

# People of Color, the Covid-19 Pandemic, and Police Violence Against Unarmed African Americans: The Epicenter of the Epicenter

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# CRITICAL RACE THEORY IN ACTION



In order to understand the brutality of *American* capitalism, you have to start on the plantation.

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By Matthew Desmond

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Introduction

How structural racism translates into the devastating impact of Covid-19 on African Americans

Next steps: Dismantling Structural Racism

# AGENDA

# Types of Ra ·

## Institutional racism:

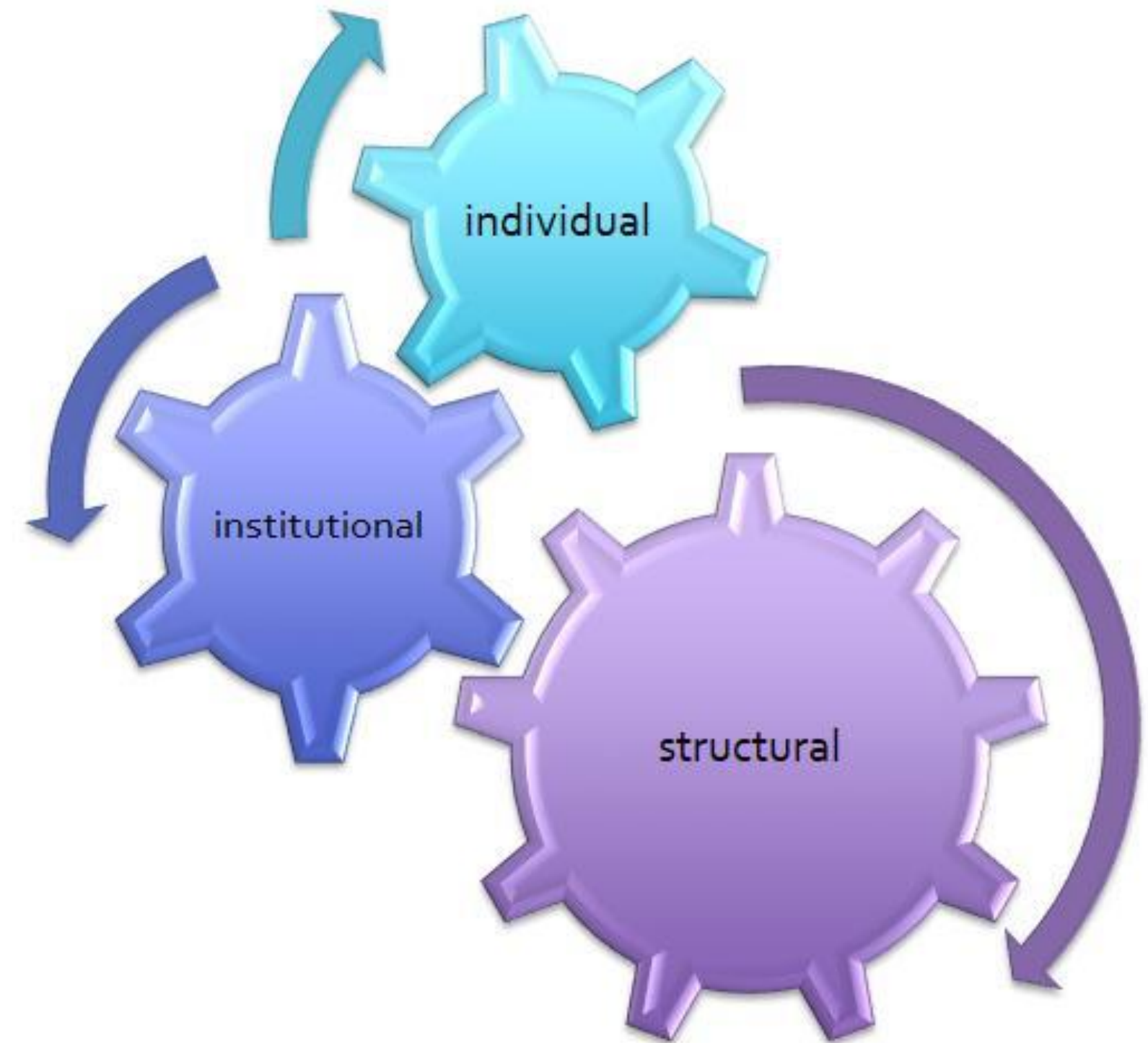
- Policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

## Structural racism:

- A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.

## Individual racism:

- Pre-judgment, bias, or discrimination by an individual based on race.

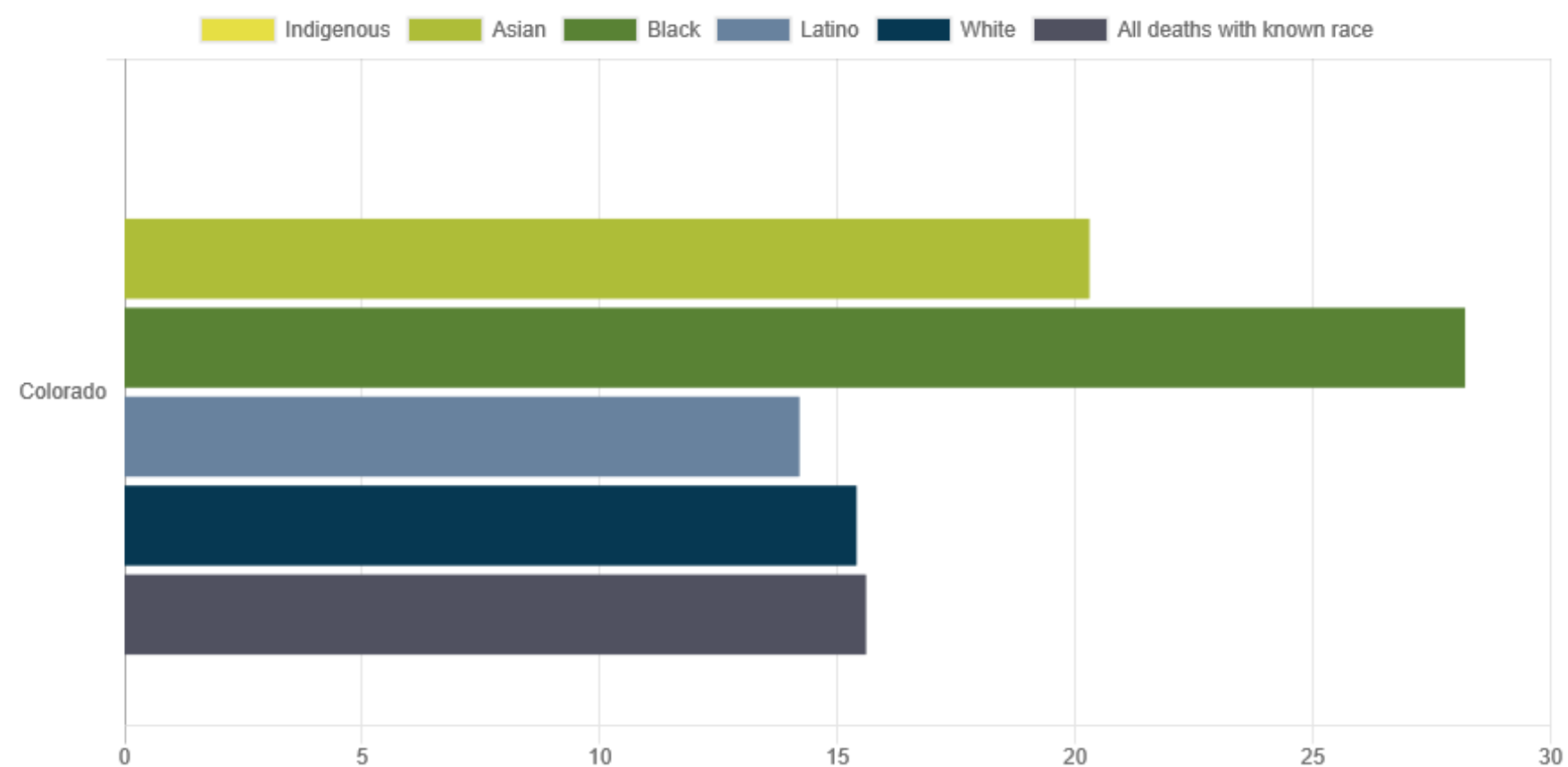


# Fast Fact

- African Americans are three times more likely to be killed by the police than white people.

- [Mappingpoliceviolence.org](https://mappingpoliceviolence.org)

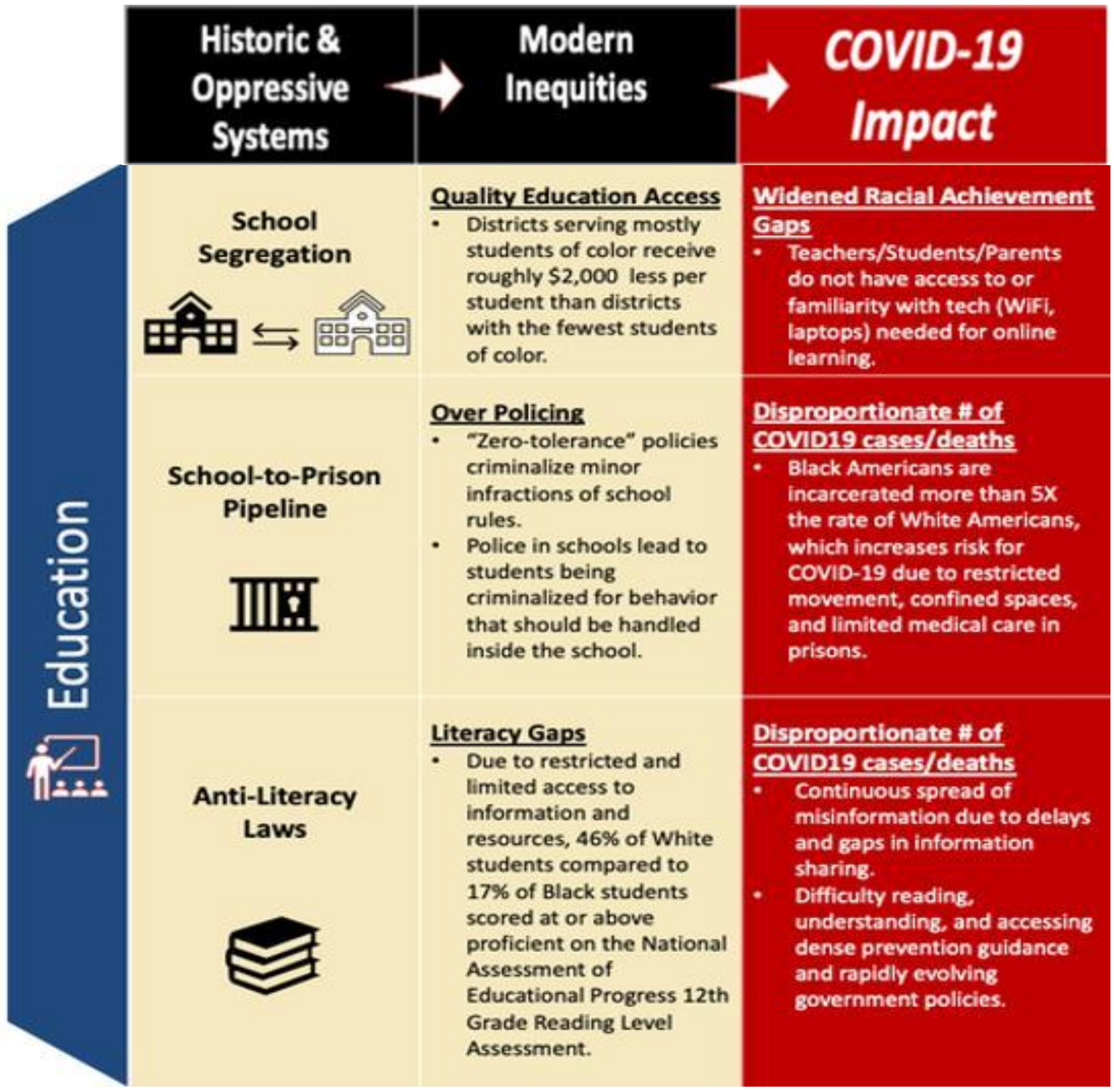
COVID-19 DEATHS PER 100,000 PEOPLE OF EACH GROUP, REPORTED THROUGH MAY 19, 2020

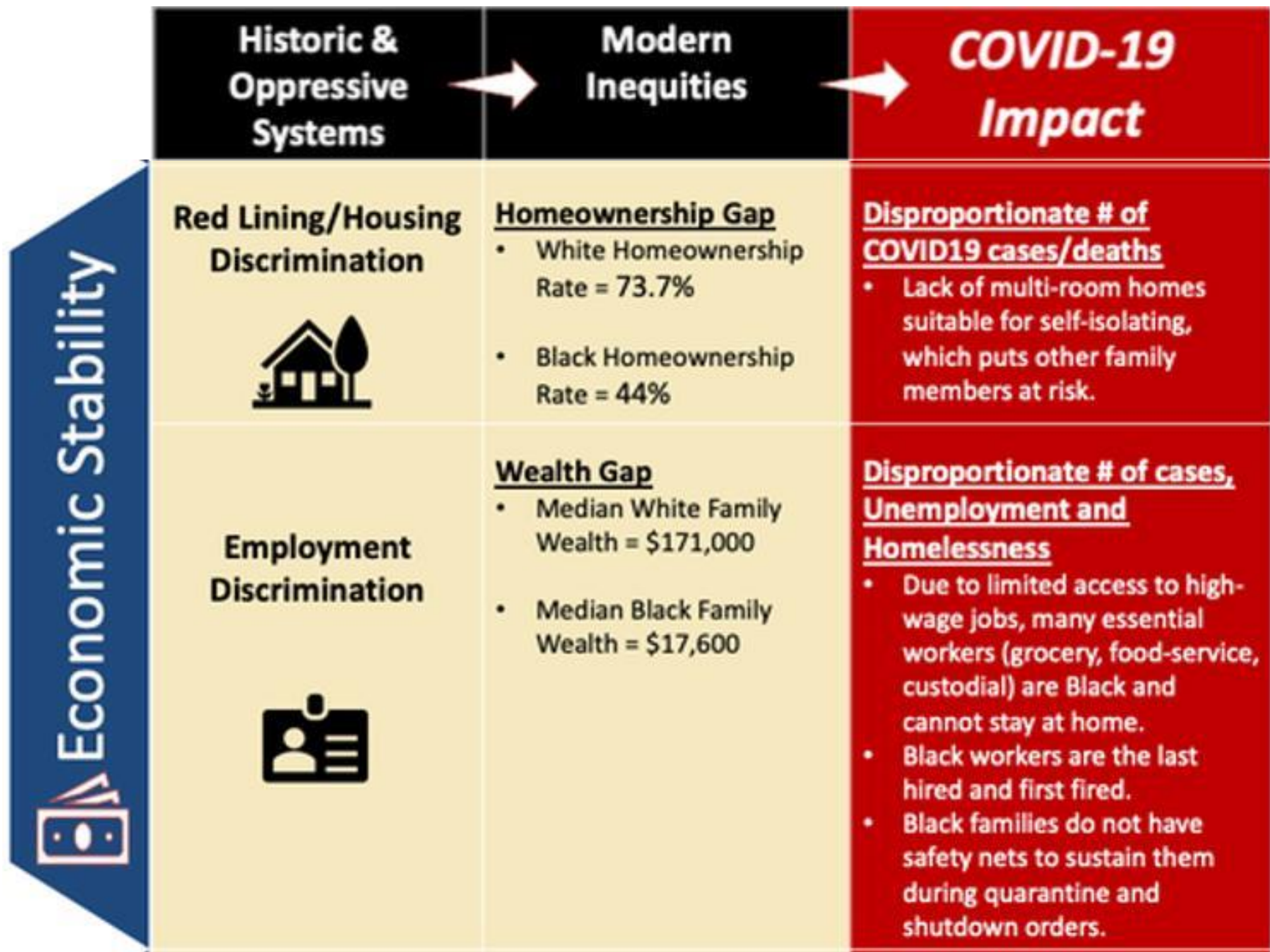


\* Latino ethnicity is reported separately from non-Hispanic race groups in Colorado.

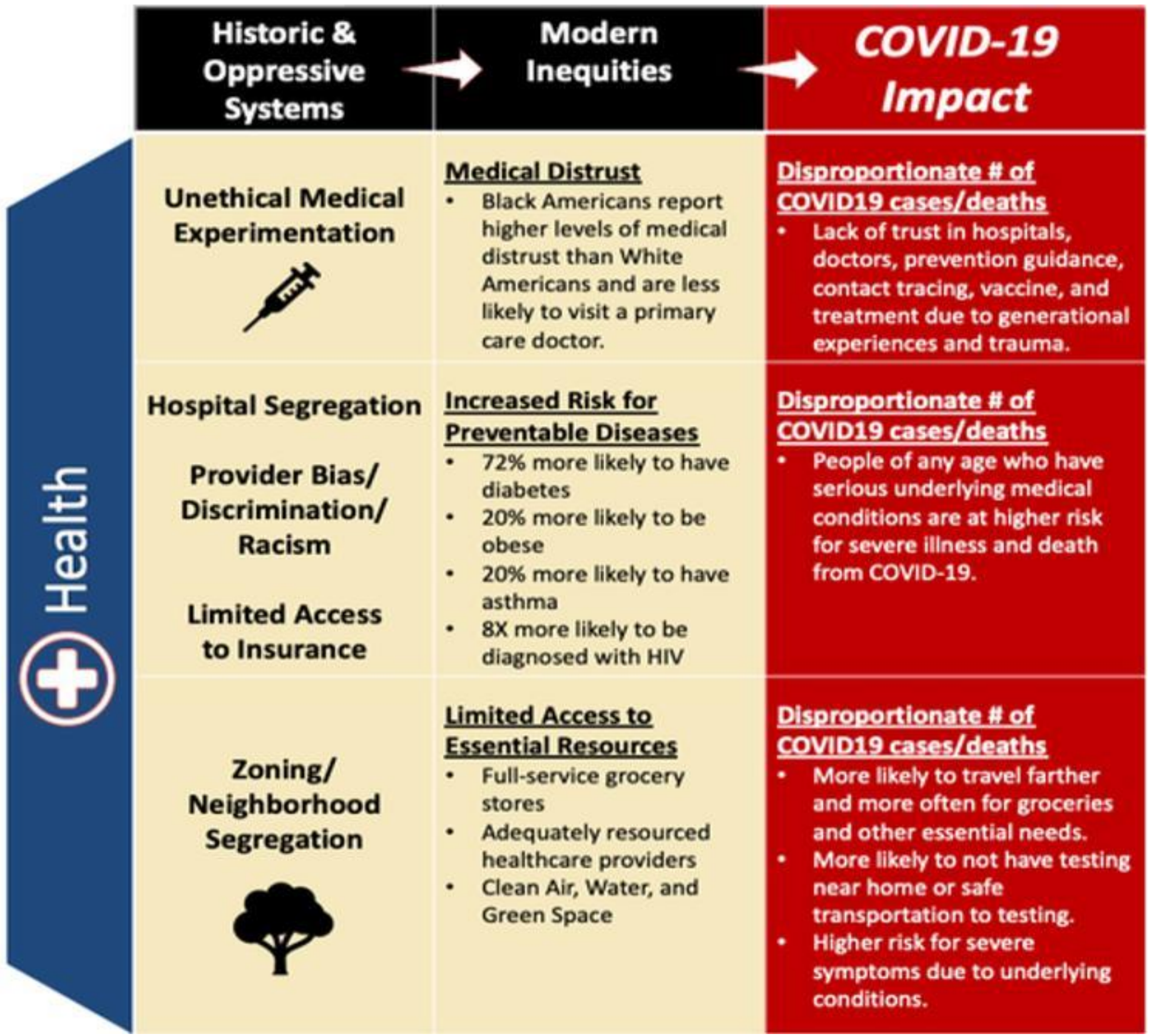
# Why Center Race and Ethnicity?

[HTTPS://WW.APMRESEARCHLAB.ORG/COVID/DEATHS-BY-RACE](https://ww.apmresearchlab.org/covid/deaths-by-race)









# DEEPER DIVE INTO THE SOCIAL DETERMINANTS OF HEALTH



# Four Features of Structural Racism

- Adaptive
- It doesn't require a rogue actor to set it in motion.
- The various systems infected by structural racism (e.g., education, healthcare, financial, housing, law enforcement) reinforce each other.
- While progressive policies have a dampening effect, it continues to thrive.

# Dismantling Structural Racism



# GUIDING PRINCIPLES

## **Adaptive Leadership**

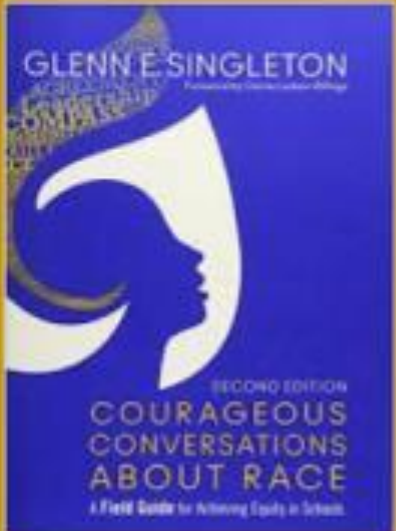
- There are a whole host of problems that are not amenable to authoritative expertise or standard operating procedures. We call these adaptive challenges because they require experiments, new discoveries, and adjustments from numerous places in the organization or community. Without learning new ways - changing attitudes, values, and behaviors - people cannot make the adaptive leap necessary to thrive in the new environment. The sustainability of change depends on having the people with the problem internalize the change itself.

## **Reviving Aspect's of the Great Society**

- The empowerment of citizens on the lower-end of the income spectrum to change their communities in their own vision and for local government to invest in that vision

# EQUITY LENS

Protocol for  
Courageous  
Conversation  
about Race  
TM



COURAGEOUS CONVERSATION IS UTILIZING THE FOUR AGREEMENTS, SIX CONDITIONS, AND COMPASS IN ORDER TO ENGAGE, SUSTAIN, DEEPEN INTERRACIAL DIALOGUE ABOUT RACE!

**FOUR AGREEMENTS**

- 1. Stay Engaged
- 2. Experience Discomfort
- 3. Speak Your Truth
- 4. Expect / Accept Non-Closure

**SIX CONDITIONS**

- 1. Focus on Personal, Local and Immediate
- 2. Isolate Race
- 3. Normalize Social Construction & Multiple Perspectives
- 4. Monitor Agreements, Conditions and Establish Parameters
- 5. Use a "Working Definition" for Race
- 6. Examine the Presence and Role of "Whiteness"

**COMPASS**



The CCAR Protocol is a primary tool for transformational racial equity work.

# GARE RACIAL EQUITY INSTRUMENT

