



Eastern CoC DEI Training

Part III

May 18, 2023

REAL

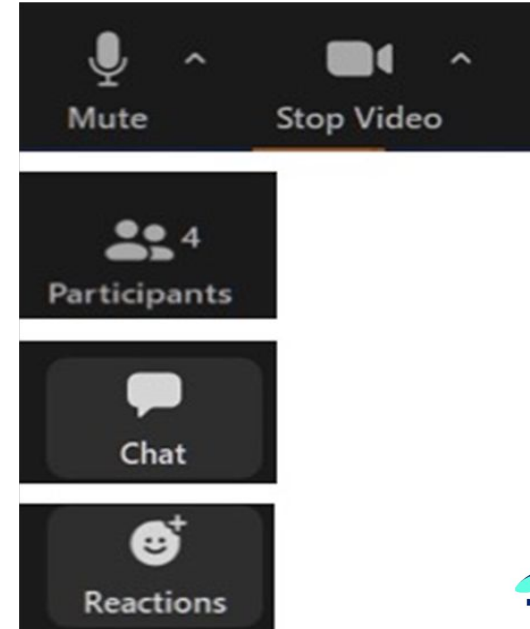
RACIAL EQUITY ACTION LAB

Zoom Controls on Zoom Panel



Typically on the bottom of the screen

- Mute and Stop Video – gives you control of sound and picture
- Participants – see your peers on the call
- Chat – talk with your peers on the call
- Reactions – emojis to respond to questions





Welcome & Introductions



Eastern PA CoC DEI Training: Practitioners and Facilitators



Alison Korte
Senior Associate - TAC



Phil Allen
Associate II- TAC



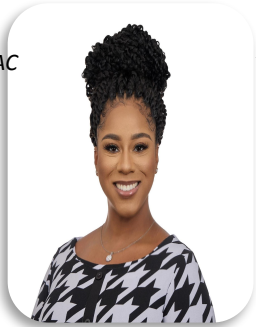
Yacine Tom Wing
*Case Manager - Family Promise of the Poconos
CoC DEI Committee*



Krunal Thakore
*Operations Director - The Gate House, Transitional Housing & Care Center
CoC DEI Committee*



Heather Boher
*Intake coordinator/Case Manager
My Father's House
CoC DEI Committee Member*



Nastacia' Moore
Senior Associate - TAC



Timaki Johnson
*Program and Staff Manager - Family Promise of the Poconos
CoC DEI Committee*



Eastern PA CoC Support:

Leigh Howard

*President, Diana T. Myers &
Associates, Inc.*

Mary Penny

*Eastern PA CoC Coordinator
Diana T. Myers & Associates,
Inc*

Brendan Auman

*Homeless Program Manager
Center for Community & Housing Development
PA Department of Community & Economic
Development*





Introductions

- Name
- Pronouns
- Racial identity

→ What is your favorite smell?





Real Labor Acknowledgement

Before we begin...

We must recognize that much of what we know of the United States today, including its culture, economic growth, and development throughout history and across time, has been made possible by the forced labor of enslaved Africans who suffered the horror of the transatlantic trafficking of their people and chattel slavery, which has stripped generations of wealth from African Americans. Additionally, our country continues to exploit the labor of Latinx workers who pay billions into Social Security but will never benefit from it. We are indebted to our BIPOC ancestors labor and sacrifice, who have historically, and continue to be, underemployed and overlooked, often working multiple jobs to make ends meet. We must acknowledge the tremors of that violence throughout the generations and the resulting impact that can still be felt and witnessed today.

- Dr. LaMont Green

Land Acknowledgement



*We recognize and acknowledge Pennsylvania as being the land of its original caretakers – the **Erielhonan** (Erie), **Haudenosaunee** (Iroquois), **Lenni-Lenape**, **Shawnee**, **Susquehannock**, and **Tuscarora** nations, and the **Honniasont**, **Saluda**, **Saponi**, **Tutelo**, and **Wenrohronon** tribes. We pay respect to the Native peoples of Pennsylvania past, present, and future and their continuing presence in their homeland and throughout their diasporas. We hold ourselves accountable to learn the true history of the Native people whose unceded land Pennsylvania now occupies, and to support native led projects that heal trauma through decolonization.*

<https://www.nyfa.org/support-nyfa/covid-19-response-fund/>
<https://decolonization.org/index.php/des/article/view/18630>
<https://thelenapecenter.com/our-work/>
<https://guidelinesforcollaboration.info/>



Agenda

- I. Welcome**
- II. Introductions & Grounding**
- III. Reflections & Debrief Session II**
- IV. White Dominant Culture - Defensiveness**
- V. Intersectionality**
- VI. Levels of Racism**
- VII. BREAK**
- VIII. CoC DEI Committee Work & Updates**
- IX. Closing & Next Steps**



Learning Objectives Session II

After today's training, you will...

- Reflect on key takeaways & opportunities for personal growth from session II
- Understand how defensiveness can slow equity work
- Define intersectionality
- Provide examples of the different levels of racism
- Obtain information on the CoC DEI Committee work



Reflections & Debrief



Session II - Review

- Why is vulnerability critical for advancing equity work?
- What are microaggressions and why are they harmful? What are some examples of microaggressions?
- What is white privilege? What are some examples of white privilege you've seen lately?





Session II - Reflections

- What stuck with you the most from our last session?
- How did we do honoring our group agreements?
- What was particularly challenging?
- How did you care for yourself after our session?
- What could we clarify?
- Where should we spend more time?



Group Agreements

- Mute your line when you're not speaking, cameras on builds community
- Be present, listen actively, and use "I" statements
- Choose courage over comfort
- The goal is not to agree right now but rather gain a deeper understanding. We will not leave with closure
- Participate to the fullest of your ability – our collective growth depends on the inclusion of every individual voice
- Recognize emotional tax, extra labor and burden that Black, Indigenous, Asian, Native Hawaiian, Pacific Islanders and all people of color face in triggering conversations
- Instead of invalidating somebody else's story with your own spin on their experience, share your own story and experience
- Do not be afraid to respectfully challenge one another by asking questions, but refrain from personal attacks – focus on ideas
- Anything else?



Group Agreement

Posting Recorded Training Series



Inhale Courage...1...2..3 Exhale Fear...1...2....3

*“The beauty of anti-racism is that you don’t have to pretend to be free of racism to be an anti-racist. Anti-racism is the **commitment** to fight racism wherever you find it, including in yourself. And it’s the only way forward.”*

— Ijeoma Oluo



Defensiveness



Intersectionality





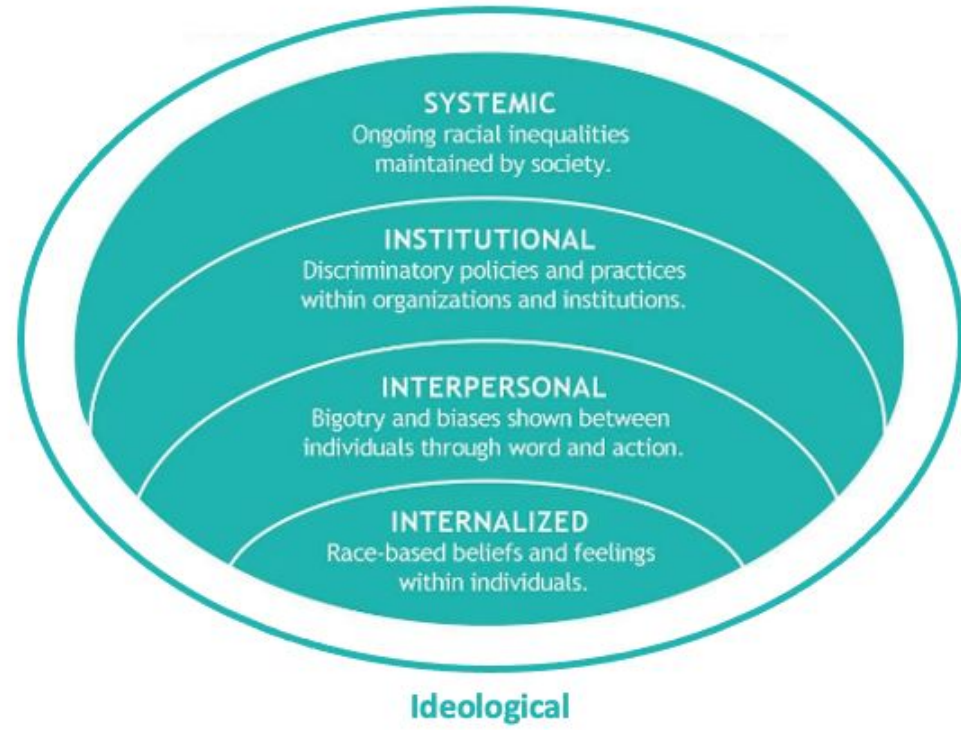
Intersectionality

Developed by *Kimberlé Crenshaw*

Agent/Privileged Group	Target/Oppressed Group	Oppression
White	Black, Brown, Indigenous, People of Color	Racism
Non-native	Native Indigenous	Colonialism
Cisgender Men	Women & Trans People	Sexism & Cisgenderism
Non-Disabled	People differently abled	Ableism
Christian	Other religions or ways of being	Christian Hegemony
Heterosexual	Lesbian, Gay, Bi, Queer, etc.	Heterosexism
Adult	Youth/Elder	Ageism
Wealthy	Poor and Working Class	Classism
Citizen	Non-Citizen	Nationalism
Formally Educated	Non-formally Educated	Elitism



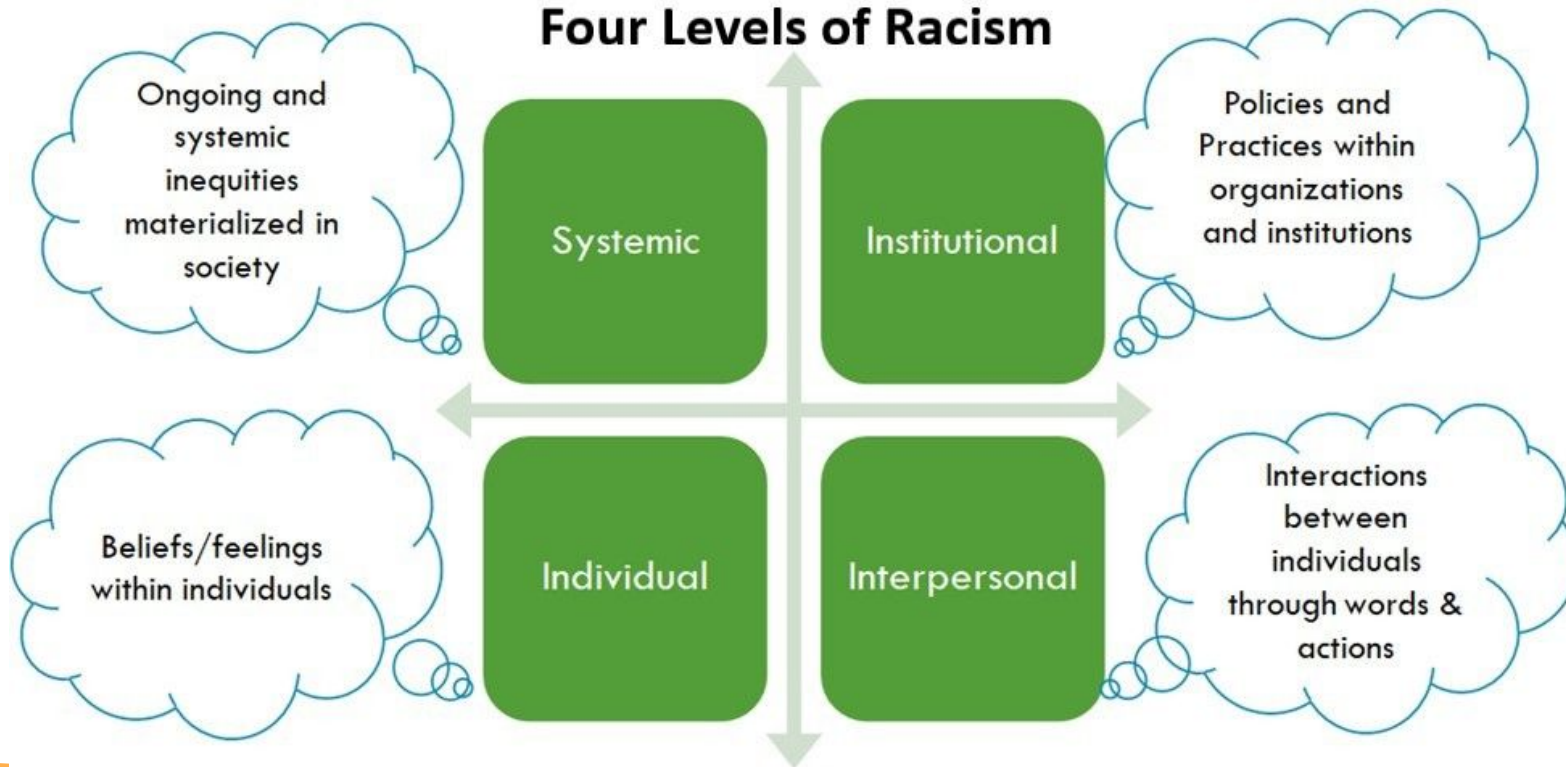
Levels of Racism





Levels of Racism

Four Levels of Racism





Levels of Racism

Systemic

Infrastructure of rulings, ordinances or statutes promulgated by a sovereign government or authoritative entity, whereas such ordinances and statutes entitles one ethnic group in a society certain rights and privileges, while denying other groups in that society these same rights and privileges because of long-established cultural prejudices, religious prejudices, fears, myths, and Xenophobia's held by the entitled group.



Levels of Racism: Systemic

What systems have **perpetuated** inequities for traditionally disenfranchised populations?

What other systems/services have **failed** traditionally disenfranchised populations?

What systems have **perpetuated** inequities for traditionally disenfranchised populations?

EDUCATION

BLACK STUDENTS ARE 3x MORE LIKELY TO BE SUSPENDED THAN WHITE STUDENTS FOR SIMILAR INFRACTIONS

BLACK CHILDREN MAKE UP 50% OF SUSPENSIONS

ONCE BLACK CHILDREN ARE IN THE CRIMINAL JUSTICE SYSTEM, THEY ARE 18x MORE LIKELY TO BE TRIED AS AN ADULT THAN WHITE KIDS.

HOUSING

REDLINING IS THE SYSTEMATIC DENIAL OF VARIOUS SERVICES TO RESIDENTS OF SPECIFIC NEIGHBORHOODS OR COMMUNITIES. IT WAS OUTLAWED IN THE 60'S BUT THE PRACTICE AND ITS EFFECTS NEVER REALLY WENT AWAY.

72% OF WHITE HOME OWNERS vs 42% OF BLACK HOME OWNERS

PEOPLE OF COLOR ARE SHOWN AND TOLD ABOUT FEWER HOMES AND APTS. THAN WHITES

SURVEILLANCE

BLACK DRIVERS ARE 30% MORE LIKELY THAN WHITES TO BE PULLED OVER BY THE POLICE

MORE THAN 1/2 OF YOUNG BLACK AMERICANS KNOW SOMEONE, INCLUDING THEMSELVES, WHO HAS BEEN HARASSED BY THE POLICE

EMPLOYMENT

BLACK UNEMPLOYMENT RATES HAVE BEEN CONSISTENTLY 2x HIGHER THAN THAT OF WHITES FOR THE PAST 60 YEARS

APPLICANTS WITH WHITE SOUNDING NAMES GET CALLED BACK 50% MORE THAN PPL W/ BLACK NAMES, EVEN WITH IDENTICAL RESUMES

BLACKS W/ COLLEGE DEGREES ARE 2x MORE LIKELY TO BE UNEMPLOYED

WEALTH

WHITE FAMILIES HOLD 90% OF NATIONAL WEALTH. BLACK FAMILIES HOLD 2.6% OF IT.

FOR EVERY \$100 EARNED BY WHITE FAMILIES, BLACK FAMILIES EARN \$730

SINCE THE 2008 RECESSION THE WEALTH GAP HAS INCREASED

HEALTHCARE

67% OF DOCTORS HAVE UNCONSCIOUS RACIAL BIASES

BLACK AMERICANS ARE FAR MORE LIKELY THAN WHITES TO LACK ACCESS TO EMERGENCY MEDICAL CARE

BLACK MOTHERS ARE 4x TIMES MORE LIKELY TO DIE FROM PREGNANCY COMPLICATIONS

CRIM JUSTICE

BLACK PEOPLE ARE 20% MORE LIKELY TO BE SENTENCED TO JAIL TIME + 20% LONGER SENTENCE THAN WHITES FOR SIMILAR CRIMES

BLACKS MAKE UP 13% OF NATION'S POPULATION vs 40% OF PRISON POPULATION

7.4 PERCENT OF DISENFRANCHISED BLACK AMERICANS + 1.8 NON BLACK AMERICANS



Levels of Racism

Institutional

Discriminatory treatment, unfair policies and practices, and differing opportunities in a specific institution on the basis of race. Individuals within institutions take on the power of the institution when they reinforce racial inequities, even unintentionally.



Levels of Racism

How might we interrupt institutional racism as it relates to housing and homelessness?

Institutional



Levels of Racism

Interpersonal

The expression of racism that occurs when two or more individuals interact and their personal beliefs and prejudices manifest in outward behaviors. This can be deliberate or unintentional, but either way serves to perpetuate and reinforce racism

Individual

Negative beliefs/feelings about oneself



Break



CoC DEI Committee Updates

CoC DEI Committee Charter - finalize DEI Committee Charter

Gaps Analysis - Committee will support review to identify strategies to inform solutions

- [View on Tableau](#)
- [Gaps Analysis Presentation](#)

FY 2023 Renewal Scoring Criteria - Including People with Lived Experience/Expertise to advance equity

- The Eastern PA CoC is committed to advancing equity in the provision of homeless assistance services for people who may face additional barriers due to race, ethnicity, LGBTQ status, religion, immigrant status, etc.
 - *NOTE: The Funding Committee requested information from grantees about recent or current actions to address disparities and advance equity as part of the 2020 renewal scoring criteria. The Funding Committee is revisiting this question as part of the 2023 renewal scoring criteria*
- Scoring Element - People with Lived Experience/Expertise on Board - HUD requirement per CoC Interim Rule Section 578.75(g)

Support VI-SPDAT replacement process

[Application to join a Committee of the Eastern PA CoC](#)

[Link to join CoC as a Member](#)



Contact Information

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- Philip Allen: pallen@tacinc.org



Resources

- GLSEN: <https://www.glsen.org/activity/pronouns-guide-glsen>
 - <https://www.nyfa.org/support-nyfa/covid-19-response-fund/>
 - <https://decolonization.org/index.php/des/article/view/18630>
 - <https://thelenapecenter.com/our-work/>
 - <https://guidelinesforcollaboration.info/>
 - <https://native-land.ca/>
 - <https://www.ijeomaoluo.com/>
 - [Cultural Norms of White Supremacy: Defensiveness - video clip](#)
 - [Divorcing From White Supremacy Culture - Tema Okun](#)
 - [What Is Intersectionality? - video clip](#)
 - [African American Policy Forum - Intersectionality](#)
 - [Definition: Intersectionality](#)
 - [Everyday Racism - video clip](#)
 - [The Labels We Carry- video clip](#)
 - [Emmanuel Gospel Center](#)
- Additional Resources
- [CoC Racial Equity Analysis Tool](#)
 - [The 4 I's of Oppression](#)
 - [Pew Research Center - Black Americans Have a Clear Vision for Reducing Racism](#)