Presentation Topics

1. Institutional Inequity
2. Inequity within Institutions
3. Resistance to Change
4. How to Move Past Resistance
5. Leveraging Receptivity to Foster Equitable Institutions
6. Q&A
Inequities & Disparities
The Importance of History
Doing the Work

- Acknowledgement of the Past
- Authentic Apology
- Repair, Reconciliation and Action
Inequity within Institutions
Invisible Oppression

Building off the work of many scholars, Tema Okun and Kenneth Jones created a list of white supremacy culture characteristics that show up in organizations.

- These characteristics can be damaging because they are used as norms and standards.
- Culture is so present and at the same time so very difficult to name or identify.
- If you are in the “in group” think of it as fish swimming in water, you know its there but yet can’t quite ever pinpoint what it looks like.
Defensiveness

- The organizational structure is set up and much energy spent trying to prevent abuse and protect power as it exists rather than to facilitate the best out of each person or to clarify who has power and how they are expected to use it.
- People respond to new or challenging ideas with defensiveness, making it very difficult to raise these ideas.
- A lot of energy in the organization is spent trying to make sure that people’s feelings aren’t getting hurt or working around defensive people.
- Spending energy defending against charges of racism instead of examining how racism might actually be happening.
- The defensiveness of people in power creates an oppressive culture.
Quantity over Quality

- Observed in how we define success (success is always bigger, more)
- Progress is an organization which expands (adds staff, adds projects) and/or develops the ability to serve more people (regardless of how well they are serving them)
- Gives no value, not even negative value, to its cost, for example, increased accountability to funders as the budget grows, ways in which those we serve may be exploited, excluded, or underserved as we focus on how many we are serving instead of quality of service or values created by the ways in which we serve
Fear of Open Conflict

- People in power are scared of expressed conflict and try to ignore it or run from it.
- When someone raises an issue that causes discomfort, the response is to blame.
- The person for raising the issue rather than to look at the issue which is actually causing the problem.
- Emphasis on being polite.
- Equating the raising of difficult issues with being impolite, rude, or out of line.
Resistance to Change
What is Institutional Resistance to Change?
Why does Resistance to Institutional Change Occurs within Racial Equity

- Mistrust
- Emotions
- Invest
- Fear
- Time
Mistrust Resistance to Racial Equity Change

Rational resistance
“I don’t understand it”

Emotional resistance
“I don’t like it”

Personal resistance
“I don’t trust you”
Emotional Resistance to Racial Equity Change

Kübler-Ross Change Curve®

- **Shock**: Surprise or shock at the event
- **Denial**: Disbelief, looking for evidence that it isn’t true
- **Frustration**: Recognition that things are different, sometimes angry
- **Depression**: Low mood, lacking in energy
- **Experiment**: Initial engagement with a new situation
- **Decision**: Learning how to work in the new situation, feeling more positive
- **Integration**: Changes integrated; a renewed individual

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Fear of Failure Resistance to Racial Equity Change
Investment Resistance to Racial Equity Change
Time Resistance to Racial Equity Change
Moving Past Resistance
Moving Past Change Resistance

1. Create urgency
2. Form a powerful coalition
3. Create a vision for change
4. Communicate the vision
5. Empower action
6. Create quick wins
7. Build on the change
8. Make it stick

Implementing & sustaining for change

Creating the climate for change

Engaging & enabling the organisation

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Leveraging Key Racial Equity Components

- Anti-Racism
- Racial Allyship
- Expert Support
### The Allyship Journey

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<thead>
<tr>
<th>Role</th>
<th>Supporter</th>
<th>Ally</th>
<th>Advocate</th>
<th>Accomplice</th>
<th>Equity Broker</th>
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<tbody>
<tr>
<td>Desire to help diverse communities</td>
<td>Build alliances with BIPOC peers, children, &amp; families</td>
<td>Constantly address biases and injustices</td>
<td>Work towards racially equitable change at your organization</td>
<td>Challenge individuals &amp; organizations when they are being oppressive</td>
<td>Leverage resources needed in the name of racial justice</td>
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<tr>
<td>Initial understanding of injustices</td>
<td>Reach out and support BIPOC peers</td>
<td>Actively speak against racism</td>
<td>Empower BIPOC’s and make way for their passion and leadership in social justice</td>
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<td>Curious and believe that the world should be a better place</td>
<td>Understand the deep impact of racism</td>
<td>Integrate policies that are racially equitable for all staff and stakeholders</td>
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## Allyship is Inclusive

<table>
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<tr>
<th>Do’s</th>
<th>Don’ts</th>
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<tbody>
<tr>
<td>Listen, learn, consider</td>
<td>Occupy all the space in the room</td>
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<tr>
<td>Ask POC how they feel about the problem and how they feel</td>
<td>Identify the problem, as if you know best</td>
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<td>Allow for an open conversation</td>
<td>Jump to solutions without honoring the process</td>
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<td>Be consistently aware that you are not the expert in all POC matters</td>
<td>Calling the same thing different/redefine the problem</td>
</tr>
<tr>
<td>Be patient and allow for courageous conversations about race</td>
<td>Talk down to POC or shut them out of the conversation</td>
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Moving Towards Anti-Racism
Q&A
Round Table Thoughts
Four Agreements of Courageous Conversations

Stay engaged
- Remaining morally, emotionally, intellectually, and socially involved in the dialogue

Experience Discomfort
- Bringing into the open the troubles that already exist but have not been discussed

Speak our truth
- Being absolutely honest about your thoughts, feelings and opinions and not just saying what you perceive other want to hear

Expect and accept non–closure
- We cannot discover the solution to a challenge if we have not been able to talk about it

Singleton & Linton, 2005
Questions to Bring to Round Table

1. What steps has your organization taken towards racial equity?
2. What challenges have you or your organization faced in your racial equity journey?
3. In what ways have you encountered resistance to change at your organization?
4. Why do you want your organization to become racially equitable?
Looking forward to partnering with you.

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