

Fostering Equity for Prevention of ACEs: Preparing for Courageous Conversations

Early Childhood Mental Health Conference
September 24, 2021



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Today's Focus

- Recognizing your standing
- Meeting people where they are
- Withstanding turbulence

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Check-In

- **Poll 1:** Imagine you are about to walk into a room of racially diverse people to participate in a conversation about race and equity. What is one hope that you have for the conversation?
- **Poll 2:** What is one fear (or concern) that you would have?

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What's Your Standing: The Need for Self-Assessment

<http://www.mentalhealthdisparities.org/white-allyship.php>

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The Nuance of Identity

- Affects how we exist in, engage with, and are treated by the world
- Identity ≠ monolithic

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Acknowledging Your Bias

Substantial racial stereotyping toward young children of color found among white adults who work with them

- Black children (0-8 years):
 - 3x as likely to be viewed as lazy (vs. white adults)
 - 2x as likely to be viewed as unintelligent and violence-prone (vs. white children of same age)

[Bias Blind Spot](#)

[Priest et al., 2018](#)

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Navigating Power & Advantage

- People who belong to a dominant social group may have more access to:
 - **Advantage:** A condition or circumstance that puts you in a favorable or superior position
 - **Power:** Access to resources that enhance your chances of getting what you need to lead a comfortable, productive, and safe life

WHEEL OF POWER/PRIVILEGE

Adapted from ccrweb.ca @sylvriaduckworth

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Power: A Fluctuating Currency

Types of Power

Traditional / organizational power – the type of power a manager, executive, or another official has due to status or position	Information power – knowing something other people want to know; could be anything from intricate knowledge about a person, company or policy to gossip
Expert power – having more knowledge or experience than other members of the team	Referent power – who you know; social and professional connections that can be used to your advantage. The effectiveness of these connections may reflect your proximity to someone or organizations with traditional power.
Reward power – ability to reward an employee or team member (with money, praise, etc.)	Charismatic power – power to influence through a natural ability to persuade or inspire others
Coercive power – having the ability to punish an employee or team member; the threat of punishment can persuade people to act a certain way	Moral power – “Halo effect” that results from ethical leadership and respect for demonstrated beliefs and actions; inspires people to replicate the leader’s actions.

Power Differentials

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Conferring & Shifting Power

In creating a new ecosystem, we need to ensure we:

- Keep the strengths and commitment of traditional power holders
- Support those with expanded power to succeed

Exercise: Power Analysis

Review the types of power listed in the chart above. With your organization in mind, consider the following questions.

1. Who has power and what kind?

2. What are the benefits of power? How is power wielded?

3. Are there people with little or no power? If so, what are the results of this power imbalance?

4. Do you see power imbalances? If so, would adjusting some of those imbalances have a benefit?

5. How would it feel to share or confer your power? To be given additional power?

6. What might it look like to shuffle power to make your work more equitable? Consider:
 - a. Decision making processes
 - b. Hiring practices
 - c. Resource distribution
 - d. Program implementation
 - e. Marketing / outreach efforts or materials
 - f. Leadership or board makeup
 - g. Agenda setting_____

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Reflection Questions

- Thinking about your identities and the power/advantage that they bring, what’s important for you to consider when you come to the table for a courageous conversation on race?
- How do you leverage your power to create space for others whose voices may be marginalized or ignored?

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Meeting People Where They Are

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Bridging Our Way to Equity

How does the article demonstrate bridging?

And in the 'circle of human concern',
is what I call it.

<https://belonging.berkeley.edu/john-powell-how-bridging-creates-conditions-solve-problems>

“When you bridge you can create fertile ground to begin addressing the problems you want to solve.”

— john a. powell

- Professor of Law and of African American Studies and Ethnic Studies
- Robert D. Haas Chancellor's Chair in Equity and Inclusion
- Director, Othering & Belonging Institute

UC Berkeley

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Wendy Ellis, Kimberly Rodgers, and Sarah Baldauf © 2021

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"I'm here to learn before we can move forward with solutions."

Vontriece McDowell
Neighborhood Solidarity Partner
InvestSTL - St. Louis, MO



Challenge to:

- Individuals
- Organizations
- Institutions
- Systems



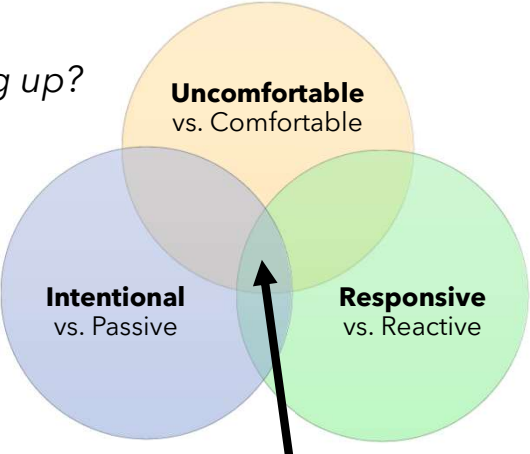
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Making an Active Shift... *(individual, organizational, institutional)*

How are we showing up?

Centering Equity
vs. Status Quo




Uncomfortable
vs. Comfortable

Intentional
vs. Passive

Responsive
vs. Reactive

@ Intersection = Centering Community Expertise, Narratives, Strengths & Solutions



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Language Matters

‘White Supremacy’

‘Privileged’

‘Power’

‘Racism’

‘Oppressor’

‘Strength’

‘The White Way’

‘Elite’

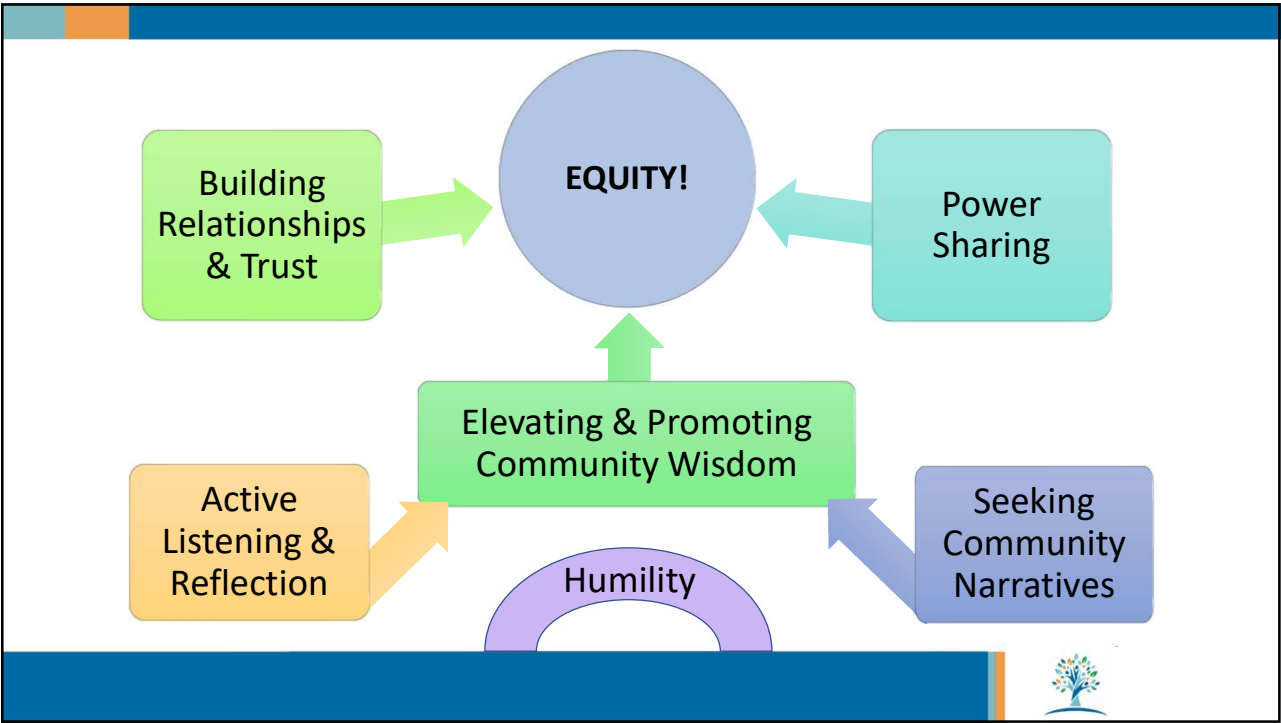
‘Wisdom’

‘Bougie’



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Reflection Questions

- In your experience, what's challenging about meeting people where they are?
- How do you work through those challenges in real-time to ensure that you and the people you're engaging with can stay at the table to keep the conversation going?



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Managing Turbulence



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Create a Safe Space for Brave Conversation

- Create an environment where people feel safe enough to openly communicate – and make mistakes
- Safe ≠ comfortable
- Discomfort often leads to growth

Brave Space Agreement

Address the idea, not the person
Listen to understand, not to respond
Mindfulness of everyone's struggle
No idea is too bonkers
The devil has enough advocates: speak from experience
Unpack the tension
Plant seeds in the garden
Have regular check-ins
Do what you need to care for yourself


[Safe Spaces, Brave Spaces and Why We Gon' Be Alright](#)




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Manage Conflict, Encourage Accountability



Calling Out



Calling In



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Calling a Timeout: Identity Caucusing

- What it requires:** a foundation of trust & established relationships in the broader group (across all identities)
- What each identity caucus allows:** a safe space that can feel freer, more open & less guarded due to a 'common denominator'
- What the process can enable:** deeper understanding; seeing one's self, one's identity group/caucus & members of other identity groups more fully

Fostering Equity:
Creating Shared Understanding for Building Community Resilience

Module III

Q&A:
How Collaboratives can Manage Through Turbulence

Leaders in the Building Community Resilience collaborative, Calvin Smith, Chair of the Ward 8 Health Council in Washington, DC and Jennifer Brinkmann, President of Alive and Well Communities in St. Louis, MO, share key takeaways from their years of equity work.

Addressing equity and historical or present-day traumas is heavy work - especially in a diverse group of individuals from different backgrounds. If tension arises in a collaborative, how can we keep moving forward together?

Jennifer: Falls in positions of power can make mistakes in this work. If we want to feel comfortable all the time, we will not move forward. We need to name things that are harmful, make space, and honor each person's perspective in a meaningful way.

Calvin: Everybody is not going to be politically correct. When it pops up, it needs to be addressed in a non-threatening way and the person who made the statement is corrected. Or sometimes it's not what you say, it's how you say it - if that can be diffused, you can go on. But if the reaction is confrontational, you can't go on.

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Q&A

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