

APPLYING A SOCIAL JUSTICE AND RACIAL EQUITY LENS TO OUR WORK: THE WORKSHOP VERSION 😊

Higher Ground Change Strategies for
the BSAS Statewide Virtual Substance
Misuse Prevention Conference

December 2020



APPLYING A RACIAL EQUITY LENS TO THE STRATEGIC PREVENTION FRAMEWORK

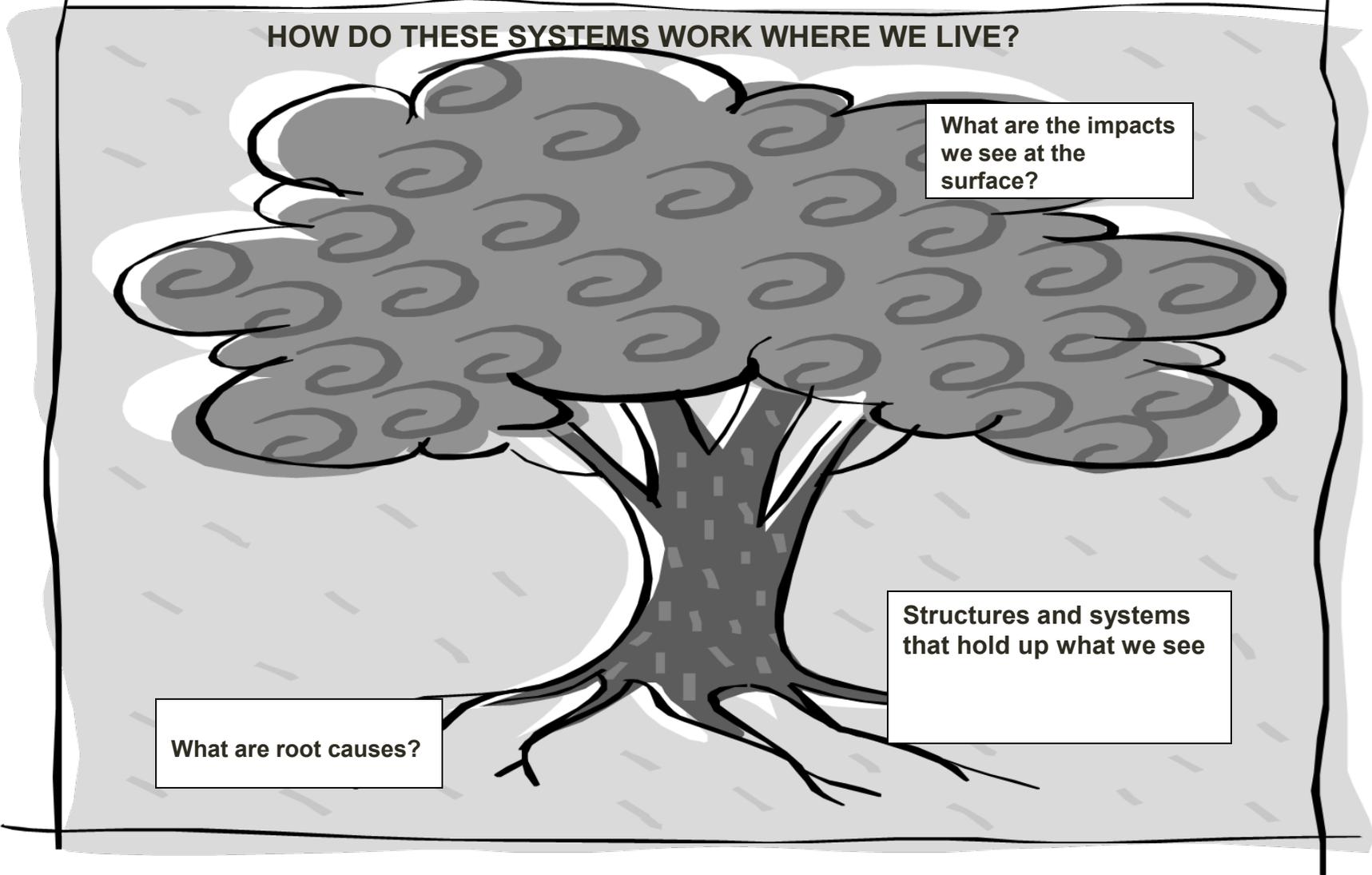
- ❖ **Assessment:** How do we understand the problem?
- ❖ **Capacity:** What does capacity and “readiness” mean?
- ❖ **Planning:** How do you know what “works” and what to do?
- ❖ **Implementation:** Who is best to implement the project? How are power and equity addressed?
- ❖ **Evaluation:** What is success? How is it measured? Who controls the story?

HOW DO THESE SYSTEMS WORK WHERE WE LIVE?

**What are the impacts
we see at the
surface?**

**Structures and systems
that hold up what we see**

What are root causes?



LET'S LOOK AT THE WHOLE "TREE" IN THE PRESENT

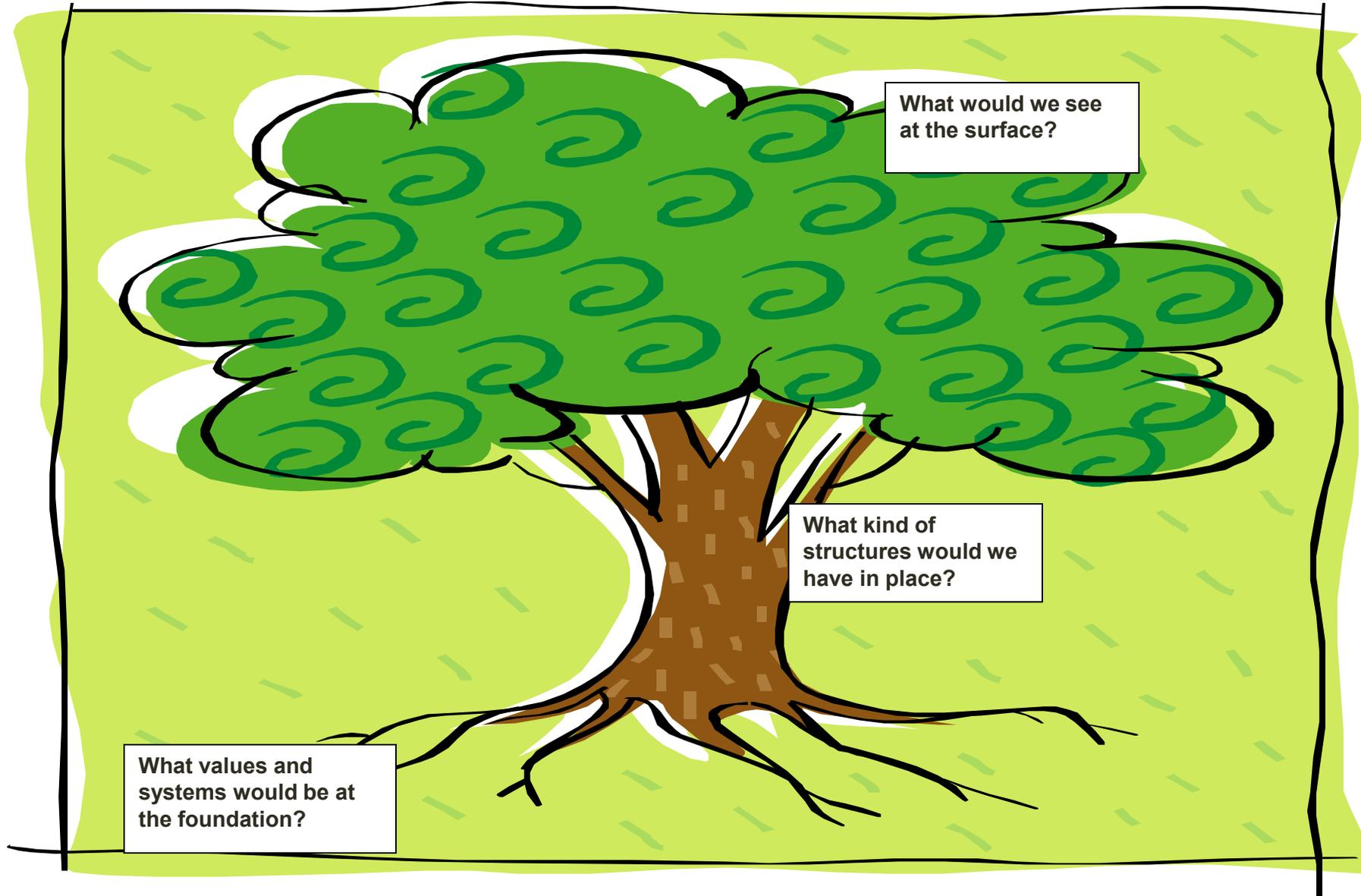
In your groups:

Note your breakout number and use the link in the chat to get your group's Tree Worksheet (please go to the number sheet that matches your breakout number)

Start with the roots, then the structure, then symptoms or outcomes (leaves at the surface)

Keep the doc open as you will be going to it again after we debrief the first part of the exercise

WHAT KIND OF SYSTEMS SUPPORTS A JUST, HEALTHY SOCIETY?



LET'S IMAGINE THE WHOLE "TREE" TRANSFORMED

In your groups:

Return to your group's Tree Worksheet and start on the green tree below

Start with the roots, then the structure, then outcomes (leaves at the surface) that comprise healthy communities

Keep the doc open to refer to for our debrief

WHAT MAKES A JUSTICE APPROACH DIFFERENT?

Traditional Approach

Single issue focus on individual behavior change and “cultural” context

Primary strategies: education and programmatic interventions by professionals targeting those affected

Funding to service providers and researchers

Support delivery is “vertical” and short term and static

Justice Approach

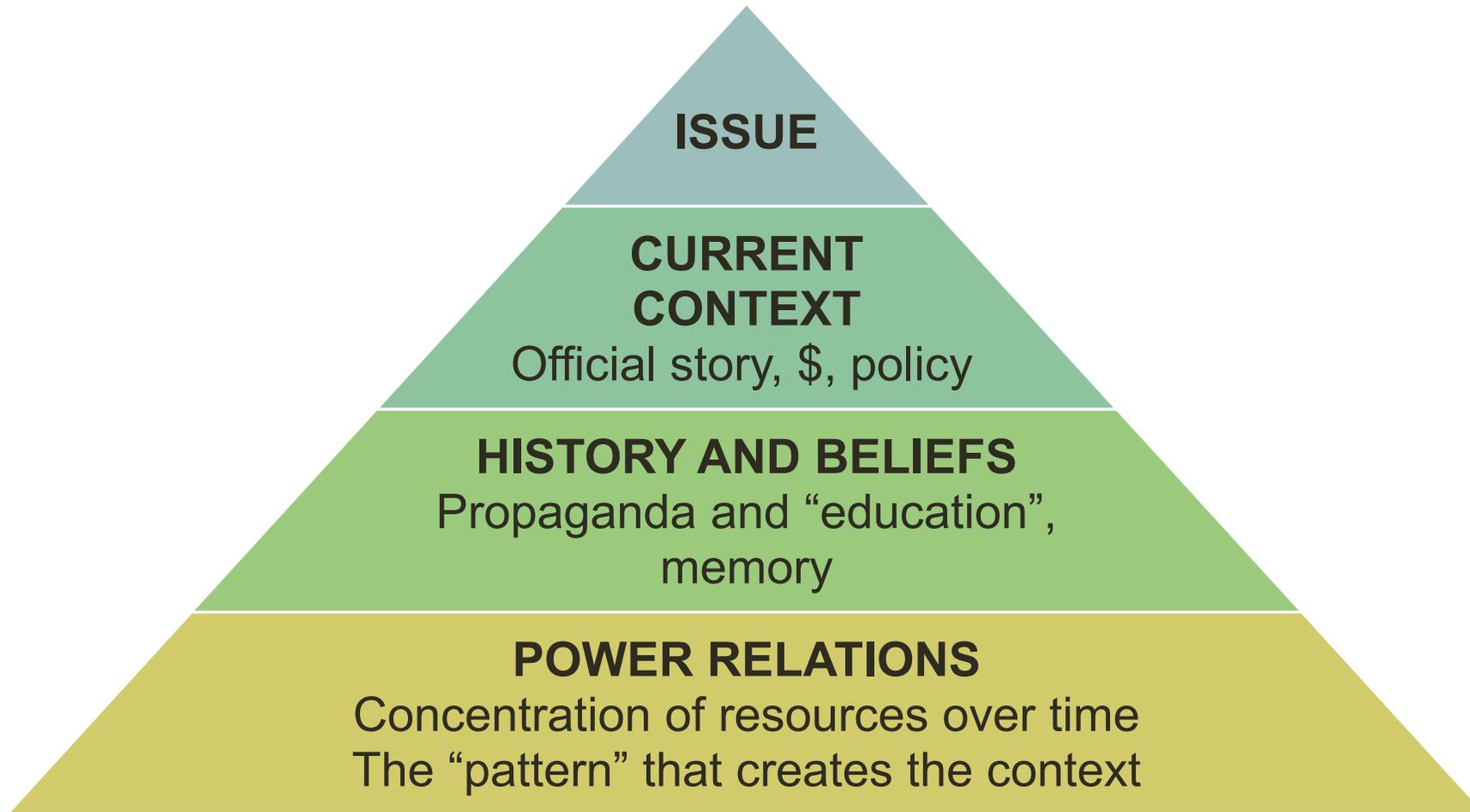
Multi-issue focus on policy and environmental change and how the context in which we work is shaped by racism, patriarchy, privilege, power...

Primary strategies: organizing, shaping the public conversation, changing policy and practice, building power of those affected

Investment in power building, structural change, advocacy and research to change power relations, redistribute resources and change the environment

“Circular” support: mutual, long term relationships; movement building

ANATOMY OF AN ISSUE



INCREASING EQUITY AND TRACKING INEQUITY AND PRIVILEGE

Historical context that uncovers patterns of oppression, privilege and present-day impact of conquest, etc.

Data collection and disaggregation that unveils patterns (EqIS)

Advancing equity and shared power for participation in formal decisionmaking processes

Advancing stories and strategic communications that makes the problems and solutions visible

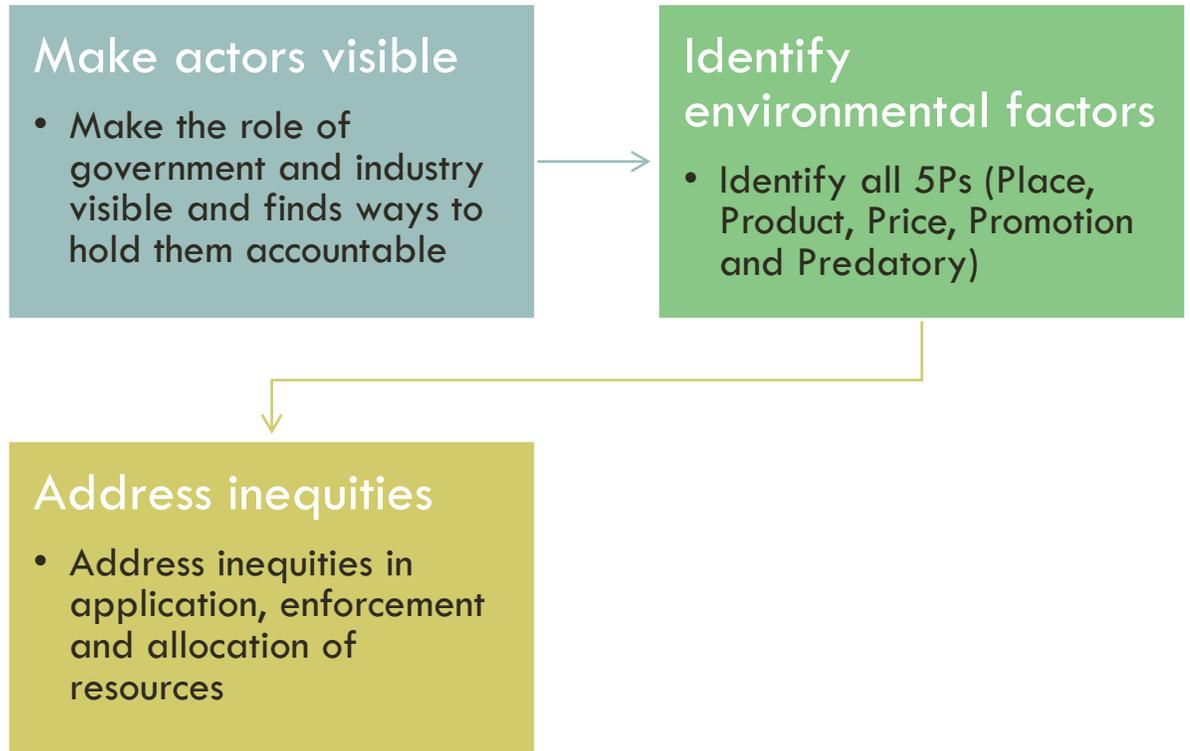


If one thinks about racism by examining only one wire of the cage, or one form of disadvantage, it is difficult to understand how and why the bird is trapped. Only a large number of wires arranged in a specific way, and connected to one another, serve to enclose the bird and to ensure that it cannot escape.

— *Iris Marion Young* —

AZ QUOTES

WHEN WE SEE THE
WHOLE “CAGE”
WE FOLLOW THE
MONEY/CHANGE
THE RULES



TOOLS FOR APPLYING A RACIAL EQUITY LENS TO THE STRATEGIC PREVENTION FRAMEWORK

- ❖ **1:1s with community people and other listening tools**
- ❖ **Hire staff that looks like/comes from communities in which you're working**
- ❖ **Recognize and integrate community assets and skills into capacity plan. There is always someone with the skills**
- ❖ **Develop formal advisory boards and partnerships**
- ❖ **Equitably compensate people for their time and involvement**
- ❖ **Identify measures of success in collaboration**
- ❖ **Develop communications strategies that center communities telling their own stories**



THANK YOU!

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