Center for Community Resilience

Fostering Equity:

Creating Shared Understanding for Building Community Resilience

Additional Resources

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Many resources beyond the scope of this equity guide exist to support individuals and organizations in navigating specific aspects of the work to heal trauma, foster equity and build community resilience. These include tools to help coalitions remain in conversations about equity when turbulence arises, and others to help us think about our own personal biases and blinders. Below we list several tools and articles from the social justice and equity building fields that expand upon ideas and concepts we introduce in this guide. This is not a comprehensive list, rather a starting point for deepening your work to build a resilient nation.

Understanding Power, Privilege, Inequity, Racism

Series: 'Cracking the Codes, The System of Racial Inequity' from WorldTrustTV

Video: https://youtu.be/sRfhVfkeWG4

"My grandmother grew up in a time where lynching was a reality …. Raising your children to know their place was critical. Had there been a shift by the time my mother and her brothers and sisters were born? Certainly. Had there been a shift from my mother's time to mine? Most assuredly. But there were survival behaviors that are embedded in both cultures – both white and black – that support this way of being and maintains a very specific power structure. We have to sit down and think about how you prepare yourself and your children not only to be oppressed, but to be oppressed, but to be oppressors."

Video: https://youtu.be/36XCiGr8muw

"My sophomore year I took a trip to Appalachia with a religious service group… Some of the houses didn't have running water, electricity. They were down these rutted roads in an area and in conditions I never knew existed in our country. At the same time there were these huge coal corporations raking in huge money in the same communities. It made me look at, what was wrong with this picture and what did I want to do about it?

I ended up wanting to take more people to Appalachia and to the deep south and just give 'em an immersion experience in poverty and an immersion experience in racism."

▶ Video: https://youtu.be/ifKx_nzaEQQ

"I like the idea of living in a multi-racial community so my children can get to know lots of different people and feel comfortable … but I'm also challenged … because in order for them to have a good education, they need to live in a good neighborhood. A good school is determined by how much tax that school is able to collect… I may value racial diversity, but given that wealth and access to schooling is so closely linked to home ownership in this society, I don't have to be racist in the traditional sense of the word – of not liking who is not like myself to actually be carrying on that tradition."

Understanding and Addressing Implicit Bias

Key sites, additional resources and research:

👆 https://www.racialequitytools.org/act/communicating/implicit-bias

"Implicit bias is a concept based on an emerging body of cognitive and neural research. It identifies ways in which unconscious patterns people inevitably develop in their brains to organize information affect attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves."

'Chipping Away at Implicit Bias'

👆 http://kirwaninstitute.osu.edu/chipping-away-at-implicit-bias/

"Over time, due to the structural discrimination that overrepresented Black families in impoverished communities, many Americans developed an association between blackness and poverty. Moreover, Black families were often falsely associated with other symptoms of systemic neighborhood disinvestment, such as criminality, in the news and other venues."

Kirwin Institute at The Ohio State University: Implicit Bias reports, resources, training

👆 http://kirwaninstitute.osu.edu/researchandstrategicinitiatives/#researchlisting

Calling 'in' vs. Calling 'out'

👆 https://www.tolerance.org/magazine/spring-2019/speaking-up-without-tearing-down

"Call-ins are agreements between people who work together to consciously help each other expand their perspectives… Calling in cannot minimize harm and trauma already inflicted, but it can get to the root of why the injury occurred, and it can stop it from happening again."

Working in 'identity groups' or caucuses (by race/ethnicity, gender, etc.)

👆 https://www.racialequitytools.org/act/strategies/caucus-affinity-groups

"Caucuses provide spaces for people to work within their own racial/ ethnic groups… Groups that use caucuses in their racial equity work generally meet separately and then come back together for collective work."

👆 https://www.compasspoint.org/blog/race-caucusing-organizational-context-poc's-experience

"Many folks would ask, "Doesn't that take us backwards?" and "How can we come together when we are apart from each other?" These are sensible questions but they are built on the premise that we are starting from a similar analysis of how race impacts us as individuals and on the interpersonal and institutional levels."

Questioning and Reshaping Common Narratives

Critical Thinking

👆 https://courses.lumenlearning.com/austincc-learningframeworks/chapter/chapter-7-critical-thinking-and-evaluating-information/

"Critical thinking is clear, reasonable, reflective thinking focused on deciding what to believe or do. It means asking probing questions like "How do we know?" or "Is this true in every case or just in this instance?" It involves being skeptical and challenging assumptions rather than simply memorizing facts or blindly accepting what you hear or read."

Building Narrative Power for Racial Justice and Health Equity

https://www.opensocietyfoundations.org/publications/building-narrative-power-for-racial-justice-and-health-equity

"To improve the health and well-being of communities oppressed by racism and white supremacy, advocates for justice need to challenge some deeply held cultural assumptions, values, and practices. This prerogative raises a series of questions: How can we disrupt the narratives that perpetuate racism and white privilege? What counternarratives and stories need to be told to shift cultural consciousness? What kinds of alliances, infrastructure, and institutions are necessary? This convening report summary seeks to spark wider conversations...and mobilize people and resources in an effort to advance narratives that promote racial justice and expand our understanding of health, human rights, and the public good."