# THE PARTNERSHIP
FOR INCLUSIVE DISASTER STRATEGIES

Addressing Institutionalized Racism During Disasters

www.disasterstrategies.org

Accessibility for this Presentation

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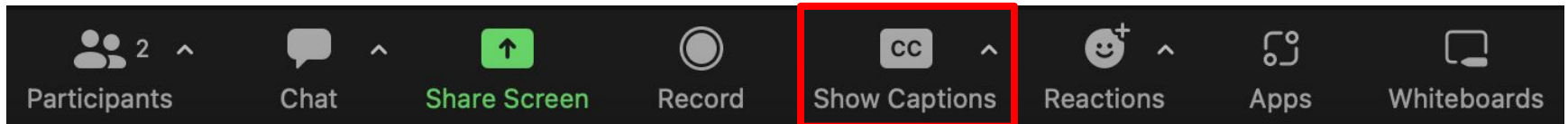
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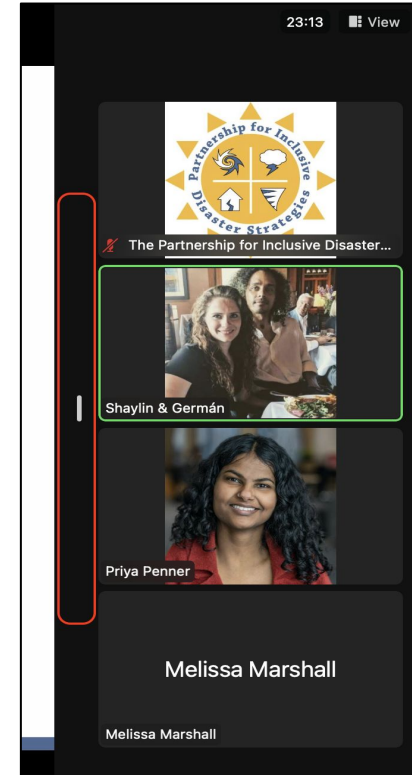
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To Participate:

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  - Ex. "slow down please"

- If the chat is not accessible to you, please email your questions to priya@disasterstrategies.org.

Reminders for this Presentation

Friendly reminders:

- Please identify yourself before speaking.

  - Ex. "This is Priya, and…"

- Please avoid speaking while others are speaking.

- Please keep yourself on mute when not talking.

- Please define any acronyms you use.

Welcome and About Us

Who We Are: The Partnership

The Partnership for Inclusive Disaster Strategies is the only U.S. disability-led organization with a focused mission on equity for people with disabilities and people with access and functional needs throughout all planning, programs, services and procedures before, during and after disasters and emergencies.

Ground Rules

- Maintain confidentiality

- Ask questions

- Have fun!

Today's Goals

Building your confidence in understanding:

- Key terms related to racism

- The impacts of racism during disasters

- How to recognize and interrupt internalized racism

- How to recognize and interrupt racism in your CIL and community

Disasters are Increasing

"People in Daytona Beach, FL are especially likely to experience increased risks from heat, precipitation, and flood." (ClimateCheck)

"Extreme heat kills more people per year than any other weather event." (National Weather Service)

Disasters are Increasing

- By 2080: 1.5 to 3.4 feet sea level rise possible all over Florida.

- By 2100:
  - Worse case: a 7-foot sea level rise may flood South Florida and coastal cities.
  - Likely case: About 2 feet of sea level rise along the U.S. coastline was likely … impacting 1 million Florida homes, representing a current market value of more than $351 billion. (Palm Beach Post)

Disproportionate Impact

"People with disabilities are 2-to-4 times more likely to die or be injured in a disaster than non-disabled people."

(United Nations)

"During Hurricane Katrina, Black people were 1.7 to 4 times more likely to die than white people."

("Disparity in disaster preparedness between racial/ethnic groups")

Key Terms and Principles

Social Identities

Social identities in the US:

- Race
- Ethnicity
- Gender identity
- Sexual orientation
- Disability
- Education

- Income
- Language
- Family heritage
- Place of origin
- Religion / faith
- Political affiliation

Marginalized Identities

Marginalized Identity: Social identity that is pushed to the margins, to be forgotten about or actively excluded.

People with marginalized identities include:

- People of color (Black, Asian, etc.)

- People who do not have a high school / college degree

- People who are experiencing homelessness

- People who have different political leanings than the majority in the area

Privileged Identities

Privileged Identities: "Privilege … gives advantages, favors, and benefits to members of dominant groups at the expense of members of target groups." ([Vanderbilt University](#))

Intersectionality

Coined by Dr. Kimberlé Crenshaw, **intersectionality is a framework** designed to explore the interlocking effects of race, class, gender, and other marginalizing characteristics that contribute to social identity and affect health.
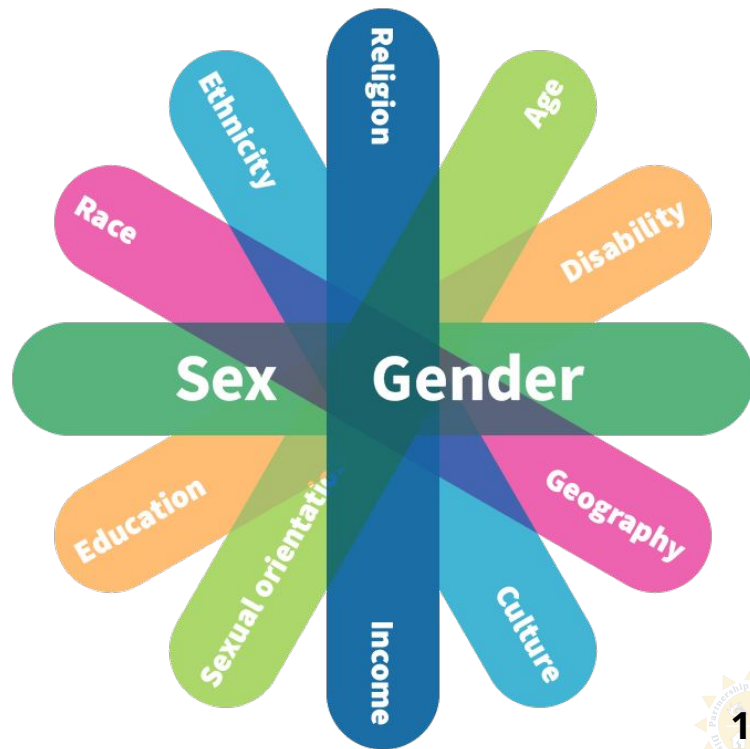
Question for You

What privileged identities do you hold?

What marginalized identities do you hold?

Key Term: Bias

Bias

Bias is prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.

Implicit Bias

Implicit bias is when we have attitudes towards people or associate stereotypes with them without our conscious knowledge.

Key Term: Prejudice

Prejudice

Prejudice is a preconceived judgment or opinion; an adverse opinion or leaning without just grounds or before sufficient knowledge; or an irrational attitude of hostility directed against an individual, group, a race, or their supposed characteristics

Key Term: Oppression

Oppression

Oppression is the "combination of prejudice and institutional power that creates a system that regularly and severely discriminates against some groups and benefits other groups."

Key Term: Institutional Racism

Institutional Racism

"When dealing with institutional racism, there may not be any one specific event or person that can be identified as the problem. The difference in how people are treated is buried away in processes and systems – "racism without racists" as it is sometimes described." (BBC)

Key Term: White Supremacy

"**White supremacy** is an historically-based, institutionally perpetuated system of exploitation and oppression of continents, nations, and peoples of color by white peoples and nations of the European continent, for the purpose of maintaining and defending a system of wealth, power, and privilege." ([Betita Martinez](#))

Key Term: Internalized Oppression

Internalized Oppression

"Internalized oppression is not the cause of our mistreatment; it is the result of our mistreatment.

It would not exist without the real external oppression that forms the social climate in which we exist.

Once oppression has been internalized, little force is needed to keep us submissive. …

Key Term: Internalized Oppression

Internalized Oppression

… We harbour inside ourselves the pain and the memories, the fears and the confusions, the negative self-images and the low expectations, turning them into weapons with which to re-injure ourselves every day of our lives."

- Micheline Mason

Examples of Internalized White Supremacy

- "When white activists are given more props and support for joining Black resistance than Black folks.

- When Black folks do not credit Black queer communities for supporting and creating spaces for Black resistance.

- When Black, Indigenous or people of colour activists deem protesting as the only or most "real" form of activism, and question other forms of resistance."

Examples of Internalized White Supremacy

- "When you are the only director/manager/tenured faculty and you do not advocate for other Black, Indigenous, or people of colour folks at your work or distrust hiring, or mistreat Black people.

- When you preface excellence, knowledge and opportunity with "whiteness." within academia, government, health-care, business and community among others."

Key Term: Microaggressions

Microaggressions

"… the everyday slight, put down, indignity, or invalidation unintentionally directed toward a marginalized group."

- Dr. Derald Sue, Professor of Psychology and Education

Microaggression Equation

Microaggression + Microaggression + Microaggression =

- Alienation
- Frustration
- Low self-esteem
- Ableism
- Internalized ableism
- Potential death

Key Term: Microaggressions

Microaggressions include:

- Pulling back slightly when a mental health condition is disclosed

- Touching someone's durable medical equipment/assistive technology without their permission

- Assuming a disabled person cannot consent

- Inaccessible architecture

- Patronizing tones

Key Term: Micro-affirmations

Micro-affirmations

- "... apparently small acts, which are often ephemeral and hard-to-see, events that are public and private, often unconscious but very effective, which occur wherever people wish to help others to succeed."

- "Form part of the scaffolding that supports people to thrive"

Key Term: Micro-affirmations

Micro-affirmations include:

- Publicly giving a co-worker accolades for an accomplishment,

- Referring to specifics of a past conversation to show that you listened and remembered, or

- Saying hello to someone as they enter the CIL.

If that sounds a lot like basic courtesy, that's because it is.

Key Principle: Disability Justice

10 Principles of Disability Justice:

- Leadership of those most impacted

- Commitment to cross-disability solidarity

- Interdependence

- Collective liberation

Questions?

Impacts of Institutional Racism in Emergency Management

Poverty and Increased Disaster Risk

"Impoverished people are:

- More likely to live in hazard-exposed areas;

- Less able to invest in risk-reducing measures;

- Often forced to use their already limited assets to buffer disaster losses, which drives them into further poverty."

(PreventionWeb,
United Nations Disaster Risk Reduction)

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Climate Change is Racial Justice Issue

According to the Census Bureau, poverty statistics in 2021:

- White: 10%

- Black: 19.5%

- Native American: 24.3%

Climate Change is Racial Justice Issue

- "Black people are 40% more likely than non-African-Americans to live in areas with the highest projected increases in mortality rates due to changes in extreme temperatures." (CNN)

- "Communities that are mostly [B]lack, Hispanic or Native American experience 50 percent greater vulnerability to wildfires compared with other communities." (UW News)

Climate Change is Racial Justice Issue

Lack of information in multiple languages can result in communities of color not receiving timely and accurate information during emergencies, hindering their ability to make informed decisions.

Climate Change is Racial Justice Issue

How did we get here?

- Colonialism

- Moved away from climate safer practices from Indigenous communities

- Environmental denigration / fracking in Indigenous communities

- Systemic racism that lead to distrust of government agencies

Immigration and Customs Enforcement (ICE) as a Racist Institution

On October 27, 2021, DHS Secretary Mayorkas issued a new policy to ICE and CBP:

"To the fullest extent possible, we should not take an enforcement action in or near a location that would restrain people's access to essential services or engagement in essential activities. Such a location is referred to as a "protected area."

Source: https://www.dhs.gov/guidelines-enforcement-actions-or-near-protected-areas

Immigration and Customs Enforcement (ICE) as a Racist Institution

In providing examples of what a protected area is, the policy includes, a place where disaster or emergency response and relief is being provided such as:

- Along evacuation routes

- Where shelter or emergency supplies, food, or water are distributed

- Registration for disaster-related assistance or family reunification is underway"

Source: https://www.dhs.gov/guidelines-enforcement-actions-or-near-protected-areas

Immigration and Customs Enforcement (ICE) as a Racist Institution

- Not enforced reliably/consistently

- Doesn't specify how far ICE will be

- Enforcement of ICE policies focused on certain communities

Questions?

When a Disaster is Federally Declared

You may qualify for FEMA Individual and Household Program (IHP), services include:

- Money for temporary rental assistance
- Home repairs, personal property loss and other serious disaster-related needs
- Expenses not covered by insurance or other means.

Who Qualifies

1. **Citizen:** A person born in one of the 50 states, the District of Columbia, Puerto Rico, U.S. Virgin Islands, or the Northern Mariana Islands; a person born outside of the U.S. to at least one U.S. parent or a naturalized citizen.

2. **Non-Citizen National:** A person born in an outlying possession of the U.S. (i.e. American Samoa or Swain's Island) on or after the date the U.S. acquired the possession, or a person whose parents are U.S. non-citizen nationals. All U.S. citizens are U.S. nationals, but not every U.S. national is a U.S. citizen.

Who Qualifies

A "qualified alien" generally includes:

- Individuals who are Lawful Permanent Residents ("Green Card" holders)
- Asylees, refugees, or aliens whose deportation status is being withheld
- Aliens paroled into the U.S. for at least one year
- Aliens granted conditional entry (per law in effect prior to April 1, 1980)
- Cuban/Haitian entrant
- Certain aliens subjected to extreme cruelty or have been a victim of a severe form of human trafficking, including persons with a "T" or "U" visa

Applying Title 42 Against People of Color

"During the first six months of fiscal 2023, CBP used Title 42 to expel into Mexico citizens of Cuba, El Salvador, Guatemala, Haiti, Honduras, Nicaragua, and Venezuela roughly 130,000 times (counting months when Mexico accepted those countries' citizens)." (WOLA)

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Unequal Access to Response and Recovery Resources

Institutional racism can lead to unequal distribution of resources such as:

- Emergency funding
- Shelters
- Medical services
- Relief supplies

This leaves communities of color with inadequate support during and after disasters.

Unequal Access to Recovery Resources

"After a natural disaster, white people accumulate more wealth while residents of color accumulate less wealth."

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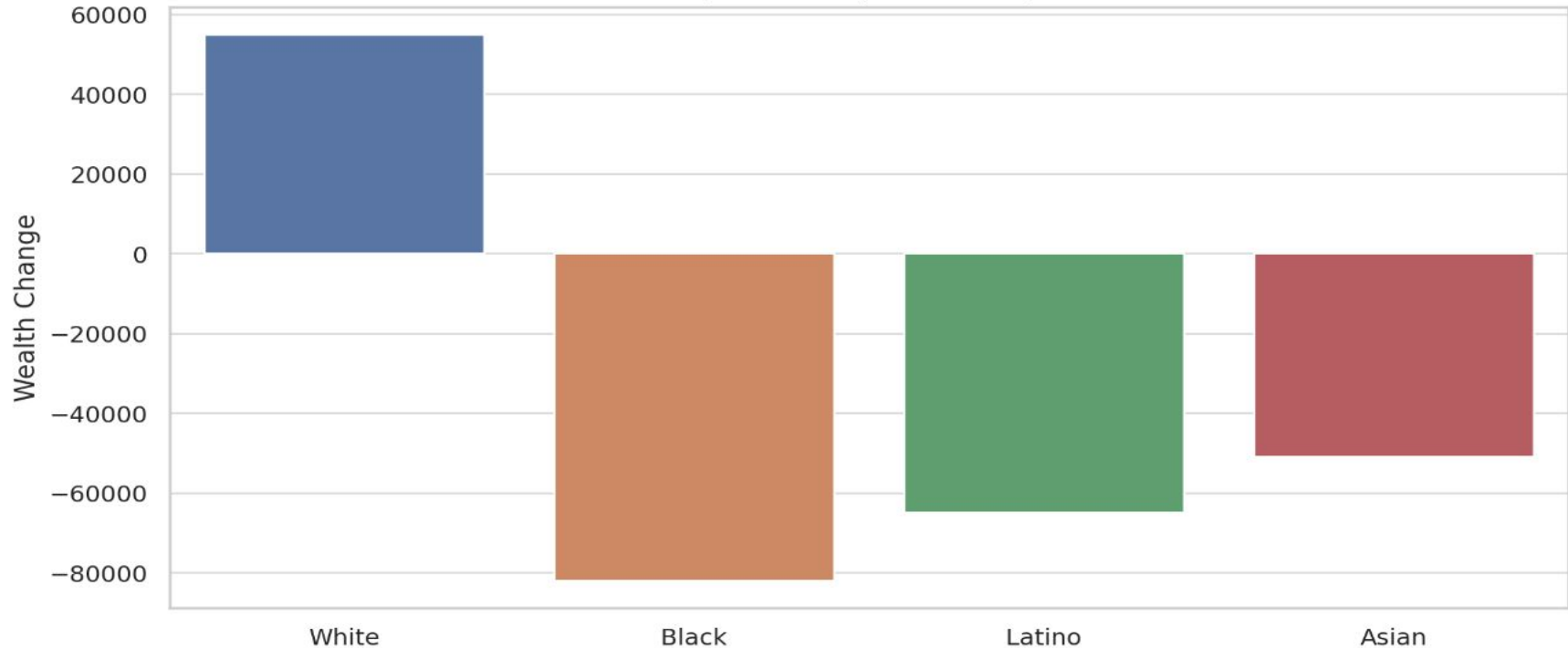("Natural disasters widen racial wealth gap")

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Wealth Change for Different Racial Groups

Wealth Change for Different Racial Groups
(Damage: $10 billion)
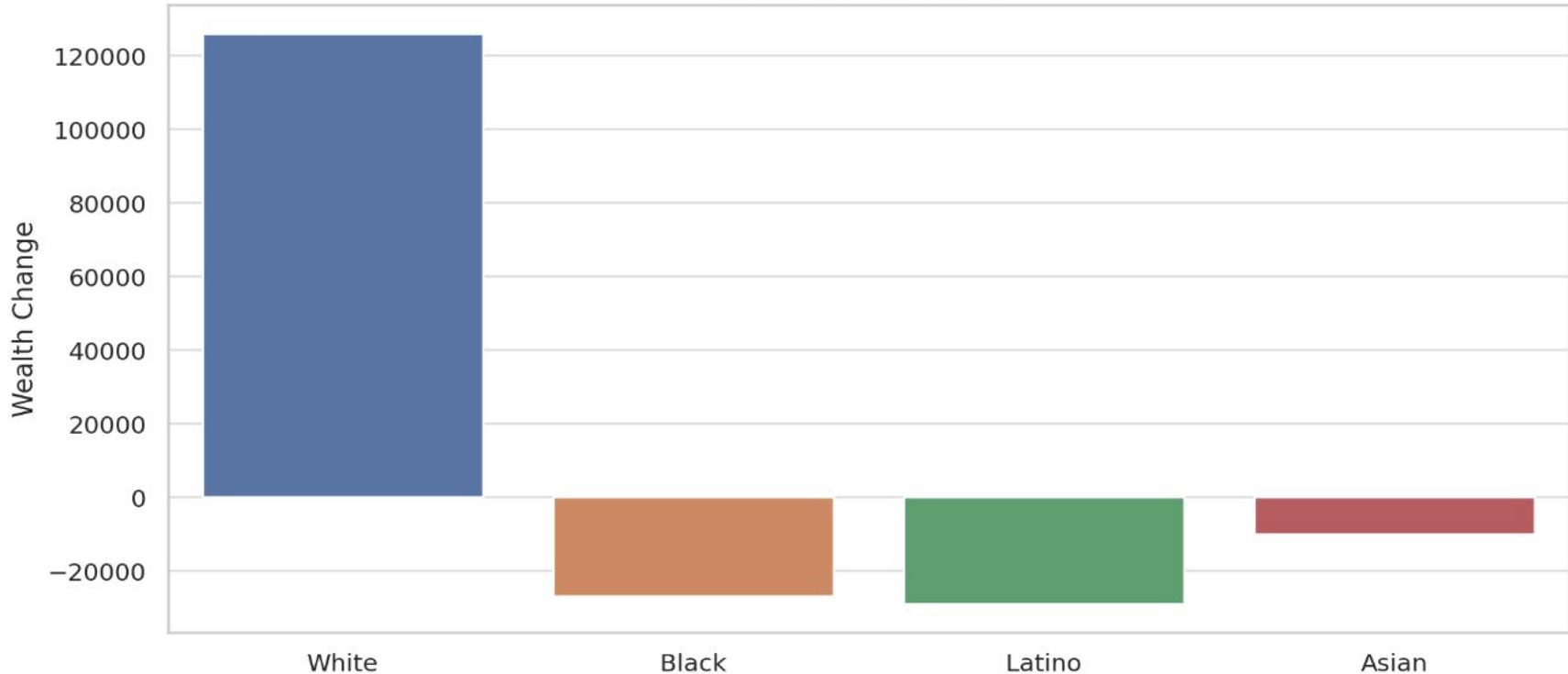
Wealth Change for Different Racial Groups: FEMA Aid

Wealth Change for Different Racial Groups
(FEMA Aid: $900 million)

Wealth Disparity in Action

"Take the example of Hurricane Harvey in 2017 - in Harris County, Texas, the per capita damages for a Latina/x/o person from climate change-attributed flooding were estimated at ~$1,035. Although this estimate is only narrowly higher than that for whites ($828), it should be noted that home values are higher in white neighborhoods."

[United Nations Office for Disaster Risk Reduction (UNDRR)]

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Intersectionality in Action

Census data shows [most disabled survivors never return to their pre-disaster homes](#).

Justice Shorter says, "These numbers clearly indicate that discrimination threaded through class, race, and disability, creates structural barriers that further complicate disaster recovery for low-income people of color with disabilities."

Question for You

Have you witnessed or experienced instances of racism during your disaster response?

Questions?

Addressing Institutional Racism

Addressing Racism

Some strategies to address internalized racism:

- Recognize racism exists.

- Analyze immediate reactions.

  - Identify the negative beliefs you have about people of color.

- Think about how you are complicit with racism when racist events are happening—ways you don't speak up.

- Make antiracism a practice.

Addressing Internalized Racism

Some strategies to address internalized racism:

- Recognize racism exists.

- Analyze immediate reactions.

- Think about how you are complicit with racism when racist events are happening to other people of color.

- Interrupt the patterns in which people of color of one racial group hold prejudices against another racial group.

Questions for You

Identify the internalized racism within these statements, and how would you respond if a consumer said these to you?

- "My house flooded because I couldn't seal the basement."

- "My mom was put in a nursing facility after the hurricane because I am a bad advocate."

- "People of color get asthma more because they are weaker."

Addressing Racism in the CIL

Among internal staff interactions:

- Interrupt how unconscious bias influences the way that people interact.
    - No interruptions rule when someone is pitching an idea.
- Practice bystander intervention.

Addressing Racism in the CIL

Among internal staff interactions:

- Engage in micro-affirmations as opposed to microaggressions.

    - Give credit where credit is due.

- Support your female and marginalized colleagues (ex. If you hear an idea that you think is good, back it up).

Addressing Racism in the CIL

CIL policies, procedures, and practices:

- Analyze written and unwritten policies to determine if they exclude people of color or discourage their involvement.
    - Get input from consumers and potential consumers that are people of color.

- Review and update anti-discrimination policies.
    - Ensure that staff are regularly trained on these policies.

Addressing Racism in the CIL

- Think, "who isn't in the meeting, at the table, represented in our consumer/staff population etc.?" and ensure they are invited.

  - Regularly reach out to communities of color, including immigrants of color.

- Regularly provide anti-bias and intersectionality training to staff and board.

- Offer anti-bias and intersectionality training to consumers and the public.

Addressing Racism in the CIL

- Create educational materials or trainings that prioritize the experiences of multiply marginalized disabled people throughout the document.

- Ensure materials or trainings are available in multiple languages and formats.

- Create or support legislation that specifically helps multiply marginalized disabled people.

Addressing Racism in Emergency and Disaster Planning

- **Diverse Representation and Inclusion:** Encourage decision-making bodies, emergency management agencies, and response teams to be diverse and inclusive. Representation and leadership from communities of color and marginalized groups lead to more equitable policies and practices.

Addressing Racism in Emergency and Disaster Planning

- **Community Engagement and Collaboration:** Engage with community leaders, organizations, and members to include their perspectives and knowledge in emergency planning, response, and recovery efforts. This helps ensure that the unique needs of these communities are considered and proritized.

Addressing Racism in Emergency and Disaster Planning

- **Equitable Resource Allocation:** Develop allocation systems that prioritize resources to areas with the greatest need, rather than relying solely on population density. This can help prevent historically marginalized communities from being overlooked.

Addressing Racism in Emergency and Disaster Planning

- **Equitable Access to Information:** Ensure that emergency alerts, warnings, and information are accessible to all members of the community, including disabled people and people whose primary language is not English.

Effective Communication Obligations

Under ADA/504, equally effective communication must be provided to people with speech, vision, and hearing disabilities.

This includes providing:

- Sign language / tactile interpreters

- Video Relay Interpretation (VRI)

- Caption Access Real-time Translation (CART) captioning

- Materials in alternate accessible formats

Addressing Racism in Emergency and Disaster Planning

- **Tailored Plans:** Create emergency plans that consider the needs of marginalized communities and the barriers we encounter, such as access to transportation, medical services, and shelters.

Addressing Racism in Emergency and Disaster Planning

- **Long-Term Planning:** Addressing institutionalized racism in emergency management requires a long-term commitment. Implement sustainable strategies that are integrated into all aspects of emergency planning, response, and recovery.

Questions?

Schedule for Public Trainings

✔ 9/27: Disability Rights in Disasters

✔ 10/18: Personal Disaster Prep for Disabled People

✔ 11/8: Dangers of False Expectations

✔ 11/29: Addressing Institutionalized Racism in Emergency Management

☐ **12/7: Disability Bias in Emergency Management**

Thank you!

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