Intersection of Structural Racism and Structural Violence: Understanding Implications for Structural Change in Cities
Webinar #3 – Structural Change / Oct. 30, 2015
Webinar Series Presenters

• **Oronde Miller**, Cities United Technical Assistance Lead

• **Linda Bowen**, Cities United Technical Assistance Consultant/Institute for Community Peace

• **Lyman Legters**, Casey Family Programs/U.S. Department of Justice
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
Cities United CEO
Anthony Smith

Contact Information
Anthony D. Smith - CEO
Cities United
PO Box 11159
Louisville, KY 40251
anthony@citiesunited.org
502-931-1341
@ants012369
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

• Define the what, why and how of structural change and its relevance to Cities’ work with African American boys and men.

• Provide tools and support the development of a sense of competence and confidence to have conversations about this the need for structural change in your work.

• Provide a pathway for short- and long term work on structural change in your work.
Agreements

• Be Okay With Discomfort
• Listen For Understanding
• Create Safe Space
• There Is No Quick Fix
• Stay At The Table
• Talk To Us
Guiding Questions for Cities United

- How might the experience (and/or perception) of race and racism among African American males influence how and whether they will engage this work at the national and/or the local city level?

- How might societal perceptions, messages and depictions of African American males influence the thinking and strategies of professionals and other resource partners who are focused on reducing/eliminating the occurrence of violence and violence-related deaths among this group?

- How can cities most effectively apply a structural racism, structural violence, structural change lens to their work with African American males going forward?

- What are the practices and strategies that can be used to support this lens?

- If cities take this on, what are the short term and long term steps and results that might be expected?
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
Different Strategies for Addressing Racism at Different Levels

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<td>Internalized Racism</td>
<td>• support groups, racial healing</td>
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<td>• mentoring, counseling</td>
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<td>Interpersonal Racism</td>
<td>• diversity trainings</td>
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<td>• cross-cultural dialogues, dinners</td>
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<td>Institutional Racism</td>
<td>• changing policy and practices</td>
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<td>• creating new institutions</td>
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<td>Structural Racism</td>
<td>• highlighting history, root causes</td>
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<td>• challenging racist myths, ideologies</td>
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<td>• lifting new values and embedding them in the structures</td>
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<td>that determine our ways of life. (power modes and resources)</td>
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2009, Adapted from Race Forward, Formerly the Applied Research Center
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
Racial Justice

**Definition:** Racial Justice is the creation and proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.

**Indicators:** Equitable impacts and outcomes across race is the evidence of racial justice.

2009, Adapted from Race Forward, Formerly the Applied Research Center
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
- Values
- Institutionalization
- Stewardship
- White Privilege
- Resources
- No conscious action required
- Legacy
- Power
- Embedded
...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
AN ENDURING EXPERIENCE OF INSTITUTIONAL AND STRUCTURAL VIOLENCE IN THE LIVES OF (YOUNG) AFRICAN AMERICAN MALES

(Circumstances: Public lynching of Lige Daniels, with children and adults on hand to watch and pose for pictures. Source: Without Sanctuary)

Lige Daniels
August 3, 1920
Center, Texas

(Circumstances: After being shot and killed by a Ferguson police officer, Mr. Brown’s body remained in public view for more than four hours, with officers and other officials coming to view and inspect intermittently during this period. The body was then wrapped in blue tarp and placed in an unmarked SUV, to be transported to the office of the medical examiner. Family and friends, meanwhile, observed with a mix of terror, anger, disbelief and sadness.)

Michael Brown
August 9, 2014
Ferguson, Missouri
Racial Justice: Strategy for Change

• Focuses on changing systems, institutional practices, policies and outcomes.

• Cannot just be reactive -- must propose equitable solutions and engage in proactive strategies.

• Requires ongoing consciousness and strategic action. We cannot be “colorblind” or silent.

Racial Justice: Related Values and Key Ideas

- Equity / Equitable Outcomes
- Inclusion / Accessibility
- Equal Opportunity
- Dignity / Human Rights
- Fairness / Fair Treatment
- Shared Power and Resources

2009, Adapted from Race Forward, Formerly the Applied Research Center
Discussion
Structural Change What and Why?
Schemas

Schemas


Resources

Financial and Human Capital that can be used to enhance or Maintain Power.
Schemas

Explicit and Implicit Norms, Laws and Assumptions that govern social interaction. Cultural values/Rules of the game.

Resources

Financial and human capital that can be used to enhance or maintain power.

Modes of Power

Power Relations. Determine who has access to resources, which schemas are legitimate and arbitrate contestations.
**Schemas**

Explicit and implicit norms, laws and assumptions that govern social interaction. Cultural values/Rules of the game.

**Resources**

Financial and human capital that can be used to enhance or maintain power.

**Modes of Power**

Power Relations. Determines who has access to resources, which schemas are legitimate and arbitrates contestations.

**Networks and Boundaries**

Constituencies. People and groups who take on the structure, define their membership and guard it against pushbacks and contestations.
Historic Structural Violence (Racial Inequity) In the United States

**Schemas (Values, Norms, Rules, the Way of Life)**
- Racial superiority
- Gender superiority
- Class superiority
- Religion

**Power Modes (How we interact with one another)**
- Structure and form of Government
- Citizenship limited to white men with property
- Constitutional laws setting forth relative worth of personhood

**Resources (Financial, Material, Access)**
Control of Economic/Education/Political Engines
Control of Land

**Boundaries and Networks**
- Political Parties
- Religious Groups
- Class Bound Groups
Why are structures so hard to change?
Values Based

Stimulate Behavior

Create Constituency

Path Dependent
Individual Freedom/
Responsibility
Deregulation
Privatization
Small Government
Limited Taxation
What Causes Structural Change?

Exogenous Shocks
- Natural Disasters (HK in the Gulf)
- Funding (Soc Sec Act; Race to the Top; Obamacare)

Environmental Shift
- Same-sex marriage

Critical Threshold Events
- Montgomery Bus Boycott

Incremental Change
- Displacement (AFDC > TANF)
- Layering (Constitutional Amendments)
- Drift (Malapportionment)
- Conversion (60’s anti-poverty)
safe healthy hopeful

Discussion

The Task

Can focusing on the welfare of African American boys and men and violence prevention together be used as levers to stimulate structural change in cities?
Comprehensive Assessment of the CLIMATE FOR STRUCTURAL CHANGE

HISTORICAL ANALYSIS
CURRENT STRUCTURAL FORMS
CHARACTER OF PLACE/PEOPLE
CURRENT VALUES IN NEIGHBORHOOD
NETWORKS AND BOUNDARIES
POSITION OF NEIGHBORHOOD WITHIN LARGER ENVIRONMENT
CURRENT OR “IN THE WORKS” POSSIBILITIES THAT WOULD SUPPORT STRUCTURAL CHANGE
Lifting Community Power in the Context of African American Boys and Men

- **Community Values:** Re-framing, cultural representations, norms that foster VALUE for African American males within city life

- **Modes of Power:** Challenging structural violence, structural racism

- **Policies, Rules and Procedures that cause disparate impact:** Mobilizing against drug laws, etc.

- **Resources:** Envisioning new ways to distribute economic, political, social, cultural capital and opportunity structures

- **Community Networks:** building intra- and inter- community networks across race and class; developing coalitions to leverage change
Implications For Community Work

Recognition that community transformation requires simultaneous activity on many fronts:

- Disrupting path dependent processes
- Building new connections and institutional arrangements
- Enhancing community access to a sense of agency
Community engagement must be based on **an assessment** of:

- Large scale social, political, and economic transformations that may be generating local pressure for reform
- Multilevel interactional context in which the community is embedded
- Essential nature of the local community:
WHAT WILL IT TAKE?

New Frames and New Behaviors toward One Another
Values that have resonance within the community and externally

Intra-community activities that foster safety, trust, collaboration

Advocacy actions in response to community-identified concerns
Supporting Access To A Sense Of Agency
Community transformation also requires ongoing responsiveness to new contestations arising from the change process.

- Within the community itself
- With larger social entities
- Among those most directly involved in the change process

ANTICIPATING CONFLICTS AND PUSHBACKS
CHANGED POWER DYNAMIC
WHAT WILL IT TAKE?

TIME AND PATIENCE
Your City’s Structural Foundations

SCHEMAS
MODES OF POWER
RESOURCES
BOUNDARIES AND NETWORKS
INITIATING A STRUCTURAL CHANGE AGENDA

• CO-CREATE WITH AFRICAN AMERICAN BOYS AND MEN THE CONDITIONS THAT LIFT THEIR POWER TO PARTNER IN COMPREHENSIVE STRUCTURAL ASSESSMENT OF THEIR COMMUNITIES AND CITIES

• PUT TOGETHER A PLAN FOR COMPREHENSIVELY ADDRESSING THE STRUCTURAL ISSUES THAT FRAME THEIR COMMUNITIES FOCUSING SIMULTANEOUSLY ON:
  – INDIVIDUAL TREATMENT AND CHANGE ISSUES
  – PUBLIC AND PERSONAL SAFETY ISSUES THAT IMPERIL THEM AND THEIR COMMUNITIES
  – BROAD EFFECTS OF STRUCTURAL VIOLENCE ON THEIR COMMUNITIES
  – PUBLIC FRAMING OF THEM AND THEIR COMMUNITIES
  – SCHEMAS THAT WOULD LIFT UP VALUE FOR BLACK BOYS AND MEN AT THE CITYWIDE LEVEL

• DEVELOP PARTNERSHIPS WITH PUBLIC, PRIVATE AND CORPORATE SECTOR ACTORS WHO WILL WORK IN SUPPORT OF THE SCHEMAS
  • LAW ENFORCEMENT AND JUSTICE SYSTEM
  • HOUSING
  • EDUCATION
  • EMPLOYMENT
  • TRANSPORTATION

• DEVELOP POLICIES AND LAWS THAT BEGIN TO SUPPORT THE STRUCTURAL CHANGE

• INSTITUTIONALIZE THE VALUES WITHIN IMPORTANT STRUCTURES IN THE COMMUNITY AND CITY
RECOGNIZING TIME CONSTRAINTS OF MAYORS AND CITIES

• FOCUS ON HOW TO SET THE STAGE FOR STRUCTURAL CHANGE

• ENGAGE PARTNERSHIP BETWEEN COMMUNITY AND CITY

• CONDUCT STRUCTURAL ASSESSMENT and DEVELOP PLAN OF ACTION

• BEGIN COMPREHENSIVE WORK ON IMMEDIATE NEED AS IDENTIFIED BY ASSESSMENT
  – BUILD PARTNERSHIP AT EVERY LEVEL OF WORK
  – IDENTIFY, DEVELOP AND IMPLEMENT CITYWIDE POLICIES THAT WOULD SUPPORT STRUCTURAL CHANGE

• CLEAR PATH FORWARD TO ENSURE LONG TERM CONTINUATION
  – IDENTIFY VALUES THAT WILL SUPPORT STRUCTURAL CHANGE IN IMPORTANT STRUCTURES IN THE CITY
  – IMPLEMENT POLICIES, LAWS THAT POINT IN THE DIRECTION OF STRUCTURAL CHANGE
  – INSTITUTIONALIZING VALUES IN MOST IMPORTANT PLACES THAT WILL ENSURE ITS CONTINUATION
WHAT’S AT STAKE?

• Group exercise: What would it look like if Black boys and men were fully appreciated and affirmed as citizens in this country? What would it change?

• What if you did this in your own community and city?

• How could it drive equity?

• Where would you start?
Q&A
Discussion

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