

NCCDPHP Learning Series: Naming, Measuring, and Addressing the Impacts of Racism on the Health and Well-Being of the Nation and the World

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Racism is a system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”), that unfairly disadvantages some individuals and communities, unfairly advantages other individuals and communities, and saps the strength of the whole society through the waste of human resources.

The course sessions will occur over 13 weeks to equip participants to name, measure, and address the impacts of racism on the health and well-being of the nation and the world. We strongly encourage participation in all sessions.

Successful completion of this learning series will increase the participant’s ability to:

- Identify three dimensions of health intervention as illustrated by the Cliff Analogy
- Define racism and identify three levels of racism that impact health as illustrated by the Gardener’s Tale allegory
- Measuring racism in health surveys
- Name the necessary tasks in structuring campaigns to address racism as a public health crisis
- Use the question “How is racism operating here?” to examine the mechanisms of systemic racism and identify levers for intervention in decision-making processes
- Operationalize three principles for achieving health equity and addressing barriers to change
- Organizing for action using Anti-Racism Collaborative with Collective Action Team model

TARGET AUDIENCE: This course is open to all interested NCCDPHP FTEs. Those working in areas of science or policy will find the content immediately applicable in their day to day work.

ATTENDANCE OPTIONS: All courses will be held online. Zoom link information will be sent to participants no later than one day prior to the training.

Session One – Levels of Health Intervention

Time	Topics Covered
November 10, 1pm ET	<ul style="list-style-type: none"> • <i>Cliff Analogy</i> animation which illustrates three dimensions of health intervention <ul style="list-style-type: none"> ◦ Providing curative and preventive health services (which can be displayed along a line on the cliff as an ambulance at the bottom of the cliff, a net or trampoline halfway down, and a hospital at the top of the cliff) ◦ Addressing social determinants of health including poverty and adverse neighborhood conditions (which can be displayed in a flat, two-dimensional plane as moving the population away from the edge of the cliff) ◦ Addressing social determinants of equity including racism, sexism, and other systems of oppression and inequity (which can be displayed in three-dimensional space as acknowledging and addressing the existence of a three-dimensional cliff, the differential distribution of resources along the cliff, and the differential distribution of populations in relation to the edge of the cliff) • Analyzing objectives and actions along the Cliff: practical applications

Sessions Two and Three – Naming Racism

Time	Topics Covered
November 17, 1pm ET November 24, 1pm ET	<ul style="list-style-type: none"> • What is “race”? <ul style="list-style-type: none"> ◦ <i>Japanese Lanterns: Colored Perceptions</i> ◦ Rough proxy for social class, rougher for culture, meaningless for genes ◦ The social interpretation of how one looks in a “race”-conscious society ◦ The substrate on which racism operates • What is racism? <ul style="list-style-type: none"> ◦ <i>Dual Reality: A Restaurant Saga</i> allegory which demonstrates to those who have always seen the U.S. as the land of equal opportunity that racism exists and that it creates a dual reality just like the U.S. with an Open/Closed sign ◦ Definition of racism as a system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”), that unfairly disadvantages some individuals and communities, unfairly advantages other individuals and communities, and saps the strength of the whole society through the waste of human resources ◦ Definition of three levels of racism to understand how racism can turn into health disparities: institutionalized (structural), personally-mediated, and internalized ◦ <i>Levels of Racism: A Gardener’s Tale</i> allegory to illustrate the three levels of racism and how to really set things right in the garden, we need to at least address the institutionalized racism; if we do the other levels may take care of themselves

Sessions Four and Five – Measuring Racism

Title	Date & Time	Topics Covered	Registration Link
Measuring Racism	Thursday, October 1, 2020 1:30 pm – 3:00 pm ET and Thursday, October 8, 2020 1:30 pm – 3:00 pm ET	<ul style="list-style-type: none"> Measures over time in the literature Measures on federal and state data collection instruments: BRFSS, PRAMS, others Measures on other ongoing surveys: General Social Survey What new measures and methods are needed? 	10/1: Register HERE 10/8: Register HERE

Sessions Six and Seven – Racism as a Public Health Crisis

Title	Date & Time	Topics Covered	Registration Link
Racism as a public health crisis	Thursday, October 15, 2020 1:30 pm – 3:00 pm ET and Thursday, October 22, 2020 1:30 pm – 3:00 pm ET	<ul style="list-style-type: none"> American Public Health Association 2016 launch of a National Campaign Against Racism with three tasks: <ul style="list-style-type: none"> Name racism Ask “How is racism operating here?” Organize and strategize to act States and jurisdictions declaring “Racism is a public health crisis” <ul style="list-style-type: none"> Timeline and geography Research into how they came to be Analysis of contents of the declarations: structures, policies, practices, norms, values 	10/15: Register HERE 10/22: Register HERE

Sessions Eight and Nine – Asking “How is racism operating here?”

Title	Date & Time	Topics Covered	Registration Link
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Asking “How is racism operating here?”	Thursday, October 29, 2020 1:30 pm – 3:00 pm ET and Thursday, November 5, 2020 1:30 pm – 3:00 pm ET	<ul style="list-style-type: none"> Examining the mechanisms of systemic racism (structures, policies, practices, norms, values) as the elements of decision-making Applications of this question to identify levers for intervention <ul style="list-style-type: none"> With regard to police killings of unarmed Black and Brown men and women With regard to the disproportionate impact of COVID-19 on communities of color 	10/29: Register HERE 11/5: Register HERE
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Sessions Ten and Eleven – Achieving health equity

Title	Date & Time	Topics Covered	Registration Link
Achieving health equity	Thursday, November 12, 2020 1:30 pm – 3:00 pm ET and Thursday, November 19, 2020 1:30 pm – 3:00 pm ET	<ul style="list-style-type: none"> Generalization of the definition of racism to be a definition of any system of structured inequity Definition of health equity as assurance of the conditions for optimal health for all people Three principles for achieving health equity <ul style="list-style-type: none"> Valuing all individuals and populations equally Recognizing and rectifying historical injustices Providing resources according to need Operationalizing health equity <ul style="list-style-type: none"> For government agencies For foundations For other organizations For individuals Seven societal barriers to achieving health equity in the United States (which are also 	11/12: Register HERE 11/19: Register HERE

		<p>the values targets for anti-racism work)</p> <ul style="list-style-type: none"> ○ Narrow focus on the individual ○ A-historical stance ○ Myth of meritocracy ○ Myth of zero-sum game ○ Limited future orientation ○ Myth of American exceptionalism ○ White supremacist ideology 	
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Sessions Twelve and Thirteen – Organizing and strategizing to act

Title	Date & Time	Topics Covered	Registration Link
Organizing and strategizing to act	<p>Thursday, December 3, 2020 1:30 pm – 3:00 pm ET</p> <p>and</p> <p>Thursday, December 10, 2020 1:30 pm – 3:00 pm ET</p>	<ul style="list-style-type: none"> • Six recommendations for action with reference to the Dual Reality allegory <ul style="list-style-type: none"> ○ Look for evidence of two-sides signs ○ Break through bubbles to experience our common humanity ○ Be interested in, believe, and join in the stories of others ○ See “the absence of” ○ Reveal inaction in the face of need ○ Know our power, that action is power, and especially that collective action is power • Anti-Racism Collaborative with eight Collective Action Teams <ul style="list-style-type: none"> ○ History of this framework (CDC Racism and Health Workgroup; American Public Health Association; UCLA Center for the Study of Racism, Social Justice, and Health; Social 	<p>12/3: Register HERE</p> <p>12/10: Register HERE</p>

		<p>Medicine Consortium Global Campaign Against Racism; others on the horizon)</p> <ul style="list-style-type: none"> ○ Communication and Dissemination ○ Education and Development ○ Global Matters ○ History ○ Liaison and Partnership ○ Organizational Excellence ○ Policy and Legislation ○ Science and Publications <ul style="list-style-type: none"> ● Where do we go from here? 	
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For additional information regarding this learning series, please
contact [Carla Collazo](#) or [Sabreia Eafford](#).