FERGUSON COMMISSION
CREATING A COMMUNITY OF EQUITY
OVERVIEW

• FERGUSON COMMISSION PURPOSE

• DEFINING RACIAL EQUITY

• DEVELOPING COMMON LANGUAGE

• STRATEGIC GOALS

• RECOMMENDATIONS
PURPOSE

Disparities associated with RACE contribute to the underlying social and economic conditions that the Ferguson Commission has been charged to address.
Racial Equity refers to principles of fairness and justice. Racial equity work describes actions designed to address historic burdens as well as to remove present day barriers to equal opportunities. This is accomplished by identifying and eliminating systemic discriminatory policies and practices. Specific remediating strategies, policies and practices are also required. These actions address the effects of historic injustice and prevent present and future inequities.
Racial Equity ≠ Diversity
(Diversity = Variety)

Racial Equity ≠ Inclusion
(Inclusion = Representation)

Racial Equity ≠ Equality
(Equality = Sameness)

Racial Equity = Fairness and Justice
RACE

NO BASIS IN SCIENCE

A SOCIAL CONSTRUCT

A RELIABLE PREDICTOR OF LIFE OUTCOMES
RACISM

THE BELIEF THAT SOME RACES ARE INHERENTLY SUPERIOR TO OTHERS (PREJUDICE)

COUPLED WITH

SYSTEMIC, INSTITUTIONAL POLICIES AND PRACTICES AUTHORIZED TO ENFORCE THAT BELIEF SYSTEM (POWER)
PREJUDICE + POWER = RACISM
DIMENSIONS OF RACISM

- INSTITUTIONAL
- SYSTEMIC
- STRUCTURAL
- CULTURAL
- ENVIRONMENTAL
COLORBLINDNESS

• THE MINIMIZATION OF RACE AS A RELEVANT CONSTRUCT

• CAN’T WE ALL JUST BE ________________
UNCONSCIOUS BIAS

• A RIGID BELIEF, POSITIVE OR NEGATIVE, ABOUT A GROUP OF PEOPLE THAT IS BASED ON LIMITED EVIDENCE (Banji & Greewald, 2013)
MICROAGGRESSIONS

• BRIEF AND COMMONPLACE DAILY VERBAL, BEHAVIORAL, OR ENVIRONMENTAL INDIGNITIES, WHETHER INTENTIONAL OR UNINTENTIONAL, THAT COMMUNICATE HOSTILE, DEROGATORY, OR NEGATIVE RACIAL SLIGHTS AND INSULTS TOWARD MARGINALIZED GROUPS. (Sue, 2007)
DISCRIMINATION

- BEHAVIORAL MANIFESTATION OF PREJUDICE (Jones, 1997)
COLORBLINDNESS

• THE MINIMIZATION OF RACE AS A RELEVANT CONSTRUCT

• CAN’T WE ALL JUST BE ______________
WHITE PRIVILEGE

A TERM FOR SOCIETAL PRIVILEGES THAT BENEFIT WHITE PEOPLE IN WESTERN COUNTRIES BEYOND WHAT IS COMMONLY EXPERIENCED BY PEOPLE OF COLOR UNDER THE SAME SOCIAL, POLITICAL, OR ECONOMIC CIRCUMSTANCES
INTERNALIZED RACISM

THE PERSONAL CONSCIOUS ACCEPTANCE OF THE DOMINANT SOCIETY’S RACIST VIEWS, STEREOTYPES AND BIASES OF ONE’S ETHNIC GROUP
AFFECTS OF RACISM ON PEOPLE OF COLOR

• Negative effects on the mental and physical health of people of color (Neighbors & Williams, 2001)
  • Cigarette and substance use (Borrell, 2007)
  • Psychological distress and decreased well-being (Seaton et al., 2011)
  • Depressive Symptoms (Banks, 2008)
• Specifically children (Priest et al., 2013)
• Has more recently been conceptualized as a form of trauma (Carter, 2013)
WITHIN GROUP WORK

THE PURPOSE OF RACIAL CAUCUSING IS TO GIVE PEOPLE A CHANCE TO THINK AND DISCUSS ISSUES THAT MAY BE DIFFICULT FOR PEOPLE WHO ARE NOT OF THEIR RACE TO HEAR.

IT IS A STRATEGY – NOT THE GOAL.
AFFECTS OF RACISM ON WHITE PEOPLE

• Psychosocial costs to Whites (Spanierman & Heppner, 2004)
  • Guilt
  • Shame
  • Fear
  • Empathy

• Loss of authentic relationships
STRATEGIC GOALS

THE COMMISSION

• MAKE SURE THAT THE PEOPLE LEADING THIS CHARGE ARE EDUCATED ABOUT THE ISSUES

• MAKE SURE THAT EACH WORKING GROUP INCLUDES A LENS OF RACIAL EQUITY

• MODEL THE PRINCIPLES OF DIVERSITY, INCLUSION, JUSTICE AND EQUITY IN ALL ITS WORK
THE COMMISSIONERS

THE COMMISSION SHOULD IDENTIFY RESOURCES AND OPPORTUNITIES FOR ON-GOING DIVERSITY EDUCATION

LANGUAGE, REPRESENTATION, SPEAKING ORDER etc. ARE ALL EXAMPLES OF WAYS TO MODEL INCLUSION
THE WORKING GROUPS

WHO DOES THIS RECOMMENDATION BENEFIT?

DOES THIS RECOMMENDATION DIFFERENTIALLY IMPACT RACIAL AND ETHNIC GROUPS?
THE WORKING GROUPS

IS CULTURAL COMPETENCE A CORE PART OF THE INSTITUTIONS INVOLVED? IF NOT, WHAT ARE THE TRAINING OR PARTNERSHIPS THAT ARE NEEDED?

IN WHAT WAYS ARE WE ADDRESSING THE INTERSECTION OF THE WEALTH GAP AND RACE?
STRATEGIC GOALS

THE COMMUNITY

• EVERY CITIZEN HAS EQUAL ACCESS TO ALL BENEFITS AND PRIVILEGES OF THE COMMUNITY

• INCREASE DIVERSE COMMUNITY ENGAGEMENT AND PARTICIPATION AT ALL LEVELS

• A FOCUS ON HEALING NEEDS TO BE ADAPTED
RECOMMENDATIONS

• BUILD CAPACITY OF REGIONAL ORGANIZATIONS WHO FOCUS ON SOCIAL JUSTICE

• ESTABLISH COMMUNITY-WIDE ACTIVITIES THAT FOCUS ON ACCOMPLISHMENTS

• DEVELOP BUSINESS PLAN THAT ENSURES SUSTAINABILITY
THANK YOU