

What was your biggest discovery from this history lesson?



What does systemic racism mean for Whole Family Approach?

To me systemic racism means using the equity lens for the Whole Family Approach. See each person as a human being first and treat them with respect and dignity. See the big picture from their point of view and culture. Every person has value.

At an agency level how to address both Micro and Macro - understanding that at the individual level (white privilege) it requires a commitment to personal work and how is that managed by an employer.

that means we have to look at our data, process, Policy, procedure, forms, websites, to see if they are part of systems of impeding access, growth, participation

Respect and dignity while working with are families due to the power dynamics being a public CAA

We need to learn cultural norms and educate our staff through trainings as well as hire staff that look like the people we serve.

Changing mindsets of customers, in addition to policy changes.

Be mindful of the services we deliver and how we deliver them. Who is our population and who are we delivering the services to? One approach = one approach. We need to have different approaches. The way we present our data is affected by racism.

We need to examine our own systems and processes to ensure we are not re-enforcing racist structures, built trust with families, and walk alongside them through the process.

-not making the same mistakes we've done before in shifting and building on a new approach-ensure approach is rooted in family voice

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Systems developed to help people have oppressed them for multiple generations. A Whole Family Approach should include getting information from the family about what they think would be helpful for them and then helping them get there.

-Housing programs - gaps in home ownership, can't use state WX dollars on tribal land, getting down payment, etc.-
employment-feeling prejudged at the interview or not knowing the right people to move up-immigration policies-
Right To Work paperwork

Understanding implicit biases

As we look at the systems and barriers that families face, racism will be one that we need to be mindful of and helping families work to overcome. Listening to the families voices and experiences will be an important part of this.

It could mean continuing intergenerational poverty IF programs aren't willing to look at their systems ,structures, policy & procedures, etc... thru a lens of healing & anti-racism.

Racism must confronted whenever we see it. The approach may be different base on communities but it must be confronted whether its personal or systematic.

we need to self check with numbers and data on whether or not our approach is reaching those in need. We can;t just meet people where they are but where they came from on the scale of oppression.

Treat everyone equally and respect. Active listening.Use equity lens.

We, our funders , our goverment needs to recognize that the reasons people living in poverty is a result of historical and intentional racism. There must be something done to repair and redress these historical wrongs.

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We need to examine our existing internal practices and outcomes with an equity lens, and Additionally how can we teach that becoming aware of systemic racism will help our families in their own pursuits as well as benefiting society at large.

changing how we approach new clients with conversations and forms. Looking at the make up of your board and staff. Do they represent the people you work with?

being kind and serving community with empathy and understanding

Ensuring that the approach is flexible to accommodate the diversity of your clients. Also ensuring your agency (staff/board) reflects diversity to create an inclusive environment where people feel comfortable.

intentional convos and training with staff - as CAAs we are the closest to the community and need to both check our own biases and improve our trauma informed care, but also prepare customers for the racism they are going to continue to face.

Whole Family Approach without a focus on racial justice will impact the outcomes that perpetuate racial disparities. We need to understand the material situations of our minority community members and make sure our services reach and work for them.

Systemic racism in whole family approach is to making the system more comfortable and not making history repeat itself. History is repeating itself today and making groups of racism again like we discussed earlier.

It means education ourselves and then education our clients

Creates additional barriers and emphasizes the importance of what we do. We have to remove our personal biases and ignorances. Relationship building and trust is key as things continue to change. Empowerment of our clients and ourselves is crucial

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It means that there will be different paths that have to be taken for persons. Each client's journey will be different due to the system. Some process may be easier to provide services than others due to the corruption of the system etc etc.

Agencies need to have a meeting and train all staff on how they can make all races feel comfortable and feel accepted. They can also survey customers to see how they were treated and to see if they feel valued as a customer.