Bridging the Gap: Collective Healing & Systems Change

February 11, 2021
Housekeeping

- **You will be on mute.** Please use the chat & Q&A features. CPEHN staff will be monitoring the chat and Q&A.

- **To raise your hand to speak,** please:
  - click on “more” icon in the side bar below.
  - “participants”
  - Then click on the orange red hand.

- If you need technology help
  - Use the Zoom links on the event home page
    - [https://zoom.us/j/97748180307?pwd=emFBYjJNZFJ0T2k3VUM1NW92ZjU3UT09](https://zoom.us/j/97748180307?pwd=emFBYjJNZFJ0T2k3VUM1NW92ZjU3UT09)
  - Call **(510) 832-1160** ext. **308**
  - Click “Community” and “ask organizers anything” on the left-hand side navigation bar

- All sessions will be recorded and recordings and slides will be available after the conference

- **Please show consideration and respect for attendees** (active listening, disagreement with civility, awareness of your audio, etc).

#VoicesForChange2021
Getting Started…

- Please include in the Chatbox: Introduce yourself. Where are you coming from (city, Counties, communities…) and to **WHOM** do you do this work for?
- **Moderator & Speaker Introduction & Opening Remarks**
- **Body Scanning Meditation**

#VoicesForChange2021
Learning Competencies

- Increasing **AWARENESS** of how/specific cases/examples of how systems continue to “traumatize” and “harm” people of color + LGBTQ+. How does it show up in dealing with the “systems” continuously?

- **UNDERSTANDING** on **HEALING**. What is it? How do you contextualize it in ‘Health Equity’

- **REFLECTING** on how **SYSTEMS** must change to integrate itself with “Healing.” From where you sit, what can we all do in order to start marrying **Healing** and **Systems Change**?

#VoicesForChange2021
Thank you!

- Session Evaluations – click “Rate Session” below the video screen. There is no Evaluation for the entire conference. Please take 1 minute to go to each workshop/planery and “rate” sessions. It helps us to improve our future conferences!
Racism as a Public Health Crisis:
On the work to heal and be made whole

February 11, 2021
Rhea W Boyd MD, MPH
California Pan-Ethnic Health Network Conference Workshop
@RheaBoydMD
Racism kills people.
"But all our phrasing—race relations, racial chasm, racial justice, racial profiling, white privilege, even white supremacy—serves to obscure that racism is a visceral experience, that it dislodges brains, blocks airways, rips muscle, extracts organs, cracks bones, breaks teeth. You must never look away from this. You must always remember that the sociology, the history, the economics, the graphs, the charts, the regressions all land, with great violence, upon the body."

- Ta-Nehisi Coates, Between the World and Me
Health Disparities

Population-level differences in health.

Health Inequities

Population-level differences in health that are avoidable, unnecessary, unfair, and unjust.

Health Inequities arise when certain populations are made vulnerable to illness or disease, often through the inequitable distribution of protections and supports.

To heal and be made whole, we must first, tell the truth about the breaking.
At protests, mostly white crowds show how pandemic has widened racial and political divisions

Over 1,500 people attended a rally at the capitol in Sacramento, May 1, 2020, asking for the reopening of the economy, closed due to the coronavirus. (Carolyn Cole/Los Angeles Times)

By HAILEY BRANSON-POTTS, ANITA CHABRIA, ANDREW J. CAMPA, PRISCELLA VEGA

MAY 8, 2020 | 5 AM

CORONAVIRUS

His plane-disinfecting invention didn’t take off - until COVID-19 hit

Tom Brady holds group workout with teammates days after NFLPA recommended against it

How will the COVID-19 pandemic end?

What we are wondering: Updates, goals, links, numbers and distractions (free)

These governments tamed COVID-19. They're keeping social distancing in place

Cases statewide »

196,044 confirmed
5,725 deaths

As of June 24, 10:36 p.m. Pacific
Wikipedia Commons. Street car terminal Oklahoma City, Oklahoma. 1944.
NEGROES
FOR SALE.

By virtue of a decree of the Honorable Circuit Court for Robertson County, made at its June Term, 1857, in the cause of E. P. MALLOY and others, to sell slaves, I will on Saturday, 25th day of July next, at CROSS PLAINS,
Tennessee, sell to the highest-bidder, on a credit till the first day of May, 1858,

TWO NEGROES

Dick, aged about 50 years, and Lydia, about 14 years of age, the property of the late David Malloy, deceased. Cash for costs.

JOHN S. HUTCHISON,
June 18, 1857.
Comm'r.
The US political economy profits off of racial inequality.
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Extracts and re-locates resources away from those with greatest need.
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Relies on policing to reenforce social hierarchies.
The US political economy profits off of racial inequality.

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Relies on policing to reenforce social hierarchies.

Together, these structures systematically divest from communities, separate families, and disproportionately pathologize and criminalize minoritized groups.
White Supremacy is dangerous.

"White nationalism and authoritarianism imperil democracy; democracy and equality are co-constitutive; equality is essential to health; the social, economic, and political conditions necessary to advance equality safeguard the planet."

Boyd RW, Krieger N, Jones CP. In the 2020 US election, we can choose a just future. Lancet. 2020 Oct 31;396(10260):1377-1380.
To adequately respond, *at scale*, to *racism as a public health crisis*, we must move towards *abolition*. 
Abolishing Racism?
Abolishing Racism
We have to confront the ways inequality is "constructed and perpetuated."
We have to confront the ways "Racism is productive."

Annals of Internal Medicine

Academic Health Centers' Antiracism Strategies Must Extend to Their Business Practices

Shawn F. Johnson, BS*; Ayotomiwa Ojo, BS*; and Haider J. Warraich, MD

We have to confront the ways "Racism is productive."

"Low-wage jobs in healthcare are disproportionately held by Black laborers. [The wage disparities] are staggering: Approximately half of Black female healthcare workers earn less than $15 an hour, a % almost double that of their white counterparts."

Truth, Reconciliation, and Reparations

Stanford Apologizes After Vaccine Allocation Leaves Out Nearly All Medical Residents

December 18, 2020 · 8:04 PM ET

LAUREL WAMSLEY

"We take complete responsibility and profusely apologize to all of you. We fully recognize we should have acted more swiftly to address the errors that resulted in an outcome we did not anticipate," they wrote.

"We are working quickly to address the flaws in our plan and develop a revised version," the executives and deans wrote. They said they anticipate being able to vaccinate "a substantial segment of our community" once a larger shipment of vaccines arrives, hopefully next week.
"Institutionalized Racism is often evident as inaction in the face of need."


Ijeoma Oluo. So You Want to Talk about Race. 2018.
"[Anti-racism] requires more than being \textit{passive} within a system or institution that \textit{harms} others."


"Black people live without sanctuary in the United States..."

- Professor Leah Wright Rigueur, Harvard University
Build Sanctuary

"Black people live without sanctuary in the United States…”

- Professor Leah Wright Rigueur, Harvard University

…from the intersecting forms of violence that threaten and shorten their lives.

Hiding in Plain Sight

I have a superpower. I can become invisible. But I can’t usually control when and where I do.

Sometimes it’s on a plane, when the flight attendant fails to offer me a snack or a beverage even though my tray is down, and my eyes are seeking hers.

Sometimes it’s in a meeting, when my hand is overlooked while others are called upon to speak, my arm lingering and eventually dropping, having wilted from neglect.

But in the halls of my hospital, on the dedicated research days when I dare to wear jeans, boots, and a fleece, when I can masquerade as anything but a doctor as I make my way to my office for a day of writing, I can truly hide in plain sight.

So I do. And I watch.

I watch the way no one makes space for me in the hall and contrast it with the small but impregnable berth my white coat typically provides. I watch the way that students and residents continue their beelines in my direction, assuming I will be the one who swerves when the time comes. I watch the way security guards try to hustle me along if they perceive me to be in the way of a patient they are escorting. I watch the custodian continue to mop as I walk by, even as he stopped mopping for the young male surgical resident who had just walked in front of me.

But the people I watch most closely when I’m invisible are the other black women in the hall.

I watch them cede right of way to those walking toward them. I watch them make change in the gift shop in order to have the exact bus fare for their long, winding, multistop rides home. I watch them corral small children through maze-like, light-filled halls lined with floor-to-ceiling windows and expensive artwork, keeping them in line, fearful that others will interpret their rambunctiousness as a sign of a dangerous nature or substandard upbringing. I observe that they do with their children what I do with mine: view them through the eyes of people who might judge their brown bodies and pray that the children give onlookers no reason to judge.
INTRODUCTION

The summer of 1967 again brought racial disorders to American cities, and with them shock, fear, and bewilderment to the Nation.

The worst came during a 2-week period in July, first in Newark and then in Detroit. Each set off a chain reaction in neighboring communities.

On July 28, 1967, the President of the United States established this Commission and directed us to answer three basic questions:

What happened?
Why did it happen?
What can be done to prevent it from happening again?

To respond to these questions, we have undertaken a broad range of studies and investigations. We have visited the riot cities; we have heard many witnesses; we have sought the counsel of experts across the country.

This is our basic conclusion: Our Nation is moving toward two societies, one black, one white—separate and unequal.

Reaction to last summer's disorders has quickened the movement and deepened the division. Discrimination and segregation have long permeated much of American life; they now threaten the future of every American.

This deepening racial division is not inevitable. The movement apart can be reversed. Choice is still possible. Our principal task is to define that choice and to press for a national resolution.

To pursue our present course will involve the continuing polarization of the American community and, ultimately, the destruction of basic democratic values.

The alternative is not blind repression or capitulation to lawlessness. It is the realization of common opportunities for all within a single society.

This alternative will require a commitment to national action—compassionate, massive, and sustained, backed by the resources of the most powerful and the richest nation on this earth. From every American it will require new attitudes, new understanding, and, above all, new will.

The vital needs of the Nation must be met; hard choices must be made, and, if necessary, new taxes enacted.

Violence cannot build a better society. Disruption and disorder nourish repression, not justice. They strike at the freedom of every citizen. The community cannot—it will not—tolerate coercion and mob rule.

Violence and destruction must be ended—in the streets of the ghetto and in the lives of people.

Segregation and poverty have created in the racial ghetto a destructive environment totally unknown to most white Americans.

What white Americans have never fully understood—but what the Negro can never forget—is that white society is deeply implicated in the ghetto. White institutions created it, white institutions maintain it, and white society condones it.
Healing, as systems change work, ultimately requires truth, reconciliation and reparations.

It looks like processes to unlearn and dismantle, which occur in concert with processes to imagine and build.

It feels like sanctuary from oppression and passive harms.
Bridging the Gap: Collective Healing & Systems Change

Rose Veniegas, Ph.D.
Senior Program Officer for Health
CPEHN Bi-Annual Conference 2021
CCF and the COVID-19 Pandemic

- CARES Act Community Health Worker Outreach Initiative
- LA County COVID-19 Vaccine Work Group
- California COVID Community Health Project
CCF and the COVID-19 Pandemic

- $24+ million in awards
- 486 grants
- Telehealth transition during crisis