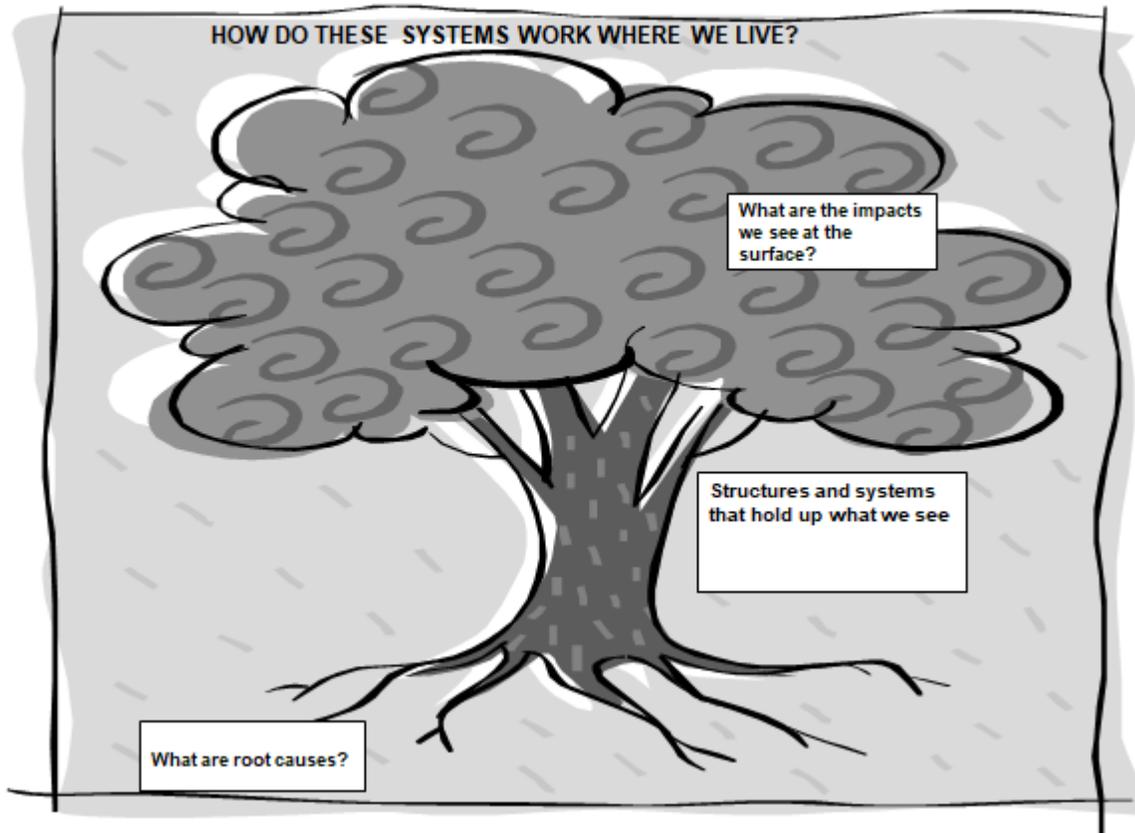


TREE REFLECTIONS - ALL GROUPS COMBINED

**Applying a Social Justice and Racial Equity Lens to our work: THE WORKSHOP DAY 2
BSAS Statewide Virtual Substance Misuse Prevention Conference 2020**

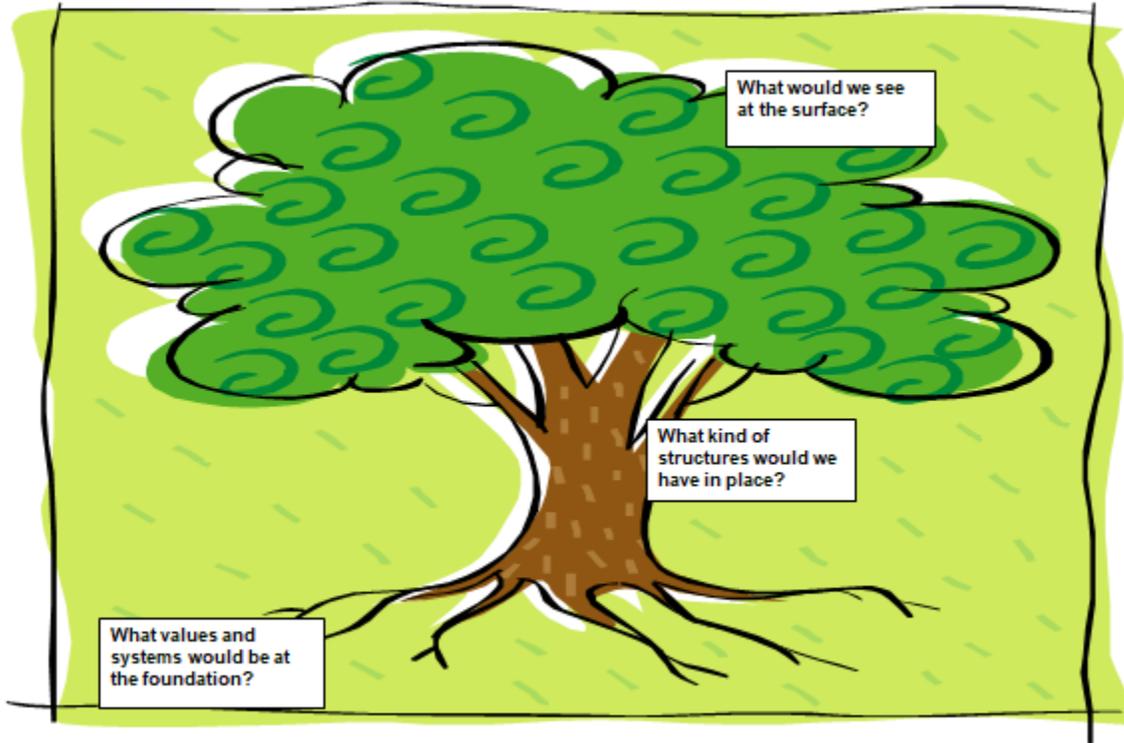


ROOT CAUSES/SYSTEMS	STRUCTURES	SYMPTOMS/EFFECTS
<p>Systematic racism, war on drugs, White supremacist culture, Constitutional Rights (rights to who)</p>	<p>Municipal Government, how we have traditionally done prevention; hiring processes/diversity or lack of diversity in staff; educational requirements that bar applicants with real world and lived experience from working within our coalitions and having impactful work done.</p>	<p>Difference rates of substance use for various populations, who show up for events, who is at the table, we need to go to others' tables instead of assuming they will come to ours.</p>

<p>Overall socioeconomic status of a community and access to services, language access, cultural internalized stigma, systemic/institutionalized racism, lack of representation in sectors related to substance use, lack of understanding of racism, lack of racial equity in definition of the problem, focus on fixing people rather than systems, income inequality</p>	<p>Government, city council, business community, media</p>	<p>Us/ them dynamic is set in motion, easy to blame those people who are concentrated in specific areas. Health outcomes</p>
<p>Access to Substance Use; Family Culture; Advertising; Genetics; Lack of Prevention/Educational Resources; Coping Skills; Lack of tools to deal with Pain/Trauma; Lack of Funding; Overburdened/untrained staff and human services systems; misdiagnosis; bias/stigma towards people who are struggling with substance use; punitive response/ approach to substance use</p>	<p>Community Norms; Local Systems of health and government</p>	<p>Increase in crime; Drunk Driving; Progression to other substance use; Workforce is impacted; Emotional and Financial Drain on Families; Untreated mental/behavioral health issues; Bias/Stigma of people who are struggling with these issues/substance use; Increase in fatal overdoses; number of people who are incarcerated because of substance related issues</p>
<p>History of law enforcement (slave patrol) Eugenics "Original sins" associated with the founding of this country by white colonists, stemming from genocide and from enslavement of aboriginal population in addition to importation of slaves. (At present) Broad-based lack of willingness on the part of the white majority to bear the costs of remediating these inequities (costs =</p>	<p>Red-lining (tax structures) School - prison pipeline Militarized police Medicine/Healthcare Gerrymandering/voting suppression Workplace discrimination (ex. Dress codes - may not be supporting of natural hairstyles)</p>	<p>Lack of school engagement Not reporting to work (lack of support may result in employees not showing up to work) Economic inequalities Lack of school funding Asymmetry of cultural representation Racial bias in public institutions, esp. Law enforcement Food deserts White martyrdom White guilt Biased incarceration</p>

<p>financial costs, opportunity cost, accepting responsibility)</p>		<p>rates/unequal sentencing Lack of representation in medical community White culture as the “norm”</p>
<p>Poverty, Greed, Power hunger, fear of others, need to dominate, insecure about our own Value. Survival, distribution of power (financial & social), Racism, Classism, Sexism, Capitalism, xenophobia, genderism, human nature</p>	<p>Police, Education, Financial Institution policies, Religious Organizations, White Supremacy, Nationalism, Hiring Practices, Standards of Excellence and who sets them, judicial system, Government agencies, Drug Enforcement</p>	<p>Trauma, Community Violence, Disenfranchisement by community members, High rates of substance use amongst high-risk populations, lack of positivity regarding one’s future goals, higher incarceration rates, hunger, fewer educational achievements amongst a community, increase in lack of housing, government spending, isolation, lack of trust between community members, depression, low self-esteem, lack of support resources, negative mental health outcomes, youth development, increase in organizing/community outrage</p>
<p>Racism in America Discrimination (Racism and Age) Adverse Childhood Experiences</p>	<p>Government, police Big Tobacco Industry Lack of supports in the community/school</p>	<p>Crack epidemic/Mass incarceration More sales of menthol and mint flavored tobacco products in areas where more POC live Using substances to cope with trauma/ACES</p>

WHAT KIND OF SYSTEMS SUPPORTS A JUST, HEALTHY SOCIETY?



ROOT VALUES/SYSTEMS	STRUCTURES	EFFECTS
<p>Racial equity, supportive, welcoming communities, justice lens leading, support from funders to include a racial justice lens in work, racial justice included in evidence based programs</p>	<p>Proactive, inclusive policies for representation and agency of historically disadvantaged populations, supportive attitude for learning, restorative justice, voting rights, rebuilding systems without oppressors comfort in mind</p>	<p>Seeing representation of different people at events/ at the decision making table, everyone gets what they need, education, health, housing (low rate of homelessness), treatment by police/restructuring of the criminal justice system, civic engagement from all, communities feeling like they have agency/autonomy, income equity, supportive schools, acknowledgements of structures of where they are and how they can do better, path towards liberation</p>

<p>Equality, dismantled traditional power structures, Shift in our values, Shift in approach: meet people where they are at with flexible services</p>	<p>Systemic changes in funding structures to ensure equal funding for schools (for example, property taxes). Access to the things people need to be healthy(like universal health care). Curriculum that reflects accurate history and includes issues of racial equity and social justice Rethinking funding and tax policies.</p> <p><i>Added post breakout: As Makani said, “follow the money” and we’ll find the people holding the power- hold them accountable. Elect others who believe in racial equity and follow through in their actions.</i></p>	<p>Overall good health and well-being</p>
<p>More support systems; Better Training; Mental/Behavioral Health Training; Openness to this type of training and educations; More access to community support/support systems/outreach programs for people who are vulnerable/at-risk based on things like their Risk and Protective factors, etc; Increased funding and support for prevention and health promotion work.</p>	<p>Integrated and informed systems of care; increased coordination between continuum of care; Increased systems of support for human services and behavioral health workers - more development of our workforce.</p>	<p>Increased access to these services so that an individual can walk-in and get care; Less stigma/bias = better treatment of folks who need help; People talking more about SEL skills in schools/communities/human services agencies to that both families and Human Services staff are talking more about SEL and the emotions, issues, etc that are connected to them; Healthier outcomes in our communities - these outcomes as reflected in survey like YRBS, ACES, etc; Less of a focus on test scores for youth and more on happiness and well-being; More of an emphasis on, and support for, our prevention systems - via funding and resources! Increased focus on health promotion as part of prevention work -</p>

		integration of health promotion as part of prevention.
<ul style="list-style-type: none"> - Equity - Racial justice - Equitable power sharing - Less white dominant culture 	<ul style="list-style-type: none"> - Prison abolition - Reforming education in medicine and how POC are treated - Universal healthcare - Wealth redistribution - Universal basic income - Anti-monopoly legislation - Free education and college - More community resources: after school support/access to care - Reform religious institutions (accurate depictions, understanding repercussions from using religion as a “right”, systematic oppressions) - Public transportation 	<ul style="list-style-type: none"> - Reparations - Transfer of power to POC - Increased employment opportunities (no discrimination by name, etc.) - Easy access to resources and information on how to access them - More POC medical providers - More POC educators - Education reform - More conversations around white fragility
Equity, Community-Driven, Inclusion	Restorative Justice Practices, Community/Value-Based Decisions Making Fair and Equitable Policies, Community Support Resources for Success (defined by community), Reparations	More voices heard, more inclusion, improved access to health care/behavioral health, prevention for health (no more food deserts, equal opportunity for nutrition, equitable access to basic needs, etc.), happy thriving people, community support system, better representation within government, freedom, intact families, reduced stigma

<ol style="list-style-type: none"> 1. Decreased Stigma 2. Social & Emotional Skills are equally important as Academic Skills 3. Less incarceration and police arrests 4. Harm reduction values 5. Increased inclusivity of diverse cultural and gender identities 	<ol style="list-style-type: none"> 1. More encompassing mental health and behavioral health services 2. SEL systems within Schools 3. Law enforcement receiving training and working with jail diversion clinicians 4. Harm reduction services: SIF, Sobering Centers, etc 5. Service providers who represent the populations they are serving 	<ol style="list-style-type: none"> 1. Healthier (mind/body) people 2. Healthier people 3. Law enforcement better understand and work more effectively with people with Mental health and Substance use issues 4. Decrease in incarceration, transfer of communicable diseases, and ER visits. 5. Increased engagement in educational and treatment systems that feel more inclusive
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BSAS Track 3 Workshop Participants - Feedback on Your Breakout Group Work

December 9, 2020

For participants in the Racial Equity Lens Workshop, here, as promised, is my feedback on your group work on the “tree” exercise today.

1. There were really great answers! There were groups that were especially sharp and did a great job of laying out deeply rooted systems like capitalism, patriarchy, etc.
2. We did our best with symptoms and effects for both trees. It totally makes sense. It’s what we know best, hear the most about and study most ardently.
3. Sometimes we confused symptoms and systems. That happens a lot. We have trauma and other **effects of systems** in the systems column because oftentimes, these are the problems we are trying to solve because we think if we solve these problems we solve THE problem.
4. Sometimes we just think systems are too big to tackle so we focus on trying to make people more “resilient” because we don’t think/believe that the systems can change. Unfortunately, this puts most of the burden of change on the people who already carry

most of the burden of injustice. Not that being better able to survive challenges is a bad thing, but we should ask ourselves as folk committed to prevention, what does it really mean to work “upstream”? What is ours to “fix,” build, dream together so that we are truly preventing harm and ensuring communities thrive?

5. Most of us don't have clear vocabulary for what we are trying to do/build in the world. We are in a culture that discourages us from thinking outside of the current systems. One way to do that is to make any word that is used to describe alternatives either a mystery or scary to most people. We have to find our words and our voice to name/describe what we want. Teach about it. Root it in our stories, our culture, our faith traditions so that our children and grandchildren can look at the green tree part of this exercise and effortlessly name the root values and systems we want/hopefully one day have with pride and even glee 😊

I hope this feedback is helpful. Please feel free to be in touch with questions at makani@highergroundstrategies.net I wrote a book sometime back that you may find helpful on this titled *Making Policy Making Change: How Communities Are Taking Laws Into Their Own Hands*. A great place to get books of any kind is bookshop.org as it benefits independent bookstores. There are also some great thrift shops selling books online. I also put together some [resources FYI here](#).

All the best,
Makani Themba