



Establishing an anti-racist approach for SAN DIEGO HPG

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Session Objectives

1

Review Anti-Racist Frameworks, Theories, and Approaches

2

Contextualize the HIV Response and How to End HIV by Responding to Racism

3

Identify ways to operationalize anti-racist approaches in San Diego's HPG work over the next 12 months

4

Discuss strategies that ensure safety in having conversations about racism

Agenda

- 10:40am – 10:50am: Welcome, Introductions, & Group Agreements
- 10:50am – 11:00am Tips to Being a Better White Ally
- 11:00am – 11:05am Review of Definitions
- 11:05am – 11:15am Reflection/Discussion of Pre-Work Materials
- 11:15am – 11:25am: Shareback of Common Themes from HPG
- 11:25am – 11:30am: Introduce Guiding Theoretical Frameworks/Models
- 11:30am – 12:00pm: JEDI Mapping Art Activity (15mins to draft and 15mins to present maps)
- 12:00pm – 12:30pm: Lunch
- 12:30pm – 1:05pm: Goals, Objectives, and Key Results (20mins to draft and 15mins to present)
- 1:05pm – 1:15pm: PRESS Model
- 1:15pm – 1:20pm: Recommended Next Steps
- 1:20pm – 1:30pm: Questions and wrap up




Introductions

Name

of years serving on SD HPG

Committee served on SD HPG

What is your participation agreement that honors safety during this session?



Group agreements

Cultural Humility Group Agreements

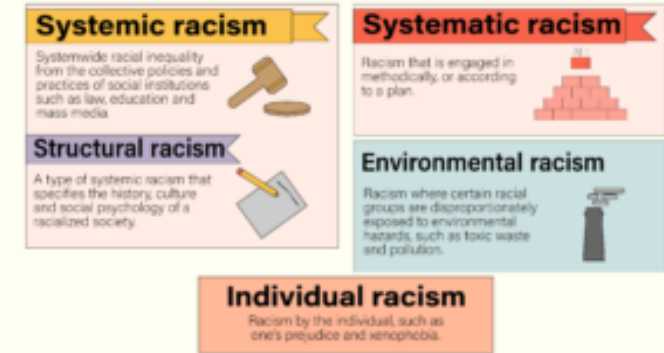
- LISTEN AS IF THE SPEAKER IS WISE; LISTEN TO UNDERSTAND
- PRACTICE “I” STATEMENTS WHEN SPEAKING
- OKAY TO RESPECTFULLY DISAGREE
- TAKE RISKS
- NO PRESSURE TO SPEAK
- BE DISCIPLINED ABOUT NOT MAKING ASSUMPTIONS
- NO BLAMING, NO SHAMING
- CONFIDENTIALITY IF STORIES ARE SHARED
- COURAGE TO INTERRUPT IF SOMETHING IS GOING AMISS OR BEING LEFT UNSAID: MAKE THE INVISIBLE VISIBLE
- VOICES, THOUGHTS, IDEAS, EXPERIENCES WELCOME
- PAY ATTENTION TO WHAT MOVES YOU: USE OOPS AND OUCH

Definitions to guide today's training session



Types of Racism

The word "racism" may have one definition, but can affect people in many different ways. In turn, new definitions of subtypes and distinct representations have been created to better explain the larger implications and grasp that racism has on society.

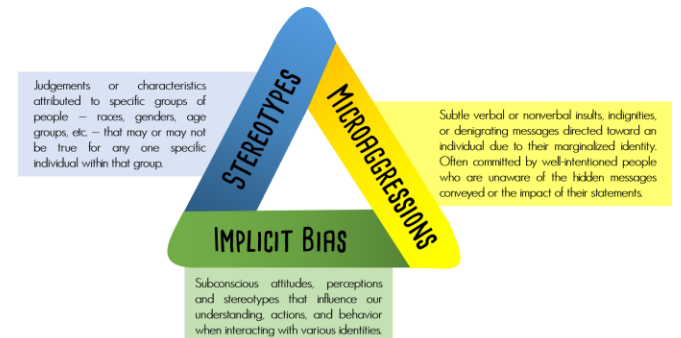


SOURCES: Aspen Institute, Lumen, Medium, Graphic reporting by Meredith de Guzman, Daily Brain reporter. Graphic by Ben Brill, Graphics editor.

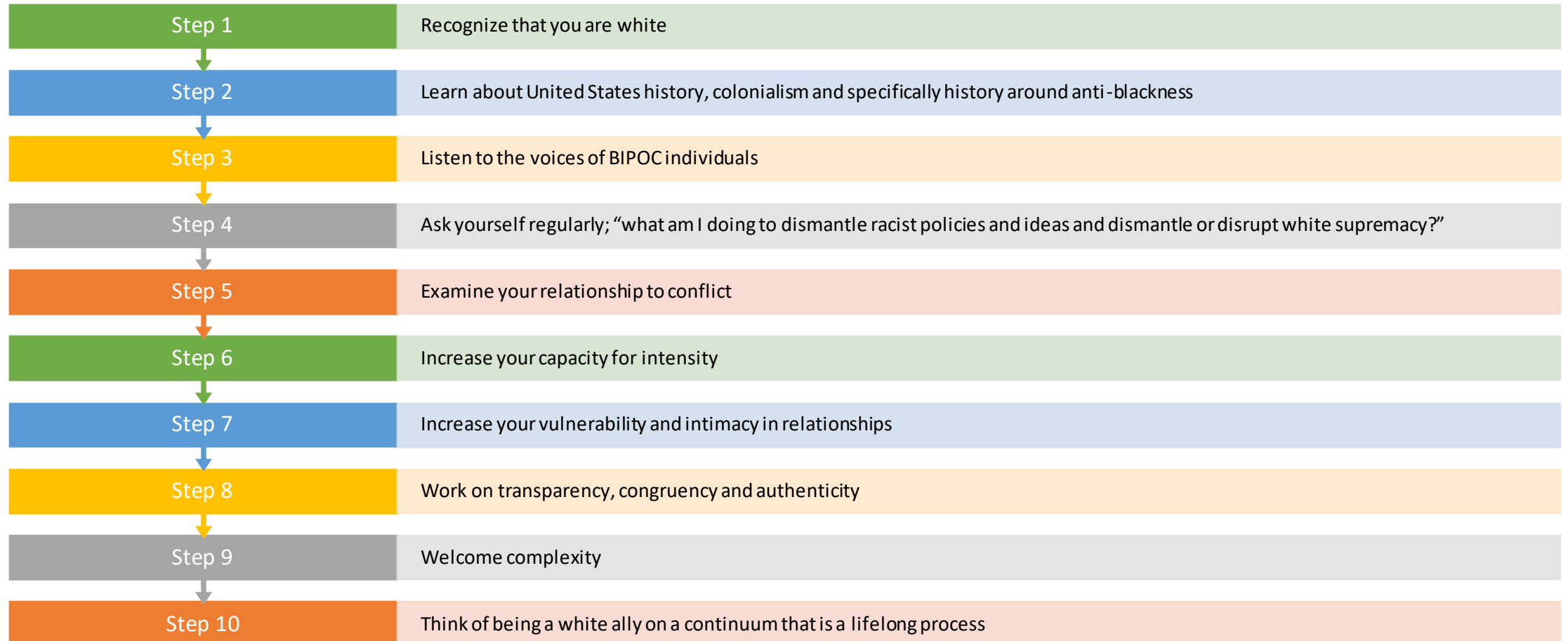
WHAT IS ANTI-RACISM?

"The active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power [and resources are] redistributed and shared equitably."

— National Action Committee on the Status of Women International Perspectives: Women and Global Solidarity



10 Steps Towards Anti-Racism for White People



<https://www.drnedmond.com/dr-edmond-blog/10-steps-to-being-a-better-white-ally>

<http://www.drcraigelliott.com/home/wp-content/uploads/2014/01/Guidelines-for-Effective-White-Caucuses.pdf>

Anti-Racism Journey for People of Color

1. Stay physically and psychologically healthy, by eating healthy, sleeping, taking breaks from social media, and staying physically active.
2. Stay connected to individuals, communities, and organizations that affirm your humanity.
3. Listen to your gut and remember that a healthy cultural suspicion (suspicion of white supremacy, people and systems they created) has allowed People of Color to survive during the darkest times of our history.
4. Focus on your goals. Finish your projects, do the best you can at work, school, and home. Being successful in whatever you do is in and of itself an act of liberation and resistance.
5. Listen and validate the experiences of People of Color with different backgrounds from your own.
6. The racial binary of US culture has shaped all of our own internalized biases and societal pressures to assimilate into whiteness – we all have anti-racist journeys to go through.
7. The burden of oppression and injustice is too heavy to carry on your own. Do what it takes to keep yourself going while remaining committed to racial and social justice.
8. Focus on one breath and one step at a time while knowing and always keeping in mind that your ancestors never gave up; their resistance and fight led to the changes we enjoy today.
9. Remember that the system does not get to determine your worth, dignity, and humanity. Never forget that you matter!

SAN DIEGO HPG Working definition of JEDI

The infographic is a horizontal strip with a dark red background and rounded corners. It is divided into four white rectangular panels, each with a red border. Each panel contains a title, an icon, and a definition.

- Justice:** The title is in red. The icon shows a balance scale with two pans, each held by a person. The definition is: "Compassion and accountability together ensure that we all have fair access to opportunity."
- Equity:** The title is in red. The icon shows three people of different heights standing on blocks of increasing height to watch over a horizon. The definition is: "Each of us is fully supported in our education, in the unique ways we may need."
- Diversity:** The title is in red. The icon shows a cluster of overlapping circles in various colors (green, yellow, orange, pink, blue, purple). The definition is: "Differences in perspective, identity, and background are an integral part of our community."
- Inclusion:** The title is in red. The icon shows a circle of black dots with one red dot and one grey dot. The definition is: "We actively make room for everyone to bring their unique strengths and full selves to the table."



Reflection/Discussion of Pre-Work Materials

What were the emerging/common themes from pre-work materials?

What ideas/thoughts can support SD HPG with implementing anti-racist approaches?

What ideas/thoughts can help to contextualize a more equitable HIV response?




Themes from engagement with HPG to- date

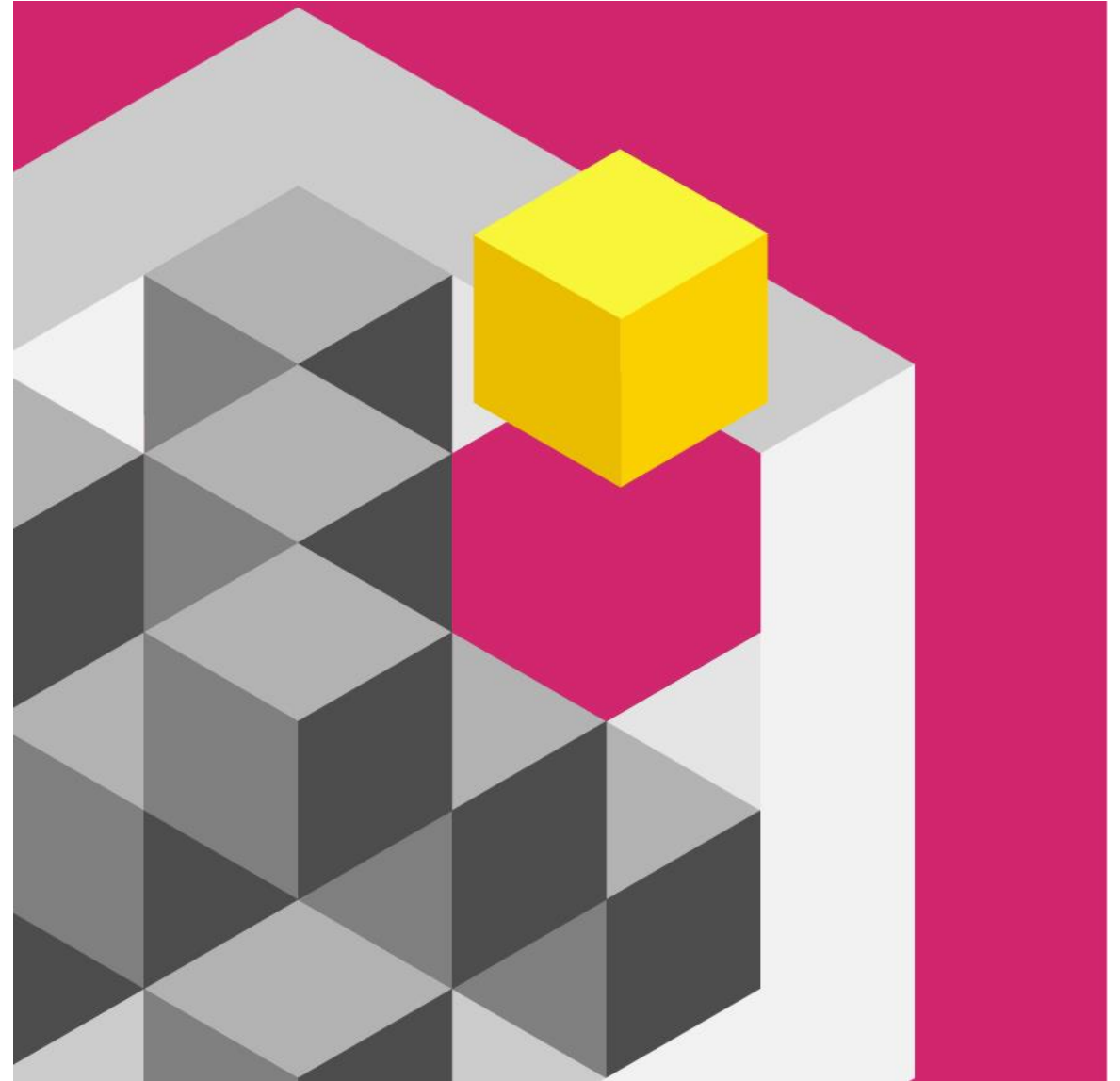
- This is the beginning of the HPG's anti-racism journey
- Varying degrees of insight on what racism is and how it manifests and shapes our daily experiences
- Strong desires to make HPG spaces inclusive, productive, and representative of the diversity of San Diego's HIV epidemic
- There's been harm from not having the tools to engage in deep, meaningful, and justice-centered engagements regarding dismantling racism.
- The dynamics of gender, race, and other intersectionality's are at play but need to be untangled and explored more
- A desire for tangible items that retreat attendees could leave with to support their individual and collective efforts towards an inclusive space

discussion QUESTIONS FROM SHAREBACKS

1. What was your reaction to the findings shared?
2. What from the shared findings resonate with you?
3. Do the shared findings change or shape your perspective? If so, how?
4. What's not captured in these themes?



Frameworks to guide JEDI PRINCIPLES



4 I's of Oppression

Ideological: Oppression at the level of idea: any oppressive system at its core has the idea that one group is better

Institutional: Oppressions that are embedded at an institutional level (healthcare, legal, system, education, political power, etc)

Interpersonal: Oppression that takes the form of personal disrespect from members of a dominant group toward members of a marginalized group. People in the dominant group may not be consciously oppressive.


Internalized: Oppressive messages that are internalized as deeply held and often unconscious beliefs about oneself and others.

CRITICAL RACE THEORY

Critical Race Theory recognizes that racism is more than the result of individual bias and prejudice. It is embedded in laws, policies and institutions that uphold and reproduce racial inequalities (Delgado & Stefancic, 2006).

BREAKING IT DOWN

Critical Race Theory (CRT)



Critical race theory (CRT) is an academic movement started by legal scholars who seek to critically examine the law as it intersects with issues of race and to challenge mainstream approaches to racial justice. Here are the basic tenets of the theory broken down.

- 1** Race is a social construct.
- 2** Racism in the United States is an ordinary experience of most people of color.
- 3** Legal advances (or setbacks) for people of color tend to serve the interests of dominant white groups.
- 4** Minorities deal with being stereotyped often.
- 5** No individual can be identified only in one way. A Black person can also identify as a woman, a lesbian, a feminist, a Christian, and so on.
- 6** People of color are uniquely qualified to speak on behalf of other members of their group (or groups) regarding the effects of racism.

For more information, please visit:
www.kindacademy.org
Kind Academy

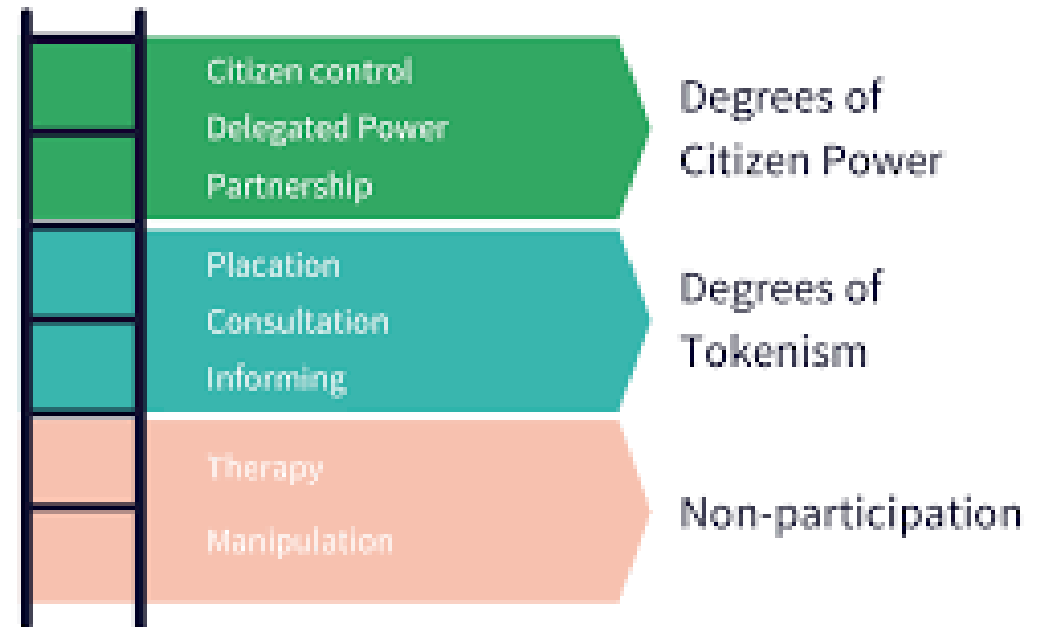
Intersectionality



Amstein's ladder of participation

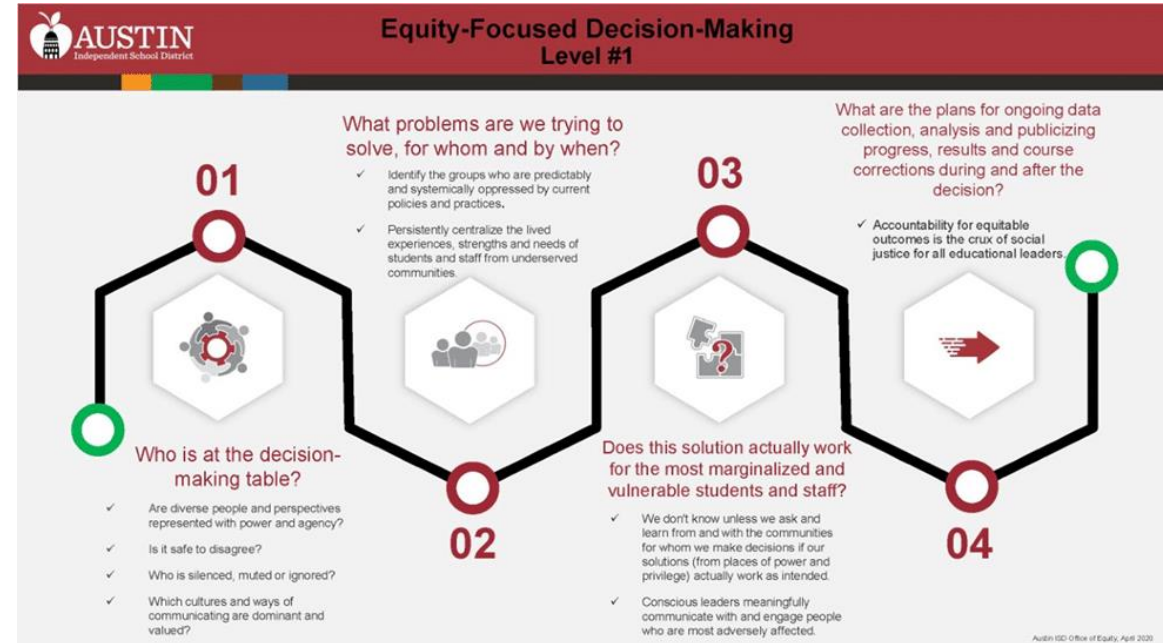
A model for understanding how the degree of citizen participation in government can affect public perceptions of legitimacy, authority and good governance. It presents different levels of public participation, with the 'most desirable' forms of participation found the higher you move up the ladder (Amstein, 1969).

Amstein's Ladder of Public Participation



EQUITY-FOCUSED DECISION MAKING

Designed to deconstruct the processes that perpetuate oppression and, instead, establish accountability that ensures diverse decision-makers and power-holders.



JEDI mapping activity

- In groups of 4-5 people, work together to provide a JEDI mapping illustration on a blank newsprint/canvas, using a combination of images, metaphors, and words.
- This is not about fine art, but rather a way to visually express as a collective of ways to operationalize anti-racist approaches in San Diego's HPG work over the next 12 months.



DISCUSSION QUESTIONS FROM JEDI MAPPING

1. How might we support one another serving on SD's HPG as allies?
2. How might we change our ways of working to create more room for imagination and creativity?
3. How might we deepen relationships within SD's HPG so that we can surface our own experiences and challenges as a planning body and support the racial equity work of SD HD?
4. How might we tell the story of SD HPG's learning journey around anti-racism in a way that contextualize SD HD's response to ending the HIV epidemic?
5. How might we promote a culture of JEDI within SD's HPG?

Goals, objectives, & Key Results

Reflecting on discussions/activities held and theoretical frameworks covered thus far:

1. Identify 1 annual goal (or 2) along with at least 3 SMART objectives to meeting those goals.
2. Provide key performance indicators that inform how objectives will be met.



Goal & OKR Example

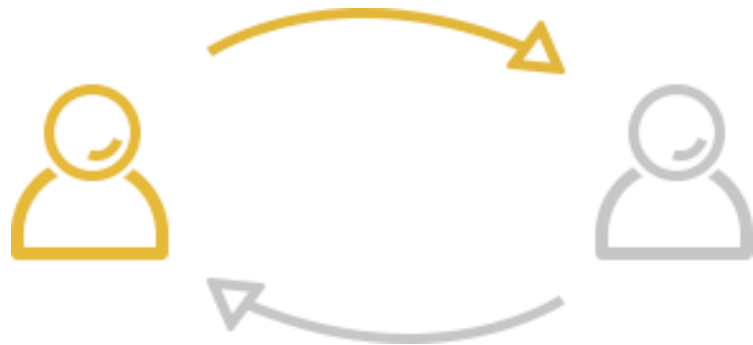
Goal: Diversify leadership within SD HPG

Objective 1: By August 31, 2023, meet with all SD HIV providers to get recommendations for new potential BIPOC members.

Objective 2: Develop and implement anti-racism training program for new HPG members and for all HPG members annually

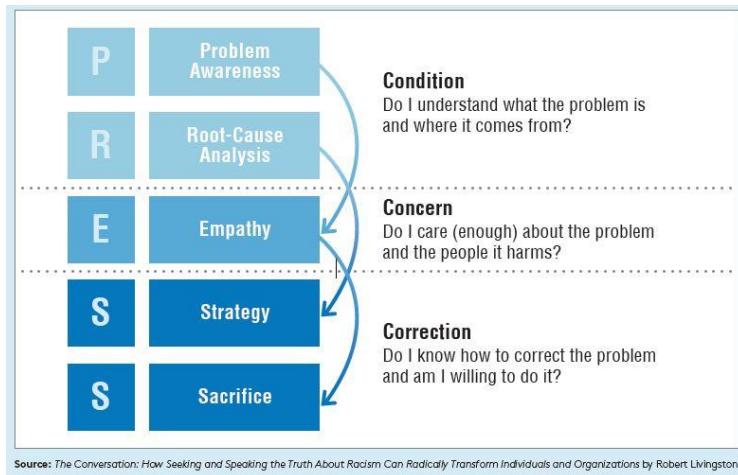
Key Results: List of BIPOC HIV advocates and service providers in SD; anti-racism training developed; list of HPG members who participate in training; # of BIPOC individuals as sub-committee chairs; % increase of BIPOC individuals assuming a sub-committee chair.

SHAREBACK OF GOALS, OBJECTIVES, & KEY RESULTS



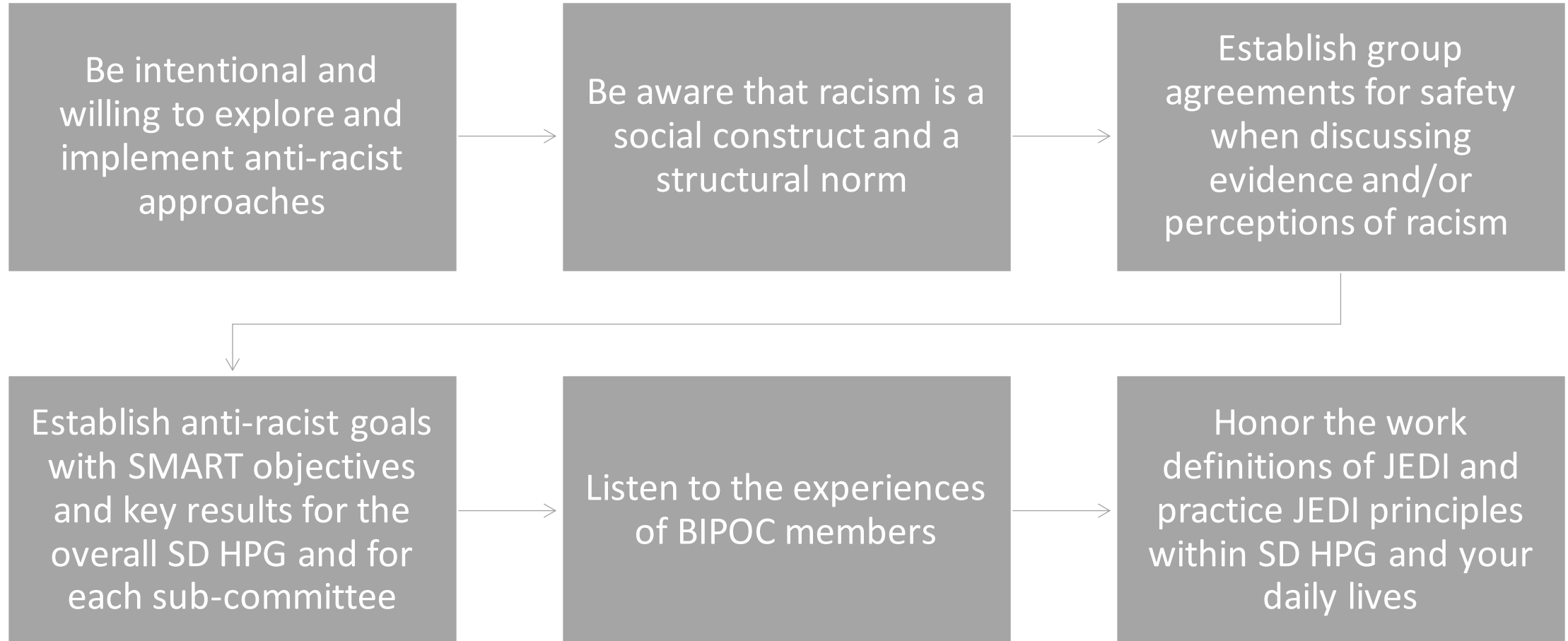
- How confident are we with implementing discussed goals and OKRs?
- What support is needed to implement the discussed goals and OKRs?
- What will safety look like to ensure participation from all HPG members to implement the discussed goals and OKRs?
- Where and when can you pick this work back up?

Utilizing press model for racial equity



PRESS move through these stages sequentially, first establishing an understanding of the underlying condition, then developing genuine concern, and finally focusing on correcting the problem (Livingston, 2020).

Recommended next steps



questions
& final
thoughts

