



Toward an  **ANTI-RACIST**  
Recovery Advocacy

# WHY WE'RE HERE

- Understand key terms & concepts
- Learn about the impact of the War on Drugs
- Draw connections between racism and health
- Identify what it means to be anti-racist
- View anti-racist possibilities for your org
- Learn what Louisville Recovery Community Connection has done
- Discuss action steps for your organization



## **Race isn't real.**

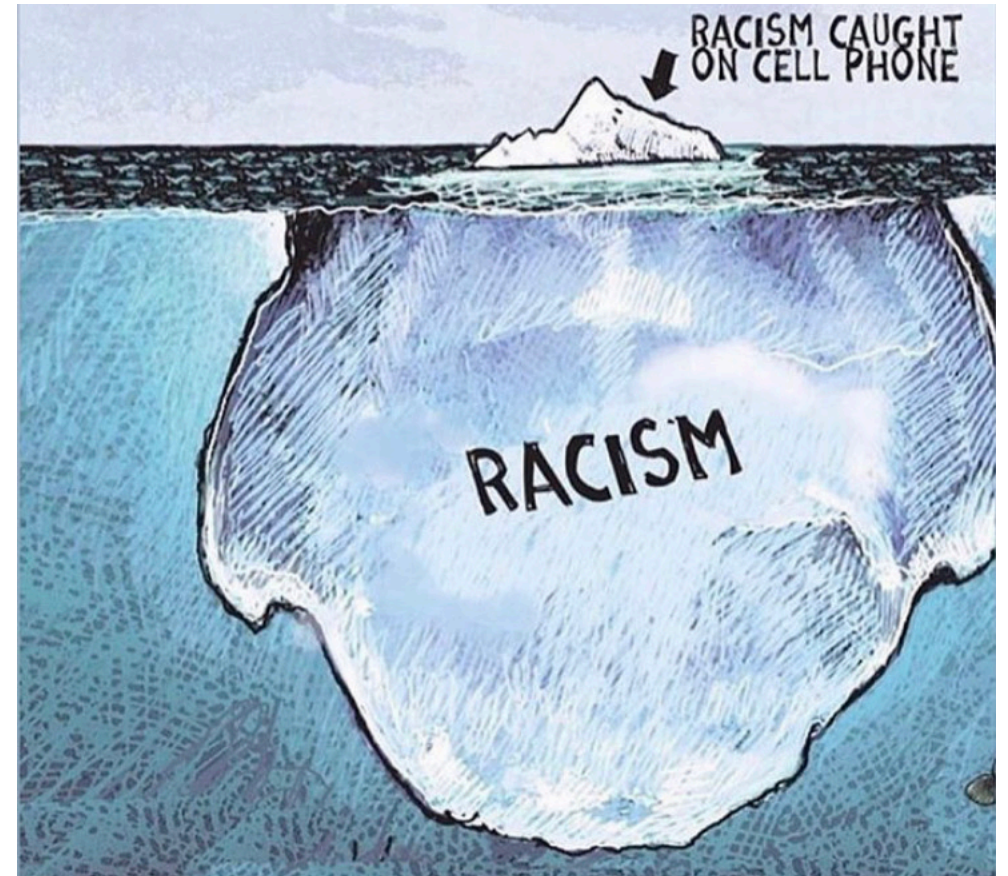
- 1776: Caucasian, Mongolian, Malayan, Ethiopian, American
- 2020: White, Black or African American, American Indian or Alaska Native, Asian, Native Hawaiian and Pacific Islander, Other

## **Racial identity is real.**

And it's defined by each individual.

## Racism is...

- Race prejudice + social and institutional power
- A system of advantage based on race
- A system of oppression based on race
- A white supremacy system



## **Racism = prejudice + power**

### **Prejudice**

- An attitude based on limited info and stereotypes
- Positive or negative
- Denies individuality

### **Power**

- Authority thru social structure
- Relies on (threat of) force
- Constantly shifting; relational
- No intent necessary

## What racism looks like:

- Ordinary
- Benefits all white people
- Ignores that race isn't real
- Fluid, flexible
- Driven by an economic agenda

## Personal

Private beliefs, prejudices, & ideas that individuals have

## Institutional

Discriminatory treatment, policies & practices, within organizations & institutions

## Interpersonal

The expression of racism between individuals

## Structural

System in which public policies, institutional practices, and other norms perpetuate racial group inequality

# 4 Levels of Racism

*The Role of Senior Leaders in Building a Race Equity Culture*  
Kerrien Suarez Director at Equity in the Center

# White privilege

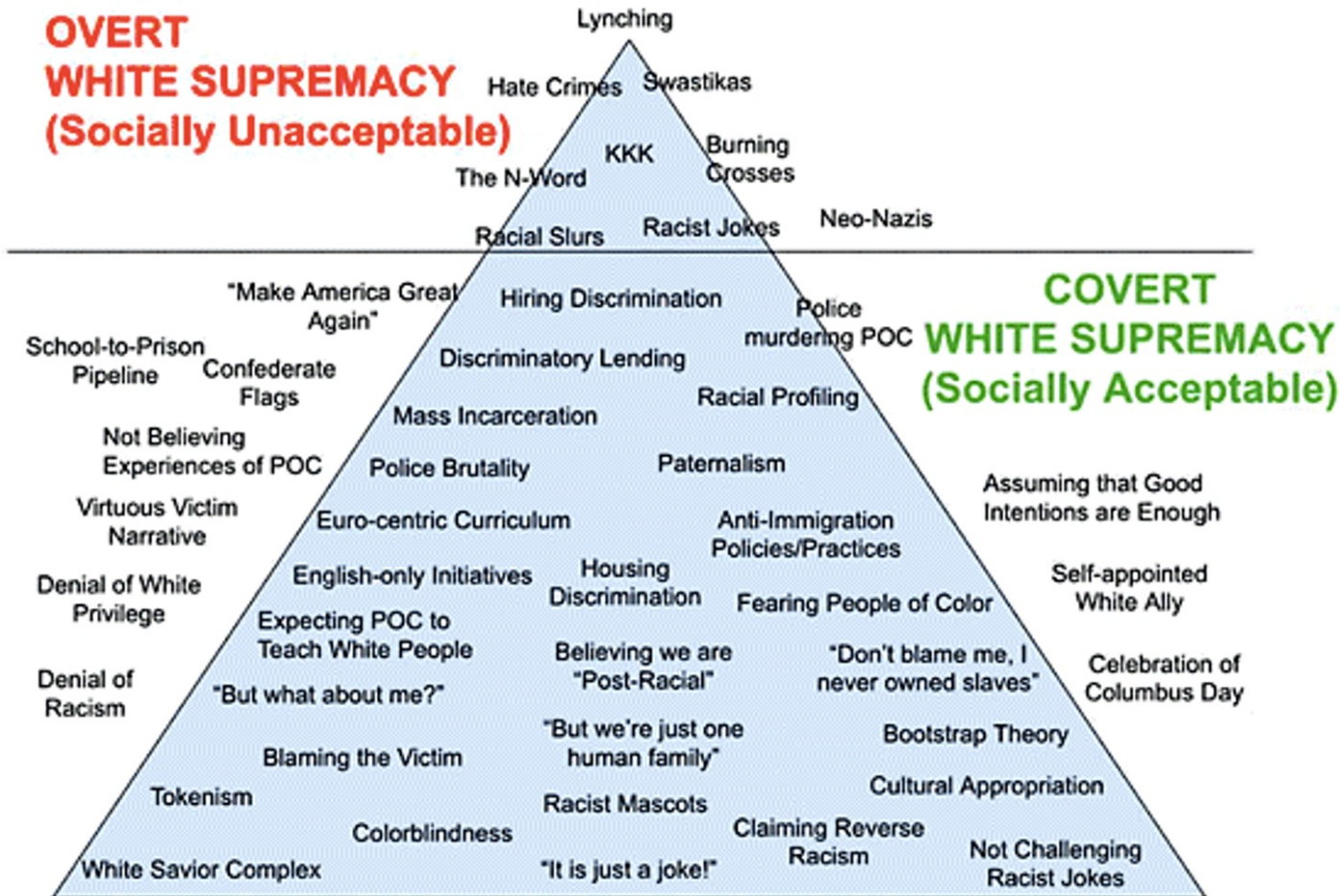
**"WHITE PRIVILEGE IS YOUR HISTORY BEING PART OF THE CORE CURRICULUM AND MINE BEING TAUGHT AS AN ELECTIVE"**

ACTIVIST JOSE DEL BARRIO



“What’s the matter?  
It’s the same distance!”

# White supremacy



## More terms

- Tone-policing
- Respectability Politics
- Microaggressions
- Code switching
- Minority tax



# THE WAR ON DRUGS

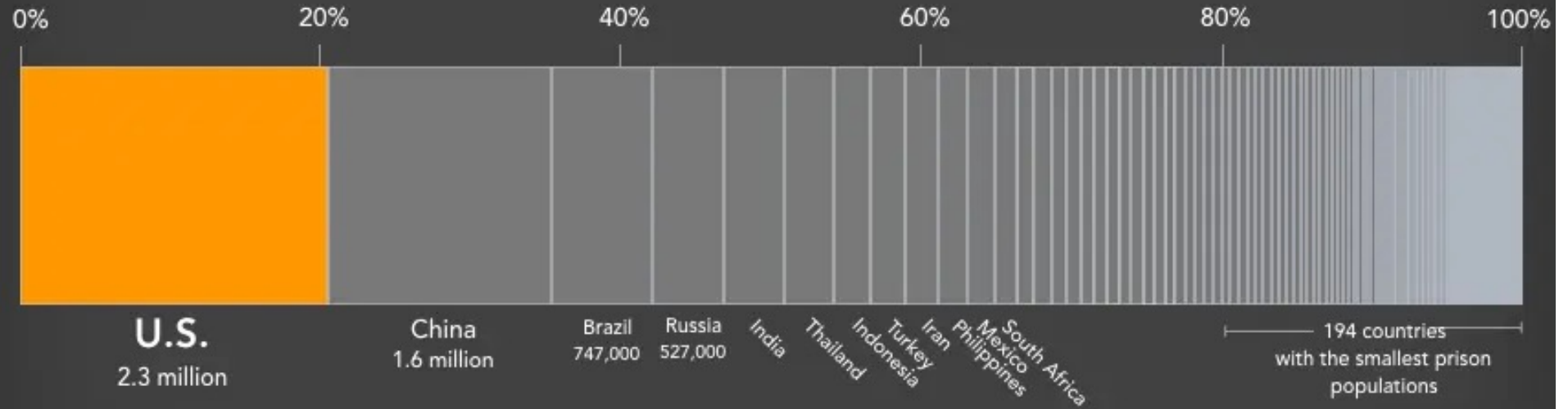
“The Nixon campaign in 1968, and the Nixon White House after that, had two enemies: the antiwar left and Black people... We knew we couldn't make it illegal to be either against the war or Black, but by getting the public to associate the hippies with marijuana and the Blacks with heroin, and then criminalizing both heavily, we could disrupt those communities. We could arrest their leaders, raid their homes, break up their meetings, and vilify them night after night on the evening news. Did we know we were lying about drugs? Of course we did.”

–John Ehrlichman, Domestic Policy Chief for Richard Nixon

# WAR ON DRUGS

## 1 out of 5 incarcerated people in the world is incarcerated in the U.S.

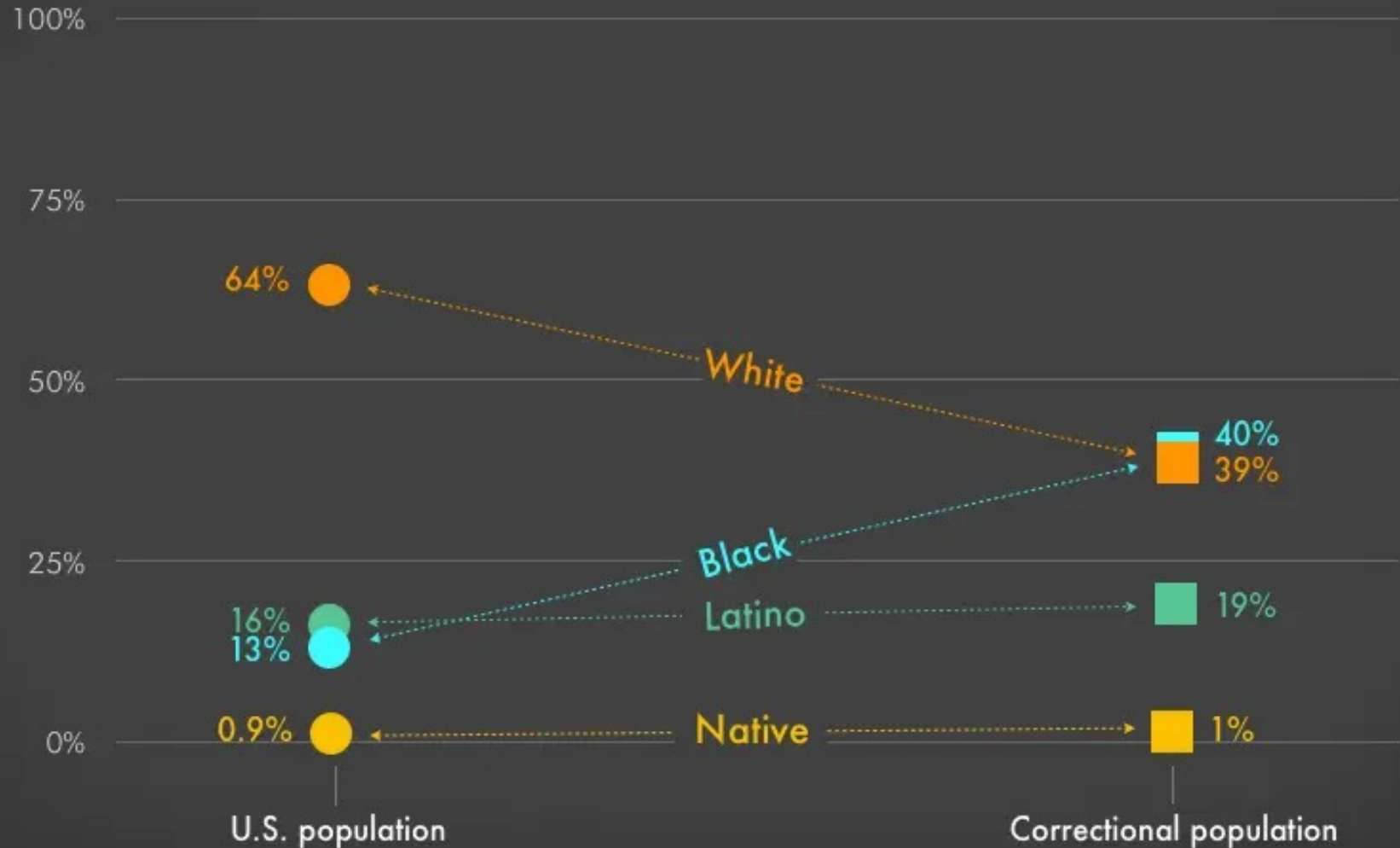
Eleven million people around the world are in prisons and jails. The U.S. locks up a larger share of these people than any other country, with as many incarcerated as the 194 countries with the smallest incarcerated populations combined.



# WAR ON DRUGS

## Racial and ethnic disparities in correctional facilities

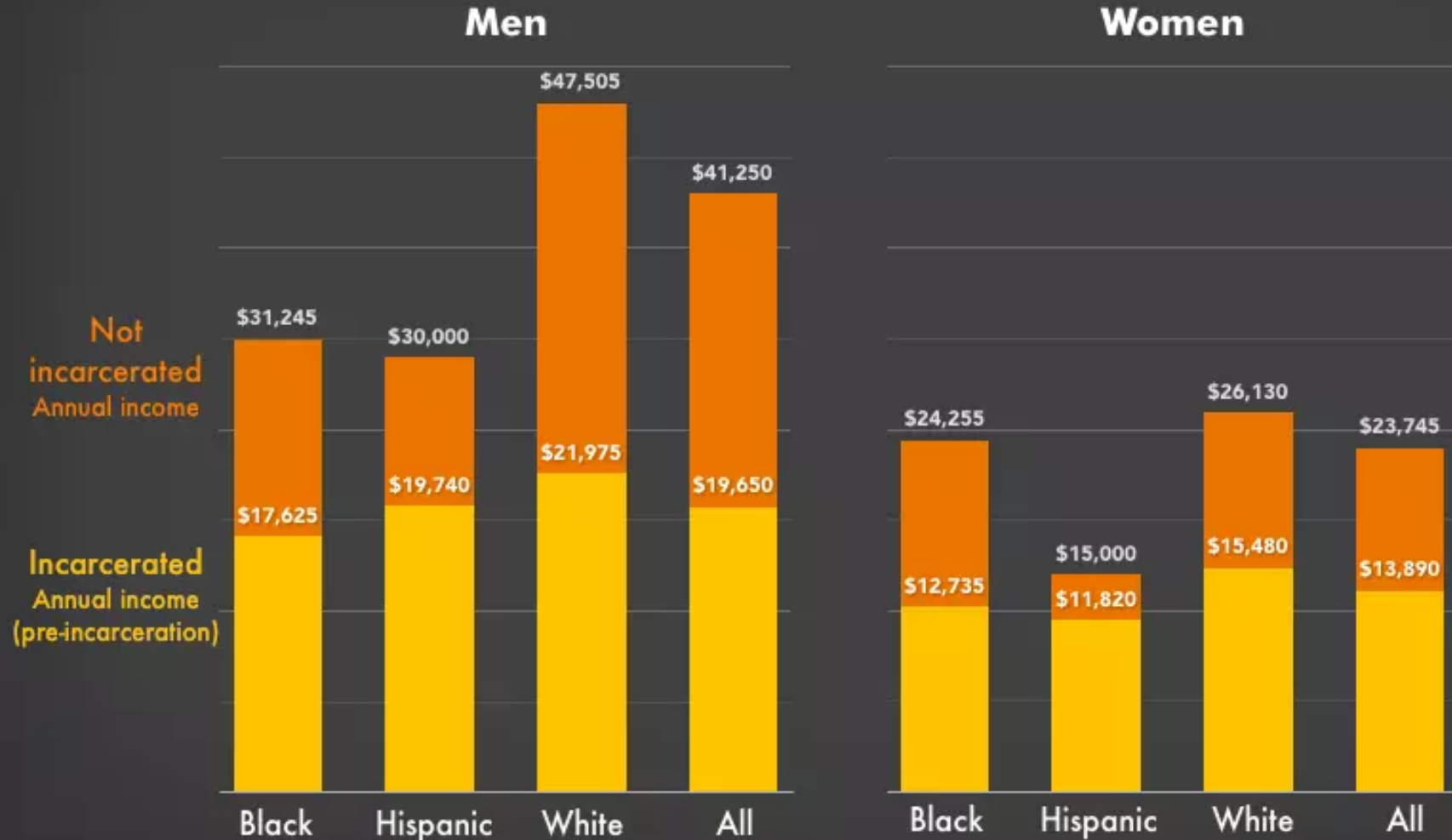
Whites are underrepresented in the incarcerated population while Blacks are overrepresented.



# WAR ON DRUGS

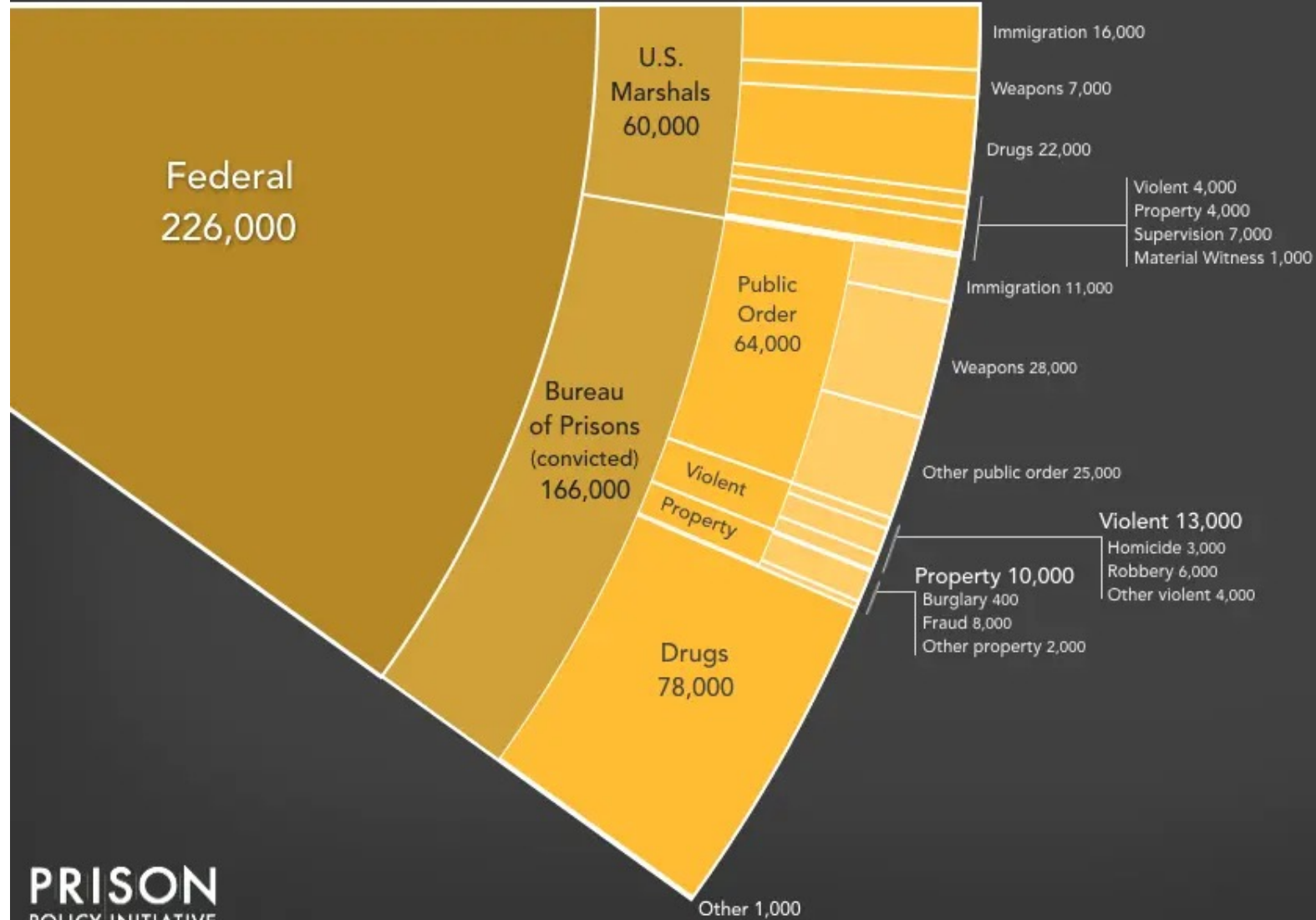
## Most people in prison are poor, and the poorest are women and people of color

Median annual pre-incarceration incomes for people in state prisons ages 27-42, compared to incomes of same-age non-incarcerated people, by race/ethnicity and gender (in 2014 dollars)

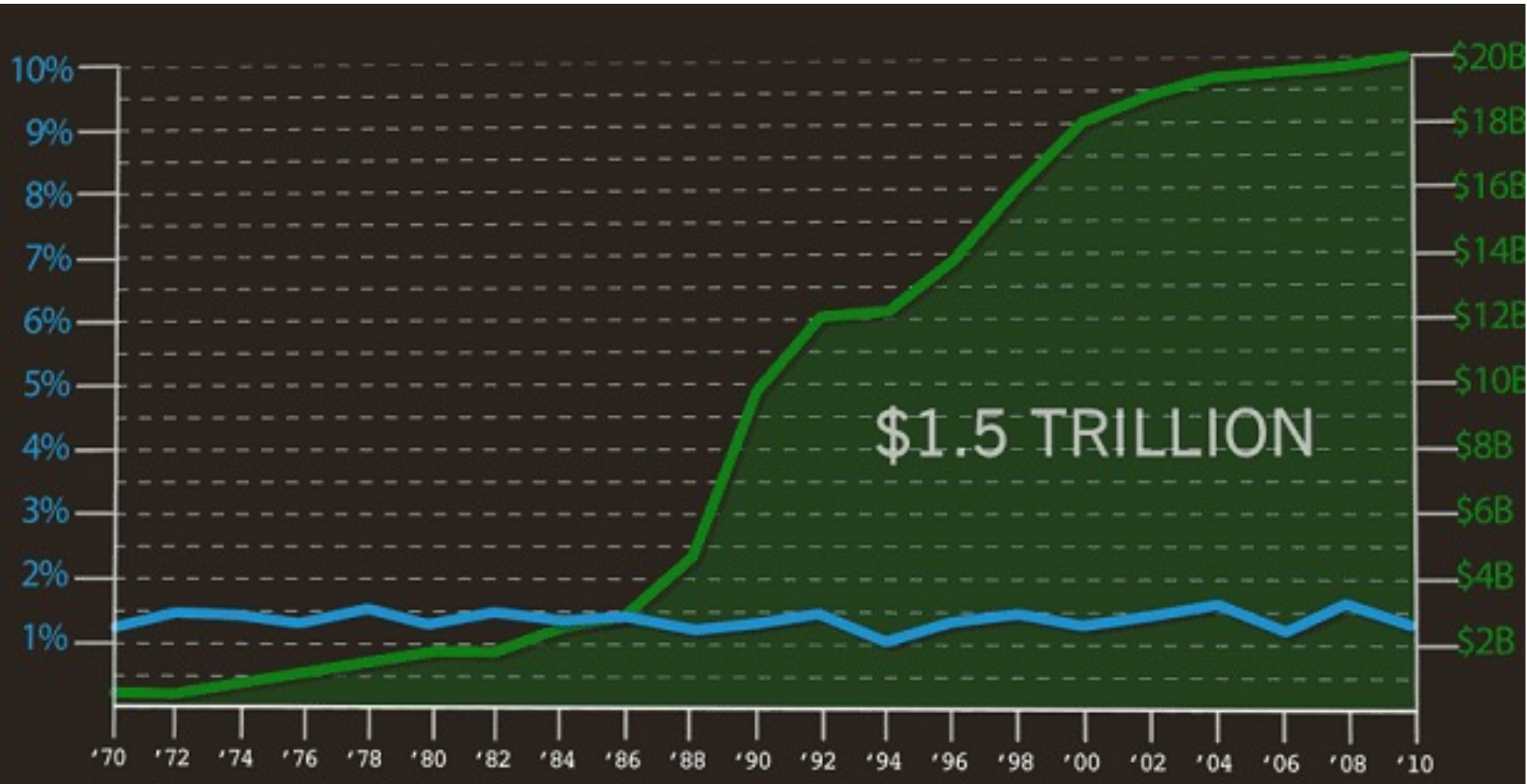


# WAR ON DRUGS

Despite reforms, drug offenses are still a defining characteristic of the federal system



# WAR ON DRUGS



U.S. Drug Addiction Rate, 1970 - 2010  
U.S. Drug Control Spending, 1970 - 2010



# RACISM & HEALTH

## Why don't POC receive good care?

- Racism (implicit or explicit) in treatment
- Lack of availability of treatment options
- Lack of (or unaffordable) healthcare coverage
- Lack of transportation or childcare
- Difficulty taking time off work
- Behavioral healthcare system biased toward white norms
- High level of mental health stigma among POC
- A belief that mental health treatment “doesn't work”

# Why is race a public health issue?

- 96% of Black Americans report experiencing racism and discrimination daily.
- Depression for Black men is up 4x in past two decades.
- Suicide is the 3rd leading cause of death for Black males 15-24.
- High earning Black women have the same risk for low birth-weight babies as low-earning white women.
- Hate crimes are at their highest level in a decade with Black Americans being the most targeted.

# Why is race a public health issue?

- In the US, Black men and boys are more likely to be killed by police than white counterparts.
- Black people are more at risk of having complications in childbirth.
- Black people are disproportionately affected by poverty and economic distress.
- Black people are more likely to be casualties of COVID-19.
- Repeatedly witnessing Black death has devastating effects on mental health.

# ANTI-RACISM

THEY TRIED TO BURY ME.  
THEY DIDN'T KNOW  
I WAS A SEED.

REONNA TAYLOR

THE REVOLUTION IS NOW.

COREY  
BOYKIN



M



DARNELL  
WICKER

DAVID  
MCATEE



SAY  
HER  
NAME.

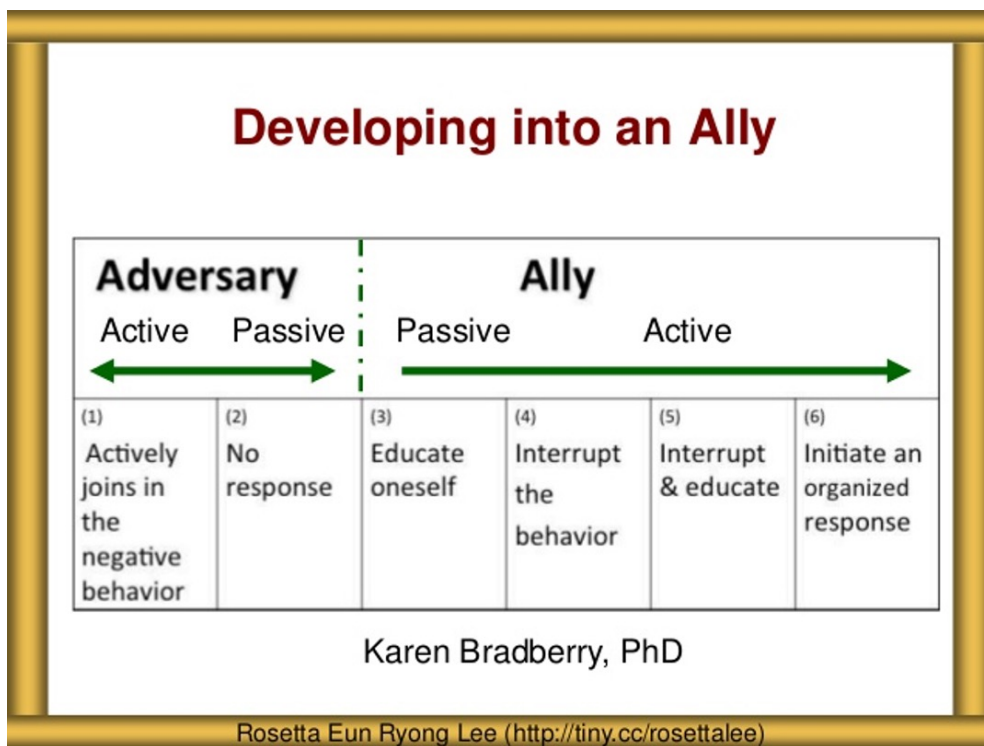
DEMONJHEA  
JORDAN



DENG  
MANYUON



# Adversaries, Allies, & Accomplices



## HOW TO BE A RACIAL TRANSFORMER

Here's a sample illustration to remind you of the many possible ways to use your power—your superpowers—as a Racial Transformer.

**ALERT EYES:** keep your eyes on the prize by envisioning real solutions to the realities of racism, using an equity-conscious lens, rather than colorblindness.

**OPEN MIND:** learn about others' histories, plights and aspirations, and make conscious choices that prioritize racial equity and inclusion.

**BIG EARS:** listen to, and learn from, people of color.

**VOCAL MOUTH:** speak up and speak out about injustices—and help others find their voice by knowing when *not* to speak.

**STRONG BACKBONE:** muster the courage to take risks, go against the grain and even make mistakes.

**LOVING HEART:** respect and uplift the dignity and humanity of every person.

**ROLLED-UP SLEEVES:** dig in and do the work—not just talk—of racial justice.

**OUTSTRETCHED ARMS:** join hands with others unlike you in organizing and building power for change.

**DECODER RING:** watch out for coded racism and expose it.

**SMART PHONE** (if you have one): inform and activate your networks—blog, share, tweet, comment, and post prolifically about race issues and actions.

**POCKETBOOK:** donate to social change causes (especially those lead by people of color); and support good businesses and boycott the bad ones.

**MOVING LEGS:** visibly “vote with your body” by showing up in support and solidarity at public actions, marches and rallies.

**GROUNDED FEET:** dig in for the long haul—holding onto your values, allies, aspirations and spirit—eager to dance in the delight of being on a worthwhile and winning road to justice.

## Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

## Equity



**Everyone gets the supports they need** (this is the concept of "affirmative action"), thus producing equity.

## Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

## Not Racist vs. Anti-Racist

### Not Racist

- Mask for racism
- Indicates neutrality
- Endorses racial hierarchy
- Allows inequity to linger
- Stays in comfortable inaction

### Anti-Racist

- Rooted in equity and justice
- Confronts inequities and injustices
- Identifies, exposes, dismantles.



# OUR WORK

# **LRCC's Anti-Racism Plan**

- Engage the community and contributors/stakeholders
- Encourage anti-racism and provide resources
- Empower marginalized and oppressed groups
- Advance the cause
- Critical assessments & accountability

# Engage



# Encourage



# Empower



# Advance the cause



# Accountability





# TAKE ACTION

**TAKE ACTION**

**[tinyurl.com/antiracism21](https://tinyurl.com/antiracism21)**

**21-DAY**  
**ANTI** racism  
**CHALLENGE**



**[www.idiinventory.com](http://www.idiinventory.com)**



**INTERCULTURAL  
DEVELOPMENT  
INVENTORY**

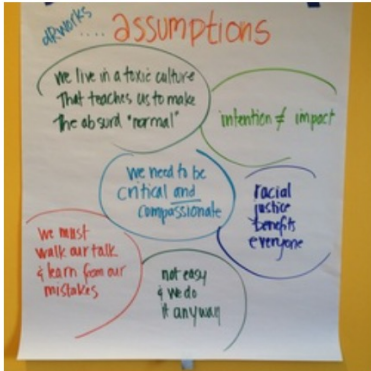
---

**Intercultural  
Development Inventory<sup>®</sup>**

**Intercultural Development Plan**

---

# www.dismantlingracism.org



ASSUMPTIONS



RACISM DEFINED



ANALYSIS TOOLS



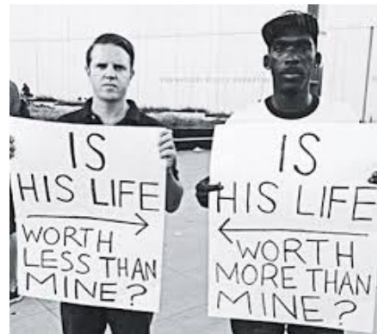
RESOURCES



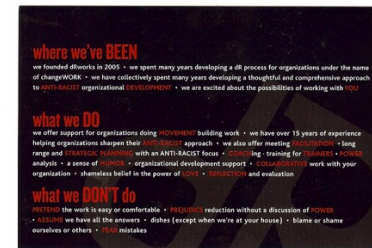
HISTORY



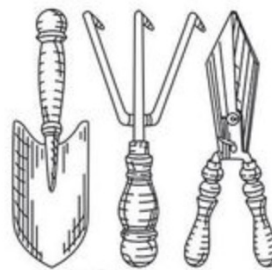
INTERNALIZATIONS



WHITE SUPREMACY CULTURE



ABOUT dRWORKS



ACTION TOOLS

# **Impact is greater than intent.**

- Your intentions don't matter. Your actions do.
- Ignorance is not a justification.
- Showing up imperfectly will happen.
- Create and implement real, effective change.

## **Be courageous by...**

- Exploring and acknowledging your own racism and blind spots.
- Having difficult conversations about systemic racism within your circles of influence.
- Being an advocate for racially trauma-informed programs.
- Speaking truth to power, explicitly calling for the dismantling of oppressive systems.
- LISTENING.

“

**THE BEAUTY OF ANTI-RACISM** is that you don't have to pretend to be free of racism to be anti-racist. Anti-racism is the commitment to fight racism wherever you find it, including yourself. And **it's the only way forward.** -IJEOMA OLUO

”

