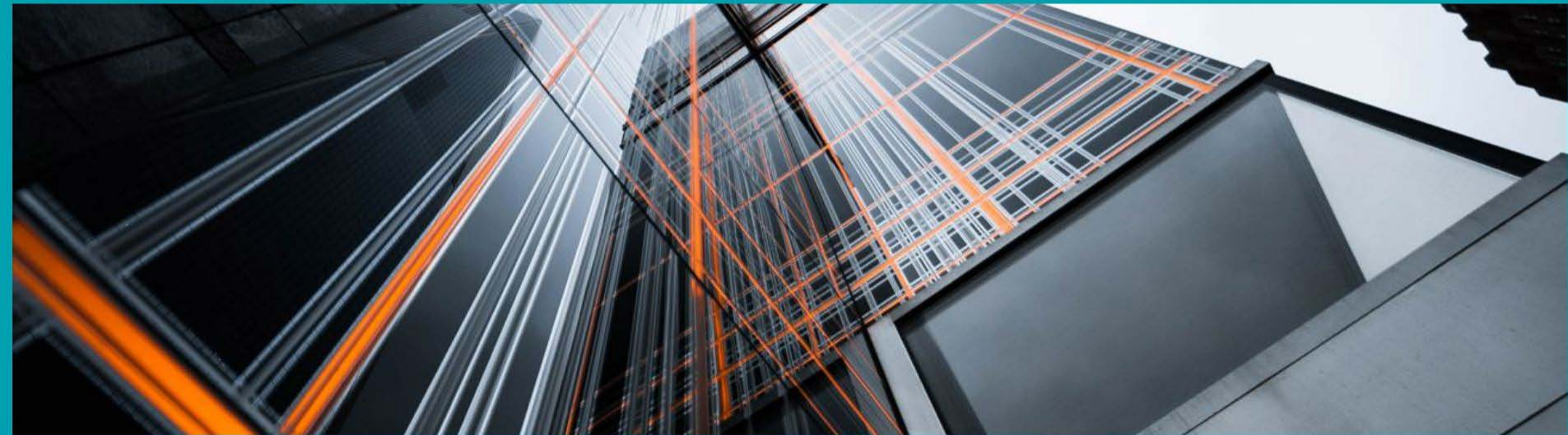
“Assumes that racial hierarchies are not already in play. If left to its own devices, the world would be a just and harmonious place. If we end the ability to see color, society on its own will adjust.”

“Since most people believe in racial equality, since the laws have been changed to “outlaw” discrimination and since I don’t see color (so I can’t be racist) and since no special benefits are accrued to me based on whiteness, racism isn’t causing these inequalities.”

What remains as a possible reason? Behavior.

Behavioralism or, “imputed cultural limitations”

There are no structures in place, so it must be the individual's fault



“The central conservative truth is that it is culture, not politics that determines the success of a society.”

DANIEL PATRICK MOYNIHAN

The Negro Family: The Case for National Action, 1965

“We have got this tailspin of culture, in our inner cities in particular, of men not working and just generations of men not even thinking about working or learning the value and the culture of work, and so there is a real culture problem here that has to be dealt with.”

PAUL RYAN

The War on Poverty 50 Years Later, 2014

Markers of Success



Health



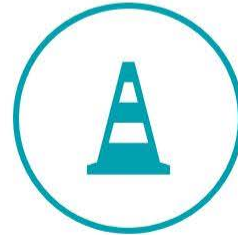
Education



Belonging



Comfort



Safety

Barriers to Success



Health



Education



Belonging



Comfort



Safety

Health

A black woman is 22% more likely to die from heart disease than a white woman, 71% more likely to perish from cervical cancer, and 243% more likely to die from pregnancy- or childbirth-related causes.



22%



71%



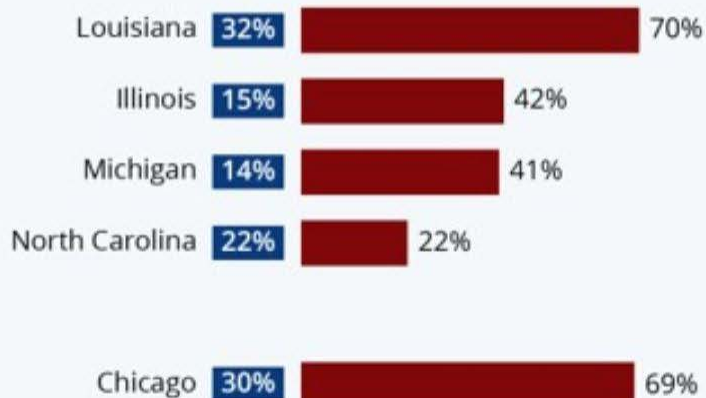
243%

Data: Nina Martin and Renee Montagne, "Nothing Protects Black Women from Dying in Pregnancy and Childbirth," ProPublica, Dec. 17, 2017.

COVID-19's Devastating Impact On African Americans

African American share of state/city populations and COVID-19 deaths (as of Apr 06, 2020)

■ Share of state/city's population ■ Share of COVID-19 deaths

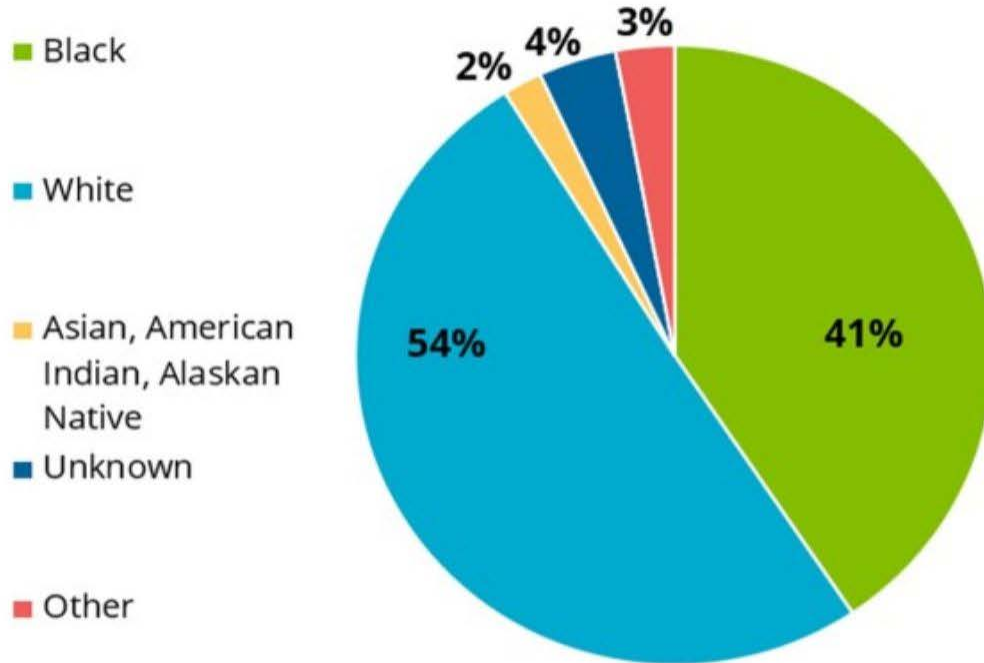


Sources: 2010 Census, respective state/city health departments



Reported COVID-19 Cases*, by Reported Race (n=3086)

Percent of Cases



Reported COVID-19 cases by race - April 14 (Source: DHEC)

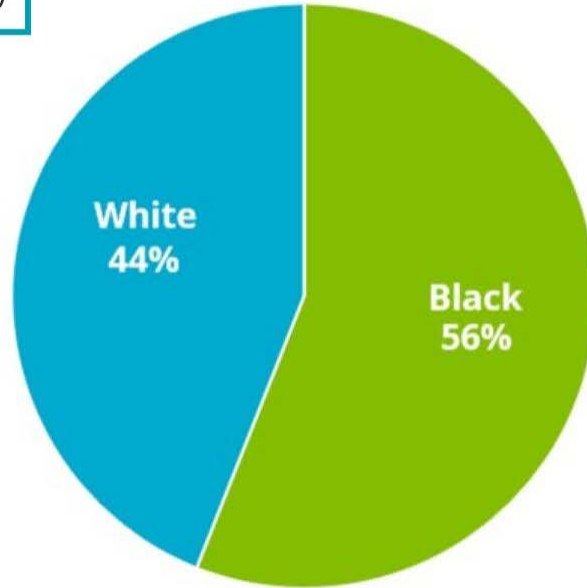
*All data are provisional and subject to change. These data do not include information on 467 cases currently under investigation or where data are unavailable.

Reported COVID-19 Deaths*, by Reported Race (n=82)
Percent of Cases

Reported COVID-19 cases by race - April 14 (Source: DHEC)

■ Black

■ White



*All data are provisional and subject to change. Note, 10 deaths had an unknown race at time of report.

“Could it just be that African-Americans or the colored population do not wash their hands as well as other groups or wear a mask or do not socially distance themselves?” he said. “Could that be the explanation of why the higher incidence?”

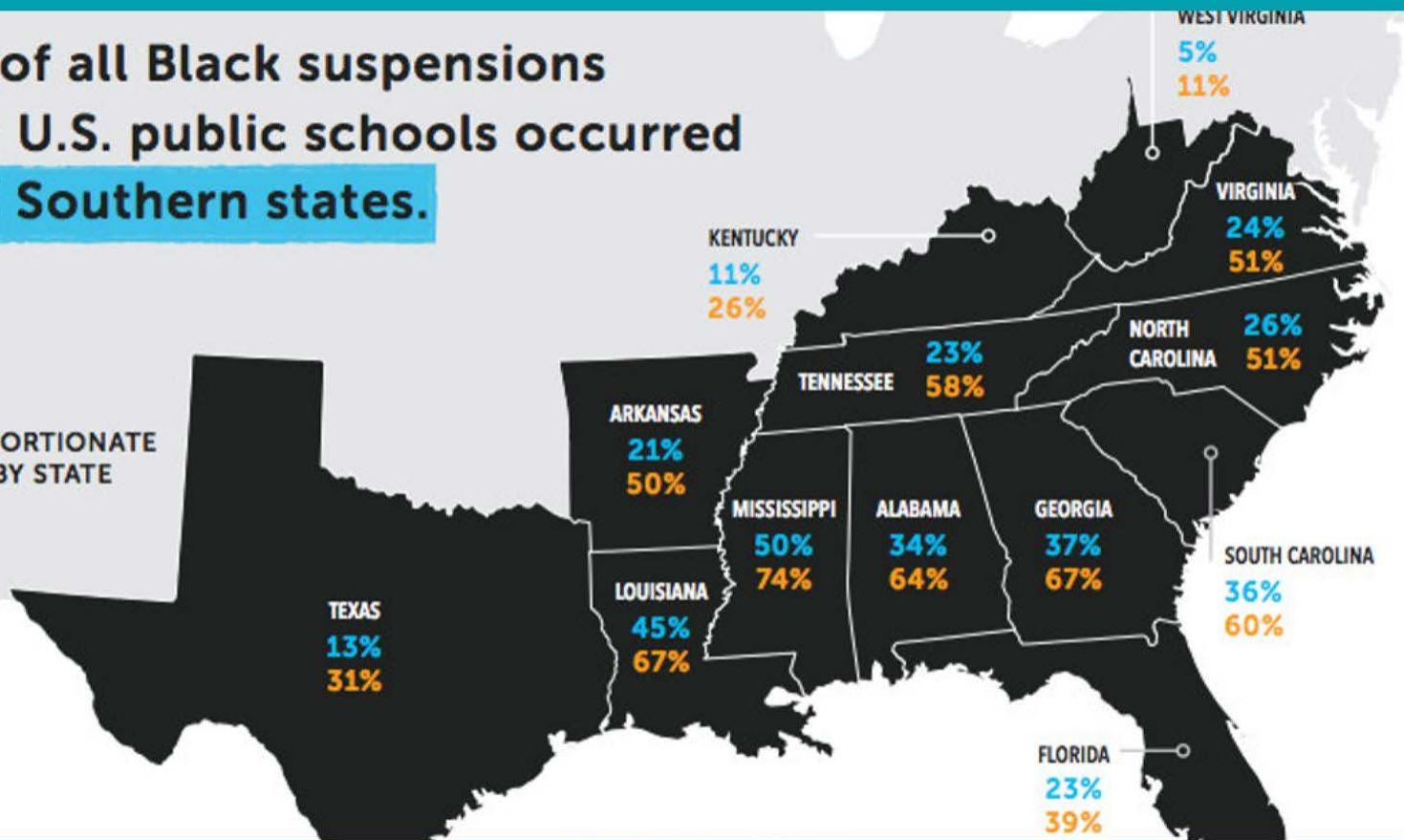
STEPHAN A. HUFFMAN, MD

Ohio Senator on June 9, 2020

Education

55% of all Black suspensions from U.S. public schools occurred in **13 Southern states.**

▶ DISPROPORTIONATE IMPACT BY STATE



Wealth

Median Household Income, By Race

2015

US

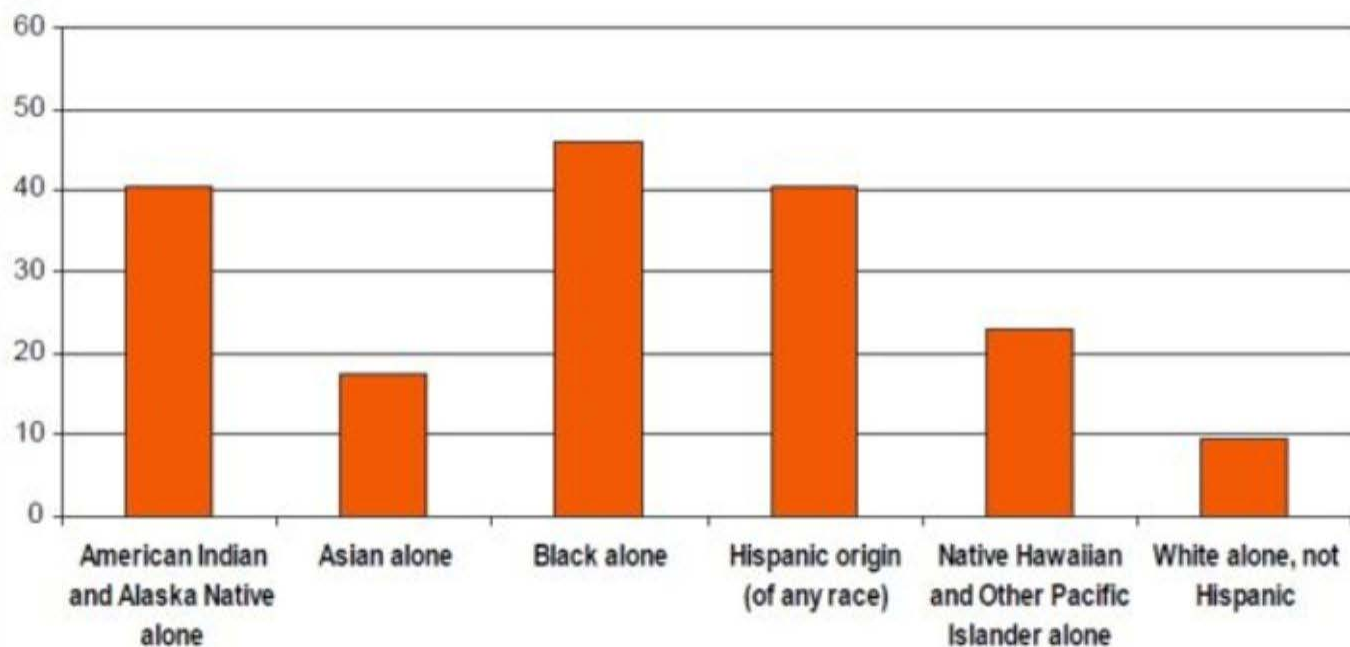
- Black: \$36, 544
- White: \$59, 698

South Carolina

- Black: \$31, 320
- White: \$54, 998

Comfort

Figure 1. Percent of people in different racial or ethnic groups living in poor* neighborhoods.



*A poor neighborhood is one in which at least 20% of residents have incomes at or below the federal poverty level.

Adapted from Bishaw A. *Areas with concentrated poverty: 1999*. Washington, D.C.: U.S. Department of Commerce, Economics and Statistics Administration, U.S. Census Bureau, 2005.

Safety

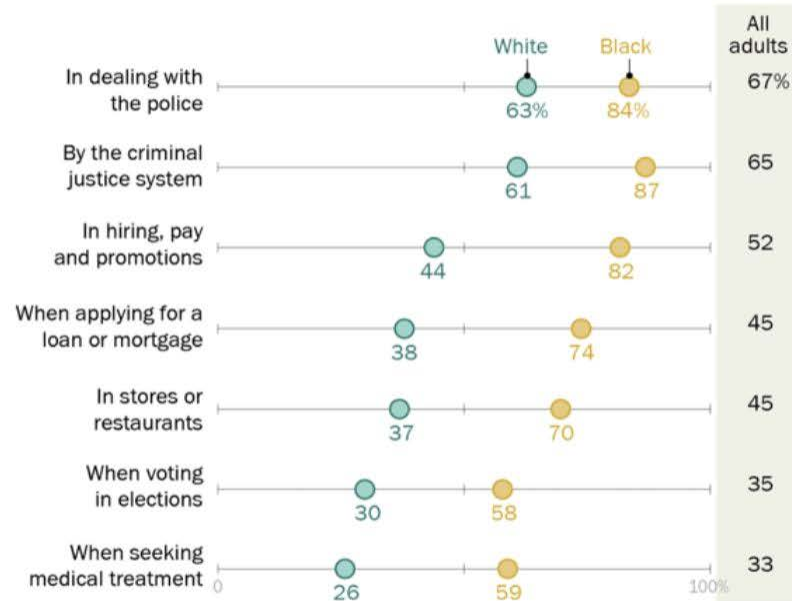


Safety

Belonging

Whites and blacks differ widely in views of how blacks are treated

% of **whites** and **blacks** saying, in general in our country these days, blacks are treated less fairly than whites in each of the following situations



Note: Whites and blacks include those who report being only one race and are non-Hispanic. "In dealing with the police" and "By the criminal justice system" were asked of separate random subsamples of respondents.

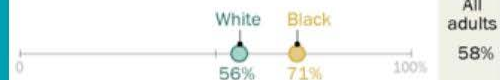
Source: Survey of U.S. adults conducted Jan. 22-Feb. 5, 2019.

"Race in America 2019"

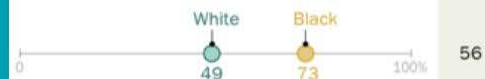
Most black adults have negative views about the country's racial progress

% saying ...

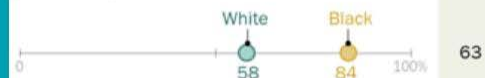
Race relations in the U.S. are generally bad



Trump has made race relations worse



The legacy of slavery affects the position of black people in American society today a great deal/fair amount



Our country hasn't gone far enough in giving blacks equal rights with whites

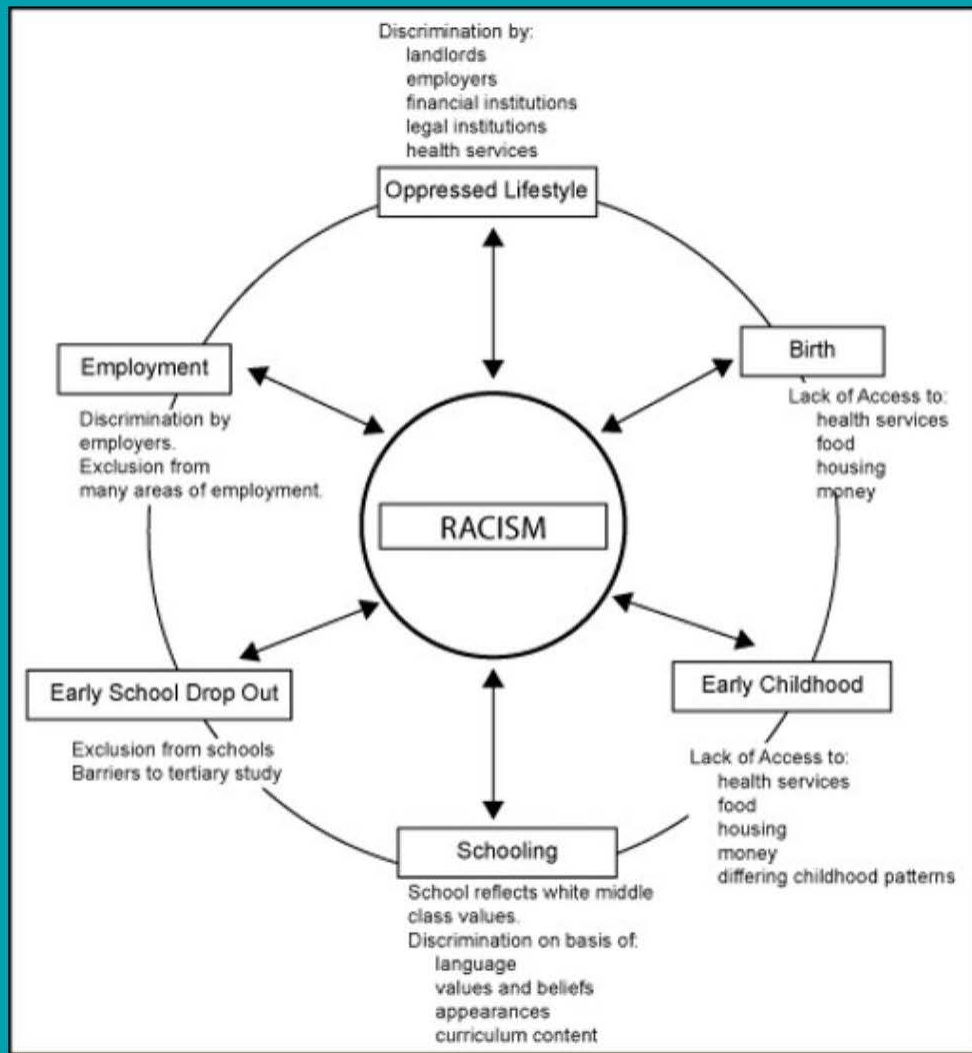


Not too/Not at all likely that black people will eventually have equal rights



Note: Whites and blacks include those who report being only one race and are non-Hispanic.

Source: Survey of U.S. adults conducted Jan. 22-Feb. 5, 2019.
"Race in America 2019"

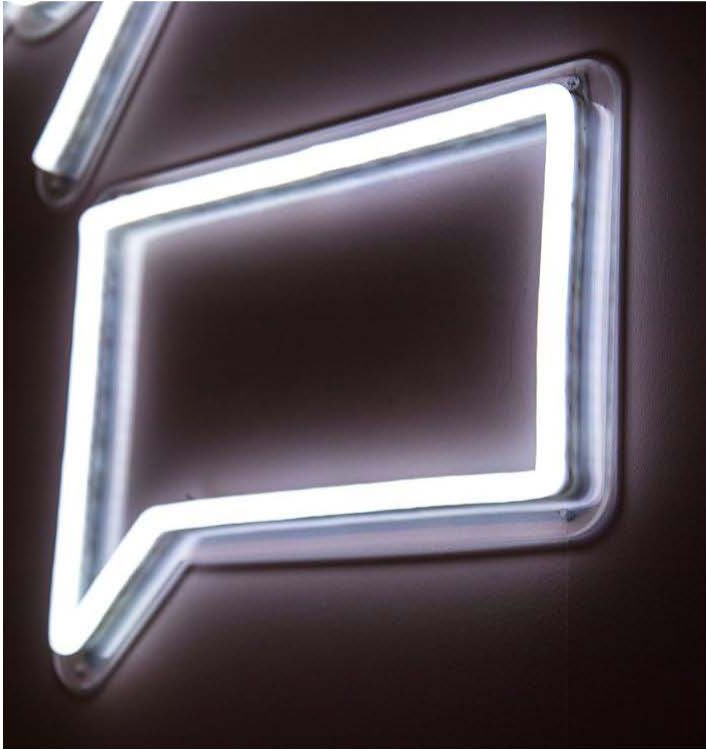


Breakout #1

Discussion Questions

- 1) What surprised you about this presentation (or the pre-work assignments)? What angered you or made you sad? What other emotions did you experience while digesting this information?
- 2) What are examples of racism that you've encountered or experienced?
- 2) What are some physical examples of structural racism in your community?

Report Out

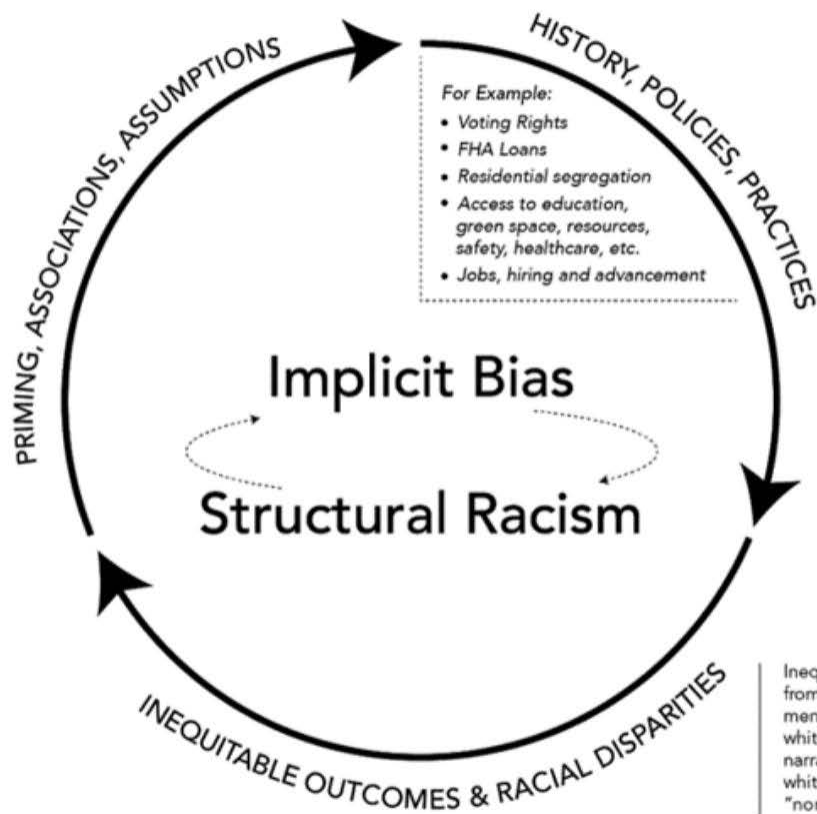


- Volunteer: Share one response from your group
- What did you talk about? Was there anything uncomfortable to hear?

Break

Video (8 min)

Dominant narratives about race (family, media, society) coupled with racialized structural arrangements and differential outcomes by race all prime us to believe that people of color are inferior to white people, create and maintain harmful associations, and lead us to make harmful assumptions, consciously and unconsciously, about people of color



Race is created to justify enslaving people from Africa (economic engine of country)

Policies and practices that consolidate and protect power bestow unearned economic, social, cultural, and political **advantage** to people called "white," and unearned **disadvantage** to people of color

National narrative (ideology, belief system) about people of color being "less than" human (and less than white) justifies mistreatment and inequality (white supremacy)

Inequitable outcomes and experiences resulting from policy decisions in health, housing, employment, education, and life expectancy - reinforces white supremacist beliefs and ideology; dominant narrative uses disparate outcomes as evidence of white superiority, promotes whiteness as "normal" and desirable and justifies inequality

IMPLICIT BIAS

Activity

Activity

If you can read this paragraph, it's because our minds are very good at putting together pieces of information in a way that is easy for us to make sense of. Our minds do this automatically, without our conscious control.



Word Set 1

Red

Blue

Blue

Orange

Orange

Red

Brown

Brown

Green

Red



Word Set 2

Brown

Red

Green

Brown

Red

Orange

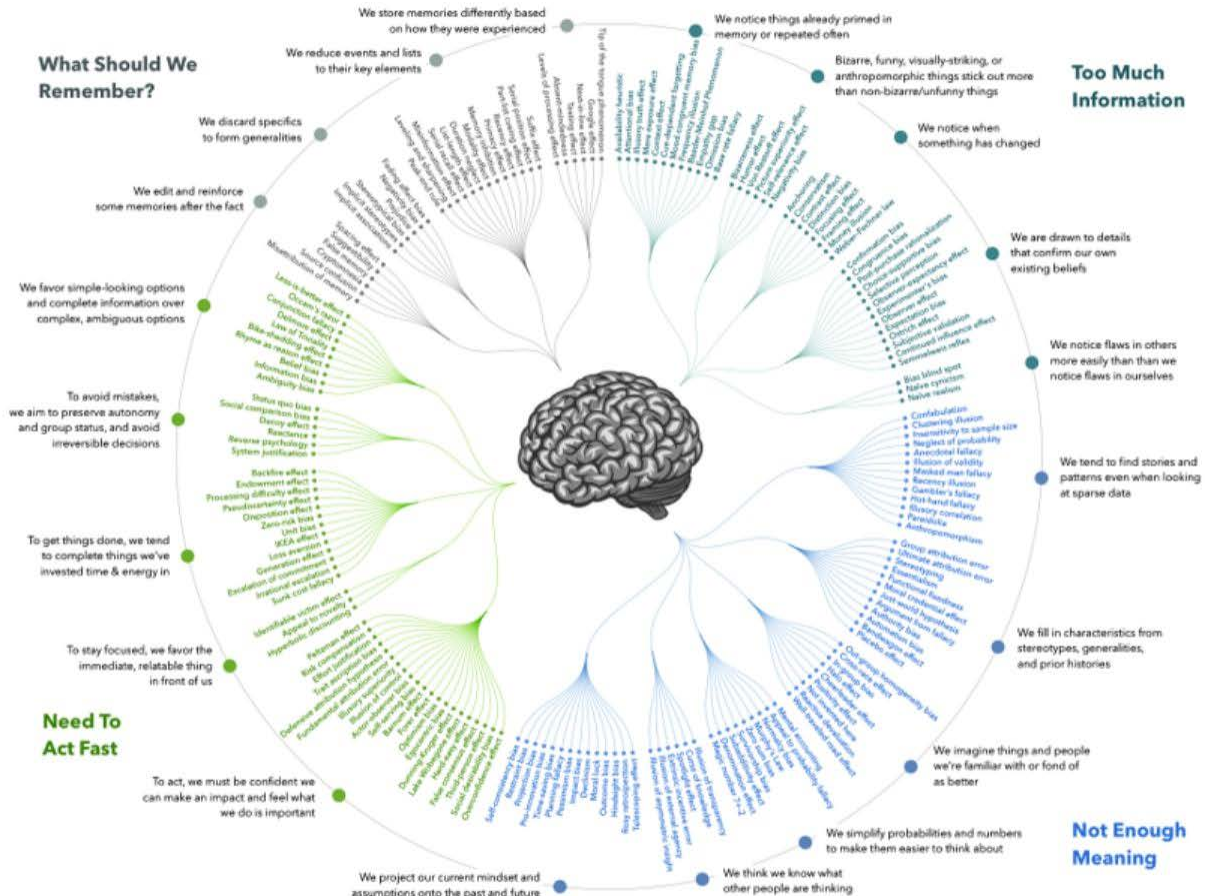
Orange

Red

Blue

Blue

COGNITIVE BIAS CODEX



Breakout Groups

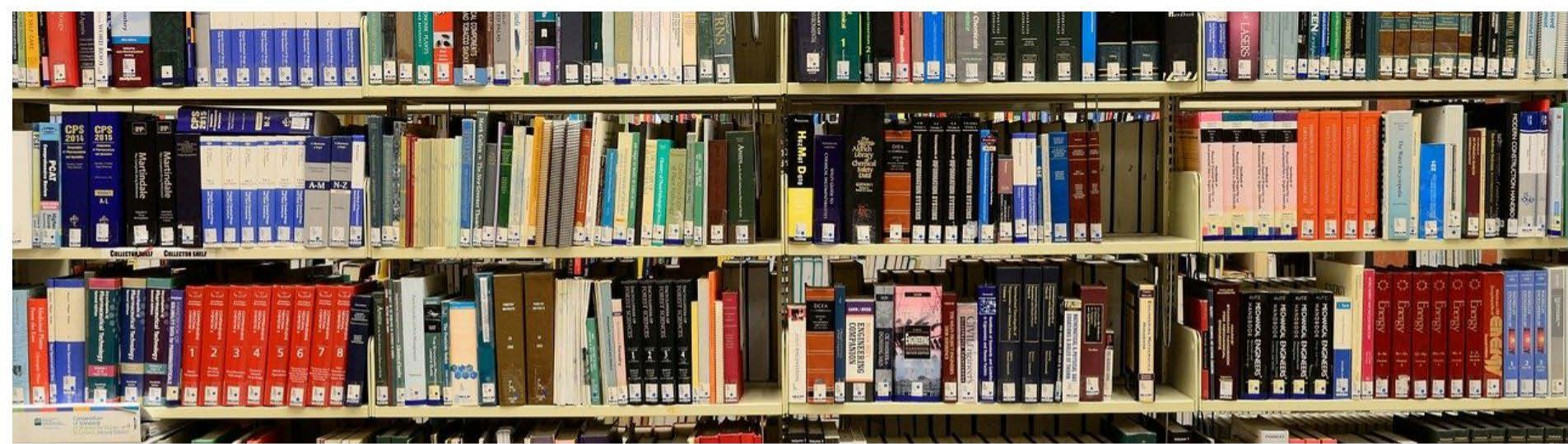
A photograph showing multiple rows of yellow rubber ducks arranged on shelves. The ducks are identical in appearance, with yellow bodies, red beaks, and blue eyes. They are arranged in neat, parallel rows, creating a strong sense of repetition and conformity. The shelves are light-colored, and the background is a warm, yellowish-orange hue. The image is framed by a teal border at the top and bottom.

Question Your Assumptions



Be intentional about inclusion

What can you do to be more intentional?



**Take responsibility for
your own education.**

**Get comfortable with
being uncomfortable**



A night sky with a green aurora borealis and the text "Make space for the truth". The aurora is a vibrant green light that fills the lower half of the frame, with some darker, brownish-green patches. The upper half of the frame is a dark, starry sky with many small, bright stars. The text "Make space for the truth" is written in a white, serif font, centered in the middle of the image.

Make space for the truth

**Speak up when others are
uninformed, make assumptions,
or racist comments**





Honor others' truth

Questions?



Breakout #2

Discussion Questions

- 1) What surprised you about this presentation (or the pre-work assignments)? What angered you or made you sad? What other emotions did you experience while digesting this information?
- 2) What are examples of racism that you've encountered or experienced?
- 2) What are some physical examples of structural racism in your community?

LUNCH BREAK



- **Stay for an Activity w/ Kelsey**
Family friendly!
- **Or just eat your lunch**
- **Arrive back at: 12:45 PM**
- **Video 1**
- **Video 2**



Keynote Speaker

Dr. Kathryn Silva Hyde

PRESENTATION:

South Carolina's
Historical Intersections
of Race and Health



Jennifer Gunter, PhD
Introduction

Next Steps: Application into Coalition Work

Pam Imm, Ph.D., Community Psychologist
Wandersman Center

Reflections from a Trainee

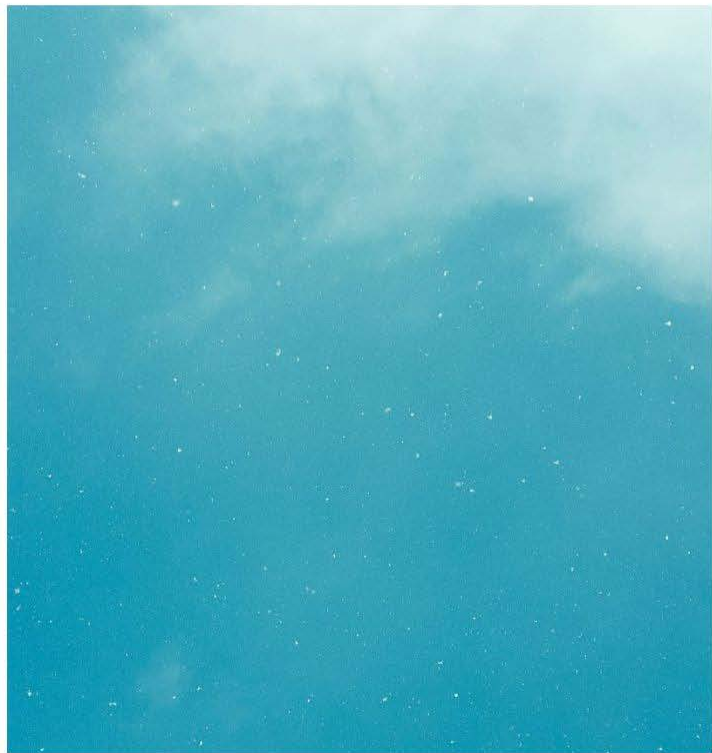
Dr. Pam Imm



Getting to Outcomes Accountability Model



Preparation for Next Steps



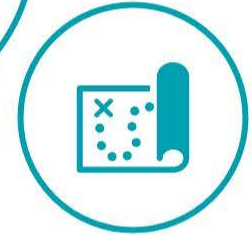
- What have the trainers done?
- What have the funding organizations done?
- What are we asking you to do?

How might our action planning be stronger?



CHIPs

Community Health
Improvement Plans



CHNAs

Community Health
Needs Assessments

Think about
what
commitments
we might make
to realize those
visions.

Time to Engage Your Coalition



- In about a week, you will receive an email w/ directions to complete a “Coalition Consensus Sheet”
- Questions for you to answer w/ the rest of your coalition (leadership)
Questions will be about your perceptions of your current action plan (CHIP, CHNA, etc)
- Consider sharing your coalition's responses during the Regional PEACE Meeting (Dec 2 or 3 2020).
Designate a speaker
- Reflect from now until the December meeting about what steps you might take to ensure your current action plan will be improved based on what you have learned today.

Break

Video (10 mins)



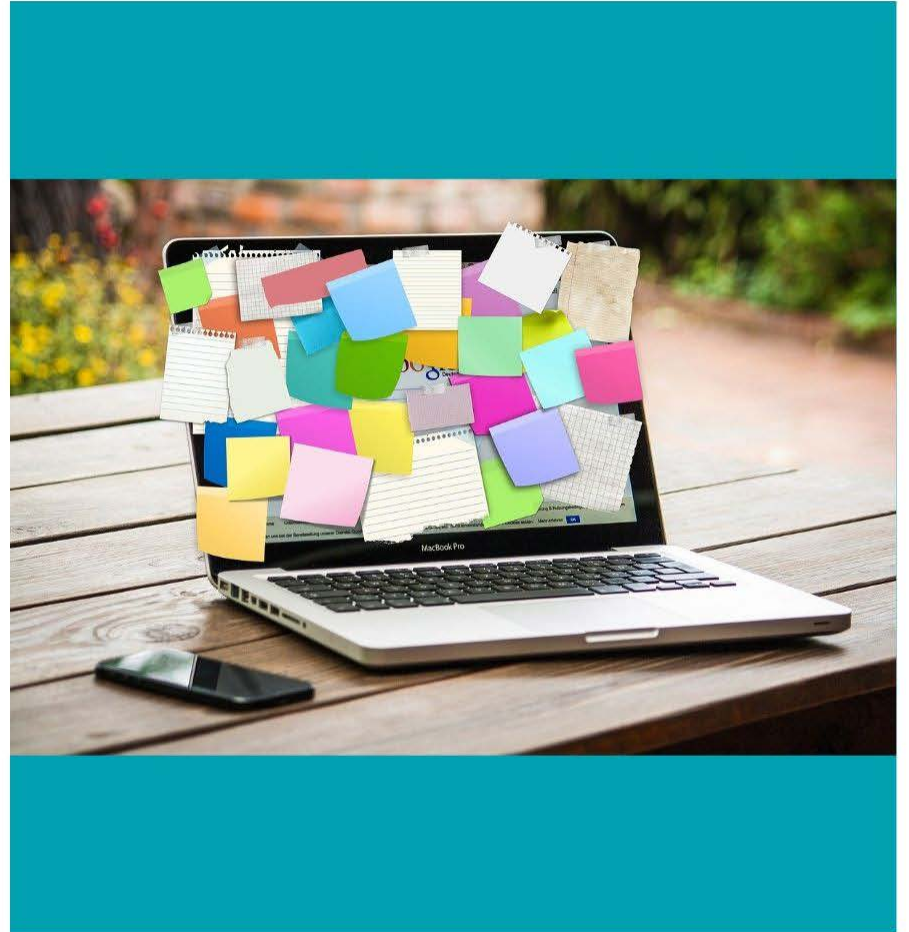
**Write down: 1 insight &
1 next step**

Bring your answers to the following questions to the Regional Meeting

Reflection Exercise

- **Insight Prompt:** What did I learn today? What am I still curious about?
- **Next Step prompt:** What feels like the best way forward for me and/or my coalition/community?

What Stuck?
Menti.com and enter
the code 42 15 33 5



Meeting Evaluation



- Please take the time to take the Survey Monkey meeting evaluation
- Link is in the chat!

<https://www.surveymonkey.com/r/FVTWBKQ>

Regional Meetings (Virtual via Zoom)



Save the Date!

- **Wednesday December 2, 2020**
- Pee Dee - 9:30 AM to 12 PM
- Midlands - 1:30 PM to 4 PM
- **Thursday December 3, 2020**
- Greenville - 9:30 AM to 12 PM
- Lowcountry- 1:30 PM to 4 PM

Homework - Your Coalition Consensus Sheet



- **Questions for you to answer w/ the rest of your coalition (leadership)**

Questions will be about your perceptions of your current action plan (CHIP, CHNA, etc)

- **Consider sharing your coalition's responses during the Regional PEACE Meeting (Dec 2 or 3 2020).**

Designate a speaker

- **Reflect from now until the December meeting about what steps you might take to ensure your current action plan will be improved based on what you have learned today.**

Thank You!

KATIE@Z-STRATEGIES.COM