00:00:01:17 - 00:00:04:03

- Hello and welcome everybody.

00:00:04:03 - 00:00:06:05

My name is Priya Penner

00:00:06:05 - 00:00:08:24

and I'm so glad that

you're able to join us

00:00:08:24 - 00:00:13:07

for the Partnership's addressing

institutionalized racism

00:00:13:07 - 00:00:15:11

during disasters training.

00:00:15:11 - 00:00:18:23

I am with the Partnership of course,

00:00:18:23 - 00:00:21:05

and I use she/her pronouns.

00:00:21:05 - 00:00:25:16

And I'm a young brown woman

with long, curly black hair.

00:00:25:16 - 00:00:29:04

Today I'm wearing a light pink shirt

00:00:29:04 - 00:00:32:05

and a blue gray cardigan.

00:00:33:17 - 00:00:36:00

On the screen, you have the title slide

00:00:36:00 - 00:00:37:05

with text that reads

00:00:37:05 - 00:00:41:14

Addressing Institutionalized

Racism During Disasters.

00:00:41:14 - 00:00:46:14

Below that is our website,

www.disasterstrategies.org.

00:00:47:23 - 00:00:51:10

Above all of this text is the

Partnership's header logo,

00:00:51:10 - 00:00:54:21

which is a sun with four images within it

00:00:54:21 - 00:00:55:19

and the text,

00:00:55:19 - 00:00:58:17

the Partnership for

Inclusive Disaster Strategies

00:00:58:17 - 00:01:00:05

to the right of the logo.

00:01:01:07 - 00:01:05:07

The four images within

the sun are a hurricane,

00:01:05:07 - 00:01:08:09

a thunderstorm cloud

with a lightning bolt,

00:01:08:09 - 00:01:11:17

a house with a split down

the middle and a tornado.

00:01:12:15 - 00:01:14:03

So I'm gonna go ahead and get started

00:01:14:03 - 00:01:17:12

with a few accessibility and

technical support reminders,

00:01:17:12 - 00:01:20:00

and then we will jump into the training.

00:01:23:18 - 00:01:24:23

So first and foremost,

00:01:24:23 - 00:01:28:10

and as you may have heard with

the notification from Zoom,

00:01:28:10 - 00:01:31:17

this training is recorded,

and as I mentioned,

00:01:31:17 - 00:01:34:19

an archive of today's

conversation will be available

00:01:34:19 - 00:01:36:09

in the coming weeks.

00:01:36:09 - 00:01:37:22

In addition to the recording,

00:01:37:22 - 00:01:40:10

we'll also receive an

accessible slide deck.

00:01:42:02 - 00:01:44:08

Be on the lookout for

these items in your email

00:01:44:08 - 00:01:46:01

like I said, in the coming weeks.

00:01:47:15 - 00:01:52:10

Today, we have AI captions

available through Otter.ai.

00:01:52:10 - 00:01:54:21

You can access the captions

00:01:54:21 - 00:01:59:07

via the show captions CC

button on the navigation bar

00:01:59:07 - 00:02:01:10

on the bottom of your Zoom screen.

00:02:02:12 - 00:02:05:12

Click once to show your captions.

00:02:06:12 - 00:02:09:19

You can edit the font

and the size of the text,

00:02:11:01 - 00:02:15:14

as well as the color via the

subtitle settings button access

00:02:15:14 - 00:02:19:09

via the small caret within the CC button.

00:02:20:07 - 00:02:23:18

Our screenshot on the screen

shows the zoom navigation bar

00:02:23:18 - 00:02:26:00

that sits at the bottom of our screens

00:02:26:00 - 00:02:28:13

with the show captions button outlined.

00:02:32:06 - 00:02:33:20

Today we also have

00:02:33:20 - 00:02:37:14

American Sign Language

Interpretation available.

00:02:37:14 - 00:02:40:11

Today's ASL interpreters

are Jessica Tinoco

00:02:40:11 - 00:02:43:10

and Desiree Carolyn,

00:02:43:10 - 00:02:47:06

and they're already

spotlighted for access.

00:02:47:06 - 00:02:50:16

To adjust the size of the

slides as well as the speakers

00:02:50:16 - 00:02:55:13

or interpreters in Zoom,

you can drag the divider,

00:02:55:13 - 00:02:58:12

which is inside the

right vertical rectangle

00:02:58:12 - 00:03:00:06

on the screenshot on screen,

00:03:01:04 - 00:03:03:15

and then drag that divider

to the right or left,

00:03:03:15 - 00:03:07:24

and that will adjust the size

of the interpreters speakers

00:03:07:24 - 00:03:10:16

and the presentation.

00:03:10:16 - 00:03:13:13

If you can't access this interpreters,

00:03:13:13 - 00:03:15:14

please do let us know in chat.

00:03:16:15 - 00:03:19:08

If chat's not accessible to you,

00:03:19:08 - 00:03:22:12

please let us know via email,

00:03:22:12 - 00:03:27:11

and you can email us at

priya@disasterstrategies.org.

00:03:31:07 - 00:03:34:00

To ask or respond to questions,

00:03:34:00 - 00:03:38:13

please either use the

raise your hand feature,

00:03:38:13 - 00:03:43:05

which is on the bottom of your

Zoom screen, or type in chat,

00:03:43:05 - 00:03:44:16

or just simply unmute yourself

00:03:44:16 - 00:03:47:24

and jump into the

conversation when appropriate.

00:03:47:24 - 00:03:50:06

You can raise your hand or type in chat

00:03:50:06 - 00:03:54:02

for technical assistance

or to alert us to an issue.

00:03:54:02 - 00:03:57:23

Again, for example, if you need

to let me know to slow down.

00:03:59:24 - 00:04:01:23

Again, if chat's not accessible to you,

00:04:01:23 - 00:04:06:23

please do email us at

Priya@disasterstrategies.org.

00:04:07:08 - 00:04:12:08

That's P-R-I-Y-A @disasterstrategies.org.

00:04:18:03 - 00:04:20:01

I'm going to pause

00:04:21:14 - 00:04:24:10

and reshare my screen

00:04:27:16 - 00:04:32:07

as I'm getting notifications

that it is not being shared.

00:04:36:02 - 00:04:38:20

- Hello, this is Tomora

with Disability Solutions

00:04:38:20 - 00:04:40:12

for Independent Living in Daytona.

00:04:41:24 - 00:04:46:24

Good morning or good

afternoon, Ciawanda and Deidre

00:04:46:24 - 00:04:51:24

our office manager is having a

computer issue at the office.

00:04:55:05 - 00:04:57:14

Is there a way we can reschedule this

00:04:57:14 - 00:04:59:13

or should we just go on without them?

00:05:05:23 - 00:05:09:07

- That is up to you all.

00:05:09:07 - 00:05:12:23

Certainly there is the

recording available,

00:05:12:23 - 00:05:17:02

so if folks felt comfortable that,

00:05:18:03 - 00:05:21:05

you know, watching the

recording afterwards,

00:05:21:05 - 00:05:22:23

that's certainly an option.

00:05:22:23 - 00:05:24:23

Otherwise, if you would all prefer,

00:05:24:23 - 00:05:29:01

we certainly can

reschedule to another day.

00:05:31:22 - 00:05:35:00

- Okay, let me check with our CEO.

00:05:40:13 - 00:05:41:12

Be right back.

00:05:44:06 - 00:05:45:01

- Of course.

00:06:37:24 - 00:06:40:06

- This is German and Tomora

as you're communicating

00:06:40:06 - 00:06:44:17

with Ciawanda if she'd

like for us to reschedule,

00:06:44:17 - 00:06:45:19

we absolutely can.

00:06:59:06 - 00:07:01:14

- Okay, we'll go ahead and proceed

00:07:01:14 - 00:07:03:11

and she can watch the video then.

00:07:04:10 - 00:07:07:07

Thank you so much for

giving us the extra couple

00:07:07:07 - 00:07:08:20

of minutes to figure this out.

00:07:10:19 - 00:07:15:19

- Of course, always happy to

work through this together and,

00:07:16:08 - 00:07:19:17

you know, completely understand

is, you know, technology is,

00:07:20:21 - 00:07:24:05

you know, makes life

easier and also makes it

00:07:25:07 - 00:07:27:05

slightly more difficult at times.

00:07:31:00 - 00:07:34:08

So, continuing with

just some housekeeping,

00:07:34:08 - 00:07:38:10

some friendly reminders

for this presentation.

00:07:38:10 - 00:07:41:18

First, please do identify

yourself before speaking.

00:07:41:18 - 00:07:43:20

An example would be, this is Priya

00:07:43:20 - 00:07:47:02

and sharing your comment,

00:07:47:02 - 00:07:50:11

please do identify yourself

every time before speaking.

00:07:50:11 - 00:07:52:01

Please don't talk over others

00:07:52:01 - 00:07:55:02

and keep yourself on

mute when not talking.

00:07:55:02 - 00:07:56:16

This is especially helpful for folks

00:07:56:16 - 00:07:59:12

who are accessing the training,

00:07:59:12 - 00:08:02:03

either via ASL or captioning,

00:08:02:03 - 00:08:03:01

and it's just good,

00:08:05:02 - 00:08:06:17

a good practice.

00:08:06:17 - 00:08:08:10

If you're having trouble

with your mute button

00:08:08:10 - 00:08:12:09

and we're hearing a lot of outside noise,

00:08:12:09 - 00:08:14:00

we will help you mute.

00:08:14:00 - 00:08:18:16

And as you share, please do

define any acronyms you may use

00:08:18:16 - 00:08:21:08

so that we all have

the same understanding.

00:08:22:18 - 00:08:24:12

Any questions?

00:08:28:14 - 00:08:33:14

Alrighty, let's go ahead

and get started here

00:08:35:00 - 00:08:37:16

with just some general

welcome information.

00:08:39:05 - 00:08:44:03

And you all probably have

heard about us already,

00:08:44:03 - 00:08:48:08

but always good to cover it

in case folks are joining

00:08:48:08 - 00:08:52:19

in the recording after the training.

00:08:52:19 - 00:08:55:17

But a little bit about the

Partnership and who we are.

00:08:55:17 - 00:09:00:12

We are the only disability-led

US-based organization

00:09:00:12 - 00:09:04:09

with a focus mission on equity

for people with disabilities

00:09:04:09 - 00:09:07:00

and people with access

and functional needs

00:09:07:00 - 00:09:09:19

throughout all planning programs,

00:09:09:19 - 00:09:13:13

services and procedures before, during,

00:09:13:13 - 00:09:16:19

and after disasters and emergencies.

00:09:16:19 - 00:09:20:15

We are your disability and disaster hub,

00:09:20:15 - 00:09:25:15

and certainly are here to

support your community resilience

00:09:26:16 - 00:09:30:12

and as well as acting as capacity builders

00:09:30:12 - 00:09:33:22

and as well as boots

and wheels on the ground

00:09:33:22 - 00:09:35:24

in supporting your response.

00:09:38:12 - 00:09:42:11

Just some general ground

rules and, you know, rules,

00:09:42:11 - 00:09:44:10

is a strong word,

00:09:44:10 - 00:09:48:24

just some guidelines we hope

you all are able to maintain.

00:09:48:24 - 00:09:50:03

We hope first and foremost,

00:09:50:03 - 00:09:52:08

you're able to maintain confidentiality.

00:09:52:08 - 00:09:54:15

We certainly hope that you take

00:09:54:15 - 00:09:56:07

what you've learned today.

00:09:56:07 - 00:09:57:03

Oops.

00:09:58:23 - 00:10:00:14

Take what you've learned today

00:10:00:14 - 00:10:05:10

and share it with others

00:10:05:10 - 00:10:09:10

and certainly, you know, share what,

00:10:11:22 - 00:10:13:20

share the content.

00:10:13:20 - 00:10:18:11

But we also hope that you don't

share any specific details

00:10:18:11 - 00:10:21:19

that others may share,

such as names and such.

00:10:21:19 - 00:10:23:21

We're all familiar with that, of course.

00:10:24:23 - 00:10:27:05

We hope you ask questions.

00:10:27:05 - 00:10:30:21

You know, we understand

that these conversations are

00:10:30:21 - 00:10:32:10

often very difficult

00:10:32:10 - 00:10:36:08

and certainly sometimes not very fun,

00:10:36:08 - 00:10:39:05

but we hope today that we're able

00:10:39:05 - 00:10:43:22

to have some tough conversations

while also having some fun.

00:10:47:24 - 00:10:48:22

And then as well,

00:10:48:22 - 00:10:52:13

I am not sure if I touched

upon this apologies,

00:10:52:13 - 00:10:54:05

ask questions as we go through.

00:10:54:05 - 00:10:56:23

Of course, we'll have

moments where we pause

00:10:56:23 - 00:11:00:05

and, you know, encourage

you to ask questions,

00:11:00:05 - 00:11:01:19

but we can stop at any point

00:11:01:19 - 00:11:06:19

and, you know, hear your

comment, hear your question,

00:11:07:19 - 00:11:10:06

and certainly would love to do so.

00:11:13:13 - 00:11:15:08

Some goals for today.

00:11:15:08 - 00:11:17:23

We hope that when you

leave today's training,

00:11:17:23 - 00:11:20:19

that you build your

confidence and understanding

00:11:20:19 - 00:11:23:22

key terms related to racism,

00:11:24:20 - 00:11:28:10

the impacts of racism during disasters,

00:11:29:09 - 00:11:33:12

how to recognize and

interrupt internalized racism,

00:11:34:08 - 00:11:36:03

as well as how to recognize

00:11:36:03 - 00:11:40:22

and interrupt racism in your

SIL and in your community.

00:11:44:09 - 00:11:48:17

We really hope we have

a robust conversation

00:11:48:17 - 00:11:51:17

and we welcome your interest.

00:11:52:13 - 00:11:56:17

We also want to, you know,

nourish the relationship

00:11:56:17 - 00:12:00:05

in between the conversation

and the next conversation.

00:12:00:05 - 00:12:05:03

So certainly wanting to

build these pieces together.

00:12:07:10 - 00:12:11:21

So just some general disaster info

00:12:11:21 - 00:12:13:16

and how disasters are increasing.

00:12:13:16 - 00:12:18:08

If you attended one of

our trainings prior,

00:12:18:08 - 00:12:20:17

certainly you've heard all about

00:12:20:17 - 00:12:22:14

how disasters are increasing,

00:12:22:14 - 00:12:26:06

but we wanted to share a

little bit more on specifically

00:12:26:06 - 00:12:29:01

how Florida is being impacted.

00:12:30:03 - 00:12:35:03

And so just a couple of

statistics and thoughts here.

00:12:37:16 - 00:12:41:02

So of course, people as you

know, all across the nation,

00:12:41:02 - 00:12:43:24

but specifically people

in Daytona Beach, Florida,

00:12:43:24 - 00:12:46:13

are especially likely to

experience increased risks

00:12:46:13 - 00:12:50:04

from heat precipitation and flooding.

00:12:50:04 - 00:12:53:14

This is flooding is especially a concern,

00:12:53:14 - 00:12:56:21

and we'll share more about

that in the oncoming slides.

00:12:56:21 - 00:12:59:21

And then of course, extreme

heat kills more people per year

00:12:59:21 - 00:13:01:24

than any other weather event.

00:13:01:24 - 00:13:03:14

It is very deadly

00:13:03:14 - 00:13:08:14

and Florida is at high risk

for that as we just mentioned.

00:13:13:13 - 00:13:18:13

By 2080, I'm talking a little

bit more about flooding

00:13:19:01 - 00:13:21:12

and the risk to Florida.

00:13:21:12 - 00:13:26:12

By 2080, it is anticipated

that 1.5 to 3.4 feet

00:13:28:19 - 00:13:32:09

sea level rise is possible

all across Florida.

00:13:34:21 - 00:13:39:21

By 2100, the worst case scenario,

00:13:41:11 - 00:13:45:02

certainly not necessarily the most likely,

00:13:45:02 - 00:13:47:16

but worst case scenario,

which is still possible

00:13:47:16 - 00:13:52:16

given current emissions is

a seven foot sea level rise,

00:13:54:07 - 00:13:57:20

which may flood South

Florida and coastal cities,

00:13:57:20 - 00:14:01:21

certainly coastal cities are most at risk.

00:14:03:16 - 00:14:05:15

And the more likely case though,

00:14:05:15 - 00:14:08:12

which is still very catastrophic,

00:14:08:12 - 00:14:13:12

is about a two foot sea level

rise across the coastline.

00:14:13:24 - 00:14:18:12

And this impacts about

1 million Florida homes

00:14:18:12 - 00:14:20:03

representing a current market value

00:14:20:03 - 00:14:24:11

of more than $351 billion.

00:14:26:10 - 00:14:30:02

And these are based

for the next, you know,

00:14:30:02 - 00:14:33:18

50 years on high and low scenarios.

00:14:33:18 - 00:14:36:05

And this is shared from "Palm Beach Post."

00:14:40:07 - 00:14:43:01

And as we know, people with disabilities

00:14:43:01 - 00:14:45:18

are two to four times more likely to die

00:14:45:18 - 00:14:49:09

and be injured in a disaster

than non-disabled people.

00:14:49:09 - 00:14:53:02

This is a statistic shared

by the United Nations

00:14:53:02 - 00:14:56:21

and we know that, and we'll

be talking a lot more about

00:14:56:21 - 00:15:00:03

how people of color are most impacted,

00:15:00:03 - 00:15:02:12

one of the more impacted communities,

00:15:02:12 - 00:15:05:12

and a great, unfortunately,

an example of this was

00:15:05:12 - 00:15:10:05

during Hurricane Katrina

where black people were 1.7

00:15:10:05 - 00:15:14:22

to four times more likely

to die than white people.

00:15:14:22 - 00:15:17:10

And we'll be talking about how that,

00:15:18:06 - 00:15:20:01

why that is, how that is.

00:15:20:01 - 00:15:22:24

And then of course further implications.

00:15:27:02 - 00:15:28:13

So as I mentioned in the goals,

00:15:28:13 - 00:15:31:10

we're gonna be talking about

some key terms and principles.

00:15:31:10 - 00:15:33:20

And I wanna start off by, you know,

00:15:33:20 - 00:15:35:19

sort of asking a rhetorical question

00:15:35:19 - 00:15:38:08

of why are we even

talking about this, right?

00:15:38:08 - 00:15:40:11

And the answer is, we want to make sure

00:15:40:11 - 00:15:45:11

that not only are we all on

the same page in terms of

00:15:45:20 - 00:15:47:21

the terminology that I will be using

00:15:47:21 - 00:15:51:07

throughout the presentation,

but I think it's also helpful

00:15:51:07 - 00:15:54:02

as some of these terms have evolved

00:15:54:02 - 00:15:57:11

and will of course continue

to evolve as language changes.

00:15:57:11 - 00:16:01:11

And so certainly it's

important to make sure that,

00:16:02:14 - 00:16:06:23

you know, our understandings

are as current as possible

00:16:06:23 - 00:16:09:16

and we're sharing those understandings.

00:16:13:01 - 00:16:15:07

So I wanna start us off

00:16:15:07 - 00:16:17:12

by talking about some social identities.

00:16:17:12 - 00:16:20:12

And this may be some

very basic information.

00:16:20:12 - 00:16:24:21

I assume you all are very

familiar with these identities,

00:16:25:24 - 00:16:27:07

but it's always important

00:16:27:07 - 00:16:29:17

to just lay the groundwork as it were.

00:16:29:17 - 00:16:32:11

So social identities in the United States,

00:16:32:11 - 00:16:37:04

as well as across the globe

include identities around race,

00:16:37:04 - 00:16:41:05

ethnicity, gender, gender identity,

00:16:41:05 - 00:16:45:11

sexual orientation, disability,

00:16:45:11 - 00:16:49:03

education, income, language,

00:16:51:14 - 00:16:55:09

family heritage, place of origin,

00:16:56:05 - 00:17:00:20

religion and faith, as well

as political affiliation.

00:17:04:02 - 00:17:07:19

What this means for today's

conversation, right?

00:17:07:19 - 00:17:11:07

We're gonna be talking a lot

about marginalized identities.

00:17:11:07 - 00:17:14:09

And so when I use the term

marginalized identity,

00:17:14:09 - 00:17:17:03

I'm talking about social

identities that are pushed

00:17:17:03 - 00:17:19:13

to the margins to be forgotten about

00:17:19:13 - 00:17:21:17

or actively excluded.

00:17:21:17 - 00:17:22:19

In the United States,

00:17:22:19 - 00:17:26:09

people with marginalized

identities include people of color,

00:17:26:09 - 00:17:30:20

black folks, folks who are

Asian, indigenous folks,

00:17:31:23 - 00:17:34:01

as well as people who

don't have a high school

00:17:34:01 - 00:17:35:18

or college degree,

00:17:35:18 - 00:17:39:10

people who are experiencing

homelessness or houselessness,

00:17:40:10 - 00:17:42:23

people who have different

political leanings

00:17:42:23 - 00:17:45:01

in the majority of the area.

00:17:45:01 - 00:17:48:03

Now, some of these marginalized identities

00:17:48:03 - 00:17:51:06

certainly are marginalized

across the nation,

00:17:51:06 - 00:17:53:18

but some of this, such

as political leanings

00:17:54:14 - 00:17:56:15

may be more localized.

00:17:56:15 - 00:17:59:09

And we can talk more

about that in a moment.

00:18:04:24 - 00:18:08:16

You'll also hear me talk about

privileged identities, right?

00:18:08:16 - 00:18:11:21

And so this is sort of the antithesis

00:18:11:21 - 00:18:13:22

of marginalized identities.

00:18:13:22 - 00:18:18:15

And Vanderbilt University

defines privilege identities

00:18:18:15 - 00:18:23:15

or privilege as giving

advantages, favors and benefits

00:18:23:24 - 00:18:26:02

to members of a dominant group

00:18:26:02 - 00:18:28:11

at the extent of members of a target group

00:18:28:11 - 00:18:30:17

or marginalized group as we talk about.

00:18:33:11 - 00:18:36:16

And so when we talk about

privileged identities,

00:18:36:16 - 00:18:40:09

we're of course talking

about folks who are white,

00:18:40:09 - 00:18:44:05

folks who, you know,

perhaps, who are straight

00:18:44:05 - 00:18:48:12

or identify with the gender

that they were born with,

00:18:48:12 - 00:18:51:20

folks who speak a language

00:18:51:20 - 00:18:54:14

whose primary language is not English,

00:18:54:14 - 00:18:56:08

folks who are poor.

00:18:56:08 - 00:19:00:04

And so, as we talk about

privileged identities,

00:19:00:04 - 00:19:03:14

as we talk about marginalized identities,

00:19:03:14 - 00:19:07:01

and as we continue this

conversation around racism, right?

00:19:07:01 - 00:19:11:13

We are going to be bringing in

00:19:11:13 - 00:19:14:22

both concepts of

marginalization and privilege

00:19:14:22 - 00:19:16:22

as well as these identities tied

00:19:16:22 - 00:19:19:11

to 'em throughout the conversation.

00:19:20:08 - 00:19:23:06

And the concept of intersectionality,

00:19:23:06 - 00:19:27:03

which was originally coined

by Dr. Kimberle Crenshaw,

00:19:27:03 - 00:19:31:03

really helps us frame

these conversations, right?

00:19:31:03 - 00:19:34:09

Intersectionality itself

is a framework designed

00:19:34:09 - 00:19:38:21

to explore the interlocking

effects of race, class,

00:19:38:21 - 00:19:42:09

gender, and other

marginalizing characteristics

00:19:42:09 - 00:19:47:03

that contribute to social

identity and affect health, right?

00:19:47:03 - 00:19:50:14

And I wanna emphasize first and foremost

00:19:50:14 - 00:19:52:22

that intersectionality

is indeed a framework.

00:19:52:22 - 00:19:54:20

It's not an end all, be all.

00:19:54:20 - 00:19:59:15

It guides our work, it guides

our understandings of race

00:19:59:15 - 00:20:04:07

and gender and all of these

interlocking oppressions.

00:20:05:06 - 00:20:07:07

And really, I want you to think of it

00:20:07:07 - 00:20:10:14

as an intersection, right?

00:20:10:14 - 00:20:15:01

And I think the graphic on

screen does a very wonderful job

00:20:15:01 - 00:20:17:18

of sort of describing and sort

00:20:17:18 - 00:20:21:23

of illustrating this intersection.

00:20:21:23 - 00:20:24:24

The graphic is what looks like an asterisk

00:20:24:24 - 00:20:26:21

with overlapping lines

00:20:26:21 - 00:20:31:03

and each line represents

the following characteristic

00:20:31:03 - 00:20:35:16

or socialize identity: sex, race,

00:20:37:16 - 00:20:41:07

age, disability, gender,

00:20:43:07 - 00:20:48:07

religion, geography, culture, income,

00:20:48:07 - 00:20:51:04

sexual orientation, and education.

00:20:53:19 - 00:20:58:19

And so when we're thinking

about intersectionality, right,

00:21:00:03 - 00:21:05:03

we're talking about, you know,

perhaps sitting on that line

00:21:06:00 - 00:21:09:00

that represents sex as a woman, right,

00:21:09:00 - 00:21:12:11

but recognizing that

you're also connecting

00:21:12:11 - 00:21:13:20

that with race, right?

00:21:13:20 - 00:21:18:20

And so for myself, I am,

you know, a person of color

00:21:19:01 - 00:21:20:10

and I'm an Indian person

00:21:20:10 - 00:21:22:12

and we're talking about ethnicity, right?

00:21:22:12 - 00:21:27:02

And so, right, continuing to understand

00:21:27:02 - 00:21:30:04

that we all hold marginalized

00:21:30:04 - 00:21:33:23

and privileged identities

even when, you know,

00:21:33:23 - 00:21:37:16

we may identify with certain

identities more than others.

00:21:40:12 - 00:21:43:11

And so that leads me into my question

00:21:43:11 - 00:21:45:13

and questions for you, right?

00:21:45:13 - 00:21:50:07

And sort of, and I'm

certainly going to elaborate,

00:21:50:07 - 00:21:54:02

but I would love to hear what

privileged identities you hold

00:21:54:02 - 00:21:57:05

as well as what marginalized

identities you hold

00:21:57:05 - 00:21:59:19

to sort of start this conversation off.

00:21:59:19 - 00:22:01:20

I'll go ahead and get started.

00:22:01:20 - 00:22:06:20

I've talked about, you know,

being a woman of color, right?

00:22:07:13 - 00:22:11:08

So those are two marginalized

identities that I hold.

00:22:11:08 - 00:22:13:06

I'm also disabled.

00:22:13:06 - 00:22:17:14

I'm also, I wasn't born in this country

00:22:17:14 - 00:22:19:06

and so I'm an immigrant.

00:22:19:06 - 00:22:23:24

And so those are a couple

of marginalized identities

00:22:23:24 - 00:22:25:12

that I hold.

00:22:25:12 - 00:22:26:22

But it's also really important for me

00:22:26:22 - 00:22:29:04

to acknowledge my privileged identities.

00:22:29:04 - 00:22:32:03

I identify with the gender

that I was born with.

00:22:32:03 - 00:22:37:03

So I'm cisgender and I am, you know,

00:22:39:10 - 00:22:42:23

really privileged in that I speak

00:22:42:23 - 00:22:46:01

and I'm able to verbalize

English very well.

00:22:46:01 - 00:22:48:17

And English is, you know,

00:22:48:17 - 00:22:51:06

I'm fluent in English rather, excuse me.

00:22:52:06 - 00:22:55:19

And so recognizing that

these privileges, right?

00:22:55:19 - 00:22:58:19

Recognizing that because people see,

00:22:58:19 - 00:23:03:08

and I also identify as a

gender that I was born with

00:23:03:08 - 00:23:06:17

and people see that I am a more feminine

00:23:06:17 - 00:23:09:14

as well as the fact that I speak English

00:23:09:14 - 00:23:12:20

as a fluent English user.

00:23:12:20 - 00:23:16:13

These give me privileges in my daily life.

00:23:19:01 - 00:23:23:03

I am curious if others

want to share any privilege

00:23:23:03 - 00:23:26:03

or marginalized identities that they hold.

00:23:34:02 - 00:23:35:12

Of course, I also have a cat

00:23:36:08 - 00:23:41:08

who certainly likes to make himself known.

00:23:43:19 - 00:23:46:06

Melissa, do you wanna go

ahead and get us started?

00:23:55:01 - 00:23:56:12

- Thanks, I'm glad to get started

00:23:56:12 - 00:23:57:19

as soon as I unmute myself.

00:23:57:19 - 00:23:58:15

Sorry about that.

00:23:59:13 - 00:24:01:17

Privileged identities that I hold

00:24:01:17 - 00:24:03:11

and marginalized identities that I hold.

00:24:03:11 - 00:24:05:00

I am a woman.

00:24:05:00 - 00:24:07:00

I am a woman with a disability.

00:24:07:00 - 00:24:08:18

I am now an older adult.

00:24:08:18 - 00:24:09:21

I'm sixty-three.

00:24:09:21 - 00:24:12:02

That's a marginalized identity

00:24:12:02 - 00:24:15:00

and those are some of my

marginalized identities.

00:24:15:00 - 00:24:17:24

And for privileged identities is,

00:24:19:19 - 00:24:24:09

I was born into a single-parent family,

00:24:24:09 - 00:24:28:10

but we lived in the suburbs

and I had middle-class income.

00:24:28:10 - 00:24:30:06

My mother had to work

like heck to do that.

00:24:30:06 - 00:24:32:08

But we, I was born middle class

00:24:32:08 - 00:24:34:14

and her goal was always for me

not to know how poor we were.

00:24:34:14 - 00:24:36:14

So I was born functionally middle class.

00:24:39:21 - 00:24:44:18

I was born with the expectation

that I'd go to college.

00:24:44:18 - 00:24:47:00

I was born with the expectation

00:24:47:00 - 00:24:49:17

that my disability wouldn't get in the way

00:24:49:17 - 00:24:52:18

of me doing whatever I

wanted to all of the time.

00:24:52:18 - 00:24:54:13

My mother taught me how to advocate.

00:24:56:03 - 00:25:01:03

And I think I am now

someone who my privilege is.

00:25:01:15 - 00:25:02:20

And if we're thinking about privilege

00:25:02:20 - 00:25:05:13

in terms of things we didn't

earn, I'm confused about that

00:25:05:13 - 00:25:07:05

and what we mean by privilege

00:25:07:05 - 00:25:09:12

'cause I have the privilege

of having a law degree.

00:25:09:12 - 00:25:11:06

Is that a privilege or

is that not a privilege?

00:25:11:06 - 00:25:12:22

I was able to get into law school

00:25:12:22 - 00:25:14:03

because I had a privilege to get there

00:25:14:03 - 00:25:15:02

and I support to get out.

00:25:15:02 - 00:25:17:00

So I had privilege in that

sense and I had privilege

00:25:17:00 - 00:25:19:20

in that I had the financial

means to do it, borrowing money.

00:25:22:18 - 00:25:23:14

- This is Priya.

00:25:23:14 - 00:25:25:12

That's a really, really great question

00:25:25:12 - 00:25:27:19

and I really appreciate

you bringing that up.

00:25:27:19 - 00:25:29:16

Yes, we certainly think of privilege

00:25:29:16 - 00:25:31:17

in this conversation for sure.

00:25:31:17 - 00:25:33:23

Thinking of privilege as something

00:25:33:23 - 00:25:37:21

that we didn't really

have to work to earn.

00:25:37:21 - 00:25:39:08

And so recognizing, right,

00:25:39:08 - 00:25:43:09

that the privilege of

attending law school,

00:25:43:09 - 00:25:45:23

certainly as you talked about is,

00:25:45:23 - 00:25:50:23

you know, the fact that you, right,

00:25:51:05 - 00:25:54:14

you were in a financial

position to be able to do so.

00:25:54:14 - 00:25:58:16

Your education leading up

to that point encouraged you

00:25:58:16 - 00:26:01:16

to be able to do that, to

get into law school, right,

00:26:01:16 - 00:26:05:02

'cause some folks do

not have, for example,

00:26:05:02 - 00:26:10:02

their high school diploma

to be able to then follow up

00:26:11:02 - 00:26:15:01

for any type of college education.

00:26:15:01 - 00:26:16:08

But then recognizing, right,

00:26:16:08 - 00:26:20:11

that while you earn your degree,

you earned your, you know,

00:26:23:24 - 00:26:26:23

the ability to say that

you're now a lawyer,

00:26:28:01 - 00:26:30:04

the law degree

00:26:30:04 - 00:26:35:00

and that your job, your identity in that

00:26:35:00 - 00:26:37:19

it gives you certain

privileges within your income.

00:26:37:19 - 00:26:40:01

It gives you certain privileges

00:26:40:01 - 00:26:44:07

that you didn't necessarily

have to work harder

00:26:44:07 - 00:26:45:10

to earn, right?

00:26:45:10 - 00:26:48:00

And I think within these conversations,

00:26:48:00 - 00:26:50:19

it's also super important

to recognize that,

00:26:52:21 - 00:26:54:00

you know, it's,

00:26:54:00 - 00:26:58:09

these are constructs that we

as a society have created.

00:26:58:09 - 00:26:59:09

So it's not,

00:26:59:09 - 00:27:02:00

nothing's ever really

going to be clear cut.

00:27:02:00 - 00:27:05:06

And so when we talk about

these privileged identities,

00:27:05:06 - 00:27:10:06

these marginalized

identities we are certainly,

00:27:11:21 - 00:27:15:09

certainly making it up as we go

00:27:15:09 - 00:27:16:20

'cause that is,

00:27:16:20 - 00:27:18:21

that is the idea of a construct,

00:27:18:21 - 00:27:22:04

not at all minimizing impacts

00:27:22:04 - 00:27:25:00

'cause they still are impactful.

00:27:25:00 - 00:27:27:06

- And I just wanna say the

privilege kind of scaffolds,

00:27:27:06 - 00:27:28:07

it builds on itself.

00:27:28:07 - 00:27:29:18

So because I had the privilege,

00:27:29:18 - 00:27:31:23

and for me, I had the privilege

of going to high school

00:27:31:23 - 00:27:33:04

where they didn't want

me to go to high school

00:27:33:04 - 00:27:35:02

for a whole bunch of reasons

around my disability.

00:27:35:02 - 00:27:36:19

So because I had the privilege

of gonna high school,

00:27:36:19 - 00:27:38:01

then I had the privilege of gonna college

00:27:38:01 - 00:27:40:04

then at the scaffolds the

privilege of going to law school,

00:27:40:04 - 00:27:42:12

which gives me the privilege

of working for the Partnership,

00:27:42:12 - 00:27:43:16

which I adore.

00:27:45:02 - 00:27:46:01

- Wonderful. Yes.

00:27:46:01 - 00:27:49:15

And we adore, we adore

having you of course

00:27:49:15 - 00:27:51:14

and joining with you here.

00:27:53:18 - 00:27:55:03

You know, really it's...

00:27:58:02 - 00:28:00:05

When we're talking about

privilege identities

00:28:00:05 - 00:28:01:04

in this conversation,

00:28:01:04 - 00:28:03:10

we're really looking at

systemic natures, right?

00:28:03:10 - 00:28:07:00

You can have privilege,

you know, be privileged to

00:28:08:24 - 00:28:11:13

live in a certain area, right?

00:28:11:13 - 00:28:14:17

And, you know, it could

look a, you know, it can,

00:28:15:19 - 00:28:20:13

you know, someone has used

the example of, you know,

00:28:20:13 - 00:28:23:20

living on an ocean view,

with an ocean view, right?

00:28:25:00 - 00:28:28:04

That's certainly a privilege

and an advantage and a joy.

00:28:28:04 - 00:28:33:04

But it's inherently living

with an ocean side view

00:28:33:04 - 00:28:36:13

is not privileged in and of itself.

00:28:36:13 - 00:28:41:13

What is privileged is the

ability to afford such view,

00:28:41:13 - 00:28:43:02

such housing, et cetera.

00:28:45:20 - 00:28:48:13

Does anyone else want to,

00:28:48:13 - 00:28:50:00

does anyone else wanna share?

00:29:15:01 - 00:29:17:04

Tomora, would you be comfortable sharing?

00:29:19:12 - 00:29:20:08

- Sure.

00:29:20:08 - 00:29:23:02

I'm just not really sure

what to say. (laughs)

00:29:24:17 - 00:29:26:19

I identify as she.

00:29:29:00 - 00:29:30:14

I'm a white female.

00:29:35:09 - 00:29:37:07

I do have a disability.

00:29:41:10 - 00:29:45:17

I grew up middle class, like most of us,

00:29:48:09 - 00:29:50:15

was expected to go to college and did,

00:29:54:19 - 00:29:55:15

I'm a single mom

00:29:57:14 - 00:29:59:06

with a disabled child

00:30:00:17 - 00:30:04:19

and another child that is completely,

00:30:06:20 - 00:30:08:18

you know, wonderful also.

00:30:08:18 - 00:30:13:18

And not really sure what else to say.

00:30:13:19 - 00:30:15:11

I'm sorry.

00:30:15:11 - 00:30:18:02

- No, no, that was fantastic.

00:30:19:22 - 00:30:23:24

You know, just to sort of

piggyback on some of that, right?

00:30:23:24 - 00:30:28:23

Your identities as a woman,

as a disabled person,

00:30:30:01 - 00:30:34:01

you know, those are certainly

privileged identities, right?

00:30:34:01 - 00:30:35:13

And then, you know,

00:30:35:13 - 00:30:38:12

being middle class certainly

holds privileges as well.

00:30:40:04 - 00:30:44:21

You know, being disabled and, you know,

00:30:44:21 - 00:30:48:24

is of course a marginalized identity.

00:30:48:24 - 00:30:53:24

And I would certainly say

that being fluent, right?

00:30:56:06 - 00:30:58:07

in English-

- Well in English, yes.

00:30:59:17 - 00:31:02:21

- And so, you know, that's great.

00:31:02:21 - 00:31:05:06

I think you were spot on, right?

00:31:05:06 - 00:31:09:20

And again, this is just the

beginning of the conversation.

00:31:09:20 - 00:31:11:09

Really appreciate you sharing though.

00:31:11:09 - 00:31:12:09

Thank you so much.

00:31:12:09 - 00:31:13:16

- No worries.

00:31:13:16 - 00:31:15:12

Demetra, do you care to share?

00:31:25:10 - 00:31:27:10

- Oh, I am a,

00:31:27:10 - 00:31:29:04

my name is Demetra.

00:31:29:04 - 00:31:32:06

I identify as a black female.

00:31:35:03 - 00:31:38:12

I have a disability as well,

00:31:41:21 - 00:31:42:17

and

00:31:45:23 - 00:31:48:13

I am a single parent.

00:31:51:17 - 00:31:52:22

Oh, goodness.

00:32:00:24 - 00:32:03:00

Not sure what else to share.

00:32:03:00 - 00:32:04:14

- No, that's fantastic.

00:32:04:14 - 00:32:07:19

One thing I didn't mention Tomora

00:32:07:19 - 00:32:10:10

but I'm so glad you also brought it up

00:32:10:10 - 00:32:12:12

and mentioned it for

yourself is, you know,

00:32:12:12 - 00:32:17:01

being a single parent is

certainly a marginalized identity.

00:32:17:01 - 00:32:22:01

Perhaps not in the same

institutionalized ways

00:32:22:05 - 00:32:24:19

as some of these other

marginalized identities,

00:32:24:19 - 00:32:29:19

but certainly, especially

as a single mother,

00:32:30:18 - 00:32:32:24

that is, you know,

00:32:32:24 - 00:32:37:24

certainly a marginalized

identity, and identities.

00:32:40:24 - 00:32:42:23

Thank you both for sharing.

00:32:43:23 - 00:32:47:16

I think this, you know, gets

us into our next conversation

00:32:47:16 - 00:32:50:14

and key term around bias, right?

00:32:50:14 - 00:32:53:05

And so when we're thinking

about marginalized identities

00:32:53:05 - 00:32:56:09

and key and privilege identities,

00:32:56:09 - 00:32:58:10

we automatically have biases

00:32:58:10 - 00:33:00:12

towards some of these identities.

00:33:00:12 - 00:33:02:16

All of these identities, right?

00:33:02:16 - 00:33:04:24

A bias is a prejudice in favor of

00:33:04:24 - 00:33:09:24

or against one thing, person

or group compared with another,

00:33:10:00 - 00:33:14:02

usually in a way considered

to be unfair, right?

00:33:14:02 - 00:33:16:11

And when we're thinking about

these identities, we usually,

00:33:16:11 - 00:33:18:08

typically have implicit bias,

00:33:18:08 - 00:33:20:19

which is an attitude towards people

00:33:20:19 - 00:33:23:00

or associated stereotypes with them

00:33:23:00 - 00:33:25:05

without our conscious knowledge.

00:33:25:05 - 00:33:27:11

When we're talking about implicit bias,

00:33:27:11 - 00:33:32:11

we really need to remember

that it's a natural thing

00:33:32:16 - 00:33:34:05

for our brains to do.

00:33:34:05 - 00:33:39:05

Our brains receive millions

of pieces of information

00:33:39:21 - 00:33:40:17

at once, right?

00:33:40:17 - 00:33:44:03

And we cannot process that each piece

00:33:45:09 - 00:33:47:15

individually at, with the

attention it deserves.

00:33:47:15 - 00:33:51:21

So our brain automatically is

processing this information

00:33:51:21 - 00:33:56:01

and associating certain

stereotypes or beliefs

00:33:56:01 - 00:34:00:11

that we've learned from someone

else, right, and society.

00:34:00:11 - 00:34:03:18

This is just a natural process

that's humans undertake

00:34:03:18 - 00:34:07:03

that after one, really all

animals undertake in some way.

00:34:07:03 - 00:34:11:23

What humans do, right, is

then associate a negative

00:34:11:23 - 00:34:16:18

or positive quality with

these stereotypes or attitudes

00:34:16:18 - 00:34:19:04

and act on those unconsciously.

00:34:19:04 - 00:34:20:18

And that's implicit bias.

00:34:22:07 - 00:34:25:12

I mentioned prejudice

in the prior definition.

00:34:25:12 - 00:34:28:06

Prejudice is a preconceived

judgment or opinion,

00:34:28:06 - 00:34:31:16

an adverse opinion, or

leaning without just grounds

00:34:31:16 - 00:34:33:22

or before sufficient knowledge.

00:34:33:22 - 00:34:36:19

Or it's an irrational

attitude of hostility

00:34:36:19 - 00:34:39:01

directed towards, or rather against an

00:34:39:01 - 00:34:40:19

individual group or race.

00:34:40:19 - 00:34:43:04

Or there's supposed characteristics.

00:34:43:04 - 00:34:46:11

Again, we have these preconceived

judgments and opinions,

00:34:46:11 - 00:34:49:08

we automatically are applying these

00:34:49:08 - 00:34:52:21

because our brain simply cannot absorb

00:34:52:21 - 00:34:55:07

all of the information it's being

00:34:55:07 - 00:34:57:07

is directed towards it.

00:34:57:07 - 00:35:02:07

And so our job is to

really analyze why, right?

00:35:03:01 - 00:35:05:06

Why we react in the ways that we do.

00:35:06:23 - 00:35:11:23

Prejudice and bias

often, in a systemic way,

00:35:12:05 - 00:35:14:06

leads to oppression, right?

00:35:14:06 - 00:35:17:00

And oppression is the

combination of prejudice

00:35:17:00 - 00:35:22:00

and institutional power that

creates a system that regularly

00:35:22:00 - 00:35:24:23

and severely discriminates against groups

00:35:24:23 - 00:35:27:01

and benefits other groups, right?

00:35:31:14 - 00:35:34:02

Prejudice and power

both rely on the system

00:35:34:02 - 00:35:36:23

where certain groups are seen

as better than other groups

00:35:36:23 - 00:35:38:00

and by certain groups, right?

00:35:38:00 - 00:35:39:19

Where we we're talking

about dominant groups

00:35:39:19 - 00:35:43:18

or privileged groups are better

than marginalized groups.

00:35:43:18 - 00:35:47:06

And these privileged groups are,

00:35:47:06 - 00:35:50:18

have inherent benefits whether

we recognize them or not.

00:35:50:18 - 00:35:53:11

While marginalized groups

are to be forgotten,

00:35:53:11 - 00:35:54:23

like we talked about earlier.

00:35:57:11 - 00:36:02:11

I mentioned institutional

oppression or institutional power.

00:36:02:15 - 00:36:05:12

I'm gonna talk more

specifically and focus that

00:36:05:12 - 00:36:08:13

into institutional racism.

00:36:08:13 - 00:36:13:13

And this definition was pulled from BBC

00:36:13:21 - 00:36:17:08

and it says, when dealing

with institutional racism,

00:36:17:08 - 00:36:19:24

there may not be any one specific event

00:36:19:24 - 00:36:23:00

or person that can be

identified as the problem.

00:36:23:00 - 00:36:24:08

It's not a specific act.

00:36:24:08 - 00:36:27:08

The difference is how people

are treated is buried away

00:36:27:08 - 00:36:30:00

in processes and systems.

00:36:30:00 - 00:36:35:00

Racism without racists as

it is sometimes described.

00:36:35:03 - 00:36:38:04

So when we're talking

about institutional racism,

00:36:38:04 - 00:36:40:01

there may be individualized

00:36:40:01 - 00:36:43:07

and interpersonal acts that are prejudiced

00:36:43:07 - 00:36:45:09

or rooted in racism,

00:36:45:09 - 00:36:48:05

but really we're looking at the systems

00:36:48:05 - 00:36:52:14

that automatically benefit

certain privileged groups

00:36:52:14 - 00:36:54:02

over others, right?

00:36:56:10 - 00:37:00:07

And really rooted in this,

rooted obviously in racism,

00:37:00:07 - 00:37:04:10

but a key tenet of

institutionalized racism

00:37:04:10 - 00:37:06:17

is white supremacy,

00:37:06:17 - 00:37:10:18

which is an historically

based institutionally

00:37:10:18 - 00:37:13:23

perpetuated system of exploitation

00:37:13:23 - 00:37:16:04

and oppression of continents, nations,

00:37:16:04 - 00:37:18:13

and peoples of color by white peoples

00:37:18:13 - 00:37:20:12

and nations of the European continent

00:37:20:12 - 00:37:21:23

for the purposes of maintaining

00:37:21:23 - 00:37:25:21

and defending a system of

wealth, power, and privilege.

00:37:25:21 - 00:37:29:04

And this is from

activists Betita Martinez,

00:37:29:04 - 00:37:32:20

a American Chicana activist,

00:37:34:05 - 00:37:35:23

and really, again,

00:37:35:23 - 00:37:39:20

talking about these institutional systems,

00:37:39:20 - 00:37:43:10

it's not just someone

on the street, you know,

00:37:45:08 - 00:37:47:18

perpetuating a specific

act against you, right?

00:37:47:18 - 00:37:50:10

When we're talking about

these larger systems,

00:37:50:10 - 00:37:55:10

we need to think about

how government systems,

00:37:55:14 - 00:38:00:14

how, you know, education

systems etc, are exploiting

00:38:02:21 - 00:38:06:14

and focusing on the oppression

of people of color, right?

00:38:06:14 - 00:38:08:21

Within the United States and globally.

00:38:10:07 - 00:38:13:24

And really focusing on how the purpose

00:38:13:24 - 00:38:18:24

of these institutionalized

oppression is to maintain

00:38:19:01 - 00:38:21:03

and defend a system of wealth, power,

00:38:21:03 - 00:38:22:18

and privilege for those

00:38:22:18 - 00:38:25:02

of the quote unquote "dominant groups."

00:38:27:24 - 00:38:30:05

Now, we talk a lot about dominant groups

00:38:30:05 - 00:38:31:13

and how, you know,

00:38:31:13 - 00:38:34:07

when we're talking about

institutional oppression

00:38:34:07 - 00:38:37:04

or institutional racism, you know,

00:38:37:04 - 00:38:40:01

it's really the prejudice plus this power,

00:38:40:01 - 00:38:44:12

this notion of being able

to control the outcome

00:38:44:12 - 00:38:46:09

and benefit from the outcome, right?

00:38:46:09 - 00:38:49:11

But we as people of color, as marginalized

00:38:49:11 - 00:38:54:11

and multi-marginalized

people are not, you know,

00:38:59:06 - 00:39:01:10

we don't live in a bubble, you know,

00:39:01:10 - 00:39:06:10

we intake these beliefs and

so we internalize them, right?

00:39:08:15 - 00:39:13:12

We believe them as if we were

a part of the dominant group.

00:39:15:11 - 00:39:17:22

And so when we're talking

about internalized oppression,

00:39:17:22 - 00:39:22:01

I really like this quote

from a UK activist,

00:39:22:01 - 00:39:24:21

which is internalized

oppression is not the cause

00:39:24:21 - 00:39:28:01

of our mistreatment, it's the

result of our mistreatment.

00:39:28:01 - 00:39:31:10

It would not exist without

the real external oppression

00:39:31:10 - 00:39:34:24

that forms the social

climate in which we exist.

00:39:34:24 - 00:39:37:07

Once oppression has been internalized,

00:39:37:07 - 00:39:40:10

little force is needed

to keep us submissive.

00:39:40:10 - 00:39:44:14

Because again, we believe the stereotypes,

00:39:46:01 - 00:39:47:23

the beliefs of the dominant group.

00:39:49:10 - 00:39:53:02

The quote continues, we harbor

inside ourselves the pain

00:39:53:02 - 00:39:55:19

and the memories, the

fears and the confusion,

00:39:55:19 - 00:39:59:12

the negative self-images

and the low expectations,

00:39:59:12 - 00:40:01:09

turning them into weapons

00:40:01:09 - 00:40:06:05

with which we re-injure

ourselves every day of our lives.

00:40:09:14 - 00:40:12:24

It's really important to

remember that as marginalized

00:40:12:24 - 00:40:17:09

and multiply marginalized folks,

we do not have the ability

00:40:17:09 - 00:40:22:09

to simply not internalize these, you know,

00:40:22:16 - 00:40:27:02

oppressive and harmful

beliefs, but we are able

00:40:27:02 - 00:40:30:17

to recognize when we're

internalizing these oppressions,

00:40:30:17 - 00:40:32:23

internalizing, racism, etc,

00:40:32:23 - 00:40:35:21

and combat that within ourselves.

00:40:41:00 - 00:40:43:06

I'm going to these,

00:40:43:06 - 00:40:47:00

I'm gonna read these examples

00:40:47:00 - 00:40:52:00

of internalized white supremacy

and racism from an activist,

00:40:52:18 - 00:40:57:18

and then I'm gonna skip

to the next key term.

00:41:03:11 - 00:41:07:00

And so some examples of

internalized white supremacy

00:41:07:00 - 00:41:09:06

or racism really are, you know,

00:41:09:06 - 00:41:11:23

when white activists are given more props

00:41:11:23 - 00:41:15:06

and support for joining black activism

00:41:15:06 - 00:41:20:06

or resistance than other black folks when,

00:41:20:06 - 00:41:23:14

and this, you know, really

talks about not only activism,

00:41:23:14 - 00:41:27:14

but any type of DEI movement.

00:41:27:14 - 00:41:29:17

White folks are often applauded

00:41:29:17 - 00:41:32:03

for doing these bare minimum efforts

00:41:32:03 - 00:41:35:12

when the people of color

or black folks are,

00:41:35:12 - 00:41:38:21

who are have been doing

'em for decades are shunned

00:41:40:14 - 00:41:42:18

or marginalized, pushed to the margins,

00:41:43:22 - 00:41:47:00

when black folks do not

credit black communities

00:41:47:00 - 00:41:50:03

for supporting and creating

spaces for black resistance.

00:41:51:15 - 00:41:56:15

Again, truly not recognizing

the value of black folks

00:41:59:23 - 00:42:03:09

and specifically black marginalized,

00:42:03:09 - 00:42:07:03

multiple marginalized folks in

this case those communities.

00:42:07:03 - 00:42:10:10

And then when black indigenous

or people of color activists

00:42:10:10 - 00:42:12:16

and others deem protesting as the only

00:42:12:16 - 00:42:15:06

or most real form of activism

00:42:15:06 - 00:42:17:18

and question other forms of resistance.

00:42:17:18 - 00:42:19:16

I think this is really important,

00:42:19:16 - 00:42:24:16

especially as disabled folks,

because again, we are not able

00:42:24:23 - 00:42:29:23

to do a lot of these in-person,

00:42:30:14 - 00:42:35:09

physically demanding ways of protesting,

00:42:35:09 - 00:42:38:21

but then also just

simply working in person,

00:42:38:21 - 00:42:40:14

I think is a great example, right?

00:42:40:14 - 00:42:44:15

And so when we believe as people of color

00:42:44:15 - 00:42:48:13

and as other marginalized folks, right?

00:42:48:13 - 00:42:52:13

When we believe that only

one way is the real form

00:42:52:13 - 00:42:54:23

of working of activism, et cetera,

00:42:54:23 - 00:42:58:15

it is a intersectional,

00:43:00:02 - 00:43:03:24

it's internalizing an

intersectional oppression, right?

00:43:05:06 - 00:43:10:00

And again, internalizing

this white supremacy notions.

00:43:13:20 - 00:43:16:10

I'm now gonna talk about microaggressions.

00:43:18:00 - 00:43:19:15

Dr. Derald Sue,

00:43:19:15 - 00:43:23:09

who is a professor of

psychology and education

00:43:25:21 - 00:43:30:08

defines microaggressions as

the everyday slight put down

00:43:30:08 - 00:43:33:16

indignity or invalidation,

unintentionally directed

00:43:33:16 - 00:43:36:03

towards a marginalized group or person.

00:43:38:18 - 00:43:43:18

We often think of

microaggressions as like,

00:43:44:24 - 00:43:48:17

as they say, micro

small, there's no impact.

00:43:48:17 - 00:43:50:12

However, that's simply not true, right?

00:43:50:12 - 00:43:53:16

We know that microaggressions build up.

00:43:53:16 - 00:43:56:22

And so we at the Partnership

00:43:58:14 - 00:44:02:10

use this quote unquote

microaggression equation, right?

00:44:02:10 - 00:44:04:17

And so the way we like

to think about it is

00:44:05:14 - 00:44:08:10

continued microaggressions

often, you know,

00:44:08:10 - 00:44:10:07

many in a day or week.

00:44:10:07 - 00:44:12:19

So microaggression plus microaggression,

00:44:12:19 - 00:44:16:09

plus microaggression, plus

microaggression, et cetera,

00:44:16:09 - 00:44:21:09

lead to very real and large

impacts such as alienation,

00:44:22:04 - 00:44:25:16

frustration, low self-esteem,

00:44:25:16 - 00:44:28:07

ableism and internalized ableism

00:44:28:07 - 00:44:31:10

and racism, internalized racism,

00:44:31:10 - 00:44:34:03

and can also lead to our deaths.

00:44:35:19 - 00:44:38:10

Microaggressions may

seem small in the moment,

00:44:38:10 - 00:44:41:18

but they lead to ha very big impacts.

00:44:46:02 - 00:44:49:01

I'm gonna jump to microaffirmations,

00:44:50:06 - 00:44:54:20

the opposite, if you will,

of microaggressions, right?

00:44:54:20 - 00:44:58:13

And some faculty

00:44:58:13 - 00:45:03:13

at MIT define microaggressions

as apparently small acts,

00:45:03:22 - 00:45:06:20

which are often ephemeral and hard to see,

00:45:06:20 - 00:45:10:22

events that are both public

and private, often unconscious,

00:45:10:22 - 00:45:14:12

but very effective with which occur

00:45:14:12 - 00:45:17:06

wherever people wish

to help others succeed.

00:45:18:22 - 00:45:22:16

And microaffirmations, you

know, Melissa had shared that,

00:45:23:20 - 00:45:27:23

you know, privilege is

scaffolded microaffirmations

00:45:27:23 - 00:45:32:23

also, excuse me, also, you

know, form scaffolding.

00:45:33:05 - 00:45:35:21

And the scaffolding supports people

00:45:35:21 - 00:45:38:22

to thrive in all settings, right?

00:45:38:22 - 00:45:41:07

And I'm specifically

bringing up microaffirmations

00:45:41:07 - 00:45:42:19

because this is something that we can do

00:45:42:19 - 00:45:44:23

in our day-to-day lives, right?

00:45:44:23 - 00:45:49:23

It's, you know, a publicly

giving coworkers or friends

00:45:52:10 - 00:45:55:13

acknowledging their accolades

and accomplishments,

00:45:55:13 - 00:45:58:21

it's referring to specifics

of a past conversation,

00:45:58:21 - 00:46:00:23

you know, to show that you're interested,

00:46:00:23 - 00:46:04:07

that you listened, and

that you remembered.

00:46:04:07 - 00:46:06:11

And it's, you know, simply

saying hello to someone

00:46:06:11 - 00:46:07:20

as they enter the SIL

00:46:07:20 - 00:46:10:00

or as you share space together, you know,

00:46:10:00 - 00:46:15:00

a lot of these microaffirmations

seem like basic courtesy,

00:46:15:01 - 00:46:16:19

and that's because it is, right?

00:46:18:04 - 00:46:21:11

The courtesy you would

give to anyone else.

00:46:21:11 - 00:46:23:07

You should also be extending to folks

00:46:23:07 - 00:46:26:01

with multiply marginalized identities.

00:46:26:01 - 00:46:28:19

And we, you know, sometimes forget

00:46:28:19 - 00:46:31:08

that we aren't extending

those courtesies, right?

00:46:31:08 - 00:46:32:21

And that makes a big difference.

00:46:32:21 - 00:46:36:17

Again, microaggressions seem small,

00:46:36:17 - 00:46:38:12

but they lead to big impacts.

00:46:40:16 - 00:46:44:08

And so all of these concepts,

especially intersectionality,

00:46:44:08 - 00:46:48:03

sort of, you know, lead us to a framework

00:46:48:03 - 00:46:52:17

that is part of the solution

to addressing racism,

00:46:52:17 - 00:46:57:13

institutionalized racism,

and is indeed a framework

00:46:57:13 - 00:47:01:22

that we at the Partnership

share and promote

00:47:01:22 - 00:47:06:01

as much as possible, engage

in and promote, I should say.

00:47:06:01 - 00:47:09:05

And those are the principles

of disability justice.

00:47:09:05 - 00:47:14:05

I hope you all go to the link that is here

00:47:17:10 - 00:47:19:21

to learn more about disability justice.

00:47:19:21 - 00:47:24:21

This framework was created by Patty Berne

00:47:25:20 - 00:47:28:16

as well as other folks

over at Sins Invalid.

00:47:29:23 - 00:47:32:02

I wanna read some of these principles,

00:47:32:02 - 00:47:35:12

and I don't wanna,

00:47:35:12 - 00:47:36:23

I don't wanna stay here for too long,

00:47:36:23 - 00:47:39:14

so I just, I'm causing cognizant of time.

00:47:39:14 - 00:47:44:14

But, you know, really, some solutions

00:47:45:04 - 00:47:49:13

of institutionalized, addressing

institutionalized racism

00:47:49:13 - 00:47:51:20

are, you know, ensuring

that the leadership

00:47:51:20 - 00:47:55:06

of those most impacted happens

00:47:55:06 - 00:47:57:03

and is at the forefront, right?

00:47:57:03 - 00:48:00:06

People of color, disabled

people, disabled people of color,

00:48:00:06 - 00:48:02:23

disabled people need

to be at the forefront

00:48:02:23 - 00:48:04:10

of all solutioning.

00:48:05:19 - 00:48:08:17

When we're talking about solutioning,

00:48:08:17 - 00:48:10:13

we need to ensure everyone's at the table.

00:48:10:13 - 00:48:14:10

And that includes folks who

have different disabilities,

00:48:14:10 - 00:48:17:02

and we call this

cross-disability solidarity.

00:48:17:02 - 00:48:18:05

So folks who are deaf,

00:48:18:05 - 00:48:19:19

folks who have mental health disabilities,

00:48:19:19 - 00:48:22:19

folks with physical

disabilities, et cetera,

00:48:22:19 - 00:48:27:19

all should be working

together to solution together.

00:48:27:20 - 00:48:30:17

And, you know,

cross-disability solidarity is,

00:48:30:17 - 00:48:34:01

I would argue a core tenet

of independent living.

00:48:34:01 - 00:48:38:16

However, we often forget that

folks aren't at the table

00:48:38:16 - 00:48:41:03

and we don't extend that

invitation ourselves.

00:48:41:03 - 00:48:43:06

So that's something we need to do.

00:48:43:06 - 00:48:44:21

And, you know, really remembering

00:48:44:21 - 00:48:47:04

that we have to depend on each other.

00:48:47:04 - 00:48:49:13

There is no such thing as independence

00:48:49:13 - 00:48:51:23

as we're led to believe.

00:48:51:23 - 00:48:55:10

And so our survival, our

collective liberation,

00:48:55:10 - 00:48:59:21

which is of course the end goal

is dependent on each other.

00:49:01:19 - 00:49:03:08

Again, I hope you learn,

00:49:03:08 - 00:49:07:00

you do some further research

into disability justice,

00:49:07:00 - 00:49:09:02

and certainly we're always able

00:49:09:02 - 00:49:11:15

to have further conversations around it

00:49:11:15 - 00:49:13:02

if folks are interested.

00:49:14:24 - 00:49:17:02

I sort of sped through that a little bit.

00:49:17:02 - 00:49:20:10

Are there any questions on

some of these key terms?

00:49:30:09 - 00:49:34:08

All righty, as always,

please don't hesitate

00:49:34:08 - 00:49:36:00

to put your questions in chat

00:49:36:00 - 00:49:39:11

if you have them or remember them.

00:49:39:11 - 00:49:42:01

Certainly able to stop at any point here.

00:49:44:12 - 00:49:47:07

Moving into the impacts

of institutional racism

00:49:47:07 - 00:49:51:20

and emergency management

and disasters themselves,

00:49:51:20 - 00:49:56:06

or, you know, and disaster

response recovery, et cetera.

00:49:57:17 - 00:49:59:12

I wanna talk about poverty

00:49:59:12 - 00:50:02:21

and increase disaster

risk to start off with,

00:50:02:21 - 00:50:06:10

and really starting with some information

00:50:06:10 - 00:50:10:18

from the United Nations Disaster

Risk Reduction Prevention

00:50:10:18 - 00:50:15:18

web resource, which shares

a lot of the studies

00:50:17:24 - 00:50:22:24

as well as just general

information we know about how folks

00:50:24:02 - 00:50:28:05

are impacted by disasters, right?

00:50:28:05 - 00:50:29:21

And so they share,

00:50:29:21 - 00:50:34:10

and we know that impoverished

people are more likely

00:50:34:10 - 00:50:38:17

to live in hazard exposed

areas, less likely

00:50:38:17 - 00:50:43:01

and less able to invest

in risk reducing measures

00:50:43:01 - 00:50:46:04

and often forced to use

their already limited assets

00:50:46:04 - 00:50:48:08

to buffer disaster losses,

00:50:48:08 - 00:50:51:11

which drives them further

into poverty, again,

00:50:51:11 - 00:50:52:19

increasing their risk.

00:50:54:04 - 00:50:59:04

So they're more likely to live

in disaster impacted areas.

00:50:59:23 - 00:51:04:18

They can't prevent, rather

mitigate these disasters.

00:51:04:18 - 00:51:09:18

And when a disaster hits,

right, they're forced

00:51:09:22 - 00:51:14:22

to use their own limited

funds to try to return them

00:51:15:16 - 00:51:18:00

to a pre disaster state, which again,

00:51:18:00 - 00:51:21:17

drives them further into poverty recycling

00:51:21:17 - 00:51:25:11

this horrible, horrible cycle, right?

00:51:25:11 - 00:51:27:11

And so I'm bringing this up

00:51:27:11 - 00:51:29:02

because here in the United States,

00:51:29:02 - 00:51:32:16

as I'm sure is no

surprise to us all, right?

00:51:32:16 - 00:51:35:09

In 2021, we knew that people of color,

00:51:35:09 - 00:51:38:07

specifically black folks

and Native Americans

00:51:38:07 - 00:51:42:03

are more likely to live in poverty.

00:51:43:09 - 00:51:46:06

Black folks are 19.5%,

00:51:46:06 - 00:51:49:13

and Native American folks are 24.3% likely

00:51:49:13 - 00:51:50:21

to live in poverty,

00:51:50:21 - 00:51:53:24

whereas white folks are

only 10% likely, right?

00:51:54:20 - 00:51:58:08

Or rather, 10% of the

population of these folks,

00:51:58:08 - 00:52:01:01

of these communities

live in poverty, right?

00:52:01:01 - 00:52:04:07

And so we see that black

folks are more than double,

00:52:04:07 - 00:52:08:08

two times more likely, and

Native Americans even more so,

00:52:08:08 - 00:52:10:15

more likely to live in poverty.

00:52:13:07 - 00:52:16:18

And so we, when we're talking

about impoverished folks

00:52:16:18 - 00:52:18:05

from the prior slide,

00:52:18:05 - 00:52:21:17

we know that these are

communities of color who are,

00:52:21:17 - 00:52:25:11

who live in these disaster,

high disaster areas.

00:52:25:11 - 00:52:30:03

We know that it's communities

of color who can't respond

00:52:30:03 - 00:52:32:16

to disasters in the same way, right?

00:52:32:16 - 00:52:37:04

And some examples are

this, from this source,

00:52:37:04 - 00:52:39:05

from this article in CNN,

00:52:39:05 - 00:52:43:24

black folks are 40% more

likely than non-black folks

00:52:43:24 - 00:52:47:19

to live in areas with the

highest projected increases

00:52:47:19 - 00:52:52:06

in mortality rates due to

changes in extreme temperatures.

00:52:52:06 - 00:52:57:02

So black folks are more

likely to live in areas

00:52:57:02 - 00:53:01:24

where folks die due to extreme

changes in temperatures

00:53:01:24 - 00:53:03:08

like heat waves.

00:53:05:01 - 00:53:07:19

We also know that communities

that are mostly black,

00:53:07:19 - 00:53:09:12

Hispanic or Native American

00:53:09:12 - 00:53:13:20

experienced 50% greater

vulnerability to wildfires

00:53:13:20 - 00:53:15:21

compared to other communities.

00:53:15:21 - 00:53:19:13

And this was a source from

the University of Washington,

00:53:19:13 - 00:53:24:13

their news branch if you will, program.

00:53:25:04 - 00:53:30:03

And so we know that communities

of color are more likely

00:53:30:03 - 00:53:33:10

to live in at risk areas

00:53:33:10 - 00:53:37:04

and areas with increased disaster risk.

00:53:37:04 - 00:53:40:10

We also know that information

which isn't provided,

00:53:40:10 - 00:53:43:22

the lack of information,

rather in multiple languages,

00:53:43:22 - 00:53:48:22

often results in communities

of color not receiving timely

00:53:49:05 - 00:53:51:23

and accurate information

during emergencies,

00:53:51:23 - 00:53:56:03

which hinders an ability to

make informed decisions, right?

00:53:56:03 - 00:54:00:17

So not only are we living in

areas that are more likely

00:54:00:17 - 00:54:02:17

to be exposed to disasters,

00:54:02:17 - 00:54:05:14

not only can we not we

do we not have the funds

00:54:05:14 - 00:54:08:22

to mitigate these disasters,

00:54:08:22 - 00:54:12:11

but we don't even have the

access to some of the information

00:54:12:11 - 00:54:15:07

that is life saving when a disaster hits

00:54:15:07 - 00:54:18:15

because it is often not

found in multiple languages

00:54:18:15 - 00:54:20:04

or not accessible.

00:54:24:09 - 00:54:26:00

How did we get here, right?

00:54:26:00 - 00:54:29:09

And, you know, really talking

about how climate change

00:54:29:09 - 00:54:31:22

is a racial justice issue, right?

00:54:33:01 - 00:54:35:01

Simply, and this is,

00:54:35:01 - 00:54:37:15

it's almost inaccurate to say simply

00:54:37:15 - 00:54:40:11

because this is obviously centuries

00:54:40:11 - 00:54:44:09

and thousands of years

building to this point.

00:54:44:09 - 00:54:48:22

But colonialism is a huge, huge reason

00:54:48:22 - 00:54:50:05

that we're here, right?

00:54:50:05 - 00:54:54:12

The historical progression

from colonialism to imperialism

00:54:54:12 - 00:54:58:20

and industrialization has

shaped today's climate crisis.

00:54:58:20 - 00:55:01:02

Systemic racism has served

00:55:01:02 - 00:55:04:05

as a foundational organizing principle

00:55:04:05 - 00:55:07:08

for the global systems

and for the United States

00:55:07:08 - 00:55:09:07

as well as processes at the heart

00:55:09:07 - 00:55:11:17

of climate environmental crises, right?

00:55:12:22 - 00:55:15:11

And so we know that

colonialism, imperialism

00:55:15:11 - 00:55:19:09

initiated widespread

environmental degradation

00:55:19:09 - 00:55:23:00

through relentless natural

resource extraction,

00:55:23:00 - 00:55:24:22

disrupting climate safer practices

00:55:24:22 - 00:55:27:02

from indigenous communities.

00:55:27:02 - 00:55:31:18

This has set the foundation

for imperialism and economic

00:55:31:18 - 00:55:33:15

and political superiority,

00:55:33:15 - 00:55:37:10

further accelerating environmental harm

00:55:37:10 - 00:55:39:16

during the industrial Revolution.

00:55:43:20 - 00:55:46:00

Environmental, excuse me,

00:55:46:00 - 00:55:49:01

environmental denigration

encompasses the attitudes

00:55:49:01 - 00:55:51:23

or policies that fail to

acknowledge the severity,

00:55:51:23 - 00:55:54:14

importance of environmental,

00:55:54:14 - 00:55:57:20

other environmental

degradation such as fracking

00:55:57:20 - 00:55:59:12

in indigenous communities.

00:55:59:12 - 00:56:03:14

We know that indigenous

communities are the most,

00:56:03:14 - 00:56:05:04

one of the most harmed communities

00:56:05:04 - 00:56:07:16

by environmental

degradation, by colonialism.

00:56:07:16 - 00:56:09:14

And again, that is no,

00:56:09:14 - 00:56:13:22

it is no secret that

those are tied together.

00:56:17:16 - 00:56:19:22

And we just know that communities of color

00:56:19:22 - 00:56:22:10

face the severest consequences of these,

00:56:22:10 - 00:56:25:10

of environmental degradation

of climate change.

00:56:25:10 - 00:56:28:22

And we know that systemic racism has led,

00:56:28:22 - 00:56:31:13

all of these things,

colonialism, imperialism

00:56:31:13 - 00:56:36:03

and environmental denigration

has led to this distress

00:56:36:03 - 00:56:38:14

of government agencies, right?

00:56:39:21 - 00:56:43:22

That's how we ended up with the systems

00:56:43:22 - 00:56:47:05

that inherently prioritize

00:56:50:03 - 00:56:52:13

certain communities,

privileged communities.

00:56:52:13 - 00:56:55:22

And it's inherently because

of institutional racism,

00:56:55:22 - 00:56:57:08

because of white supremacy.

00:56:58:16 - 00:57:00:01

We see an example of this

00:57:00:01 - 00:57:03:15

with immigration and customs

enforcement, also known as ICE.

00:57:03:15 - 00:57:06:08

And as ICE as a racist institution.

00:57:06:08 - 00:57:08:03

We've talked about in the past,

00:57:09:20 - 00:57:13:01

DHS Secretary Mayorkas's policy

00:57:13:01 - 00:57:16:08

on October 27th, 2021.

00:57:17:12 - 00:57:20:19

And that policy to say that

00:57:20:19 - 00:57:22:22

to the fullest extent possible,

00:57:22:22 - 00:57:25:09

ICE should not take an enforcement action

00:57:25:09 - 00:57:29:12

in or near a location that

would restrain people's access

00:57:29:12 - 00:57:33:15

to essential services or

engagement in essential activities.

00:57:33:15 - 00:57:37:20

Such a location is referred

to as a protected area, right?

00:57:37:20 - 00:57:42:20

And so this is talking about

access to essential services

00:57:43:07 - 00:57:46:07

or engagement in essential activities

00:57:46:07 - 00:57:48:11

during or after a disaster.

00:57:48:11 - 00:57:52:09

And so ICE will not

enforce their policies to,

00:57:54:06 - 00:57:57:15

supposedly would not enforce

these policies, right?

00:57:59:04 - 00:58:04:04

We've also talked about again,

what this protected area is,

00:58:04:10 - 00:58:07:17

which is a place where disaster

emergency response relief

00:58:07:17 - 00:58:12:06

is being provided such as

evacuation routes, shelter,

00:58:12:06 - 00:58:16:09

emergency supply, food or

water distribution areas.

00:58:17:17 - 00:58:20:15

And then registration for

disaster related assistance

00:58:20:15 - 00:58:23:02

or family reunification

00:58:23:02 - 00:58:25:21

where family reunification is underway.

00:58:25:21 - 00:58:29:07

So again, these supposed

areas where disaster response

00:58:29:07 - 00:58:32:22

and relief is being

provided, ICE will not be,

00:58:34:05 - 00:58:38:10

will not be enforcing their policies.

00:58:38:10 - 00:58:40:12

But we know that these policies

00:58:40:12 - 00:58:42:17

are not enforced reliably

and consistently.

00:58:42:17 - 00:58:47:06

We know that, you know, we have no way

00:58:47:06 - 00:58:48:20

to understand or know

00:58:49:24 - 00:58:53:13

when and where ICE is

enforcing these policies

00:58:53:13 - 00:58:58:13

and, you know, if they're

following this blanket policy

00:58:58:15 - 00:59:01:03

from the secretary, right?

00:59:02:15 - 00:59:07:15

We know that even if ICE

is enforcing this policy

00:59:08:18 - 00:59:11:17

of staying away,

00:59:11:17 - 00:59:15:18

of staying away from

protected areas, right?

00:59:17:15 - 00:59:20:06

We don't know how far ICE

will be staying away, right?

00:59:20:06 - 00:59:22:08

And so we, there's

certainly the possibility

00:59:22:08 - 00:59:23:24

of folks getting these lifesaving

00:59:25:14 - 00:59:29:07

and these lifesaving

programs and assistance

00:59:29:07 - 00:59:33:07

and then ICE, you know, staying, you know,

00:59:33:07 - 00:59:35:21

just outside of a certain range

00:59:35:21 - 00:59:39:06

and then without understanding

of what that range is,

00:59:39:06 - 00:59:44:01

of course, but still enforcing

00:59:44:01 - 00:59:47:02

that policy outside of the range.

00:59:47:02 - 00:59:50:06

And we know that ICE policies are focused

00:59:50:06 - 00:59:52:16

on certain communities, right?

00:59:52:16 - 00:59:56:20

Certainly ICE and

Customs and Border Patrol

00:59:56:20 - 01:00:00:05

is a large entity,

01:00:00:05 - 01:00:04:14

but we know that certain

policies are enforced by certain,

01:00:04:14 - 01:00:08:09

are enforced more for certain communities

01:00:08:09 - 01:00:11:15

and we know that it's quote

unquote easy to recognize

01:00:11:15 - 01:00:16:15

when a person of color whose

primary language is in English,

01:00:16:21 - 01:00:21:21

you know, is out and about than

if it was a white immigrant

01:00:22:01 - 01:00:26:21

or white migrant.

01:00:33:17 - 01:00:37:00

I want to pause for questions.

01:00:37:00 - 01:00:39:14

I'll go into a little bit more on,

01:00:49:07 - 01:00:54:07

on ICE focusing on certain communities

01:00:58:05 - 01:01:01:12

and certain policies applying

to certain communities

01:01:01:12 - 01:01:03:15

rather than others.

01:01:03:15 - 01:01:05:02

But are there any other questions?

01:01:05:02 - 01:01:06:05

Any questions?

01:01:15:11 - 01:01:16:07

All right.

01:01:16:07 - 01:01:18:13

Hearing none, I am going, oh,

01:01:18:13 - 01:01:20:04

Demetra, was that a question?

01:01:21:10 - 01:01:23:23

- No, I really, I don't have a question,

01:01:23:23 - 01:01:25:16

but I wanted to make a comment.

01:01:26:24 - 01:01:28:13

- Sure.

- Is that okay?

01:01:28:13 - 01:01:30:15

My name is Demetra, I'm sorry.

01:01:30:15 - 01:01:32:03

- No, please.

- Okay.

01:01:32:03 - 01:01:34:22

My name is Demetra I

identify as a black female.

01:01:35:23 - 01:01:40:01

And just to piggyback

back on the racism thing,

01:01:42:05 - 01:01:46:10

I had a hard time naming

my daughter 16 years ago

01:01:46:10 - 01:01:51:10

because of racism and judgmental.

01:01:51:14 - 01:01:56:03

And it took me a while

and I named her Clarissa

01:01:56:03 - 01:02:00:13

because when she did an

application, a job application

01:02:00:13 - 01:02:02:04

or applied for schools,

01:02:03:12 - 01:02:08:06

she wouldn't really be

identified by her name.

01:02:10:08 - 01:02:13:07

And it was really hard

01:02:13:07 - 01:02:17:08

because with my family, they go, oh,

01:02:17:08 - 01:02:20:15

well why did you name

her that white girl name?

01:02:20:15 - 01:02:22:13

And I said, it's not a white girl name,

01:02:22:13 - 01:02:24:17

it's just not a common name.

01:02:25:13 - 01:02:28:24

And when she grows up, I

just would like for her

01:02:28:24 - 01:02:33:24

to not be judged about her

name and have an opportunity.

01:02:39:05 - 01:02:40:01

- Absolutely.

01:02:40:01 - 01:02:41:07

Thank you so much for sharing.

01:02:41:07 - 01:02:42:24

And that is a lovely name.

01:02:42:24 - 01:02:44:05

I just wanna note that.

01:02:46:04 - 01:02:49:07

Certainly, I mean, we know

there have been studies

01:02:49:07 - 01:02:52:11

around implicit bias and, for example,

01:02:52:11 - 01:02:56:08

employment when folks are, you know,

01:02:56:08 - 01:03:00:03

either sharing their resumes

or being interviewed, right?

01:03:00:03 - 01:03:03:24

Folks with non-traditionally white names

01:03:05:17 - 01:03:08:01

are more likely to be

discriminated against,

01:03:08:01 - 01:03:10:16

to not be hired, to not get the interview,

01:03:10:16 - 01:03:12:14

to not even be considered based off

01:03:12:14 - 01:03:14:06

of the name on the resume.

01:03:14:06 - 01:03:19:06

And so, yeah, that's a fantastic

example of implicit bias,

01:03:19:18 - 01:03:24:18

but also the ways we internalize

racism as people of color,

01:03:25:20 - 01:03:30:20

because right, we're

automatically, you know,

01:03:31:11 - 01:03:36:11

we're thinking of the

advantages and disadvantages.

01:03:36:18 - 01:03:38:09

I'm not sure I would necessarily,

01:03:43:18 - 01:03:46:00

I don't know if I wanna

say internalizing racism

01:03:46:00 - 01:03:49:08

in this way, but it's certainly

an effect of white supremacy

01:03:49:08 - 01:03:51:04

that we have to internalize these beliefs

01:03:51:04 - 01:03:54:16

that certain names are better, right?

01:03:54:16 - 01:03:56:19

Because they're considered more white.

01:03:58:14 - 01:04:02:09

I mentioned, right, wanting

to continue the conversation.

01:04:02:09 - 01:04:03:14

Any other questions, comments?

01:04:03:14 - 01:04:04:10

I'm so sorry.

01:04:05:07 - 01:04:08:03

Thank you so much Demetra

for your thought here.

01:04:21:04 - 01:04:23:02

I see a thumbs up from Demetra.

01:04:23:02 - 01:04:26:18

Seeing no other comments and

no one else coming off of mute.

01:04:27:18 - 01:04:29:16

I wanted to sort of

continue the conversation

01:04:29:16 - 01:04:33:11

around certain ICE

policies being implemented

01:04:35:18 - 01:04:38:06

against certain communities

and in communities of color

01:04:38:06 - 01:04:39:24

versus other communities, right?

01:04:39:24 - 01:04:43:01

And a good example of this is Title 42.

01:04:43:01 - 01:04:47:23

Title 42 is actually

a public health policy

01:04:49:22 - 01:04:53:21

that really specified that United States

01:04:53:21 - 01:04:56:06

could limit immigration

01:04:56:06 - 01:04:59:01

during a public health

crisis or emergency.

01:05:00:02 - 01:05:03:11

And during the pandemic,

01:05:06:17 - 01:05:09:08

which is of course during the

Trump administration, right?

01:05:09:08 - 01:05:13:20

We saw the Trump administration

applying Title 42

01:05:14:18 - 01:05:19:07

during, to immigration applications

01:05:19:07 - 01:05:22:20

and attempts to immigrate

into the United States.

01:05:24:09 - 01:05:29:07

And what I wanna really

talk about is who the,

01:05:29:07 - 01:05:32:08

who ICE is applying

Title 42 against, right?

01:05:32:08 - 01:05:36:22

And on screen we have a

quote from WOLA, W-O-L-A.

01:05:36:22 - 01:05:38:11

Unfortunately, I'm not,

01:05:38:11 - 01:05:39:14

I do not know that acronym

01:05:39:14 - 01:05:41:16

off the top of my head, apologies.

01:05:41:16 - 01:05:43:19

But what I will do wanna share is

01:05:43:19 - 01:05:46:21

during the first six

months of this year, right,

01:05:46:21 - 01:05:49:04

so the Title 42 was applied

01:05:52:07 - 01:05:55:12

to the United States,

01:05:55:12 - 01:05:59:00

was initiated by the Trump administration,

01:05:59:00 - 01:06:00:19

but continued during,

01:06:01:18 - 01:06:05:24

continued during Biden's administration

01:06:05:24 - 01:06:07:21

and during the pandemic,

01:06:07:21 - 01:06:12:15

before the public health

emergency ended in May.

01:06:12:15 - 01:06:14:24

During the first six months of this year,

01:06:14:24 - 01:06:19:24

CBP, Customs Border Patrol

used Title 42 to expel migrants

01:06:20:22 - 01:06:25:22

and Mexico citizens into Cuba.

01:06:27:19 - 01:06:30:24

I'm so sorry, let me restart that phrase.

01:06:30:24 - 01:06:33:05

I got a little distracted here.

01:06:33:05 - 01:06:38:05

CBP has used Title 42 to

expel migrants into Mexico,

01:06:41:00 - 01:06:44:10

Cuba, El Salvador, Guatemala,

01:06:44:10 - 01:06:48:14

Haiti, Honduras, Nicaragua, and Venezuela,

01:06:48:14 - 01:06:53:14

roughly 130,000 times,

counting months when Mexico

01:06:54:09 - 01:06:56:12

has accepted those citizens.

01:06:56:12 - 01:07:01:12

And so we're seeing citizens

and immigrants from countries,

01:07:02:10 - 01:07:04:18

you know, of color for

lack of better phrasing

01:07:05:19 - 01:07:08:17

versus citizens like,

01:07:08:17 - 01:07:12:20

and folks from Ukraine,

for example, right?

01:07:12:20 - 01:07:17:01

And so we see Title 42 being

applied to certain situations,

01:07:17:01 - 01:07:19:16

certain communities versus others.

01:07:23:21 - 01:07:28:21

I am going to jump to this slide.

01:07:30:05 - 01:07:31:06

Thank you Tomora.

01:07:31:06 - 01:07:33:03

I see Tomora putting in chat.

01:07:33:03 - 01:07:35:15

WOLA is the Washington

Office of Latin America.

01:07:35:15 - 01:07:37:05

Thank you so much, Tomora.

01:07:39:15 - 01:07:43:19

I wanna sort of talk a very

quickly about unequal access

01:07:43:19 - 01:07:45:20

to recovery resources.

01:07:45:20 - 01:07:49:09

And that is, you know,

01:07:49:09 - 01:07:50:18

after a natural disaster,

01:07:50:18 - 01:07:55:05

white people accumulate less wealth than

01:07:58:07 - 01:08:01:22

communities of color,

residents of color during,

01:08:01:22 - 01:08:05:00

or rather, excuse me, after

an actual disaster, right?

01:08:05:00 - 01:08:10:00

And this is from a study

from Rice University, right?

01:08:14:09 - 01:08:17:15

And it talks about, you know,

01:08:17:15 - 01:08:20:22

white counties seeing an

increase in average wealth

01:08:20:22 - 01:08:25:22

after a disaster, then

predominantly marginalized counties

01:08:26:01 - 01:08:28:01

who saw a decrease, right?

01:08:28:01 - 01:08:32:00

And so that's what this graph shows,

01:08:32:00 - 01:08:34:15

this wealth change for each group.

01:08:34:15 - 01:08:36:09

White people who lived in counties

01:08:36:09 - 01:08:39:08

with at least 10 billion

in damage on average gain,

01:08:39:08 - 01:08:42:14

nearly $126,000

01:08:42:14 - 01:08:47:01

where black folks lost $27,000,

01:08:47:01 - 01:08:51:08

Latinx communities lost $29,000,

01:08:51:08 - 01:08:52:13

and Asian folks,

01:08:52:13 - 01:08:57:06

Asian communities lost

$10,000 on average, right?

01:09:00:14 - 01:09:03:12

And this is the same for FEMA aid, right?

01:09:03:12 - 01:09:05:03

We see FEMA aid

01:09:05:03 - 01:09:08:07

and the graph on screen shares that

01:09:08:07 - 01:09:09:20

white people living in counties

01:09:09:20 - 01:09:13:22

that received at least

$900 million in FEMA aid

01:09:14:20 - 01:09:19:19

accumulated $55,000 more

wealth than average.

01:09:19:19 - 01:09:24:17

Whereas black folks, black

communities accumulated

01:09:24:17 - 01:09:27:05

$82,000 less wealth.

01:09:27:05 - 01:09:32:05

Latinx folks accumulated

less in terms of $65,000,

01:09:34:01 - 01:09:37:22

and Asian folks lost $51,000.

01:09:37:22 - 01:09:39:19

So we see white folks gaining,

01:09:39:19 - 01:09:42:15

whereas communities of

color are losing money.

01:09:48:05 - 01:09:50:07

I am going to skip this question,

01:09:50:07 - 01:09:54:05

but I want you all to think

how you have witnessed

01:09:54:05 - 01:09:57:00

or experienced instances of racism

01:09:57:00 - 01:10:02:00

during your disaster response

and how you responded, right?

01:10:02:01 - 01:10:02:24

What did you do?

01:10:02:24 - 01:10:06:05

How did you respond to folks?

01:10:07:07 - 01:10:08:20

And knowing some of this information,

01:10:08:20 - 01:10:13:20

how would you prevent these

instances of racism happening?

01:10:15:08 - 01:10:17:19

And so we're gonna talk a little bit about

01:10:18:17 - 01:10:23:05

addressing these

institutional racism within

01:10:24:20 - 01:10:26:11

and after disasters,

01:10:27:09 - 01:10:30:22

certainly addressing it within ourselves

01:10:34:15 - 01:10:37:20

and addressing racism in general,

01:10:37:20 - 01:10:40:14

but then also talking

about some systemic things

01:10:40:14 - 01:10:45:05

that we can do to try to address

institutionalized racism.

01:10:46:03 - 01:10:48:22

And so I wanna talk about

addressing racism first

01:10:48:22 - 01:10:52:07

and some strategies from

trust address racism

01:10:52:07 - 01:10:55:17

as white folks.

01:10:55:17 - 01:11:00:01

So we'll talk about how to

address internalized racism,

01:11:00:01 - 01:11:03:08

and that is a typo.

01:11:03:08 - 01:11:05:03

This is addressing racism.

01:11:06:13 - 01:11:08:24

Both for internalized racism,

01:11:08:24 - 01:11:13:24

and addressing racism as

non-black, non-people of color.

01:11:15:06 - 01:11:16:16

It's really important to recognize

01:11:16:16 - 01:11:19:02

that racism exists, right?

01:11:19:02 - 01:11:24:02

Recognize that these systems

of power are here, right?

01:11:24:06 - 01:11:27:11

It's not that we're talking about things

01:11:27:11 - 01:11:29:06

that happened in the past.

01:11:29:06 - 01:11:31:13

These are things that

are currently happening.

01:11:31:13 - 01:11:33:05

And so having these conversations,

01:11:33:05 - 01:11:35:10

recognizing that racism exists

01:11:35:10 - 01:11:37:19

and analyzing your

immediate reactions, right?

01:11:37:19 - 01:11:39:24

I talked about how our brain

01:11:39:24 - 01:11:43:11

is automatically assigning stereotypes,

01:11:43:11 - 01:11:45:16

having implicit bias, right?

01:11:45:16 - 01:11:48:19

Because we cannot process

the hundreds of thousands

01:11:48:19 - 01:11:51:23

of pieces of information that

our brain receives daily.

01:11:51:23 - 01:11:53:21

And so we have immediate reactions,

01:11:53:21 - 01:11:58:21

but what's really important to

address racism is to analyze

01:11:59:04 - 01:12:01:20

why we're having those

immediate reactions.

01:12:01:20 - 01:12:04:08

Identify the negative beliefs

01:12:04:08 - 01:12:06:14

that you have about people of color.

01:12:06:14 - 01:12:08:04

And if you're a person of color yourself,

01:12:08:04 - 01:12:10:20

identify why you're having immediate,

01:12:10:20 - 01:12:14:02

these immediate reactions

against other people of color,

01:12:14:02 - 01:12:16:10

other black folks, et cetera.

01:12:16:10 - 01:12:19:22

This analysis is going to

be super, super important

01:12:19:22 - 01:12:24:22

in terms of recognizing what

behavior you need to change.

01:12:25:01 - 01:12:27:11

And then that tells you how,

01:12:27:11 - 01:12:29:14

it helps you think about

how you're complicit

01:12:29:14 - 01:12:32:12

with the racism when racist

events are happening.

01:12:32:12 - 01:12:35:18

As white folks, it's

really, really important

01:12:35:18 - 01:12:38:12

that you all are speaking up

01:12:38:12 - 01:12:41:10

when you are witnessing racism, right?

01:12:41:10 - 01:12:43:16

It is so tiring as a person of color

01:12:43:16 - 01:12:47:20

to always be calling out

microaggressions rooted in racism

01:12:47:20 - 01:12:50:24

as well as the larger quote unquote,

01:12:50:24 - 01:12:55:24

larger beliefs or

instances rooted in racism.

01:12:58:00 - 01:13:00:09

And so when you're thinking

about how complicit you are

01:13:00:09 - 01:13:02:18

and the ways you're in

complicit with racism,

01:13:02:18 - 01:13:04:19

also think about the

ways you don't speak up

01:13:04:19 - 01:13:06:09

when you should have, right?

01:13:07:10 - 01:13:09:02

And it's also really

important that you're thinking

01:13:09:02 - 01:13:11:18

of how to be anti-racist, right?

01:13:11:18 - 01:13:14:02

Anti-racism is more than just believing

01:13:14:02 - 01:13:15:14

you're not a racist, right?

01:13:15:14 - 01:13:18:17

We're all, you know,

01:13:18:17 - 01:13:22:05

in a society that

prioritizes white supremacy,

01:13:22:05 - 01:13:24:15

that prioritizes white bodies.

01:13:24:15 - 01:13:25:14

And so when we're talking

01:13:25:14 - 01:13:30:14

about making anti-racism

a practice, we're saying,

01:13:30:17 - 01:13:35:10

how am I actively come

combating these beliefs,

01:13:35:10 - 01:13:38:04

stereotypes that I believe

about people of color?

01:13:38:04 - 01:13:41:21

How am I actively helping

01:13:41:21 - 01:13:46:21

and being an ally almost

to people of color, right?

01:13:47:06 - 01:13:51:08

What am I actively doing to combat this?

01:13:52:15 - 01:13:54:09

When we're talking about

internalized racism

01:13:54:09 - 01:13:55:13

for people of color,

01:13:55:13 - 01:13:57:19

it's many of the same strategies, right?

01:13:57:19 - 01:14:00:07

Recognizing that racism exists.

01:14:00:07 - 01:14:05:00

And that really, when

we're talking about racism,

01:14:05:00 - 01:14:06:19

there is no such thing, of course,

01:14:06:19 - 01:14:09:18

as reverse racism and

remembering that as well.

01:14:09:18 - 01:14:13:14

And that's of course

for folks who are non,

01:14:13:14 - 01:14:15:14

who are white as well.

01:14:15:14 - 01:14:17:01

It's also important that people of color

01:14:17:01 - 01:14:20:03

are analyzing our immediate reactions.

01:14:20:03 - 01:14:22:15

Why are we reacting the way we are?

01:14:24:03 - 01:14:27:03

How are you complicit when

racist events are happening

01:14:27:03 - 01:14:28:21

to other people of color?

01:14:28:21 - 01:14:31:10

I know for myself, it's

really easy to think, oh,

01:14:31:10 - 01:14:33:23

I'm not contributing to racism.

01:14:33:23 - 01:14:35:14

I don't have these beliefs,

01:14:35:14 - 01:14:37:18

but I know when thinking about it

01:14:37:18 - 01:14:42:08

that I should have

spoken up if a, you know,

01:14:42:08 - 01:14:46:19

if I'm seeing someone else

being dismissed in a certain way

01:14:46:19 - 01:14:48:15

or not being included.

01:14:48:15 - 01:14:50:10

And it's really important

as people of color

01:14:50:10 - 01:14:52:04

to interrupt the patterns that you see

01:14:52:04 - 01:14:55:02

in other people of color where, you know,

01:14:55:02 - 01:14:57:08

one racial group holds prejudices

01:14:57:08 - 01:14:59:04

against another one, right?

01:14:59:04 - 01:15:04:04

It's our job to remind our communities

01:15:04:19 - 01:15:06:05

that you can still have

prejudicial beliefs

01:15:06:05 - 01:15:09:20

and that is rooted in racism.

01:15:09:20 - 01:15:13:05

It might not necessarily hold

the same institutional power

01:15:13:05 - 01:15:18:05

in the same ways as beliefs

against white folks,

01:15:18:05 - 01:15:21:22

beliefs white folks held and

hold against people of color.

01:15:21:22 - 01:15:26:01

But it still is harmful

to our communities.

01:15:28:07 - 01:15:30:19

I'm gonna skip the question for you.

01:15:33:23 - 01:15:37:01

Talking about addressing

racism in the SIL.

01:15:37:01 - 01:15:39:13

Certainly important to

01:15:41:04 - 01:15:43:10

interrupt unconscious bias

01:15:44:24 - 01:15:49:01

and how it influences

the way people interact.

01:15:49:01 - 01:15:50:03

You know, this is when we're talking

01:15:50:03 - 01:15:51:11

about staff interaction.

01:15:51:11 - 01:15:54:19

So if you see, like I had mentioned,

01:15:54:19 - 01:15:59:19

if you see another person,

01:16:00:01 - 01:16:05:01

white or otherwise, really, you know, not,

01:16:07:12 - 01:16:12:12

prioritizing the leadership

of people of color, not,

01:16:12:13 - 01:16:17:03

you know, not listening to people of color

01:16:17:03 - 01:16:19:21

when they share important ideas

01:16:19:21 - 01:16:23:00

or their ideas, when you see, you know,

01:16:23:00 - 01:16:26:06

people not interacting with

people of color, right?

01:16:27:23 - 01:16:29:18

Or interrupting when

someone is sharing, right?

01:16:29:18 - 01:16:32:08

You wanna interrupt that as it's happening

01:16:32:08 - 01:16:34:10

and call out that behavior.

01:16:34:10 - 01:16:38:03

A good example is no interruptions rule

01:16:38:03 - 01:16:40:12

when someone's pitching an idea

01:16:40:12 - 01:16:41:21

at the workplace, right?

01:16:42:19 - 01:16:45:14

And similarly, right, practice

bystander intervention.

01:16:45:14 - 01:16:47:06

If you see something, say something.

01:16:47:06 - 01:16:52:06

I feel like that is a really

cliche statement at this point.

01:16:53:07 - 01:16:56:16

But certainly we know that

01:16:57:20 - 01:17:00:19

as a group, people are

less likely to speak up

01:17:00:19 - 01:17:02:15

if they say something

because they think some,

01:17:02:15 - 01:17:03:14

if they see something rather

01:17:03:14 - 01:17:06:21

because they think someone

else is going to say something.

01:17:06:21 - 01:17:08:24

And it's also important to know

01:17:08:24 - 01:17:11:12

that you need to be that person.

01:17:13:13 - 01:17:15:06

Engage in micro affirmations.

01:17:15:06 - 01:17:17:02

We talked about those earlier.

01:17:17:02 - 01:17:20:07

And this is a great way to

address racism in your SIL.

01:17:21:05 - 01:17:24:17

You know, really talk about

01:17:24:17 - 01:17:27:09

how you can do this as well, right?

01:17:27:09 - 01:17:31:12

So how you can support female

01:17:31:12 - 01:17:34:00

and marginalized colleagues

01:17:34:00 - 01:17:36:17

have that active conversation, right?

01:17:36:17 - 01:17:38:09

When we talked about being anti-racist,

01:17:38:09 - 01:17:40:19

that that requires active work.

01:17:40:19 - 01:17:44:07

And so addressing racism

also requires active work.

01:17:48:00 - 01:17:52:20

There are some ways you can

address racism in SIL Policies

01:17:55:11 - 01:17:58:13

that I'm going to skip

01:17:58:13 - 01:18:00:17

because I wanna talk

about addressing racism

01:18:00:17 - 01:18:03:00

in emergency and disaster planning.

01:18:03:00 - 01:18:06:16

But please do look at the,

01:18:09:02 - 01:18:12:20

please do look at the slide deck

01:18:12:20 - 01:18:16:17

for more information on how

to do that within your SIL

01:18:16:17 - 01:18:19:12

is such important information.

01:18:19:12 - 01:18:21:14

When talking about addressing

racism and emergency

01:18:21:14 - 01:18:23:02

and disaster planning,

01:18:23:24 - 01:18:28:10

focus on engaging with community

leaders, organizations,

01:18:28:10 - 01:18:32:06

and members who are multiply

marginalized to include,

01:18:32:06 - 01:18:33:14

you know, their perspectives

01:18:33:14 - 01:18:36:05

and knowledge in emergency

planning response

01:18:36:05 - 01:18:37:20

and recovery efforts.

01:18:39:05 - 01:18:43:14

This helps ensure that the

needs, unique or otherwise,

01:18:43:14 - 01:18:48:02

of our communities are considered

and prioritized, right?

01:18:51:06 - 01:18:53:01

Am I on the right slide?

01:18:53:01 - 01:18:54:03

I think I'm not.

01:18:55:01 - 01:18:56:07

Oh gosh, I'm so sorry.

01:18:59:13 - 01:19:01:13

I definitely read the other slide.

01:19:01:13 - 01:19:02:09

I apologize.

01:19:02:09 - 01:19:03:21

Backing up a slide.

01:19:03:21 - 01:19:04:17

First and foremost,

01:19:04:17 - 01:19:07:16

ensure diverse

representation and inclusion.

01:19:07:16 - 01:19:09:10

Similar to what I talked about,

01:19:09:10 - 01:19:12:23

but you wanna ensure

decision-making bodies,

01:19:12:23 - 01:19:14:12

emergency management agencies

01:19:14:12 - 01:19:17:24

and response teams are thinking about

01:19:17:24 - 01:19:21:12

and you wanna encourage them

to be diverse and inclusive.

01:19:21:12 - 01:19:23:20

We wanna ensure

representation in leadership

01:19:23:20 - 01:19:26:07

from communities of color

and marginalized groups

01:19:27:17 - 01:19:31:16

to lead to more equitable

practices and policies.

01:19:33:11 - 01:19:35:03

You know, when disabled folks

01:19:35:03 - 01:19:37:02

and multiple marginalized

folks are at the table,

01:19:37:02 - 01:19:41:04

we can contribute to

our solutioning, right?

01:19:41:04 - 01:19:42:06

We know the solutions.

01:19:42:06 - 01:19:45:08

We are the ones that are

ensuring our own survival

01:19:45:08 - 01:19:46:21

or community survival.

01:19:46:21 - 01:19:49:02

So by ensuring we're at the table,

01:19:49:02 - 01:19:50:11

we can share the solutions

01:19:50:11 - 01:19:52:18

that our community is already utilizing.

01:19:53:23 - 01:19:56:24

I read this one and I'll reread it

01:19:56:24 - 01:19:59:06

'cause it's on screen for access.

01:19:59:06 - 01:20:00:18

But ensure community engagement

01:20:00:18 - 01:20:04:04

and collaboration just

as we need leadership

01:20:04:04 - 01:20:05:17

from those most impacted.

01:20:05:17 - 01:20:09:17

We need to ensure that the

most impacted are involved

01:20:09:17 - 01:20:11:07

in every step of the way.

01:20:11:07 - 01:20:13:13

This means engaging with community leaders

01:20:13:13 - 01:20:16:20

and organizations as well as

members to include perspectives

01:20:16:20 - 01:20:19:07

and knowledge in emergency planning,

01:20:19:07 - 01:20:21:10

response and recovery efforts.

01:20:22:07 - 01:20:24:12

Again, ensuring that our needs

01:20:24:12 - 01:20:27:03

are considered and prioritized.

01:20:33:07 - 01:20:34:08

Continuing,

01:20:38:00 - 01:20:40:07

we wanna ensure equitable

resource allocation.

01:20:40:07 - 01:20:44:24

I understand is still, we

do not have often a say

01:20:44:24 - 01:20:49:24

in what these resource

allocation looks like, right?

01:20:50:02 - 01:20:53:15

But we know that resources aren't getting

01:20:53:15 - 01:20:55:08

to communities of color.

01:20:55:08 - 01:20:58:13

So when you're at the emergency

management planning table,

01:20:58:13 - 01:21:00:24

when you're planning with

other community members,

01:21:00:24 - 01:21:05:04

other organizations, community-based

organizations, right,

01:21:05:04 - 01:21:09:19

you want to encourage them

to develop allocation systems

01:21:09:19 - 01:21:14:19

that prioritize resources

to areas who you know have,

01:21:14:19 - 01:21:18:04

you know, greatest need,

who are most impacted,

01:21:18:04 - 01:21:20:02

rather than relying solely

01:21:20:02 - 01:21:23:09

on things like population density.

01:21:23:09 - 01:21:26:14

This can help prevent historically

marginalized communities

01:21:26:14 - 01:21:28:07

from being overlooked.

01:21:28:07 - 01:21:30:21

Again, we know people are being forgotten.

01:21:30:21 - 01:21:34:19

Let's focus on how to

get the resources to them

01:21:34:19 - 01:21:36:20

to prevent that from happening.

01:21:41:00 - 01:21:44:13

And we talked about

how lack of information

01:21:44:13 - 01:21:49:13

severely hinders ability to

engage in any type of response

01:21:56:22 - 01:22:00:09

to disasters, such as

information on when to evacuate,

01:22:00:09 - 01:22:02:17

information on when to shelter in place.

01:22:02:17 - 01:22:07:17

And so you wanna ensure

that government partners are

01:22:09:05 - 01:22:10:23

making their emergency alerts,

01:22:10:23 - 01:22:12:24

warnings and information accessible

01:22:12:24 - 01:22:16:06

to all members of the community,

including disabled folks

01:22:16:06 - 01:22:19:12

and folks whose primary

language is not English.

01:22:20:08 - 01:22:23:10

Again, information is so

vital to ensure survival.

01:22:23:10 - 01:22:25:13

If we don't have that information,

01:22:26:11 - 01:22:29:21

I am still not on the right slide.

01:22:29:21 - 01:22:30:23

Someone please do let me know

01:22:30:23 - 01:22:34:05

if I am not on the right

slide 'cause clearly I am not.

01:22:34:05 - 01:22:36:11

I'm so excited to get to other content.

01:22:37:12 - 01:22:40:17

Some ways to make

information accessible is

01:22:40:17 - 01:22:45:15

to simply have government

agencies follow their obligations

01:22:45:15 - 01:22:47:23

under the ADA and 504

01:22:47:23 - 01:22:50:04

to provide equally effective communication

01:22:50:04 - 01:22:54:12

to folks with speech, vision,

and hearing disabilities.

01:22:54:12 - 01:22:56:20

This includes providing sign language

01:22:56:20 - 01:23:00:05

or tactile interpreters,

video relay interpretation,

01:23:00:05 - 01:23:04:16

also known as VRI, caption

access, real-time translation,

01:23:04:16 - 01:23:06:14

also known as CART captioning.

01:23:06:14 - 01:23:08:10

This is different than AI captioning

01:23:08:10 - 01:23:12:17

as CART captioning is done by a person

01:23:12:17 - 01:23:15:23

versus AI captioning, which is

done by a computer of course.

01:23:17:00 - 01:23:18:14

And then of course, providing materials

01:23:18:14 - 01:23:21:17

in alternate accessible formats

01:23:21:17 - 01:23:24:07

such as large print braille

01:23:26:11 - 01:23:28:18

and that is screen reader accessible.

01:23:36:01 - 01:23:41:01

You want to help ensure that

plans are considering the needs

01:23:41:10 - 01:23:43:01

of marginalized communities

01:23:43:01 - 01:23:46:14

and are addressing the

barriers we we encounter,

01:23:46:14 - 01:23:51:00

such as lack of access to transportation,

01:23:51:00 - 01:23:53:10

medical services, and shelters.

01:23:54:09 - 01:23:56:15

A lot of these are overlapping, right?

01:23:56:15 - 01:24:00:20

When we're talking

about intersectionality,

01:24:00:20 - 01:24:03:17

it's also important to

consider that framework

01:24:03:17 - 01:24:05:24

when we're talking about solutioning.

01:24:05:24 - 01:24:08:00

Lack of access to transportation

01:24:08:00 - 01:24:11:04

affects communities of

color as certain communities

01:24:12:02 - 01:24:15:11

who are more likely to be

impoverished, for example,

01:24:15:11 - 01:24:18:14

are less likely to own their own car

01:24:18:14 - 01:24:21:14

and more likely to rely

on public transportation.

01:24:21:14 - 01:24:24:08

We also know that people with disabilities

01:24:24:08 - 01:24:27:08

are also more likely to be impoverished

01:24:27:08 - 01:24:31:18

and so have that similar barrier as well.

01:24:33:21 - 01:24:36:23

And then we finally

know that this is going

01:24:36:23 - 01:24:39:13

to require long-term planning.

01:24:39:13 - 01:24:41:00

Addressing institutionalized racism

01:24:41:00 - 01:24:44:04

and emergency management

in disaster response

01:24:44:04 - 01:24:46:15

requires long-term commitment,

01:24:46:15 - 01:24:48:11

implement sustainable strategies

01:24:48:11 - 01:24:51:07

that are integrated into all

aspects of emergency planning,

01:24:51:07 - 01:24:52:18

response and recovery.

01:24:53:19 - 01:24:55:21

This really relies on your Partnerships

01:24:55:21 - 01:25:00:02

with government agencies

and networks, right?

01:25:00:02 - 01:25:03:03

And really leveraging your relationships

01:25:03:03 - 01:25:05:24

with folks at the state and county levels

01:25:05:24 - 01:25:08:14

to encourage long-term planning.

01:25:11:24 - 01:25:14:04

I definitely sped through that last part.

01:25:14:04 - 01:25:17:00

I hope that was

01:25:19:20 - 01:25:22:19

useful in some ways and

I know the slide deck

01:25:22:19 - 01:25:24:11

will certainly be helpful.

01:25:25:13 - 01:25:26:24

Do folks have questions?

01:25:26:24 - 01:25:29:02

I know we're a little over the hour,

01:25:29:02 - 01:25:32:15

but happy to answer any

questions that folks may have.

01:25:55:09 - 01:25:57:12

I am not seeing any hands raised.

01:25:57:12 - 01:26:01:06

Please don't hesitate to,

you know, come off of mute

01:26:01:06 - 01:26:03:11

if you have a question or comment.

01:26:03:11 - 01:26:08:11

Certainly can, you know,

pause at any point.

01:26:09:17 - 01:26:11:18

Seeing though that no hands are raised,

01:26:11:18 - 01:26:14:15

I'm going to give us all a reminder

01:26:14:15 - 01:26:18:17

for the last training that's available.

01:26:18:17 - 01:26:21:08

On screen is the schedule

for public trainings.

01:26:21:08 - 01:26:24:10

And as you may already know,

01:26:24:10 - 01:26:27:15

we talked about disability

rights and disasters.

01:26:27:15 - 01:26:30:14

We talked about the personal

disaster preparedness

01:26:30:14 - 01:26:32:06

for disabled people.

01:26:32:06 - 01:26:35:24

We talked about the dangers

of false expectations

01:26:35:24 - 01:26:38:12

and we talked about how to

address institutionalized racism

01:26:38:12 - 01:26:40:02

and emergency management.

01:26:40:02 - 01:26:43:20

The upcoming training on December 7th is

01:26:43:20 - 01:26:48:20

on disability bias and

in emergency management.

01:26:50:09 - 01:26:52:10

So talking about similar concepts,

01:26:52:10 - 01:26:55:17

but certainly focusing on ableism

01:26:57:24 - 01:27:00:04

and addressing institutionalized ableism

01:27:00:04 - 01:27:01:21

in emergency management.

01:27:05:00 - 01:27:05:20

I-

- And with that,

01:27:05:20 - 01:27:06:24

thank you so much.

01:27:09:00 - 01:27:11:01

- Okay, go ahead Tomora.

01:27:11:01 - 01:27:12:07

- Oh no, I just wanted to,

01:27:12:07 - 01:27:17:07

is it still a 2:30 to 4:00

meeting on the seventh?

01:27:18:04 - 01:27:19:11

- Yes, I do believe so.

- Okay.

01:27:19:11 - 01:27:22:20

- It should be the same

exact time and the same link.

01:27:24:01 - 01:27:25:12

And we do encourage you all

01:27:25:12 - 01:27:28:19

to share your feedback

on today's training.

01:27:28:19 - 01:27:33:19

We did put a form in the chat

01:27:33:21 - 01:27:36:00

and of course we'll be sending that out

01:27:36:00 - 01:27:39:02

as well when we send out the slide deck.

01:27:40:18 - 01:27:43:15

- Thank you so much.

- Thank you all so much.

01:27:43:15 - 01:27:45:04

Appreciate you all.

01:27:45:04 - 01:27:48:21

Apologies that we were

a little short on time,

01:27:48:21 - 01:27:50:24

but appreciate you all sticking with us

01:27:50:24 - 01:27:54:20

and don't hesitate to share

any questions or comments

01:27:54:20 - 01:27:56:19

to us via email if you have any.

01:27:59:03 - 01:28:00:01

Thank you all.

01:28:01:04 - 01:28:03:12

- Thank you. Have a wonderful weekend.

01:28:03:12 - 01:28:04:08

- You as well.

01:28:05:05 - 01:28:06:03

- Thank you.