

naming racism and moving to action

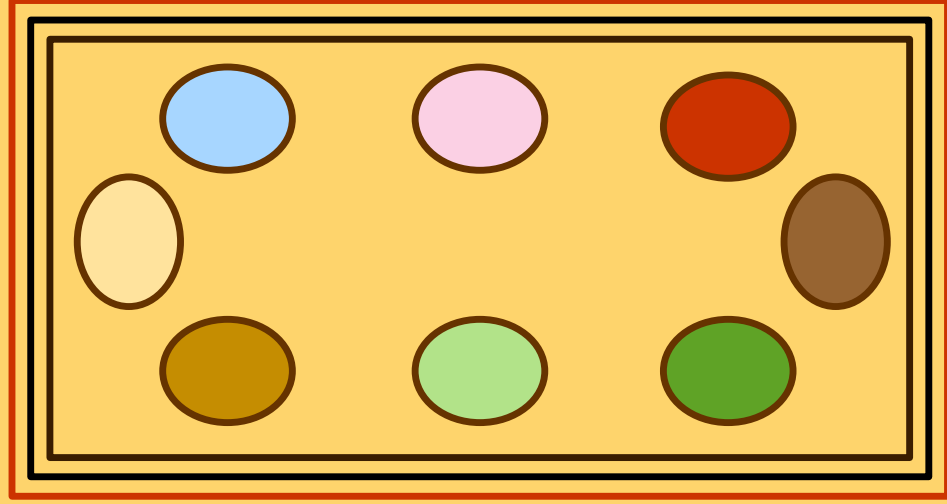
Camara Phyllis Jones, MD, MPH, PhD

Systemic Racism and Health: Solutions, Making Change Happen
National Institute for Health Care Management Foundation

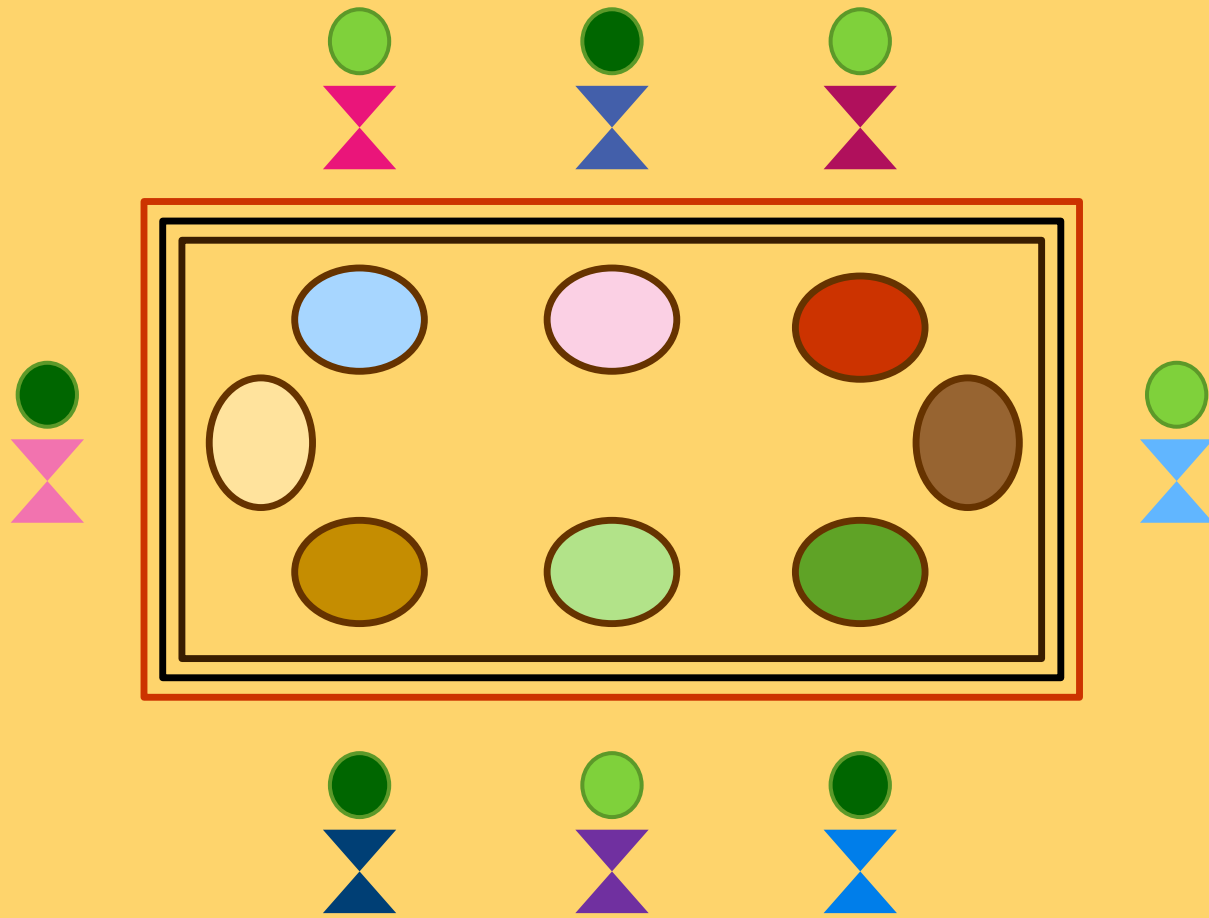
Via Zoom from Atlanta, Georgia
August 11, 2020

Dual Reality: A restaurant saga





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I looked up and noticed a sign . . .

OPEN



CLOSED

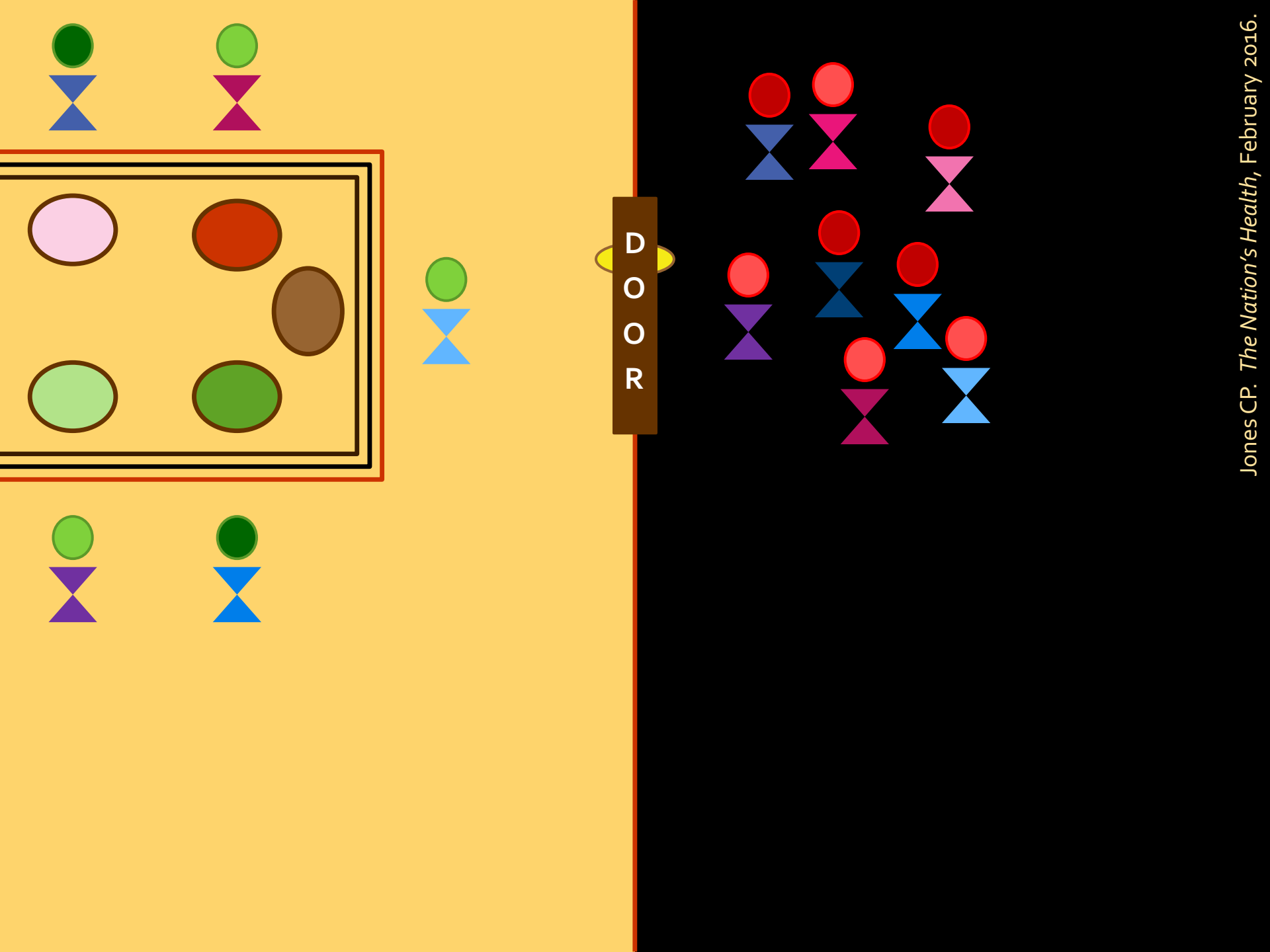


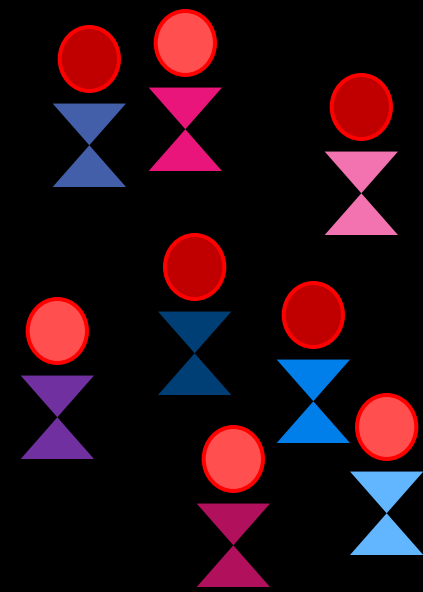
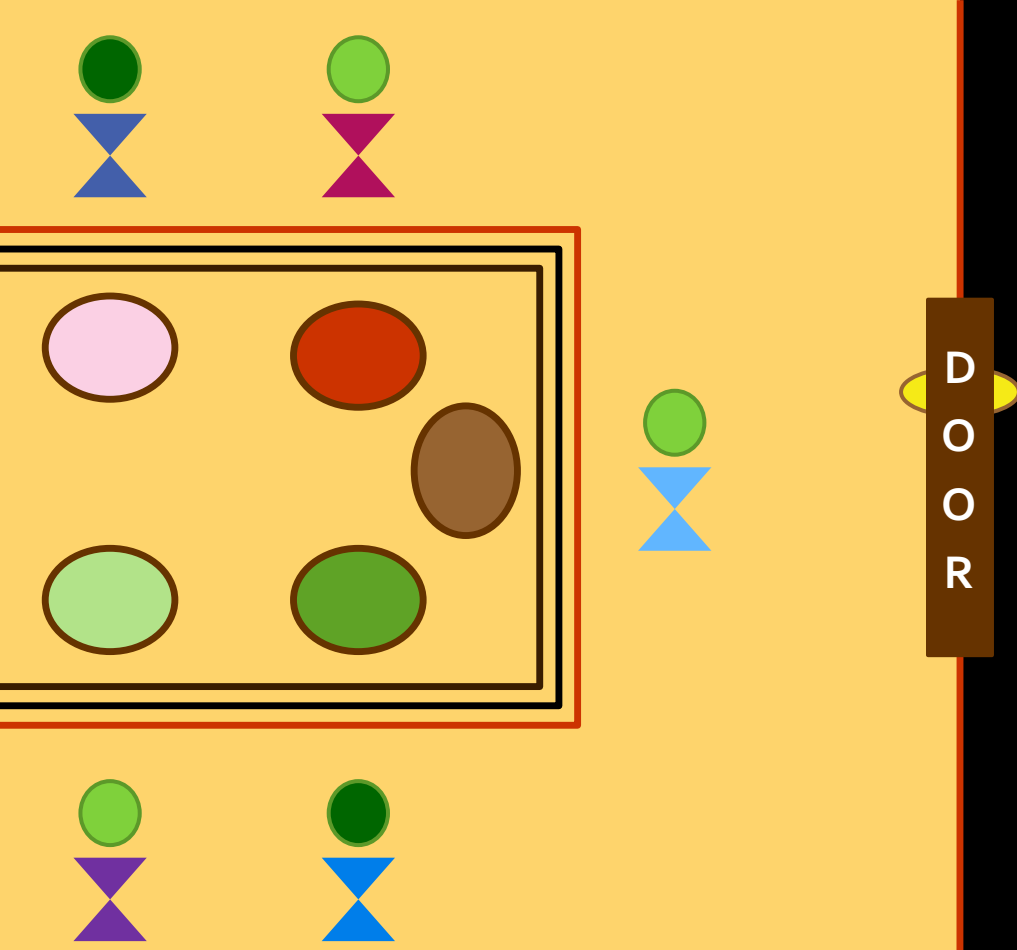


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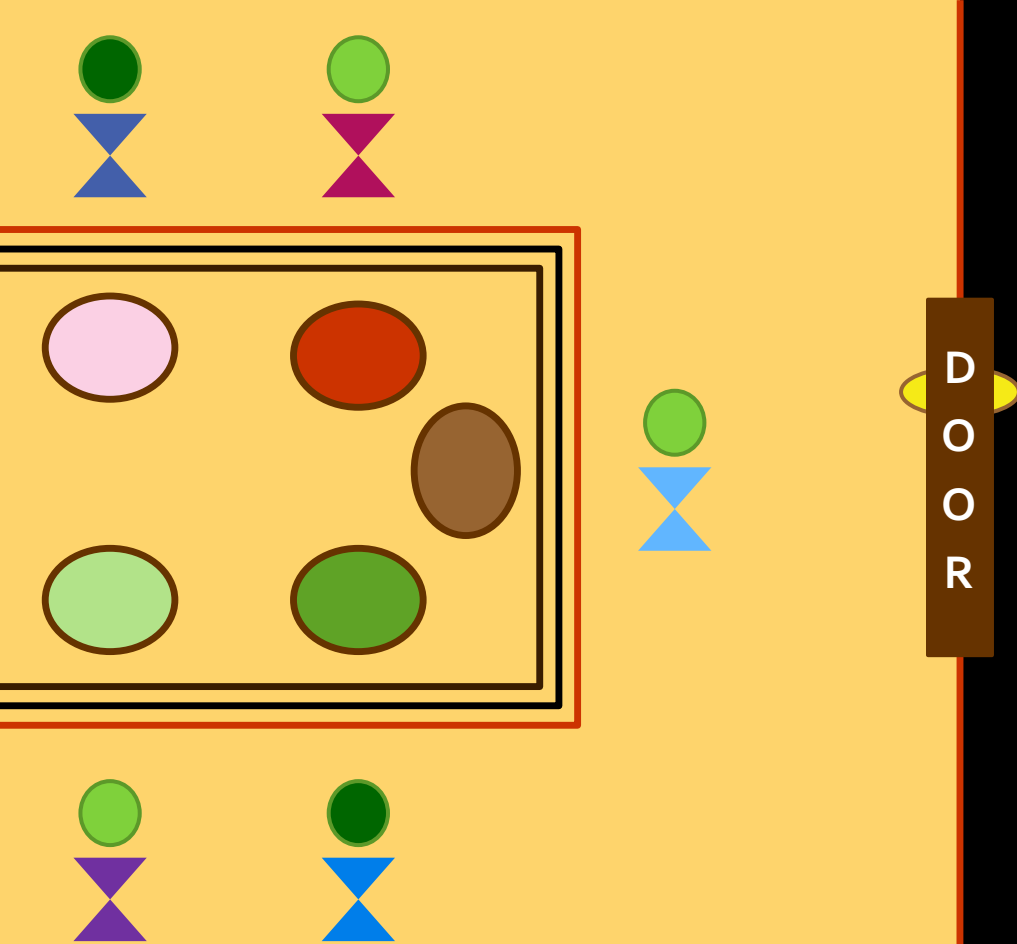


Racism structures “Open/Closed”
signs in our society.

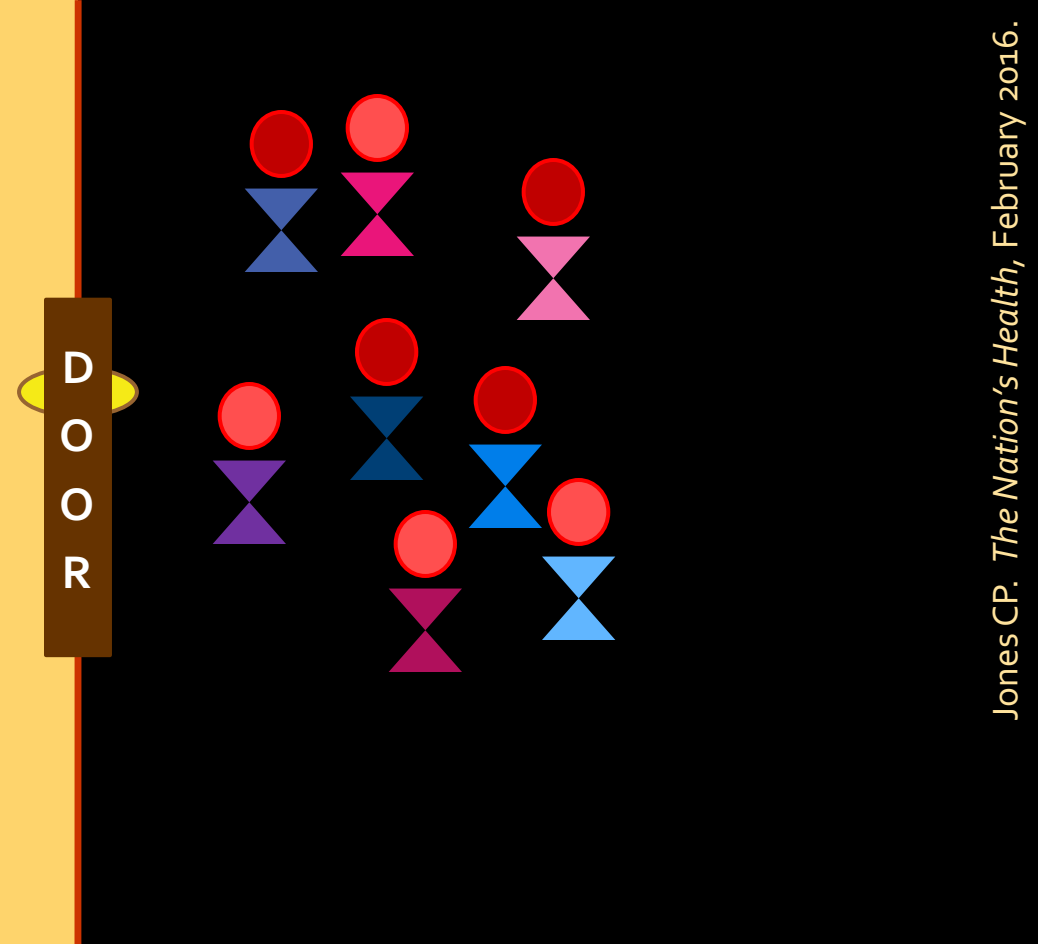




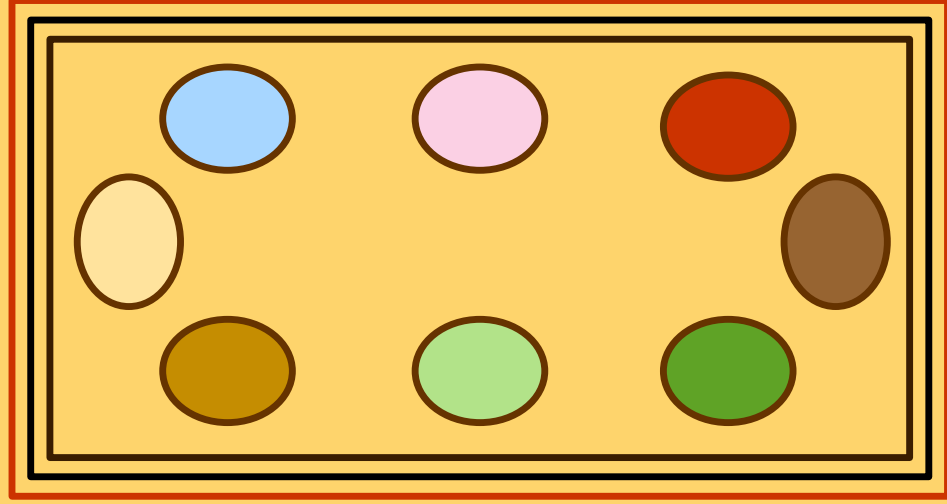
It is difficult
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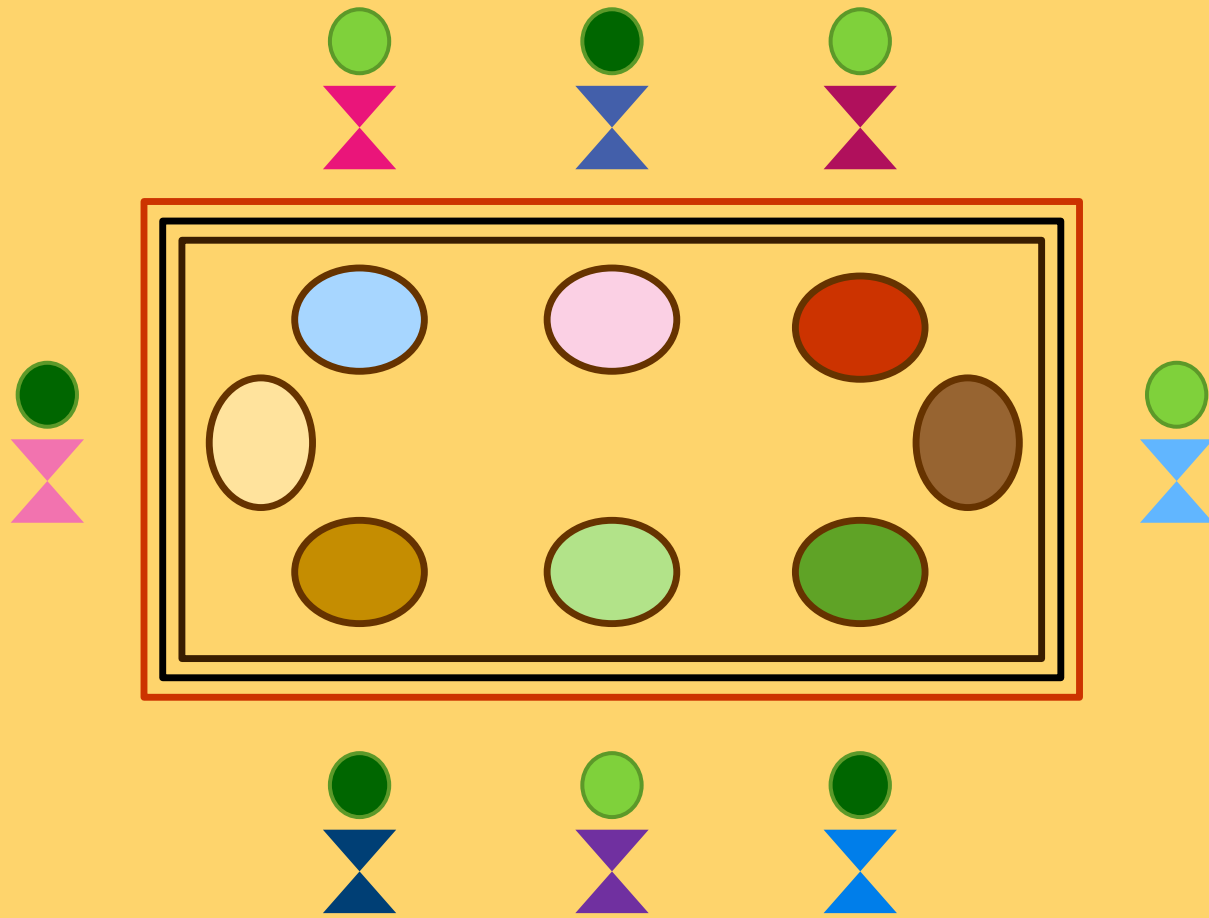
It is difficult to recognize a system of inequity that privileges us.



Those on the outside are very aware of the two-sided nature of the sign.

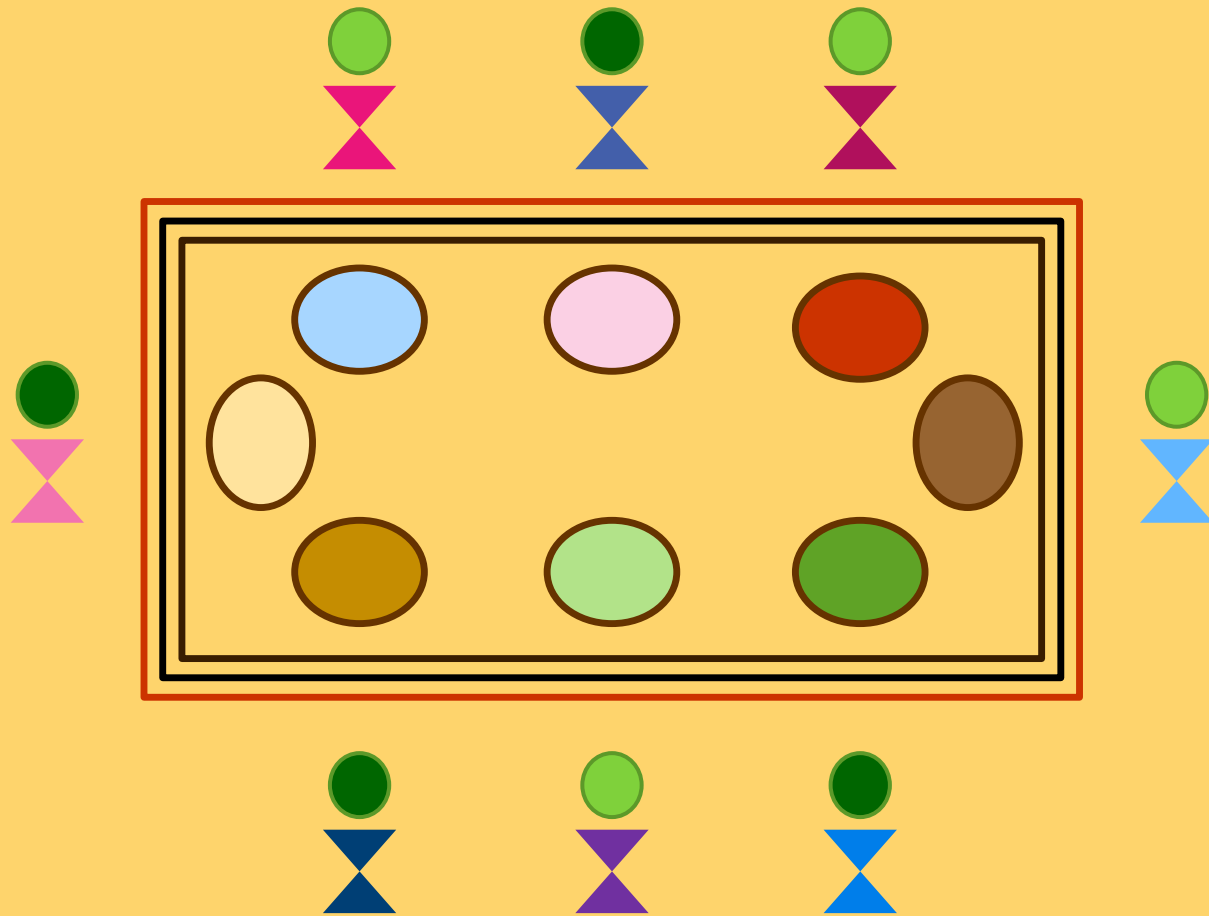


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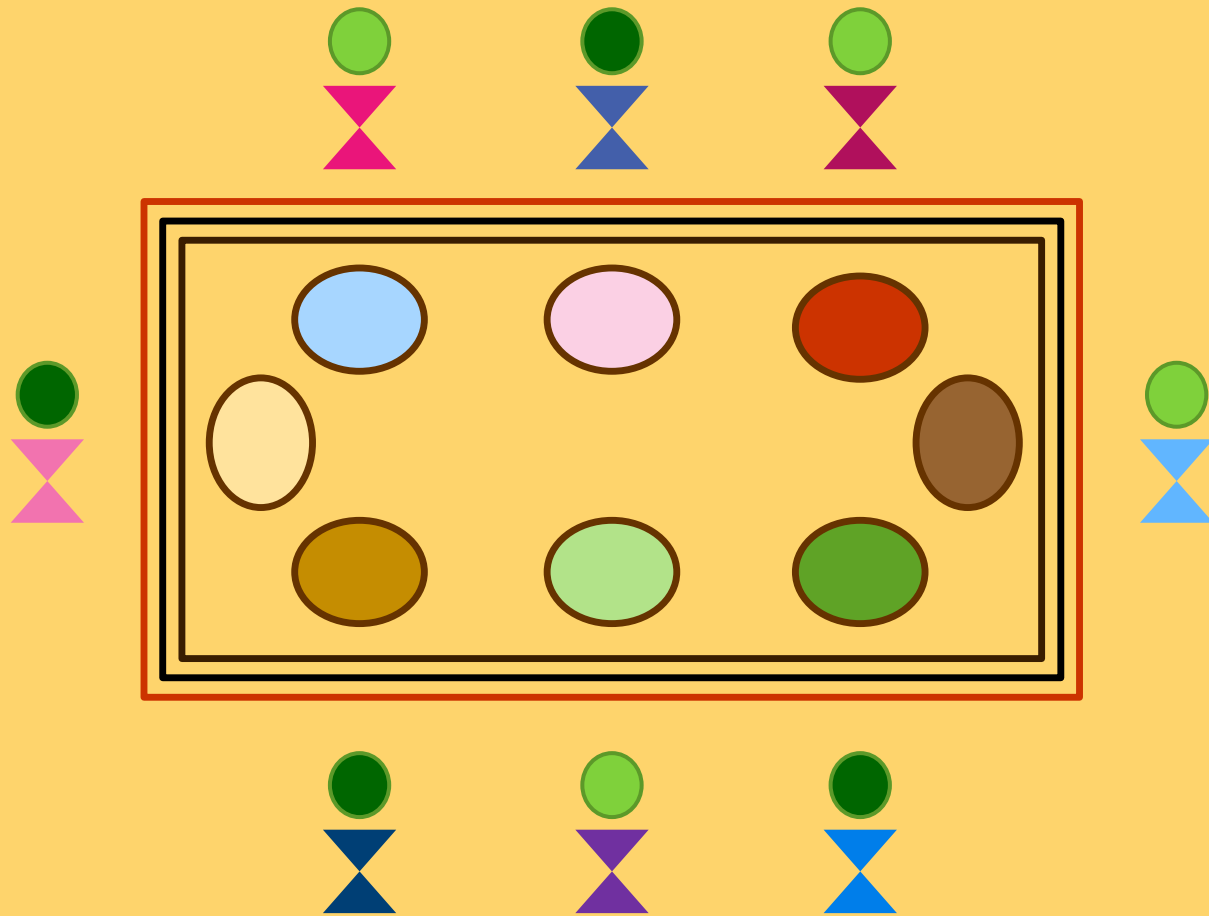
Is there really a two-sided sign?



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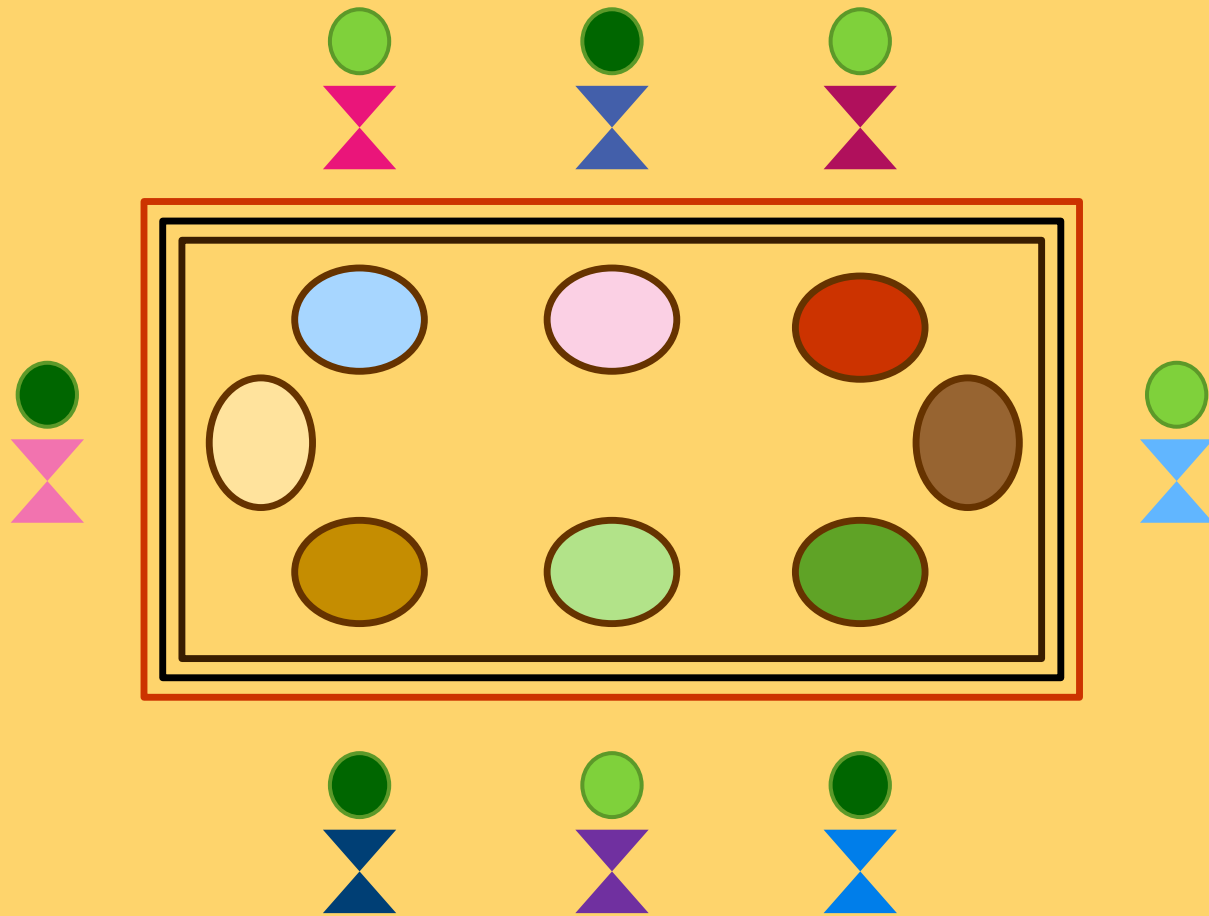
Is there really a two-sided sign?

Hard to know, when only see “Open”.



Is there really a two-sided sign?

Hard to know, when only see “Open”.
A privilege not to HAVE to know.



D
O
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R

Is there really a two-sided sign?

Hard to know, when only see “Open”.
A privilege not to HAVE to know.
Once DO know, can choose to act.

What is racism?

Jones CP. Confronting Institutionalized Racism. *Phylon* 2003;50(1-2):7-22.

What is racism?

A system

What is racism?

A system of structuring opportunity and assigning value

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A system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”)

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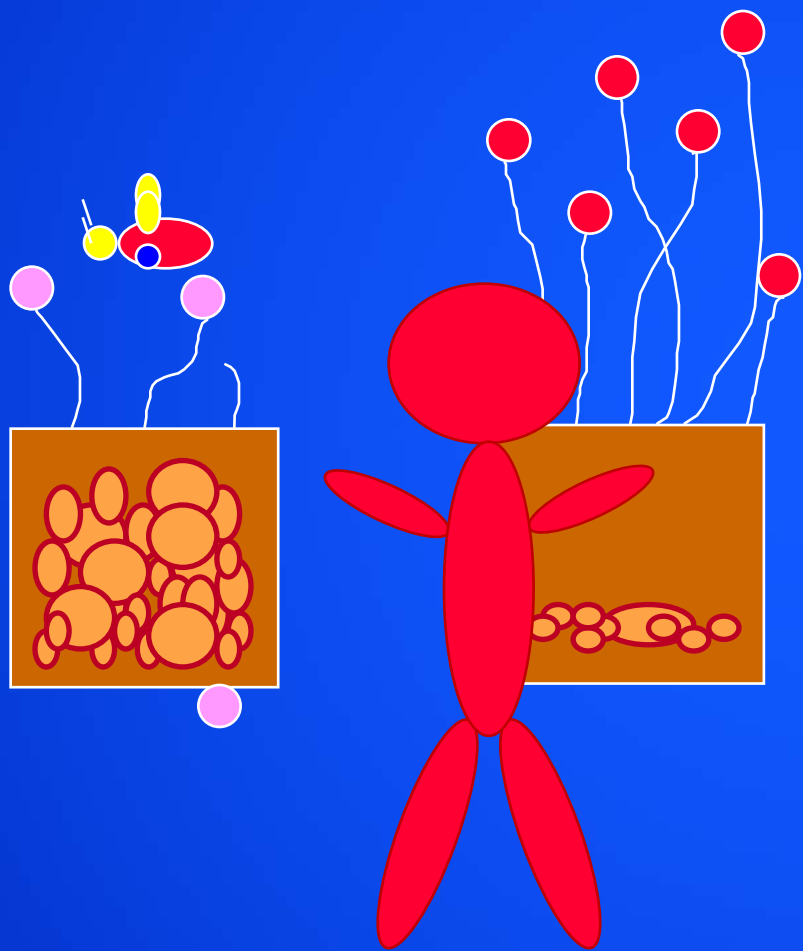
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What is racism?

A system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”), that

- Unfairly disadvantages some individuals and communities
- Unfairly advantages other individuals and communities
- Saps the strength of the whole society through the waste of human resources



**Levels of racism:
A theoretic framework and
A Gardener's Tale**

Jones CP

Am J Public Health
2000;90(8):1212-1215

<https://www.youtube.com/watch?v=1QFCcChCSMU>

“How is racism operating here?”

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□ Identify mechanisms

- **Structures:** the *who?*, *what?*, *when?*, and *where?* of decision-making
- **Policies:** the written *how?*
- **Practices and norms:** the unwritten *how?*
- **Values:** the *why?*

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What is health equity?

- ❑ **“Health equity” is assurance of the conditions for optimal health for all people**

- ❑ **Achieving health equity requires**
 - Valuing all individuals and populations equally
 - Recognizing and rectifying historical injustices
 - Providing resources according to need

- ❑ **Health disparities will be eliminated when health equity is achieved**

What is health equity?

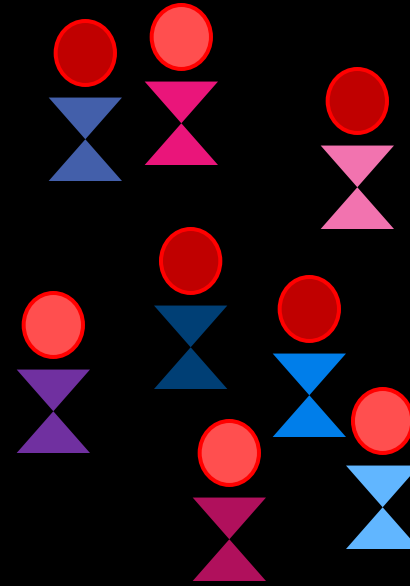
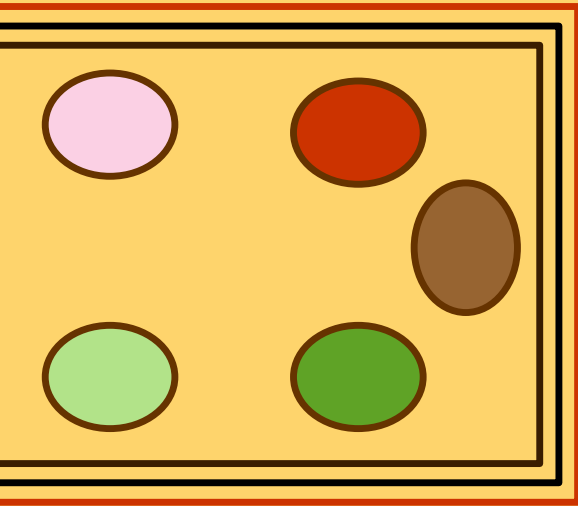
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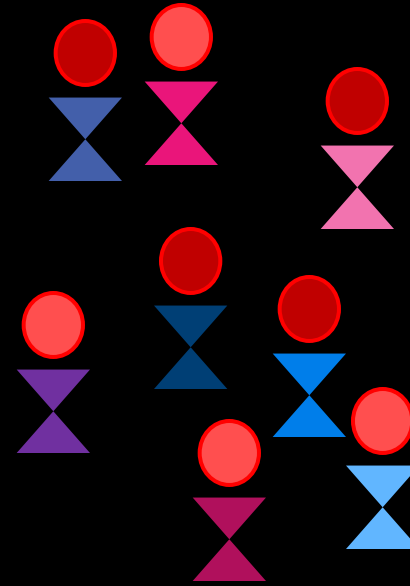
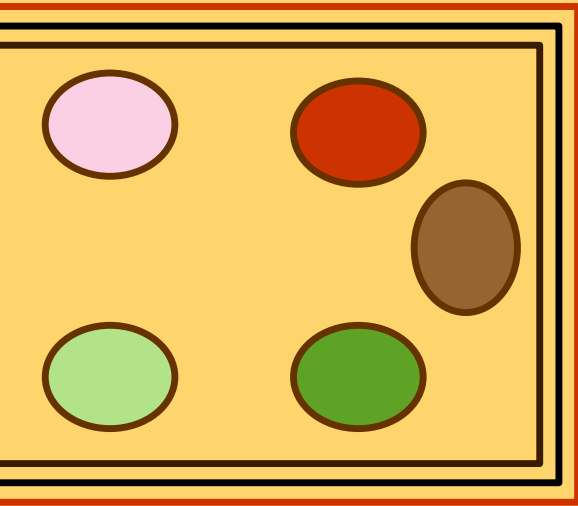
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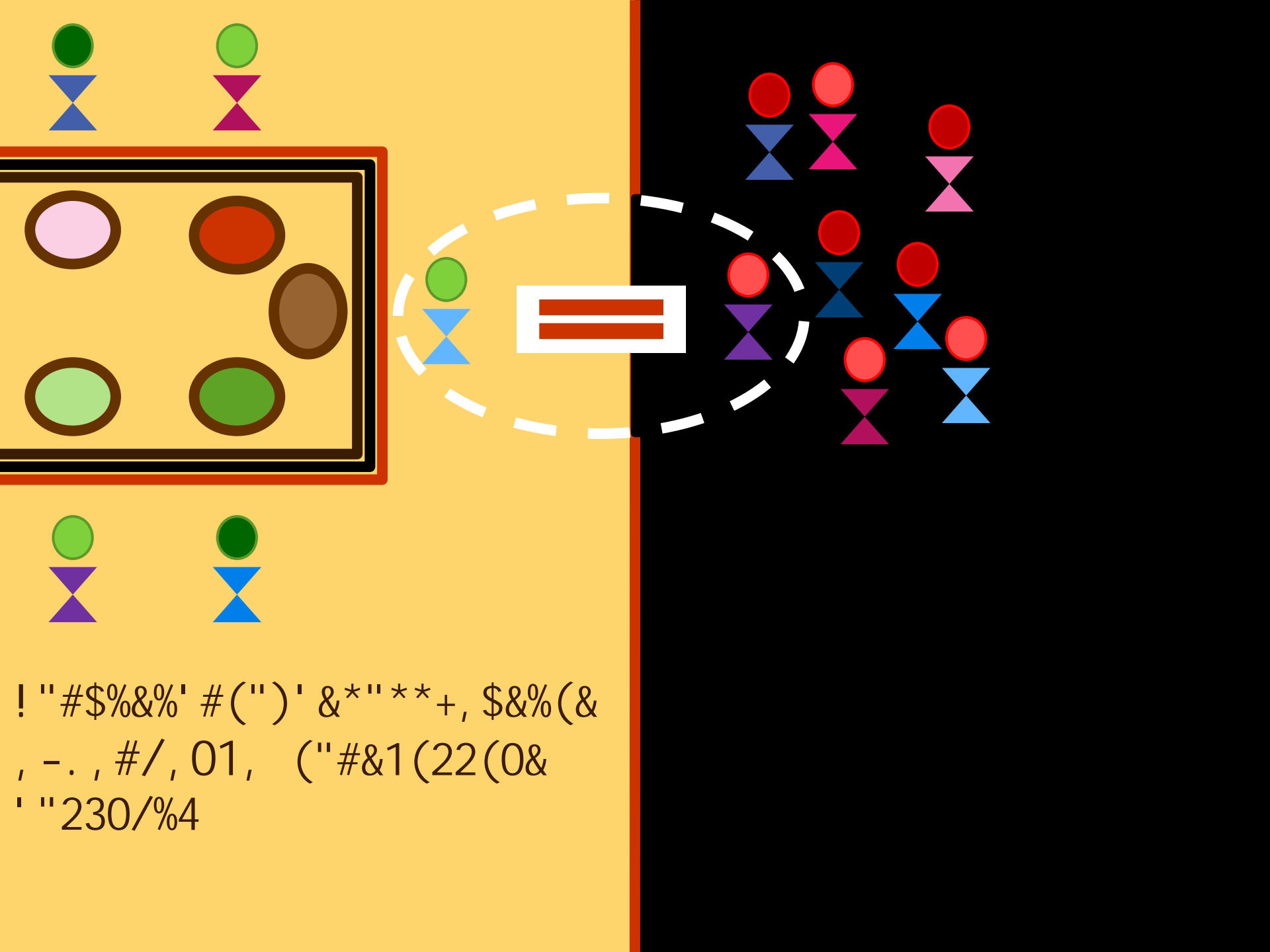
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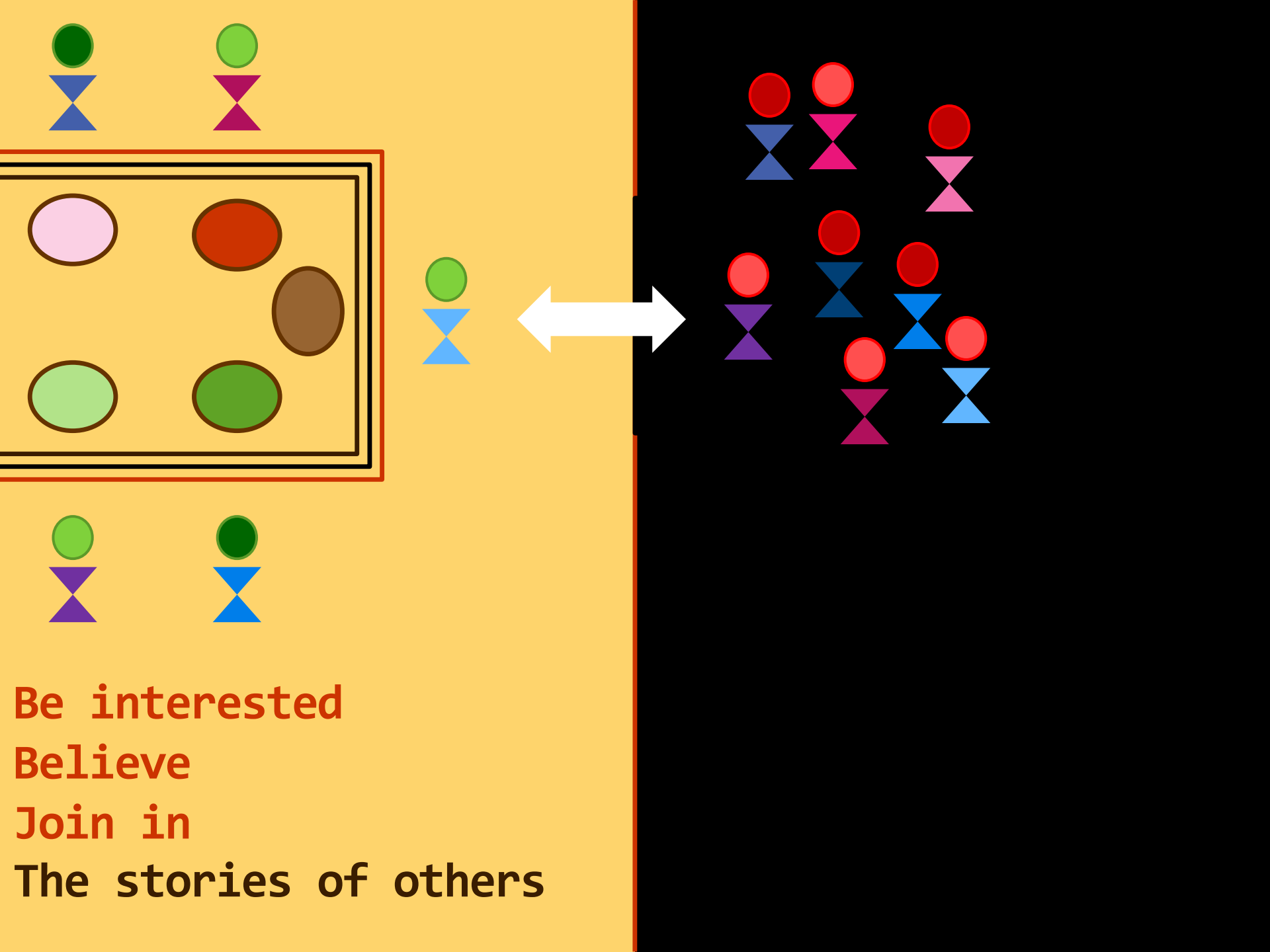
What can we do today?



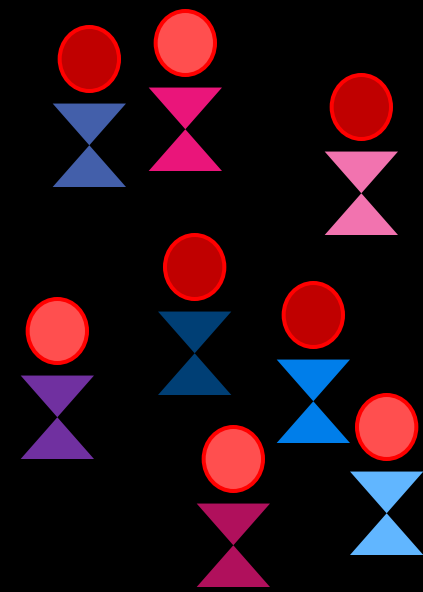
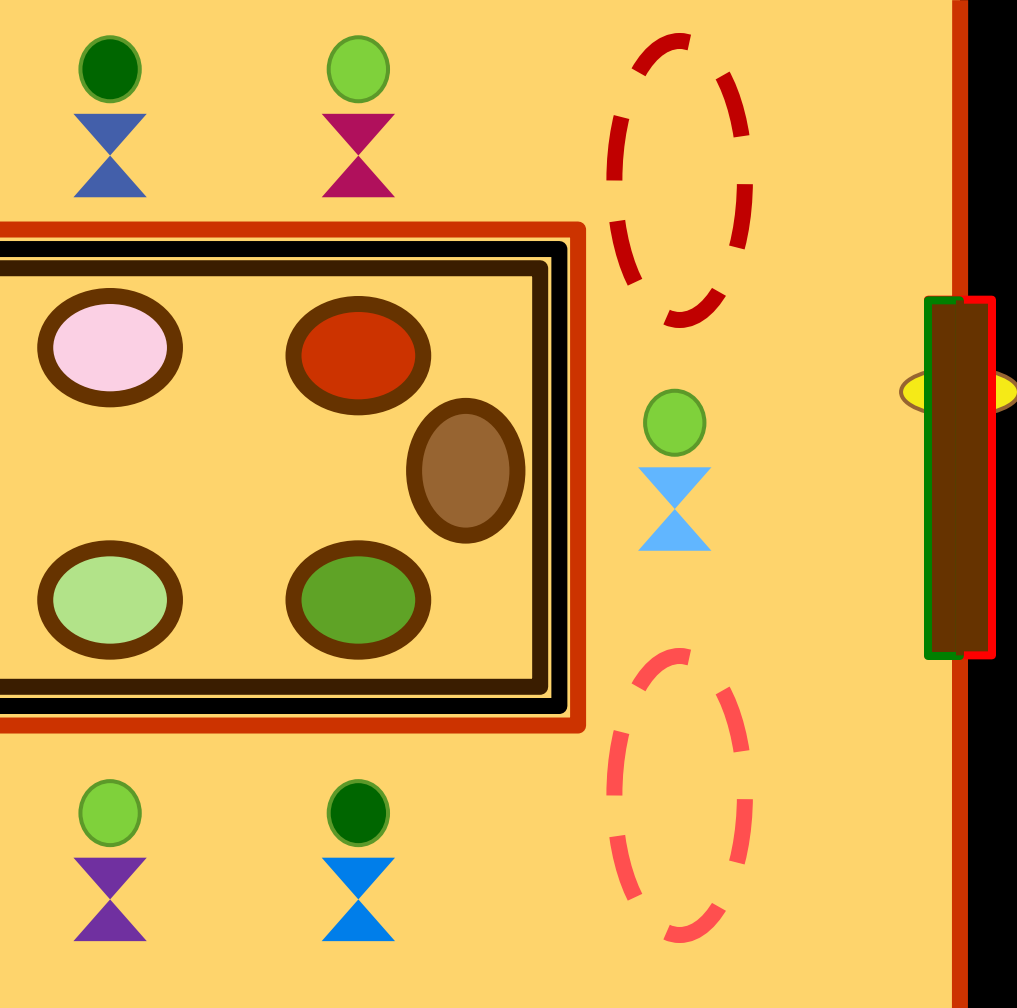
Look for evidence of
two-sided signs



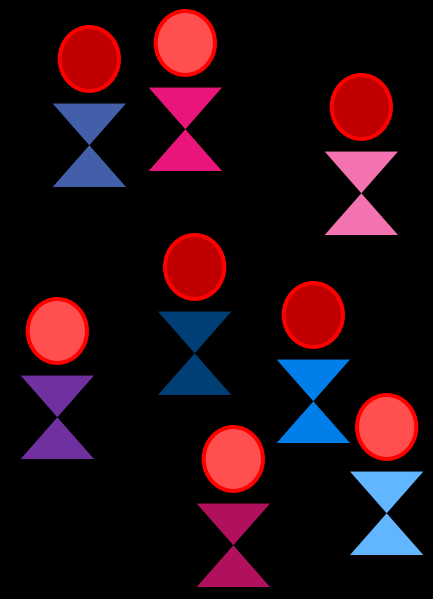
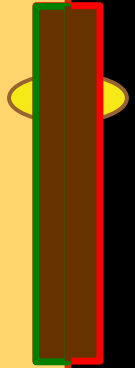
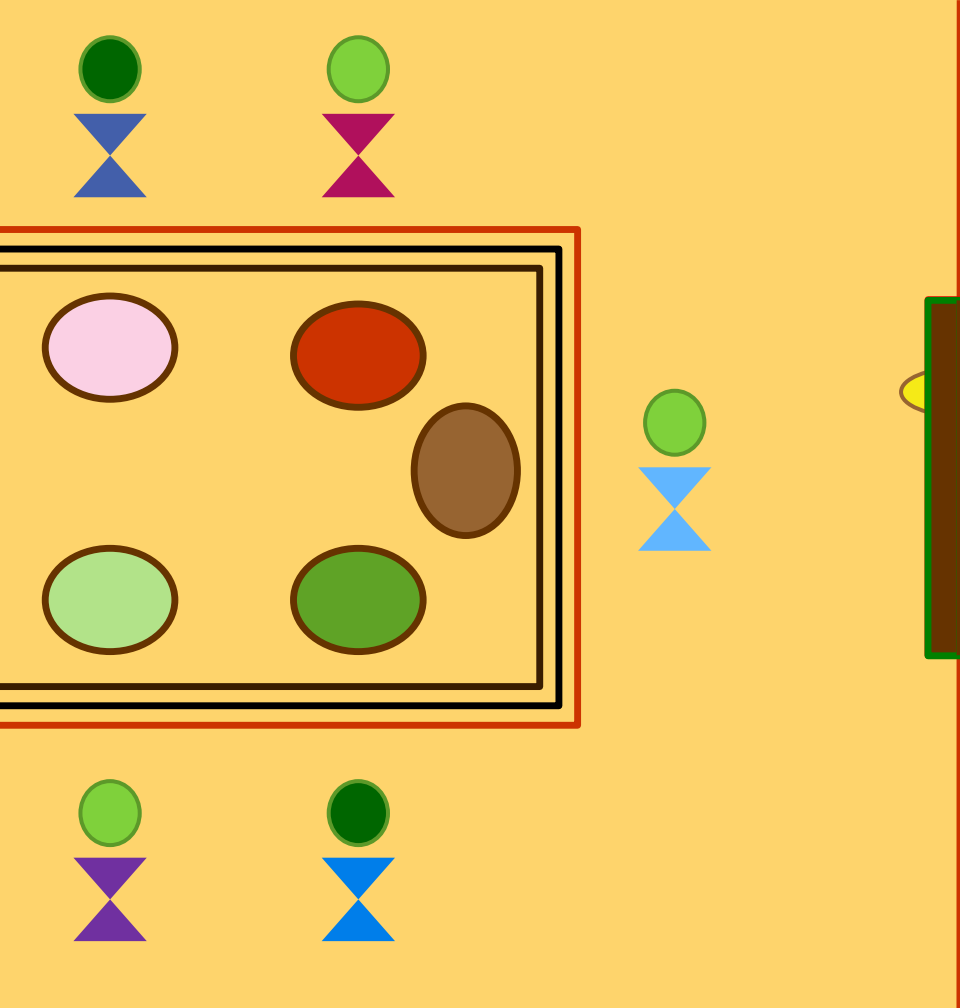
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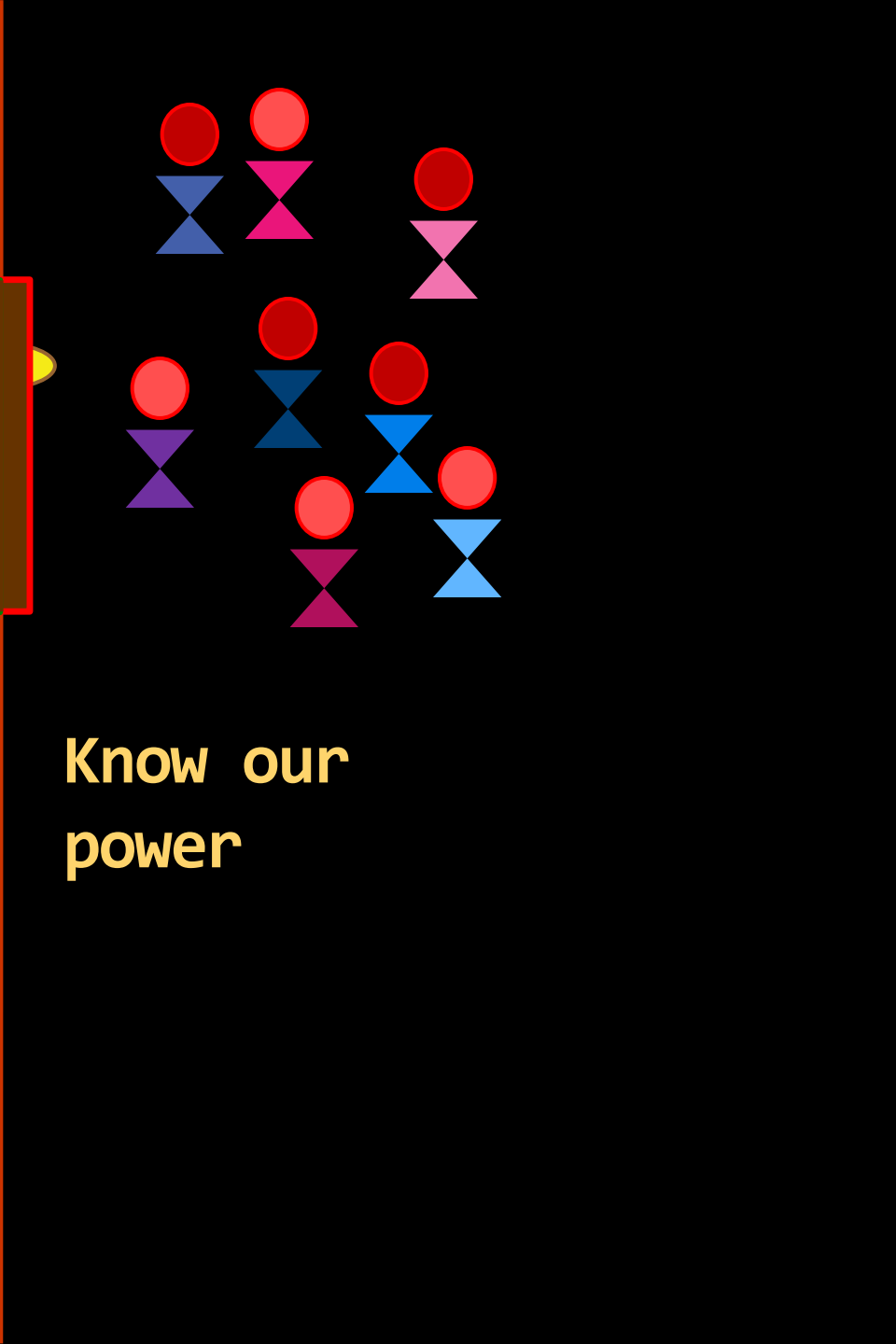
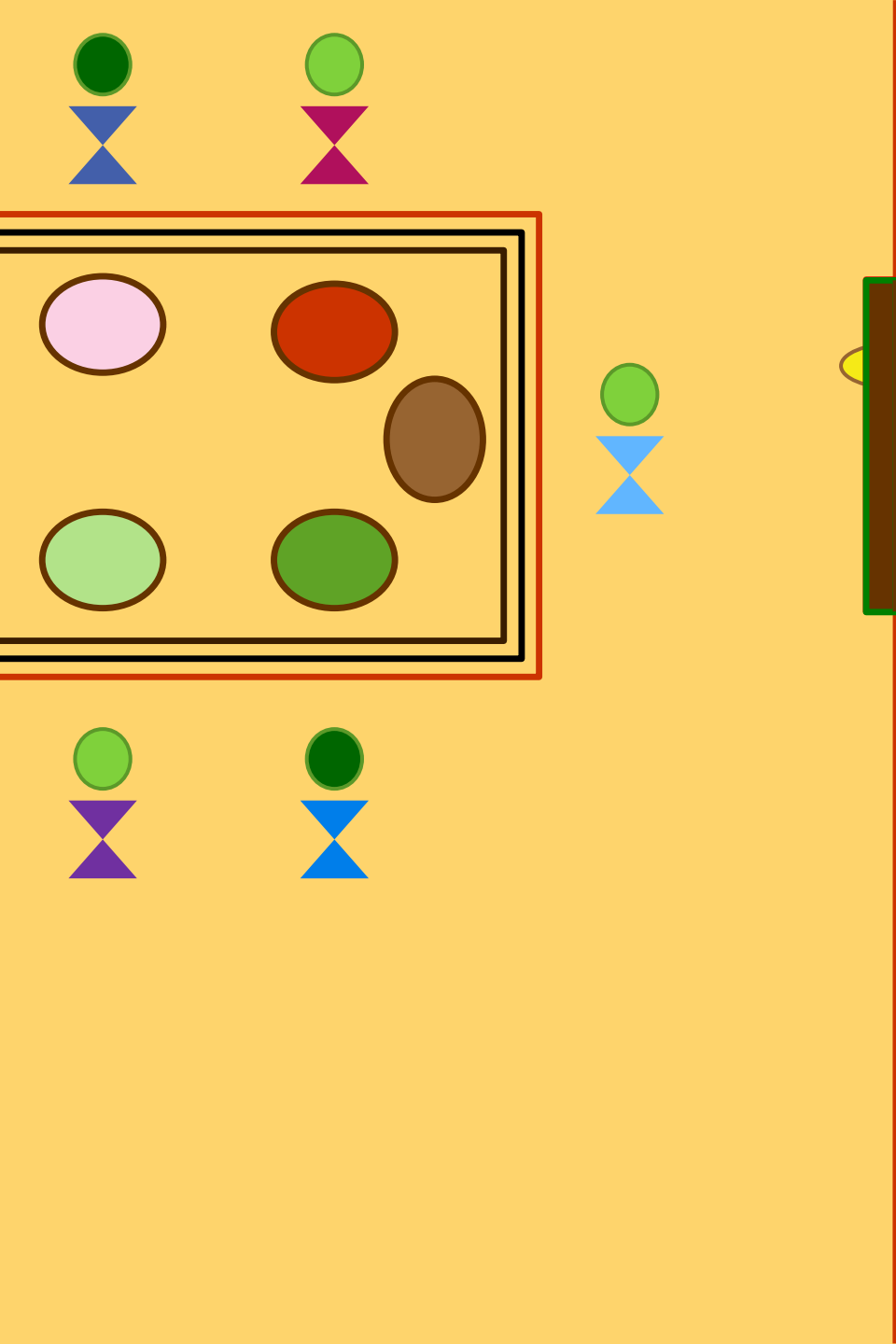
Be interested
Believe
Join in
The stories of others



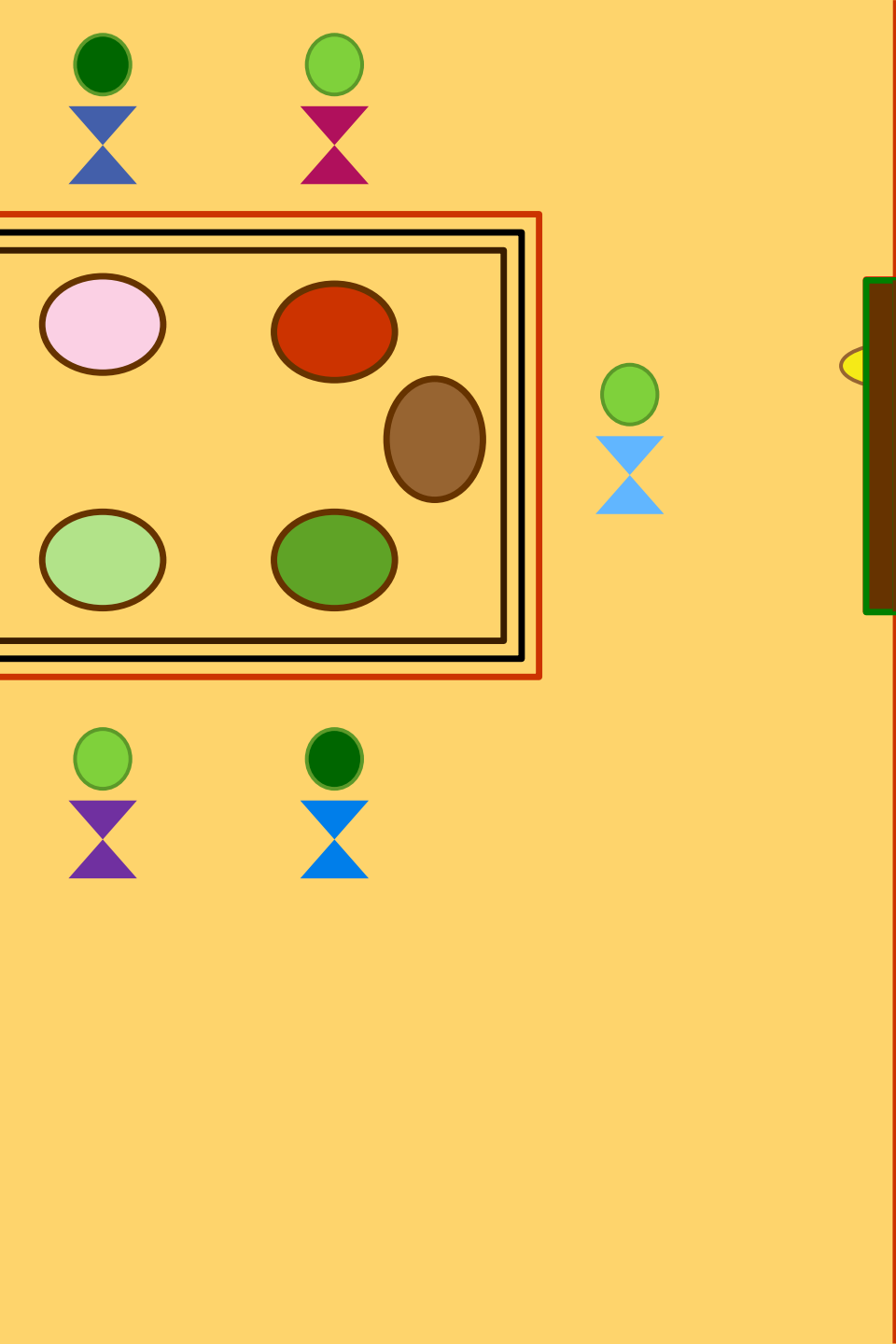
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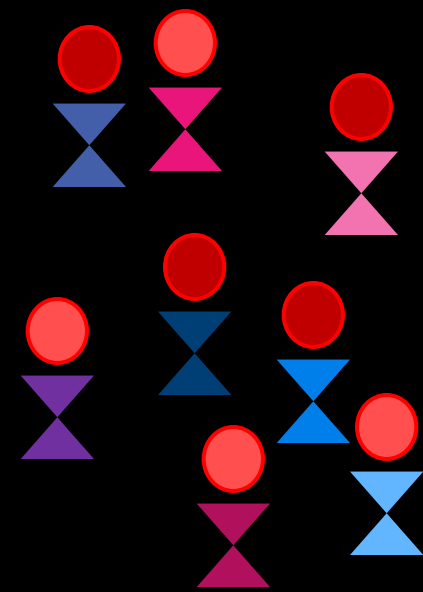
Reveal inaction
in the face of need

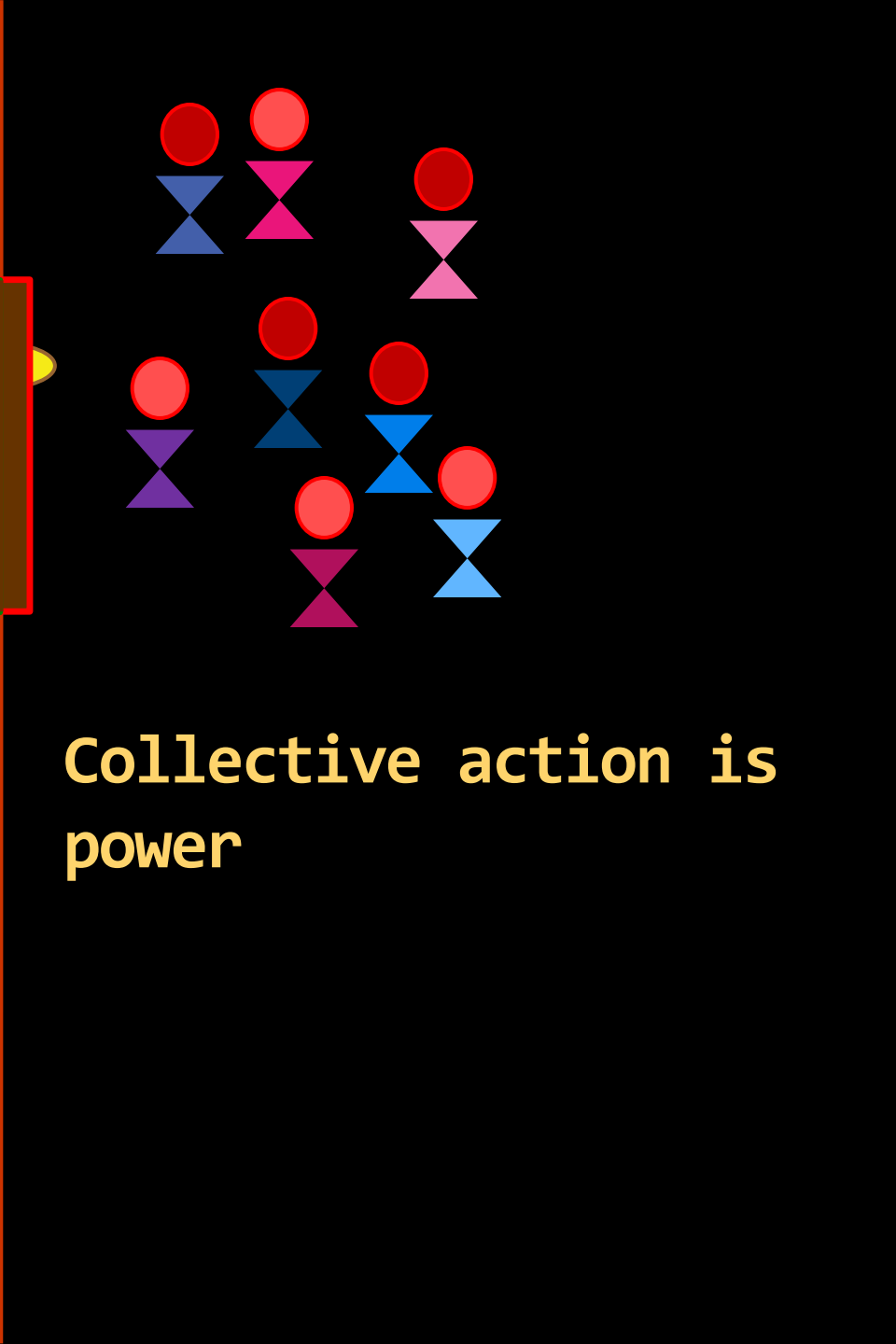
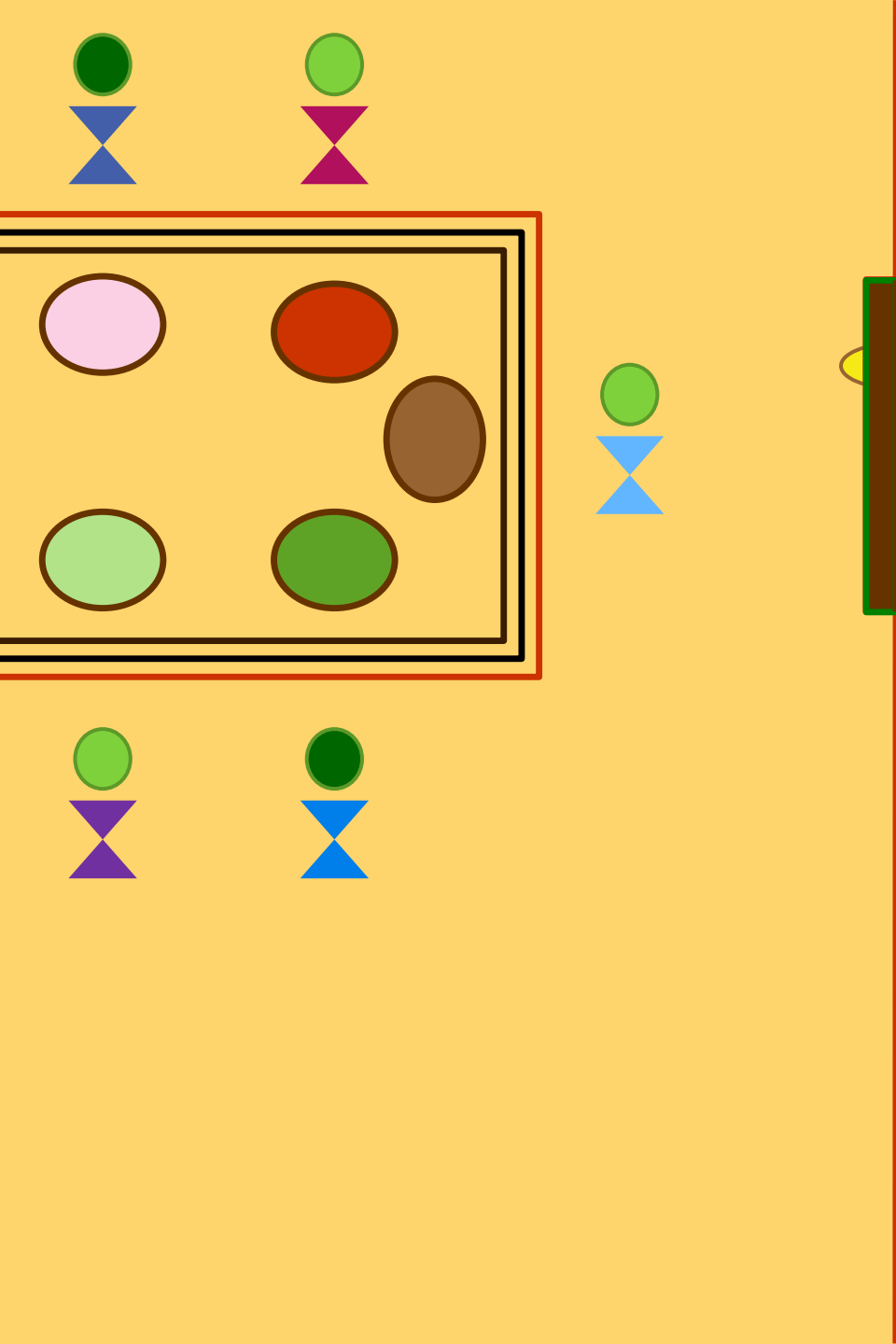


Know our
power



Action is
power





Collective action is power

Camara Phyllis Jones, MD, MPH, PhD

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American Public Health Association

2019-2020 Evelyn Green Davis Fellow

Radcliffe Institute for Advanced Study at Harvard University

Adjunct Professor

Rollins School of Public Health at Emory University

Senior Fellow and Adjunct Associate Professor

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