

Beyond the Boundaries: Structural Racism, Structural Well-Being and Eliminating Racial and Ethnic Disparities

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10:30 am — 11:45 am**

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THE FRAMEWORKS

Harm Reduction Framework:

- Facilitate community and system stakeholders through a data-driven process aimed at creating community-based alternatives to justice system involvement, particularly secure detention.

Structural Well Being Framework:

- Facilitate community and cross sector stakeholders through a values driven process, using qualitative and quantitative data aimed at deconstructing structural racism while reimagining a cross system and community response structured to promote well being.



JUSTICE REFORM MUST TRANSCEND JUSTICE

“The persistent and seeming intractable nature of race and ethnicity in the justice apparatus presents significant dangers for communities of color. Genuine and lasting solutions for change require deep dives into the local institutional and community cultural norms that affect each local justice apparatus. It is in this space beyond data that the BI’s new agenda is engaging.”

- James Bell

After decades of racial justice reform efforts, BI works with multi-sector collaboratives to address these 4 persistent barriers to advancing racial justice...

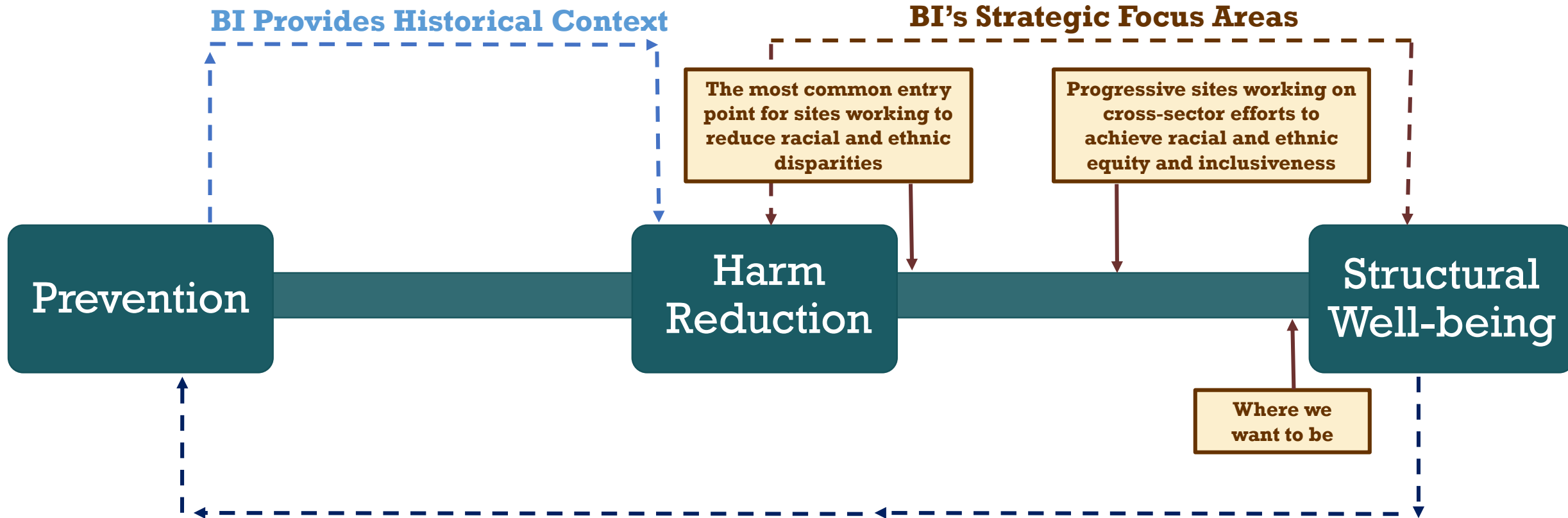
1 Negotiating the principle that justice is **colorblind and race-neutral** thereby negating the necessity to address policies and practices that reflect racialized social control.

2 Investment in communities that most populate the justice sector is outside the justice sector’s purview. **Disinvestment** is a structural issue that is larger than the justice sector can handle alone.

3 Government is not structured to promote flexible **cross-sector responses** to complex human services problems that involve public safety.

4 It is very difficult for elected and appointed officials to **share power** with each other and communities most in need of human service interventions.

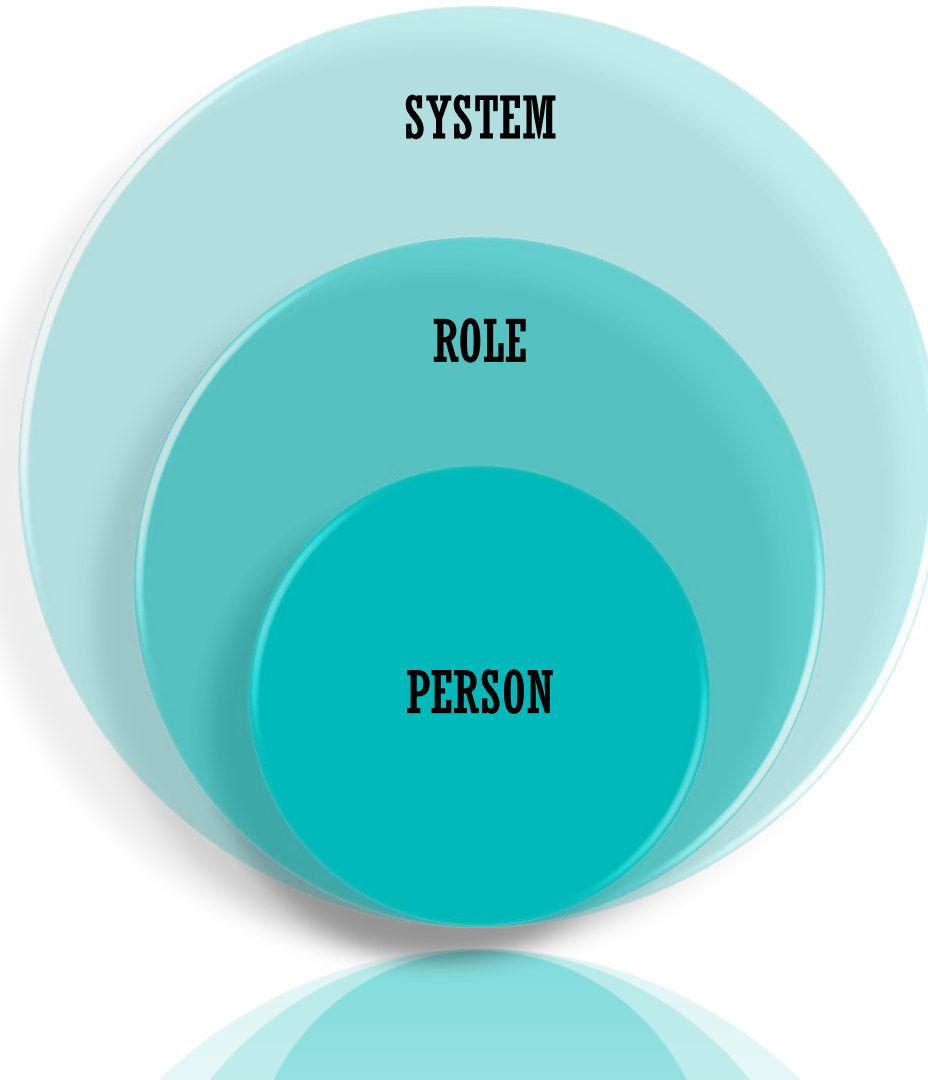
EVOLUTION OF JUSTICE



The Deepest Reform:
A reimagined justice response anchored in structural well-being naturally becomes the most effective prevention strategy.



WHO ARE WE?



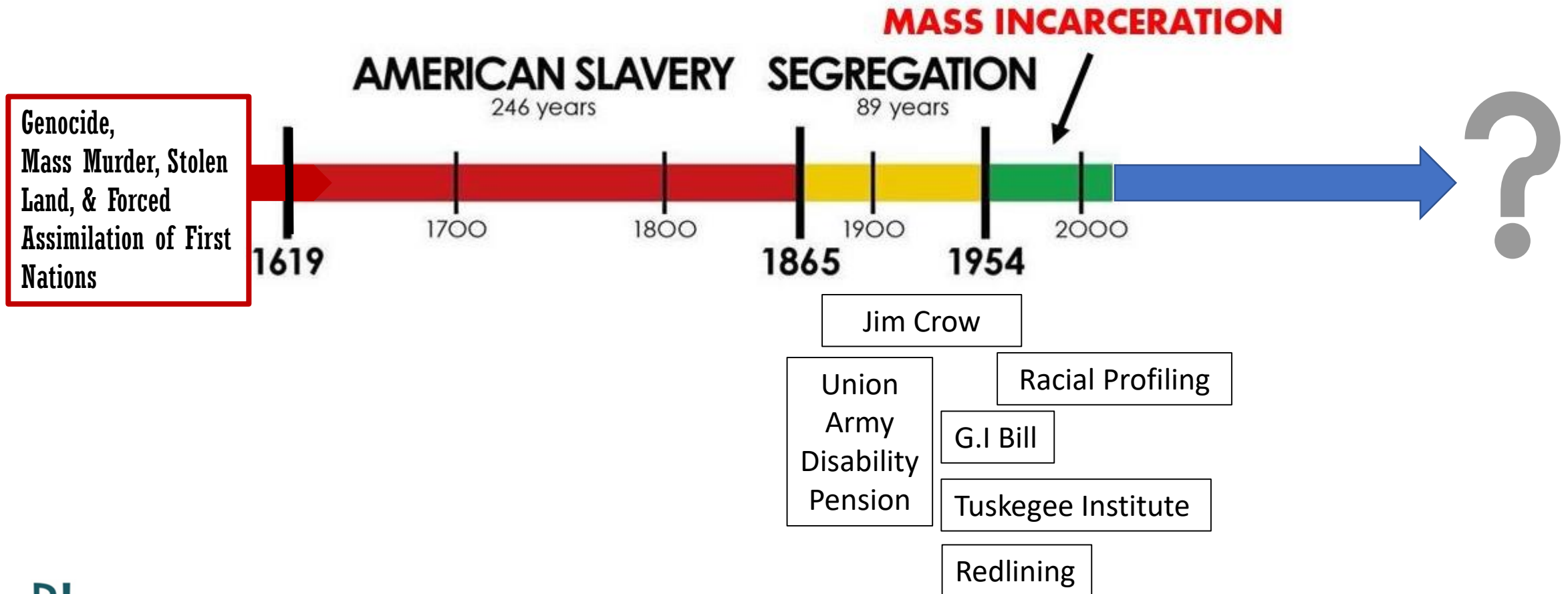
HISTORICAL COMPETENCE

KNOW THY HISTORY ...FOR WHAT AND WHY?

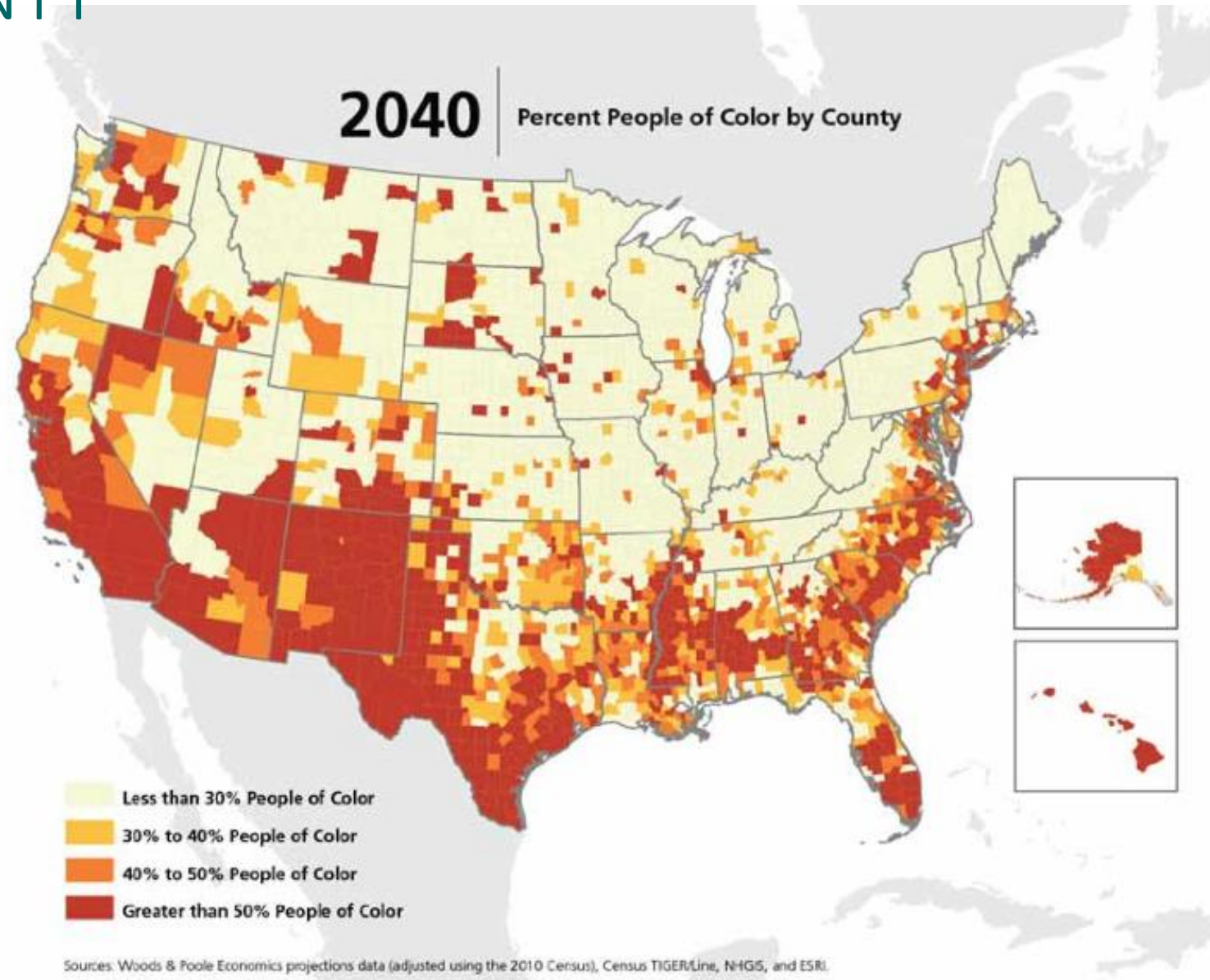
To meaningfully engage in leadership and advocacy requires us all to understand the history and context of the justice system to be able to consider how different policies and practices may impact people differently.



LOCAL AND HISTORICAL CONTEXT



CHANGING DEMOGRAPHICS: PERCENT OF PEOPLE OF COLOR BY COUNTY



WHERE ARE WE?

Stages of Structural Racism Awareness							
Completely Unaware	Defensive & Denial	Acknowledges Extreme Forms Interpersonal Racism	Acknowledges Racism, Denies Privilege	Begins to see the Structural Inequity	Connects the dots between Inequity and Privilege	Leaning in, Comfortable with the Discomfort	Being the Change and Making the Change
Unaware				Aware			



"I don't see color."



"ALL lives matter!"



"My privilege doesn't reflect my morality, but my response to it does."



"Structural racism causes disparity gaps, we must eliminate gaps and create equitable opportunities."