Intersection of Structural Racism and Structural Violence:
Understanding Implications for Structural Change in Cities
Webinar #2 – Structural Violence / Oct. 16, 2015
Webinar Series Presenters

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Instructions for Participating

• To hear the audio portion of the webinar, calling in via phone is necessary
  • Conference Number (to join the audio for the webinar): (800) 896-1123
  • Participant Code: 8397998224
  • Follow the prompts to associate your phone with the pin provided

• Please put your phone on mute and don’t put the call on hold

• Use the Q&A box to ask questions and be sure to indicate your city

• The hand raise feature is also available to you to let us know you have a question
Primary Series Objectives

• Understand key definitions and concepts related to race and racism (in the American context).

• Understand the structural context of violence in the life experiences of Black males and their families.

• Begin to learn how to engage a structural analysis in your city’s work of supporting Black boys and young men.
Session Objectives

• Enhance understanding of structural violence as a conceptual model of particular interest and use to cities’ work

• Provide tools and support the development of a sense of competence and confidence to have conversations about this model in your work

• Set the table to begin to engage the process of structural change in your work.
Agreements

• Be OK with Discomfort
• Listen For Understanding
• Create Safe Space
• There Is No Quick Fix
• Stay At The Table
Key Definition

Racism

- An act, a practice or a process based on race (race judgment)

- A system, implying a set of agreed upon rules, processes, criteria and judgments used to sort and classify people

- Several levels of racism
Role of Power in Racism

POWER + RACE PREJUDICE

= RACISM
Key Definition

Structural Racism:

…a system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity. It identifies dimensions of our history and culture that have allowed privileges associated with “whiteness” and disadvantages associated with “color” to endure and adapt over time.

…offers a conceptual framework for understanding the general cultural assumptions, values, ideologies, and stereotypes that allow disparities to go unchallenged.

Definition discussed further in the publication Structural Racism and Community Building; published by The Aspen Institute Roundtable on Community Change. Retrieved online at: http://www.aspeninstitute.org/sites/default/files/content/docs/rcc/aspen_structural_racism2.pdf
Structural Racialization

- There are … policies, practices, cultural norms and institutional arrangements that help create and maintain (disparate) racialized outcomes.

- When you refer to “racism” people tend to think about a person; when you refer to “racialization” one thinks about interrelated processes and the racialized outcomes they generate.

- Structural Racialization – Contrasting perspectives…
  - Traditional Understanding = An independent-isolated-individual psychological issue
  - Structural Understanding = An outcome that results from interactivity of institutions and actors
Racial Justice ≠ Diversity
(Diversity = Variety)

Racial Justice ≠ Equality
(Equality = Sameness)

Racial Justice = Equity
(Equity = Fairness, Justice)
Racial Justice = Equity

Equality = Sameness
Equality provides the same thing for everyone. This only works when people start from the same place, history and set of circumstances.

Equity = Justice
Equity is about fairness, and providing people with the resources and opportunities they need, given their history and set of circumstances.

Note: The above image was adapted by the City of Portland, Office of Equity and Human Rights from the original graphic: http://indianfunnypicture.com/img/2013/01/Equality-Doesnt-Means-Justice-Facebook-Pics.jpg
THE ROLE OF STRUCTURAL VIOLENCE IN THE LIVES OF AFRICAN AMERICAN BOYS AND MEN
ICP transforms communities.

We do this by lifting the untapped power of community residents to develop, implement and sustain solutions for their concerns and hopes about community life.
Three Big Questions

One

Why are people of color so implicated in violence?

From 1974-2004**: 52% of homicide crime offenders were Black.

© 2011 Institute for Community Peace

*www.Statehealthfacts.org

**Department of Justice
Three Big Questions

Two

How do we get investment into our communities?

In 2009: *
13.2% of whites live in poverty.
35% of African Americans.

*www.Statehealthfacts.org
**Department of Justice

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Three Big Questions

Why is it so hard to effect change and sustain it?
Experienced a 47% DECREASE in gang violence.

Santa Barbara
Community engagement increased significantly as over 68,000 people across all sites were mobilized in collaborative activities.
Three collaborative leaders from the community were **elected to local government positions.**
INSTITUTE FOR COMMUNITY PEACE
Developmental Stages of Community Building

Pre-Engagement
- Assess community readiness for structural change.
- Develop relationships with local residents, leaders, and organizations.
- Mobilize local resources and leadership to support collaborative process.

Stage 1: Creating Safety
- Community Mobilization
  - Address community problem.
  - Mobilize toward immediate threat.
- Community Organizing
  - Organize multi-sector network/coalition.
  - Understand nature, dynamics & levels of the problem.

Stage 2: Understanding Violence
- Identify and engage those most affected in meaningful ways.
- Assess community resources.
- Develop community solutions.

Stage 3: Building Community
- Community Building
  - Implement targeted programs & policies.
  - Tackle systemic issues.

Stage 4: Promoting Peace
- Community Development
  - Promote culture of non-violence.
  - Develop networks and boundaries to support structural change.

Stage 5: Building Democracy
- Civic Engagement
  - Develop effective & participatory citizenship.
  - Advocate for and implement an agenda for social change that promotes a just society.
  - Coalition-building on broader social justice issues.

Intervention → Prevention → Promotion
Obstacles

- Loss of Funding
- Programmatic Shrink
- Pushbacks on Citizen Engagement
- Retrenchment of Policies/Programs
- Decrease of Community Vibrancy
- Pushback on ‘Grassroots” Leaders
- Loss of Public Office
- Values
- Institutionalization
- Stewardship
- White Privilege
- Resources
- No conscious action required
- Legacy
- Power
- Embedded
Structural Racism Produces Racialized Outcomes

- **Dominant Consensus on Race**
  - Norms & Values
  - Cultural Stereotypes
  - Undermined Capacity for Upward Mobility
  - White Privilege

- **Disparate Outcomes**
  - Production & Reproduction of Racial Inequalities

The Aspen Institute Roundtable Structural Racism and Community Revitalization Project
violence

the intentional use of physical force or power threatened or actual, against oneself, another person, or against a group or community, that either results in or has a high likelihood of resulting in injury, death, psychological harm, maldevelopment or deprivation.

...embedded in ubiquitous social structures

...places constraints on behavior and options

**STRUCTURAL violence**

...the invisible “social machinery” of social inequality...
privilege and oppression

...reproduces pathogenic social relations of exclusion and marginalization
Structural Violence

- Any relation, process, or condition by which an individual or a group violates the physical, social, and/or psychological integrity of another person or group.

- Inhibits human growth, negates inherent potential, limits productive living, and causes death.

- Three levels of violence:
  - Personal Level
    - Inter-personal violence
    - Intra-personal violence
  - Institutional Level
  - Structural Level

Frantz Fanon & Hussein Abdulahi Bulhan
INTERNATIONAL

India

Haiti

China

England
Power Dynamics

1) Control of Social Resources
2) Control of Social Outcomes
**POWER DYNAMICS**

1) Control of Social Resources
2) Control of Social Outcomes

**SETS CONTEXT FOR**

**STRUCTURAL VIOLENCE**
SOCIAL POWER HIERARCHIES

- Structural Racism
- Age
- Sexual Identity
- Disability

- Gender
- Class
- Immigration Status
- Sexual Orientation

**CREATES**
Power Dynamics
1) Control of Social Resources
2) Control of Social Outcomes

Sets Context For

Structural Violence
Social Power Hierarchies

Structural Racism
Age
Sexual Identity
Disability

Gender
Class
Immigration Status
Sexual Orientation

Creates

Violent Manifestations
- Inter/Intra-Personal Violence
- Stereotyping & Prejudice
- Social Outcome Disparities
- Reinforcement of Advantage to Powerful
Structural Violence through State Sanctioned Means

- Legacy of lynching and vigilante violence
- Extra-judicial killings
- Unemployment & underemployment
- Targeted/Predatory lending policies and practices
- Mass incarceration, harsh, disproportionate sentencing
- Over involvement in Death penalty
Effects of Structural Violence on Life Expectancy

- Personal violence
- Heart disease
- Cancer
- Stroke
- Alcohol-related diseases
- Infant mortality
Effects of Systemic Structural Violence

- **Education & Schools**
  - Disparate impact of zero tolerance, behavior and discipline in schools
  - Low rates of academic achievement, graduation and higher education attendance

- **Juvenile Justice & Mass Incarceration**
  - Disparities at each of the key decision points: Arrest, Referral, Detention, Charging, Adjudication, Out of home placement
  - Disproportionate involvement in adult courts

- **Child Welfare & Transitioning Youth**
  - Disproportionate foster care entries, placement in family vs. institutional settings and placement moves
  - Lack of attention to reunification and other permanency and lack of preparation for adulthood with concomitant over-involvement in emancipation – Exiting to “independence”
CRITICAL ASPECTS OF THE STRUCTURALLY VIOLENT FRAME
ENDURING EFFECTS OF STRUCTURAL VIOLENCE: MIND WORKS
MIND WORKS

Unconscious  Conscious
MIND WORKS

Unconscious

Collective Societal Values

Conscious
MIND WORKS

Unconscious

- Collective Societal Values
- Family & Community Values

Conscious
MIND WORKS

Unconscious

- Collective Societal Values
- Family & Community Values
- Societal Messages

Conscious
MIND WORKS

Unconscious

- Collective Societal Values
- Family & Community Values
- Societal Messages

Conscious
MIND WORKS

Unconscious

Collective Societal Values

Family & Community Values

Societal Messages

Conscious

Personal Experience
MIND WORKS

Unconscious

- Family & Community Values
- Collective Societal Values
- Societal Messages
- implicit bias

Conscious

- Personal Experience
- Education
- external belief system
MIND WORKS

Unconscious
- Family & Community Values
- Collective Societal Values
- Societal Messages
- implicit bias

Conscious
- Personal Experience
- Education
- Exposure to Alternative Beliefs
- external belief system
MIND WORKS

WHEN TRIGGERED, THE UNCONSCIOUS BRAIN OVER RULES THE EXPLICIT BELIEF SYSTEM AND TRIGGERS AN AUTOMATIC RESPONSE
Q&A Discussion

Upcoming Webinars

• Webinar #3 - Friday, October 30, 2015
  3:00 pm – 4:30 pm EDT
  Focus: Structural Change

• If not already registered, go to:
  https://www.surveymonkey.com/r/CGLMNNL
Additional Information

• Cities United Website – www.citiesunited.org

• For information about joining Cities United, reach out to info@citiesunited.org

• For current Cities United Partner Cities, to request technical assistance, reach out to technicalassistance@citiesunited.org