Goals for the hour

• Defining some terms and setting the stage
• Sharing one another’s feelings about the moment we find ourselves in
• Reflecting on how this affects the HCH community (loosely defined)
• Sharing strategies on how to support our staff
• Opening a dialogue on what it means to institutionalize antiracism in our field
Moderators

• Lawanda Williams: Health Care for the Homeless, Baltimore
• David Peery: Camillus Health Concern, Miami
• Michael Durham: NHCHC, Nashville
Rules for Engagement

• Take space, make space
• Be conscious of your own prejudice and privilege
• Strive for a safe space (as much as possible)
• Respect personal experience
• Assume positive intent while acknowledging impact (“ouch”)
• Focus on systems over individuals
• Embrace ambiguity
• Welcome respectful disagreement
• Calling in versus calling out
• Be present and engaged; remove distractions
• Respect confidentiality
Why we’re here

• The incessant (and very American) killing and dehumanization of Black people has reached a boiling point, and the broader HCH community is particularly affected.

• Compounding the weight of the COVID pandemic, structural racism continues to traumatize us, especially with widely available footage documenting murders at the hands of police (and more violent response to protests against police violence)

• This may be our last chance for a long time to meaningfully commit to antiracism work.
Three domains of racism

(Inter)personal racism

Institutional racism

Structural/systemic racism

Get deeper in the weeds at https://www.racialequitytools.org/glossary#
### Overt White Supremacy (Socially Unacceptable)

- Lynching
- Hate Crimes
- Blackface
- The N-word
- Swastikas
- Neo-Nazis
- Burning Crosses
- Racist Jokes
- Racial Slurs
- KKK

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<td>Denial of Racism Tokenism English-Only Initiatives Self-Appointed White Ally</td>
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<td>&quot;You're So Articulate&quot;</td>
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<td>Weaponized Whiteness</td>
<td>Expecting BIPOC to Teach White People Believing We Are &quot;Post-Racial&quot;</td>
<td>&quot;But We're All One Big Human Family&quot; / &quot;There's Only One Human Race&quot;</td>
<td>Housing Discrimination</td>
</tr>
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</table>

### Covert White Supremacy (Socially Acceptable)

Source: The Conscious Kid (2020)
Premise: there is no middle ground

“There is no such thing as a nonracist or race-neutral policy. Every policy in every institution in every community in every nation is producing or sustaining either racial inequity or equity between racial groups.”

*How To Be An Antiracist* (2019), Ibram X. Kendi
How are we feeling?

Poll question: recent murders of Black people and ensuing events have taken a toll on me.

• Strongly agree
• Agree
• Disagree
• Strongly disagree
How does structural racism affect the people we serve?

Poll question: is your community witnessing an increase in laws that criminalize the experience of homelessness?

• Yes, an increase
• No, a decrease
• Same as usual
How does this affect the people who serve?

Poll question: does your organization have explicit policies to support staff enduring the traumatization of witnessing repeated murders of Black folks?

• Yes
• No
• Something else (elaborate in the chat)
How can we move forward?

Poll question: Has your organization made a public commitment to racial justice?

- Yes
- No
- *Ish* - a statement, not necessarily a commitment
Book/podcast recommendations
Add more in the chat!

Source: Jane Mount Instagram
Antiracism webpage

• Non-exhaustive list of resources compiled by our Diversity, Equity, and Inclusion learning collaboratives.

• www.nhchc.org/anti-racism
Thank you!

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