



Community Safety through Racial Justice Learning Series **Session 1**

Welcome to today's session! A few reminders as we arrive:

- If you are using your phone for audio, please dial #, enter your participant ID number, and dial # to link your audio and video.
- Please mute your microphone if you are not speaking.
- We encourage you to have your camera on if you are comfortable.
- Please ask questions in the chat box, we will do our best to address your comments!

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**PREVENTION
INSTITUTE**



Community Safety through Racial Justice Learning Series

Session 1

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PREVENTION
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Please learn about our experience and expertise at: <https://preventioninstitute.org/about-us/our-staff>

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Objectives

An introduction to:

1. Concepts and frameworks to understand and operationalize racial justice in violence prevention programs
2. How to identify "choice points" in programs, practices, and policies; and build greater capacity over time through continuous improvements
3. Ways to build capacity to normalize, prioritize, and incentivize "truth, racial healing, and transformation" in violence prevention work

Community Agreements for this Learning Series

- Respect the wealth of experiences that folks bring to this work
- Recognize that folks are coming to these conversations from different places
- Voice your thoughts and share this space
- Challenge ideas, not people

Poll Question:

Getting to know who is in the audience...

How many Prevention Institute facilitated webinars and learning sessions have you participated in?



Poll Question:

A little more about you...

What sector do you work in?





CORE ELEMENTS

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Moral Conviction + Political Courage + Government Commitment + Resident Leadership + Community-driven Solutions + Shared Values and Vision + Multi-sector Collaboration + Training and Capacity Building + Monitoring and Evaluation

SAMPLE STRATEGIES



SAMPLE STRATEGIES

← **UP FRONT** ← **IN THE THICK** ← **IN THE AFTERMATH** ←

SAMPLE SECTORS AND PARTNERS



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Operationalizing Racial Justice: 3 dimensions of time

- **Past disadvantage:** Closes historic gaps to improve health and economic opportunities in vulnerable communities.
- **Contemporary participation:** Engages in shared decision making through community-based participation and elevating perspectives of vulnerable communities.
- **Future consequences:** Prevents future disparities by leveraging funding for long-term health and organizational capacity and incorporating metrics and evaluation to track whether initiatives are closing gaps.

Source: USC PERE: Measures Matter: Ensuring Equitable Implementation of Los Angeles County Measures M & A

Equity Framework: Three Equity Objectives

Procedural Equity

Distributional
Equity

Structural Equity

Poll Question:

Which of the 3 equity objectives described most aligns with where your work currently is?



Operationalizing Racial Justice

Using Choice Points to Advance Racial Justice

- Choice points are decision-making opportunities that influence outcomes.
- The cumulative impacts of many small choices can be as significant as the impacts of big decisions.
- When we're conscious of choice points and the related impacts, we're less likely to replicate the status quo, and we open new possibilities for equitable change.

<https://racc.org/wp-content/uploads/2015/12/An-Introduction-to-Racial-Equity-Assessment-Tools.pdf>

Using Choice Points to Advance Racial Justice

- Where are the decision-making points that affect outcomes?
- What decisions/actions may be reinforcing bias and current inequities?
- What alternative action options could produce different outcomes?
- Which action will best advance racial justice?
- What reminders, supports and accountability systems can be structured into routine practices to keep racial justice as a high priority?

<https://racc.org/wp-content/uploads/2015/12/An-Introduction-to-Racial-Equity-Assessment-Tools.pdf>

Choice Point Steps

- Identify a choice point
- Generate some options
- Select a new course of action
- Identify supports and accountability

Normalizing Racial Justice

- Build a shared understanding of terms and concepts (name racism)
- Be willing to have difficult conversations and to sit with discomfort
- Prioritize and incentivize urgency toward change
- Move toward truth and healing

Chat Question:

How might you be considering using the choice-point methodology to operationalize a racial justice approach to your work?





Share a gem or pearl you are taking away from our time together in the chat.



Thank You for Joining Us Today!

We hope you will join us for session 2 on **Tuesday, September 21st, 2021 from 11am-12pm Pacific!**

In the meantime, please:

- Pass along information about this learning series and the [registration link](#) to your partners.
- Keep an eye out for a follow up e-mail from our team with slides from today and additional resources about the frameworks we have discussed so far.

If you have any questions, please reach out to xavier@preventioninstitute.org , laquana@preventioninstitute.org , or zachary@preventioninstitute.org