



# Approaches to Address Structural Racism

*Participant Guide*



# Approaches to Address Structural Racism

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## Breakout Session #1

### Introduction:

- 1) Name and pronouns
- 2) Organization and role
- 3) Length of time in the field

### Answer one of the following questions:

- 1) What do you hope to gain from this session
- 2) What motivated you to attend this session
- 3) Where is your organization or team in the continuum of having discussions about structural racism / biases in your organization - beginning stages, moderately engaged, doing some deep institutional work?

## Breakout Session #2

- 1) Reflect on an institutional bias that you have observed at your organization.
- 2) What is one bias that you feel is a good starting point in trying to apply this framework?
- 3) Map out natural allies that could assist you in this work.

## Breakout Session #3

- 1) Identify 2-3 broken structures that negatively impact the overall safety and wellbeing of children and families that access services at your agency
- 2) How would your job duties change if your organization embraced this quote as a mission statement? *Our agency's approach to structures that negatively impact child safety positions those structures as "conditions to be challenged" rather than as "facts to be known,"*

## Breakout Session #4

Utilizing the frameworks reviewed to develop a solution addressing inequalities in CPS reporting

### **Racism as a Root Cause**

1. Precise Impact
2. Systems Change
3. Long Term
4. Reparations

### **Erasing Institutional Bias**

1. Evaluate your (old) role in perpetuating systemic bias.
2. Define Your (New) Role in Breaking Down Systemic Bias
3. Cultivate Allies
4. Create a Movement

# Breakout Session #4

## WORKSHEET

Racism as a Root Cause	Your Plan
<p><b>Long-Term</b> - How will you make your plan sustainable and institutionalized?</p>	
<p><b>Precise Impact</b> - How will you specifically address a racially marginalized group? Who?</p>	
<p><b>Systems Change</b> - Which policies, systems, or environments will you address?</p>	
<p><b>Reparations</b> - What resources, power, or opportunities will you shift to racially marginalized groups?</p>	

# Breakout Session #4

## WORKSHEET

<b>Erasing Institutional Bias</b>	<b>Your Plan</b>
<b>Evaluate your (old) role in perpetuating systemic bias.</b>	
<b>Define Your (New) Role in Breaking Down Systemic Bias</b>	
<b>Cultivate Allies</b>	
<b>Create a Movement</b>	