Broward Racial Equity is a Win-Win: Addressing Racism and Implicit Bias to Improve Our Lives & Community
1. Disaggregate data by race

2. Understand local history (Broward County, Fla)

3. Shared definitions & understanding of how racism works

4. Solutions – Equity Strategies because Equality does not = Equity

5. Training

6. Organizing

7. Framing & Messaging

8. Integrated Data System & Participatory Action Research
67% Decrease in Broward County Youth Arrests 1998-99 to 2015-16

Number of Juvenile Arrests age 10 – 17, 1998 – 2016
Source: FDJJ Delinquency Profile
70% Decrease in Number of Youth Arrested 1998-99 to 2015-16

Source: FDJJ Delinquency Profile
Decrease in Broward County teen birth rates per 1,000 females age 15 - 19

Source: Florida CHARTS
Black youth arrests were over 5 X more than White youth arrests.

Broward County- # of youth arrests SFY 2016

Black: 74%
Hispanic: 12%
White: 14%

Source: FDJJ Delinquency Profile
Broward Graduation Rates

Source: FLDOE edstats
## History of Segregation & Resistance in Fort Lauderdale

### 1920s
- **1920s**
  - White investors decided it was too business to mony for blacks.
  - White business owners did not want to deal with blacks, seemed as help.
  - Many African Americans were forced to live in separate areas.

### 1930s
- **1930s**
  - African Americans were forced to live in separate areas.
  - White business owners did not want to deal with blacks, seemed as help.

### 1940s
- **1940s**
  - Dr. McCollom granted hospital for segregated patients.
  - Black doctors were not allowed to practice medicine in white hospitals.

### 1950s & 1960s
- **1950s & 1960s**
  - Civil rights movement continued in Fort Lauderdale.
  - Black business owners were not allowed to open businesses in white areas.

### 1970s
- **1970s**
  - Civil rights movement continued in Fort Lauderdale.
  - Black businesses were not allowed to open businesses in white areas.

---

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>1920</td>
<td>White investors decided it was too business to mony for blacks.</td>
</tr>
<tr>
<td>1930</td>
<td>African Americans were forced to live in separate areas.</td>
</tr>
<tr>
<td>1940</td>
<td>Dr. McCollom granted hospital for segregated patients.</td>
</tr>
<tr>
<td>1950</td>
<td>Civil rights movement continued in Fort Lauderdale.</td>
</tr>
<tr>
<td>1970</td>
<td>Civil rights movement continued in Fort Lauderdale.</td>
</tr>
</tbody>
</table>
Ongoing Residential Racial Segregation
33311 Poverty Data & ALICE Data

- Percent of all people in 33311 below poverty level was 32.1% vs. 14.3% in Broward (ACS, 2009-2013)
- In 2000– the % of all people in 33311 below poverty level was 30.6% vs. 11.5% for Broward (Decennial Census).
Process by which Segregation Leads to Poverty

Policies that led to:
- White families moving away from city centers and into suburban areas (White Flight)
- Housing discrimination against African Americans

Segregation

- Fewer banks invest in predominantly African American areas
- Lower house values
- Separation from people who can influence policy

High poverty

- Lower tax base
- Less funding for education and services like job training
- Poor job opportunities
- Businesses move out and fewer new businesses start

Adapted from University of Michigan's The Geography of Race in the U.S., Economic Consequences of Segregation

www.cscbroward.org
Economic & Political Elites create racial discrimination to build wealth and power, self-interest

Racist ideas & messaging

Ignorance and hate

Kendi, Ibram (2016) Stamped from the Beginning
## Origin & Evolution of Racism in the United States

<table>
<thead>
<tr>
<th>Event</th>
<th>Year</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bacon’s Rebellion</td>
<td>1674</td>
<td>• Slave Codes&lt;br&gt;• Violence to maintain racial hierarchy&lt;br&gt;• Message – Blacks are not human&lt;br&gt;• Protests &amp; Resistance</td>
</tr>
<tr>
<td>Civil War</td>
<td>1864</td>
<td>• Black Codes (Jim Crow)&lt;br&gt;• Violence to maintain racial hierarchy&lt;br&gt;• Message – Blacks should be separate&lt;br&gt;• Protests &amp; Resistance</td>
</tr>
<tr>
<td>Civil Rights</td>
<td>1964</td>
<td>• Race Neutral Policies&lt;br&gt;• Violence to maintain racial hierarchy&lt;br&gt;• Message – Blacks behavior is wrong&lt;br&gt;• Protests &amp; Resistance</td>
</tr>
</tbody>
</table>

Carol Anderson

www.cscbroward.org
Racism is a system of structuring opportunity and assigning value based on the interpretation of how we look ("race")

Camara Phyllis Jones
**Structural racism** describes the cumulative and compounding effects of an array of factors that systematically privilege white people and disadvantage people of color.
### Equality – Historical & Structural Racism - Equity

<table>
<thead>
<tr>
<th>Idea of Equality</th>
<th>Historical Racism</th>
<th>Current Structural Racism</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quality housing / home ownership</td>
<td>No access to affordable loans, Redlining</td>
<td>Segregated neighborhoods</td>
</tr>
<tr>
<td>Good paying jobs &amp; benefits</td>
<td>No social security for domestic &amp; agriculture 75%</td>
<td>Racial wealth disparities</td>
</tr>
<tr>
<td>Access to high quality healthcare</td>
<td>of blacks Denied access to white hospitals</td>
<td>Racial health disparities</td>
</tr>
<tr>
<td>Effective education</td>
<td>Black schools with few resources</td>
<td>Racial education disparities</td>
</tr>
<tr>
<td>Fair justice system</td>
<td>White policing violence to enforce segregation &amp; racist practices</td>
<td>Racial justice disparities</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Need for Equity Solutions</th>
<th>Full Potential</th>
<th>Quality housing / home ownership</th>
</tr>
</thead>
<tbody>
<tr>
<td>Good paying jobs &amp; benefits</td>
<td>Access to high quality healthcare</td>
<td>Fair justice system</td>
</tr>
</tbody>
</table>

**Full Potential**
- Equal access to affordable loans and housing
- Access to quality healthcare and education
- Fair and effective justice system
Structural Racism & White Privilege

Historical Legacy
Conditions, Policies, Practices & Perceptions

+ Institutional Racism
Following all the rules without questioning (Rita Cameron Wedding)
Inaction in the face of need (Phyllis Jones)

+ Implicit Bias & Racial Anxiety
Use of Unconscious Bias in Decision Making
Implicit Bias
(Sears & Henry, 2003)

Implicit Bias  “Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner” (Kirwan Institute, 2015). These biases, which can be both favorable or unfavorable, are activated involuntarily without an individual’s awareness. The implicit bias in our subconscious causes us to have feelings and attitudes about other people based on characteristics such as race, ethnicity, age, and appearance. These biases develop at a very early age through exposure to direct and indirect messages such as news programming and the media. Implicit biases are pervasive. Everyone possesses them and they do not necessarily align with our declared beliefs or even reflect positions we would endorse.
Tool # 4 - Solutions

• **Understand** how racism manifests and morphs – nationally, state and locally

• **Targeted Universalism** (John A. Powell) - Shared goals for all, targeted strategies for groups

• **Identify policies, practices, cultural norms and values** that reproduce inequities in access, opportunities and outcomes

• Attend to systems of power and **go beyond cultural competency & diversity training**
Solutions: Moving from Segregation to Equity

Equity is the just and fair inclusion into a society where all can participate, prosper, and reach their full potential.

Angela Glover Blackwell, Policy Link

www.cscbroward.org
3 Pitfalls to Avoid While Co-Creating Equity

(Collective Impact Forum 10/26/15)

- PITFALL #1: Thinking that serving low income communities and communities of color equates with co-creating equity. **Helping those in need is not the same as co-creating equity.**

- PITFALL #2: While ensuring high-quality, culturally competent care is an incredibly important advancement, **moving toward equity requires that we meaningfully engage those most impacted by inequities**, in the effort to eliminate them.

- PITFALL #3: Organizations and collaborations who are striving to co-create equity have not reflected on how power, privilege, and oppression play out in everyday relationships, collaborations, organizations and institutions. **We need to examine our own individual and organizational power and privilege and how we may unintentionally be perpetuating the very inequities we are trying to eliminate.** This can often be difficult in an organizational culture that values professionalism, the mind, and analysis above anything.
Equity Solutions & Strategies

- Access to Economic & Political Resources
- Community Engagement & Accountability
- Targeted Universalism/Partnering
  Educational, Medical & Social Services

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Tool # 5  Training

- **Local History & Implicit Bias Training**
- **People’s Institute for Survival and Beyond**
- **Racial Equity Institute**
- **Pacific Education Group (Courageous Conversations – school based)**
Tool # 6  Organizing

**Organizing Committees**

- *People of Color Caucus*
- *White People Caucus*
Tool # 7  Framing & Messaging

Framework Institute

http://www.frameworksinstitute.org/race1.html
Win - Win

The Curb-Cut Effect


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Angela Glover Blackwell, Policy Link

www.cscbroward.org
Tool # 8

Integrated Data System & Critical Participatory Action Research
Suggested Solutions – Implicit Bias

De-biasing Strategies (Kirwin Institute, 2015)

1. Capacity building for underserved populations – targeted mentoring/internship programs
2. Create advisory boards that bring different perspectives and coach leadership on the change process (Paul Schmidt, Collective Impact Forum)
3. Know local history of segregation and survival
4. Self-Assessment at employee and organizational levels
5. De-biasing Training
6. Include Monitoring Element for reducing implicit bias
7. Insure Disaggregated Outcomes show equity
8. Strengthen Relationships with Community partners to empower local populations including participation in the development and evaluation of service systems/programs.
9. Generate Opportunities to Counter Stereotypes include:
   - Counter-stereotypic training
   - Expose people to counter-stereotypic individuals
   - Intergroup contact
   - A sense of accountability
   - Taking the perspective of others
CSC Provider & Staff Reflections and Suggested Solutions

- Substance abuse, mental health, food insecurity, housing stress impact programming effectiveness
- Training case managers to effectively connect families to services including (1) dealing with high turnover of staff in case manager positions; (2) systematically identifying service gaps; (3) expand use of One E APP; (4) deal with changing eligibility requirements
- Address waitlist for afterschool programs
- Need legislation around youth with delinquency records
- Support private sector job pipelines for high wage jobs
- Increase effectiveness of 211 – mobile app for services
## Additional Suggestions & Next Steps

### A Deeper Dive in 33311 – Suggestions for Action

**CSC Mission:** To provide the leadership, advocacy and resources necessary to enhance children's lives and empower them to become responsible, productive adults through collaborative planning and funding of a continuum of quality care.

**CSC Vision:** The children of Broward County shall have the opportunity to realize their full potential, their hopes and their dreams supported by a nurturing family and community.

<table>
<thead>
<tr>
<th>Leadership</th>
<th>Advocacy</th>
<th>Resources For Prevention</th>
</tr>
</thead>
<tbody>
<tr>
<td>Courageous Conversation about Race</td>
<td>All in City Policy/Practices</td>
<td>Opportunities to bring to scale (Social impact bonds, local businesses)</td>
</tr>
<tr>
<td>Service System Improvements – Children's Strategic Plan</td>
<td>Affordable Housing</td>
<td><strong>Summer Youth Employment</strong></td>
</tr>
<tr>
<td>Using our communication infrastructure to promote fairness between places, prevention and interdependence as shared values (Frameworks Institute)</td>
<td>Livable wages</td>
<td><strong>Family Strengthening</strong></td>
</tr>
<tr>
<td></td>
<td>Safe environment</td>
<td><strong>Kinship/MOMS/Healthy Families</strong></td>
</tr>
<tr>
<td></td>
<td>Fair criminal justice system</td>
<td><strong>New DAY</strong></td>
</tr>
</tbody>
</table>

### Enhance & Empower Children
- Know local history – oppression and resilience and strong leaders (Mizell, Bass, Sistrunk, Hastings, Kathleen C. Wright)
- Celebrate cultures
- Strength based approaches
- Racial/Ethnic coping strategies (ie., Law & You, anti-bias trng)
- Deepening Cultural Competency Strategies with Decreasing Implicit Bias work

### Collaborative Planning
- Amplify Youth Voice, Family Voice
- Equity Research & Advisory Board
- Counter Symbolic Racism
- Avoid the “Principle-Implementation Gap” (Rabinowitz, 2009)

### Continuum of Quality Care
- Encourage natural supports of community, community reinvestment activities, economic development
- Heal racial trauma of individuals and communities including healing from White Dominance
- **Disaggregate data to show results**
CSC Racial Equity Initiatives

- Create Feedback
- Disaggregate Data
- MOST Racial Equity Pilot
- Learning Together RFP
- Young & Family Voice RFP Rating
- RFPs
- Community & Participatory Data Research
- Internal Operations
- Racial Equity Organizational Assessment
- Evidence Based Messaging
- Local History of Racial Resistance Workshops Funding
- Racial Equity Workshops Share Experience Language, mental model
- Implicit Bias Research - See It - Solve It
- Education

www.cscbroward.org
Presenter: Gloria Putiak, Senior Planning & Research Manager
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Adapted from presentation by Sue Gallagher, Chief Innovation Officer, CSC

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