

# **confronting racism denial** **tools for action *within* the health sector**

**Camara Phyllis Jones, MD, MPH, PhD**

## **Keynote Address** **Session Two**

*"Racial and Ethnic Inequities in Health Care: Clinician and Health Care Organization Perspectives"*  
*Unequal Treatment Revisited: The Current State of Racial and Ethnic Disparities in Health Care*  
National Academies of Sciences, Engineering, and Medicine

*Via Zoom from London, England, United Kingdom*  
*12 July 2023*

# **Anti-racism is a process**

**Name racism**

**Ask “How is racism operating here?”**

**Organize and strategize to act**

# **1: Name racism**

# **Four key messages** when naming racism

**Racism exists**

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**Racism is a system**

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**Racism is a system**

**Racism saps the strength of the whole society**

# **Four key messages** when naming racism

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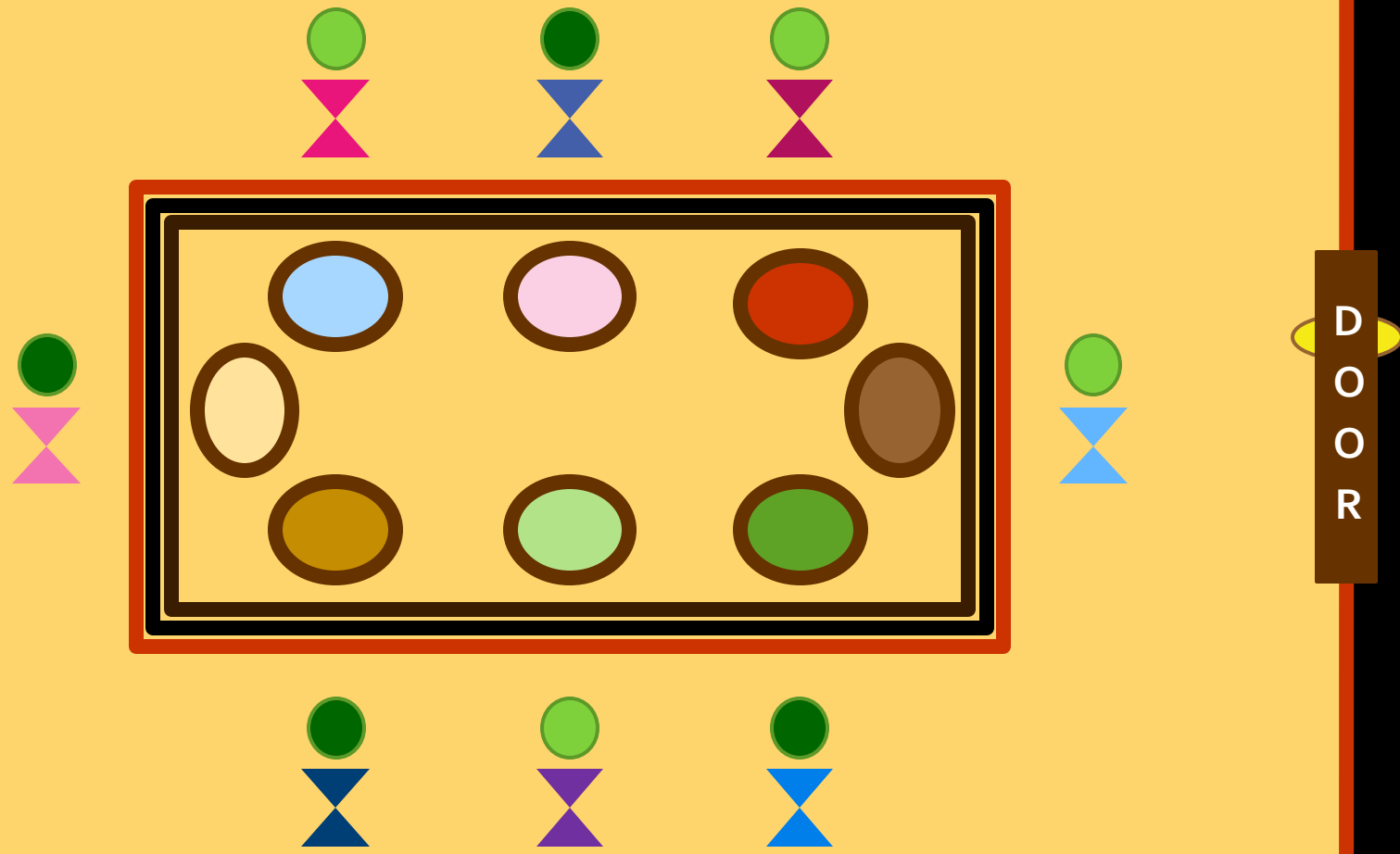
**We can act to dismantle racism**

# Dual Reality: A restaurant saga









I looked up and noticed a sign . . .

A stylized illustration of a brown door with a yellow doorknob and a sign that says "OPEN". The door is set against an orange background. The sign is white with a blue border and the word "OPEN" is written in green capital letters.

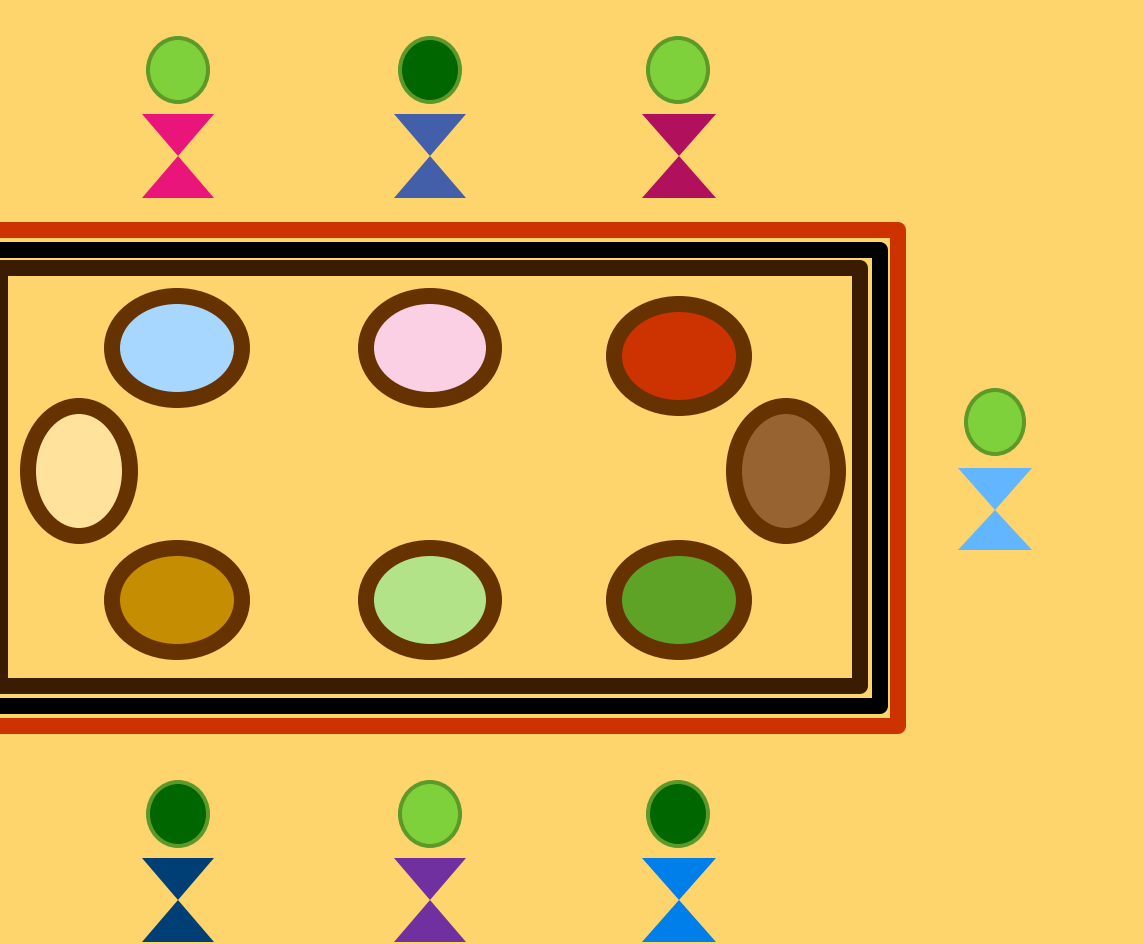
OPEN



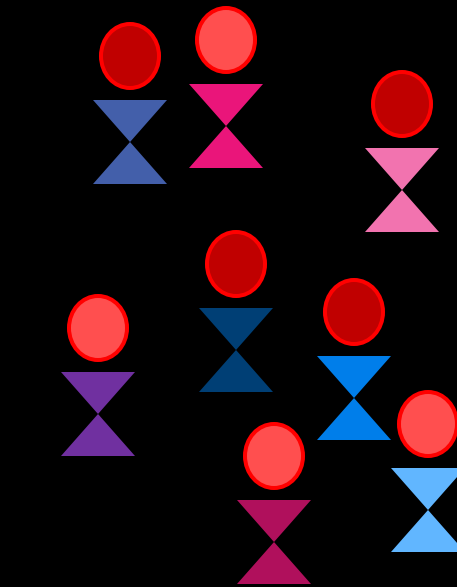
**CLOSED**



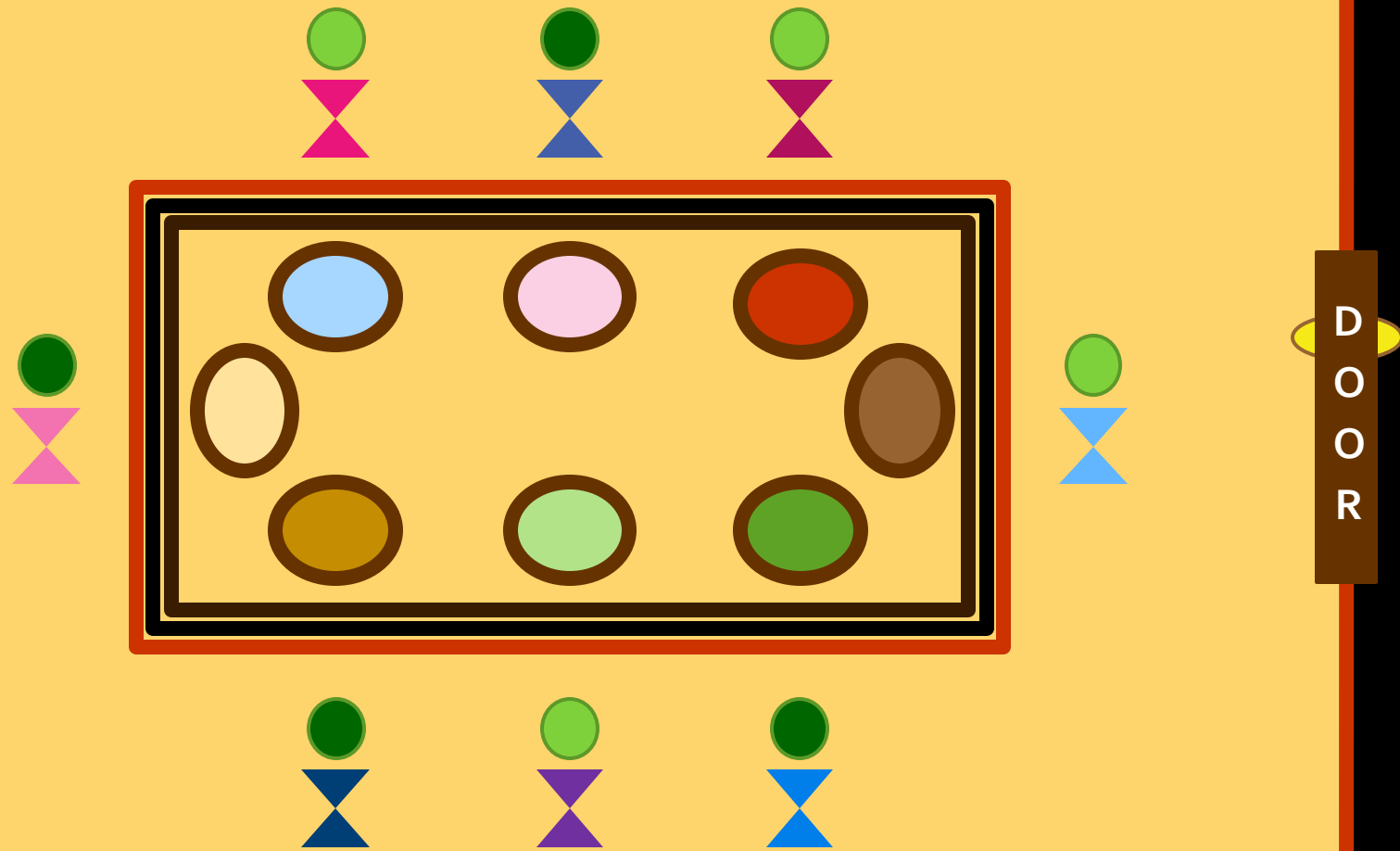
Racism structures “Open/Closed”  
signs in our society.



It is difficult  
to recognize  
a system of inequity  
that privileges us.



Those on the outside  
are very aware of the  
two-sided nature  
of the sign.



“Is there really a two-sided sign?”

Hard to know, when only see “Open”.  
A privilege not to HAVE to know.  
Once DO know, can choose to act.

# What is racism?

**A system**

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# What is racism?

**A system of structuring opportunity and assigning value**

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## What is racism?

**A system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”)**

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# What is racism?

**A system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”), that**

- Unfairly disadvantages some individuals and communities

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# What is racism?

**A system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”), that**

- Unfairly disadvantages some individuals and communities
- Unfairly advantages other individuals and communities
- Saps the strength of the whole society through the waste of human resources

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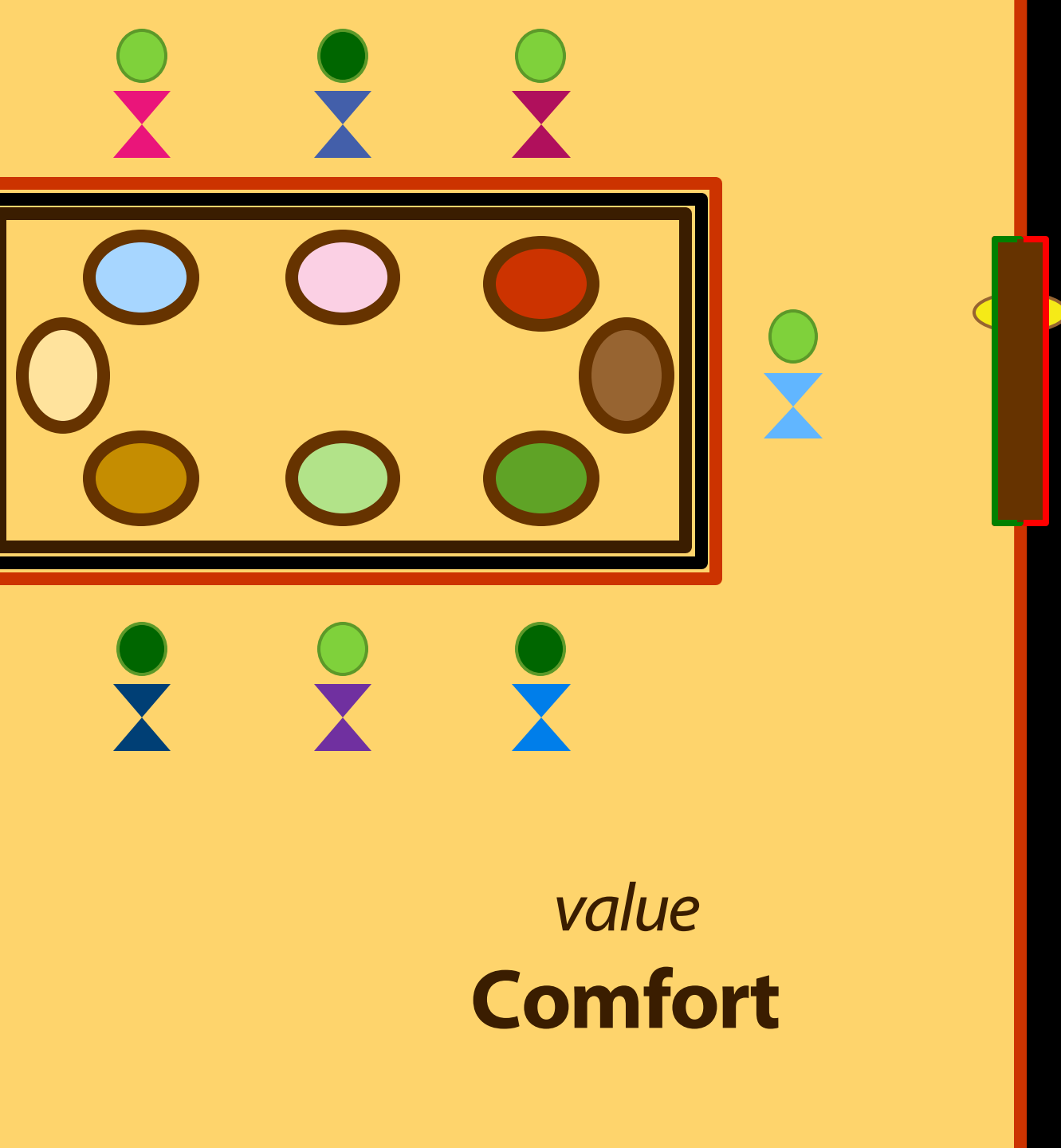
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*value*  
**Comfort**

*value*  
**Social Justice**

*value*  
**Comfort**

*value*  
**Social Justice**



Benefitted by the *status quo*

They do NOT:

- Wonder why no one else is entering
- Want to examine the sign
- Care to know what the “outsiders” are saying
- Believe an “outsider” could add to their conversation
- Wonder how the food they are eating gets there
- Want to budge from their seats at the table

*value*  
**Comfort**

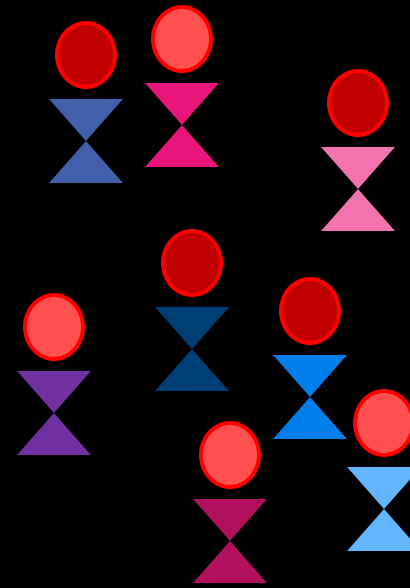


Know two things

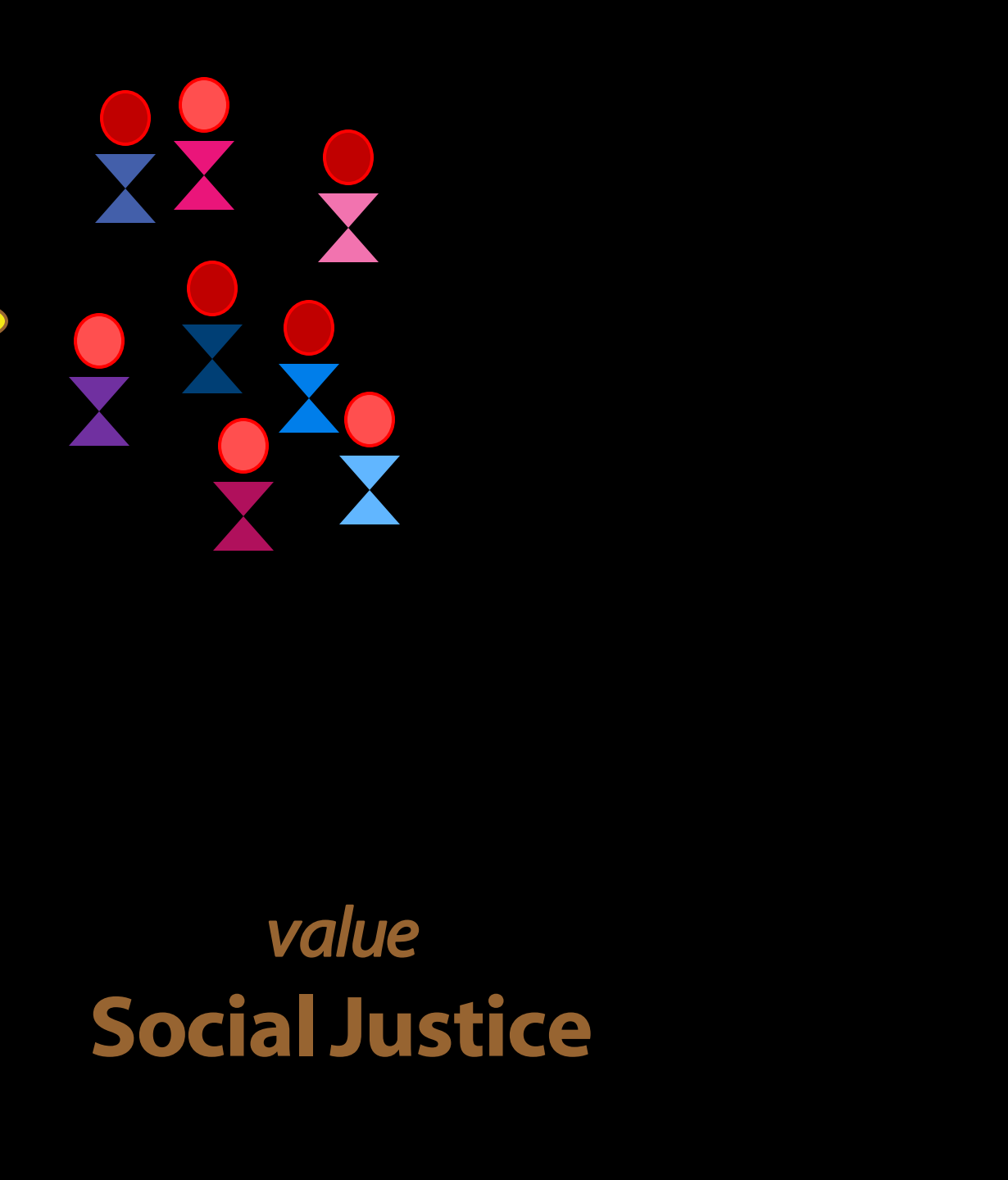
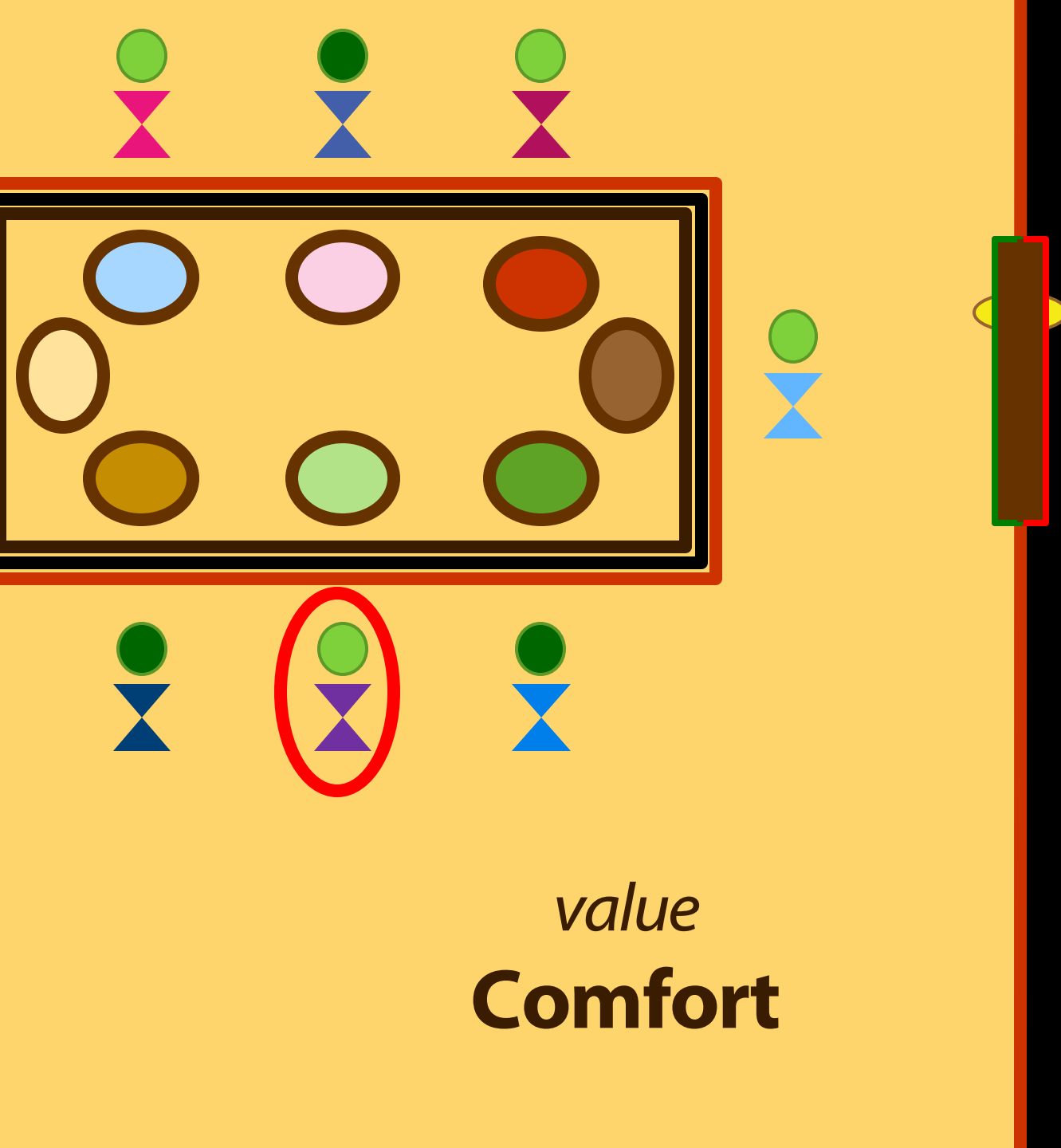
They KNOW that:

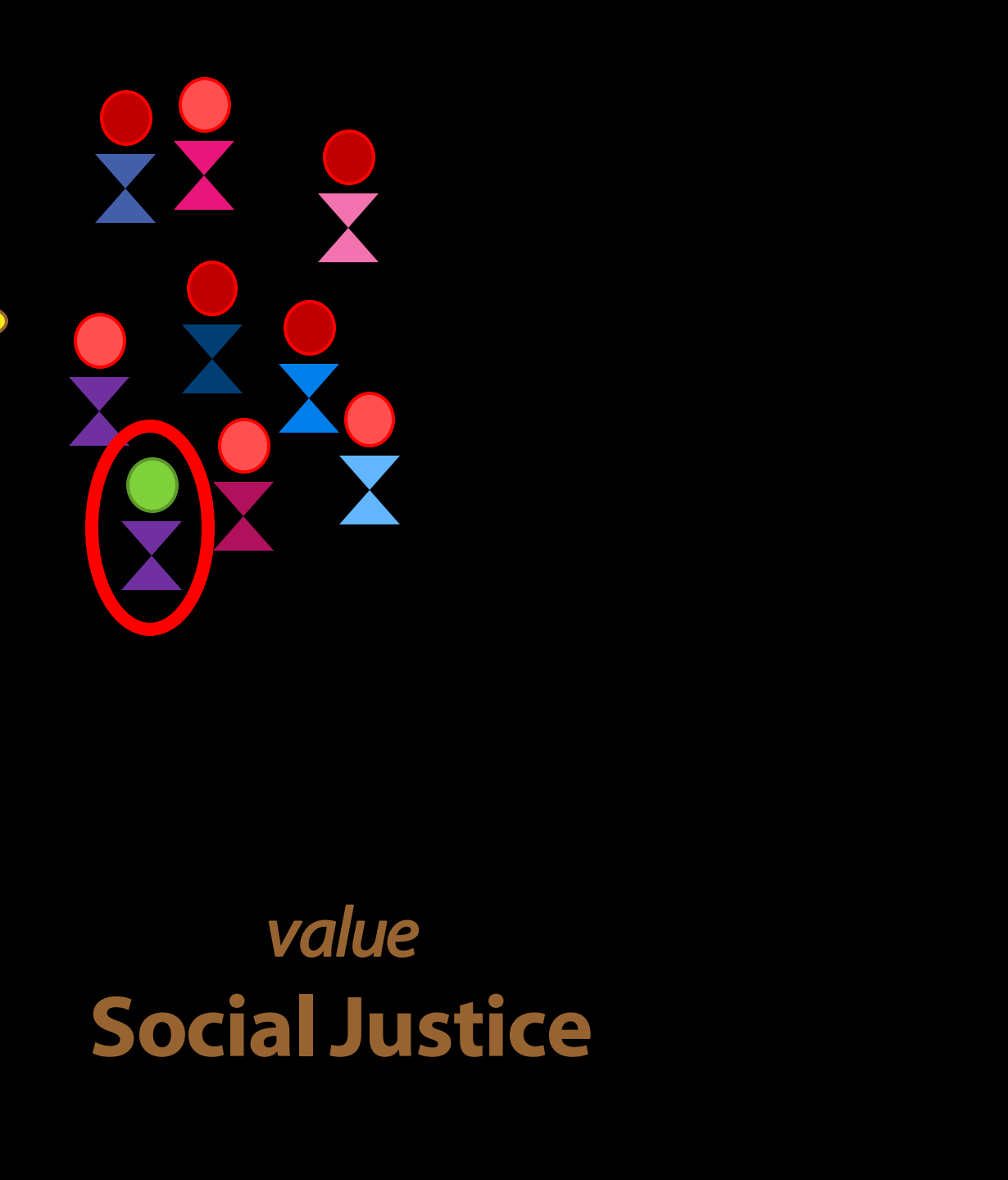
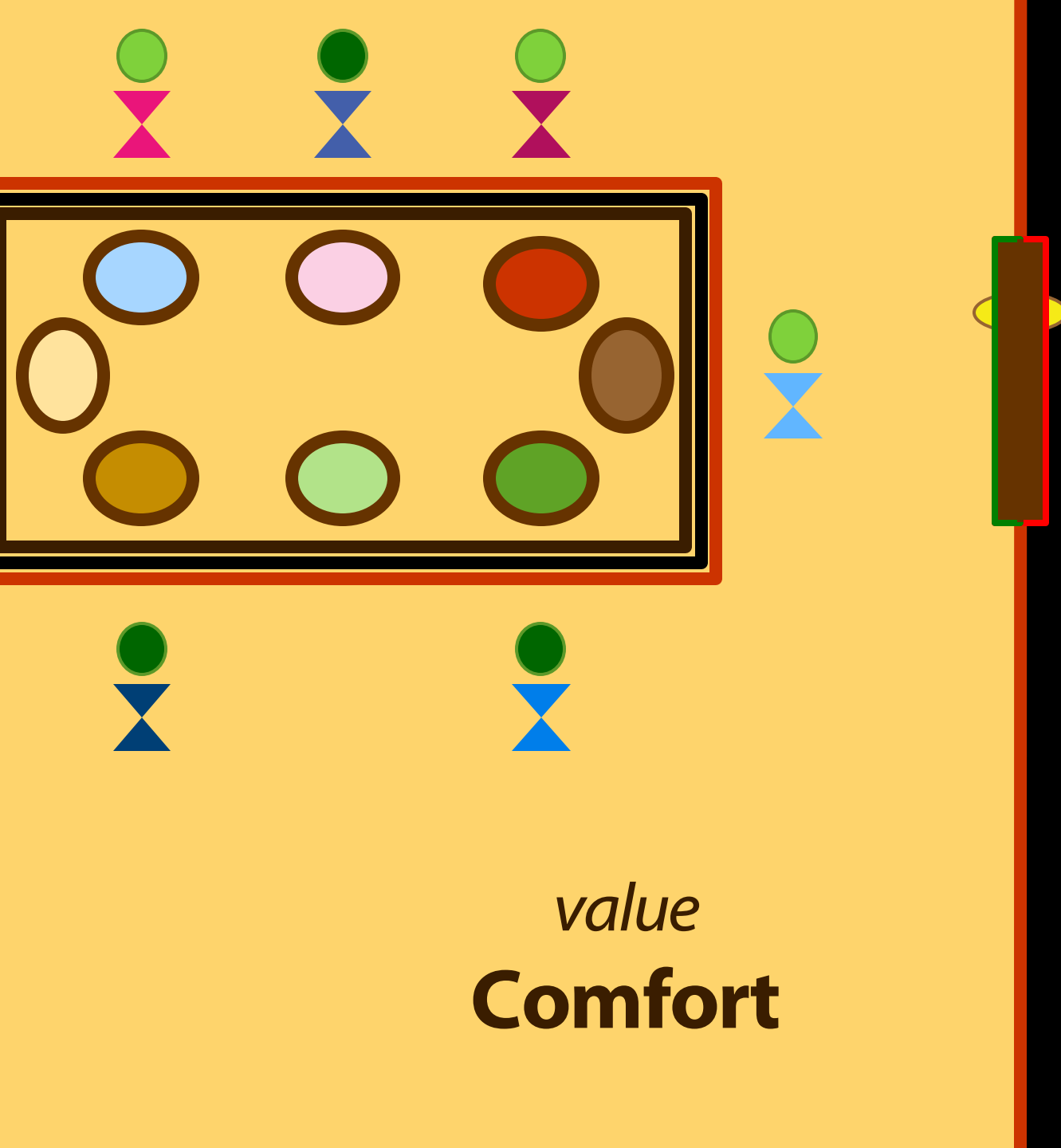
- There is a two-sided sign going on
- The operation of that two-sided sign saps the strength of the whole society

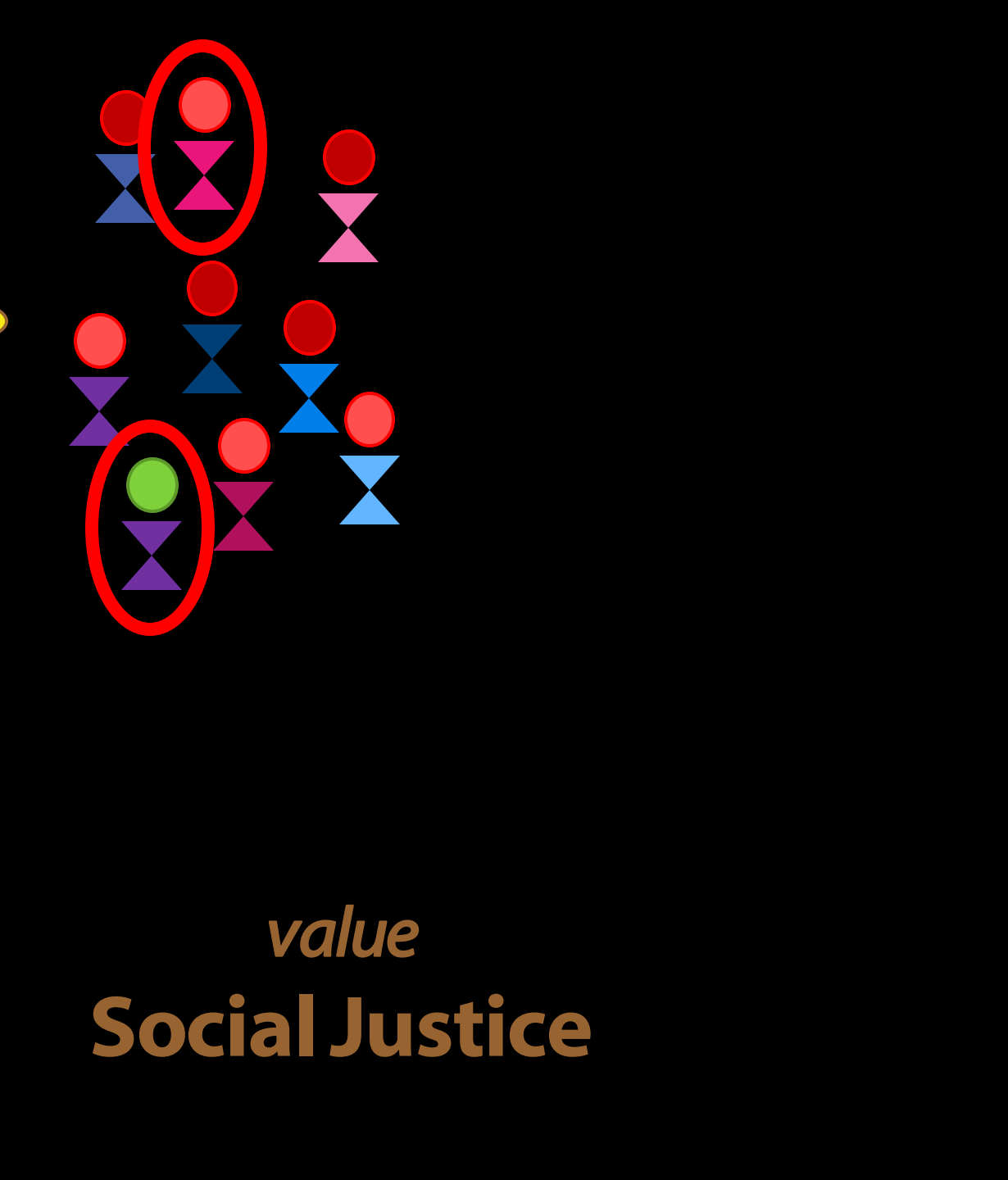
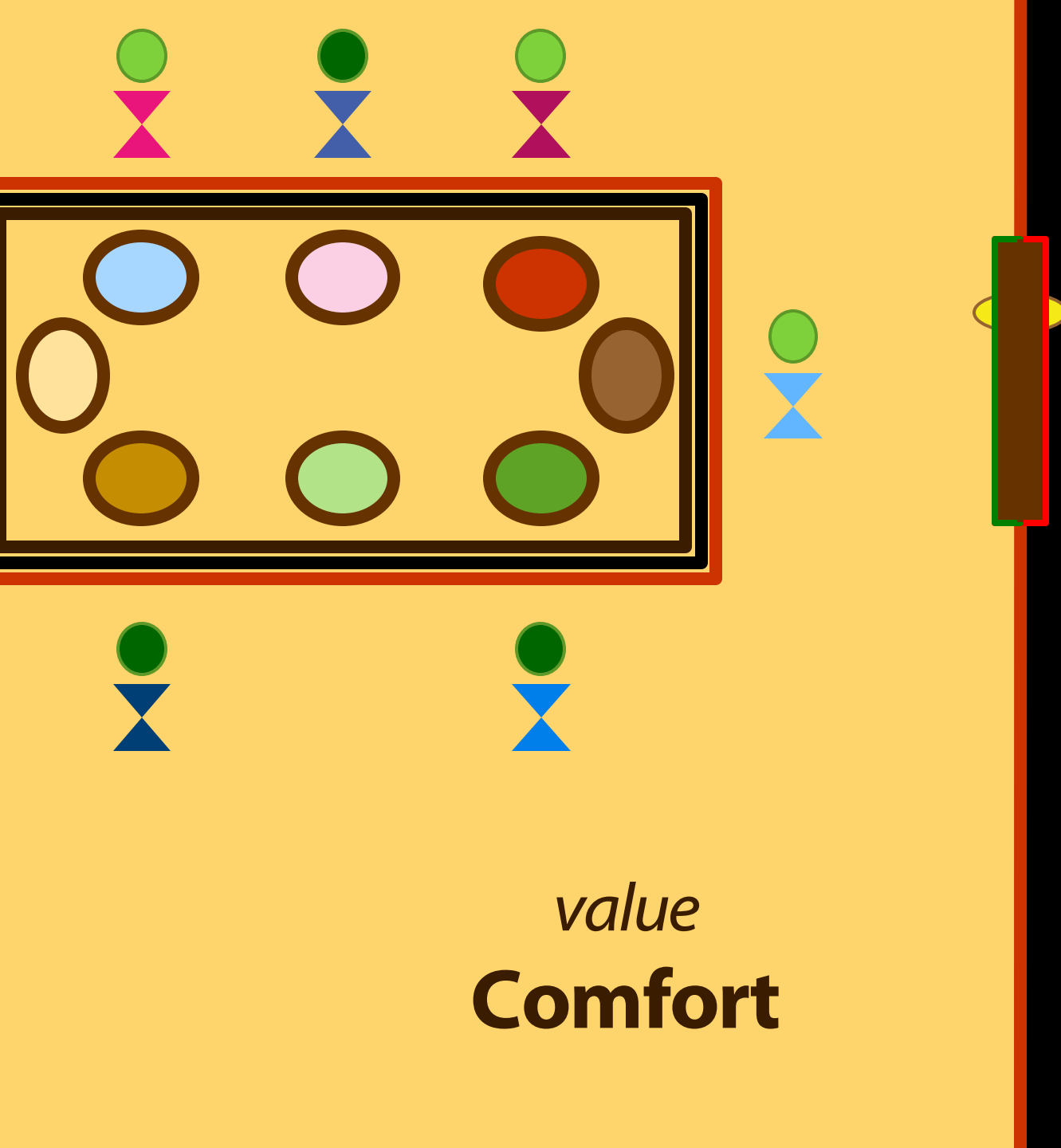
Circumstances of birth do not completely determine values

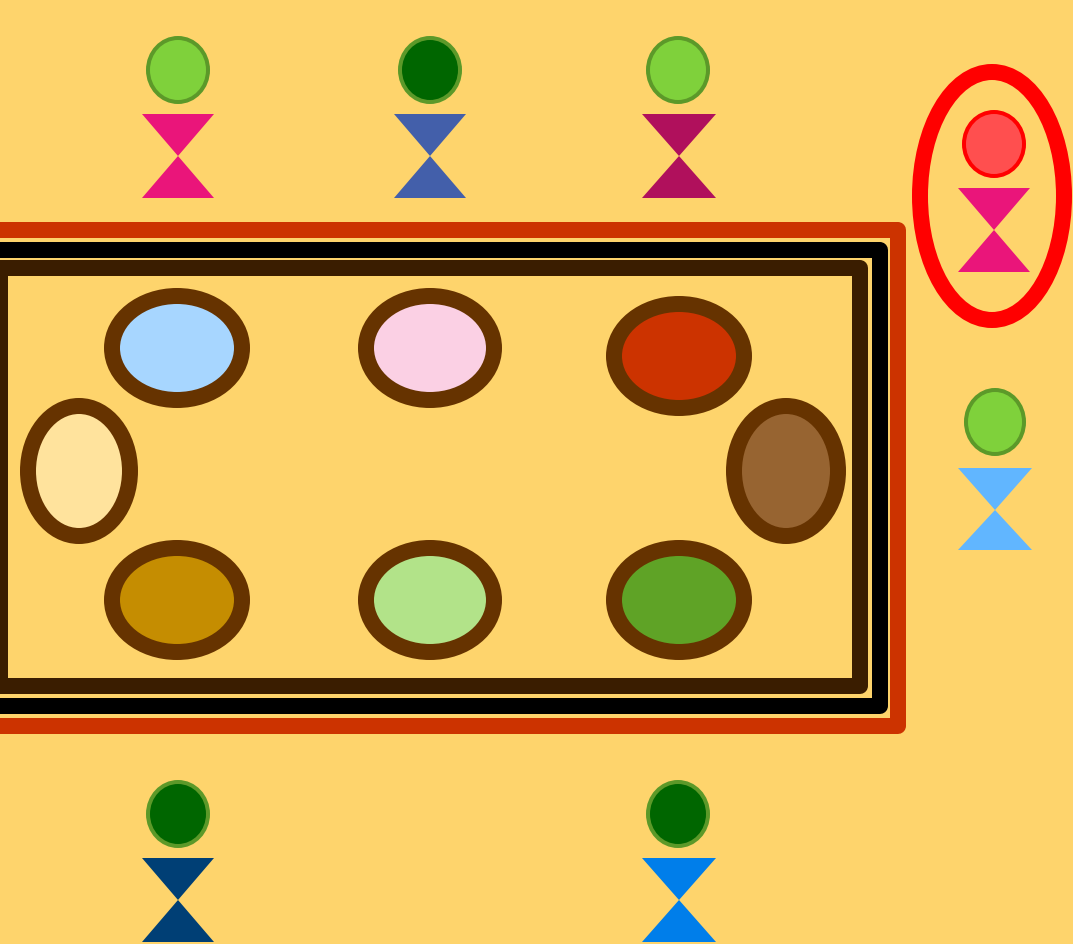


*value*  
**Social Justice**

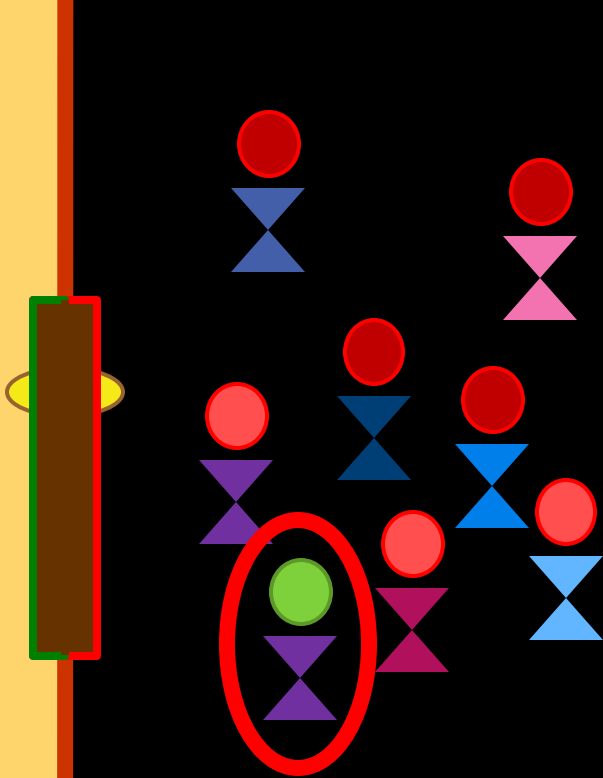








*value*  
**Comfort**



*value*  
**Social Justice**

# The four “BC”s

## Habits of mind for social justice warriors

- ❑ Be **courageous**
- ❑ Be **curious**
- ❑ Be **collective**
- ❑ Build **community**

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# Be courageous

## □ Speak your truth

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# Be courageous

- ❑ **Speak your truth**
- ❑ **Be unafraid of controversy**

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- ❑ **Embrace challenge**

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- ❑ **Speak your truth**
- ❑ **Be unafraid of controversy**
- ❑ **Embrace challenge**
- ❑ **Know that the edge of your comfort is your growing edge**

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- **Ask “why?” and “why?” and “why?” again**

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# Be curious

- ❑ Ask “why?” and “why?” and “why?” again
- ❑ Read widely | read history
- ❑ Stay woke and walk in wonder
- ❑ Learn more than one language
- ❑ **Travel as much as you can, both across town and around the world**

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# Be collective

## □ Care about the whole

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# Be collective

- ❑ Care about the whole
- ❑ Share your ideas | time | energy | “stuff” with others

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- ❑ Recognize yourself as a global citizen
- ❑ **Organize! Collective action is power**

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- ❑ **Be interested | believe | join in the stories of others**

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- ❑ Be interested | believe | join in the stories of others
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- ❑ Create bubble-bursting opportunities

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- ❑ Be interested | believe | join in the stories of others
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- ❑ **Speak up and take action on behalf of others**

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# Build community

- ❑ Be interested | believe | join in the stories of others
- ❑ Talk to strangers
- ❑ Create bubble-bursting opportunities
- ❑ Speak up and take action on behalf of others
- ❑ Go across town and stay a while

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**2: Ask, “How is racism operating here?”**

## “How is racism operating here?”

### □ Identify mechanisms

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## “How is racism operating here?”

### □ Identify mechanisms

- Structures
- Policies
- Practices
- Norms
- Values



**These are the  
elements of decision-making!**

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## “How is racism operating here?”

### □ Identify mechanisms

- **Structures:** the *who?*, *what?*, *when?*, and *where?* of decision-making

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## “How is racism operating here?”

### □ Identify mechanisms

- **Structures:** the *who?, what?, when?, and where?* of decision-making
- **Policies:** the written *how?*

Jones CP. Toward the Science and Practice of Anti-Racism: Launching a National Campaign Against Racism. **Ethnicity and Disease** 2018;28(Suppl 1):231-234.

Jones CP. Confronting Institutionalized Racism. *Phylon* 2003;50(1-2):7-22.



## “How is racism operating here?”

### □ Identify mechanisms

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## “How is racism operating here?”

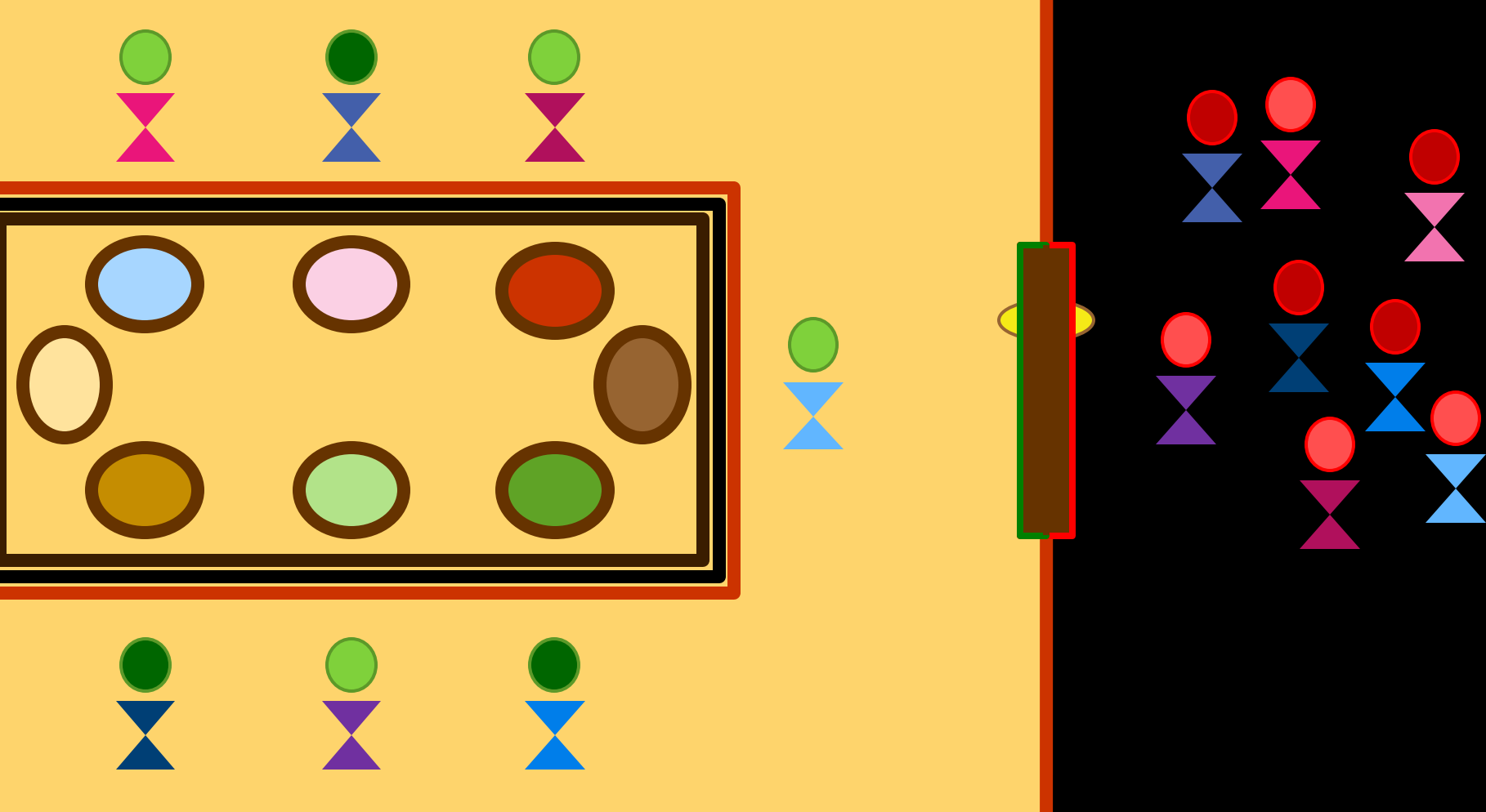
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- **Values:** the *why?*

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Jones CP. Confronting Institutionalized Racism. *Phylon* 2003;50(1-2):7-22.

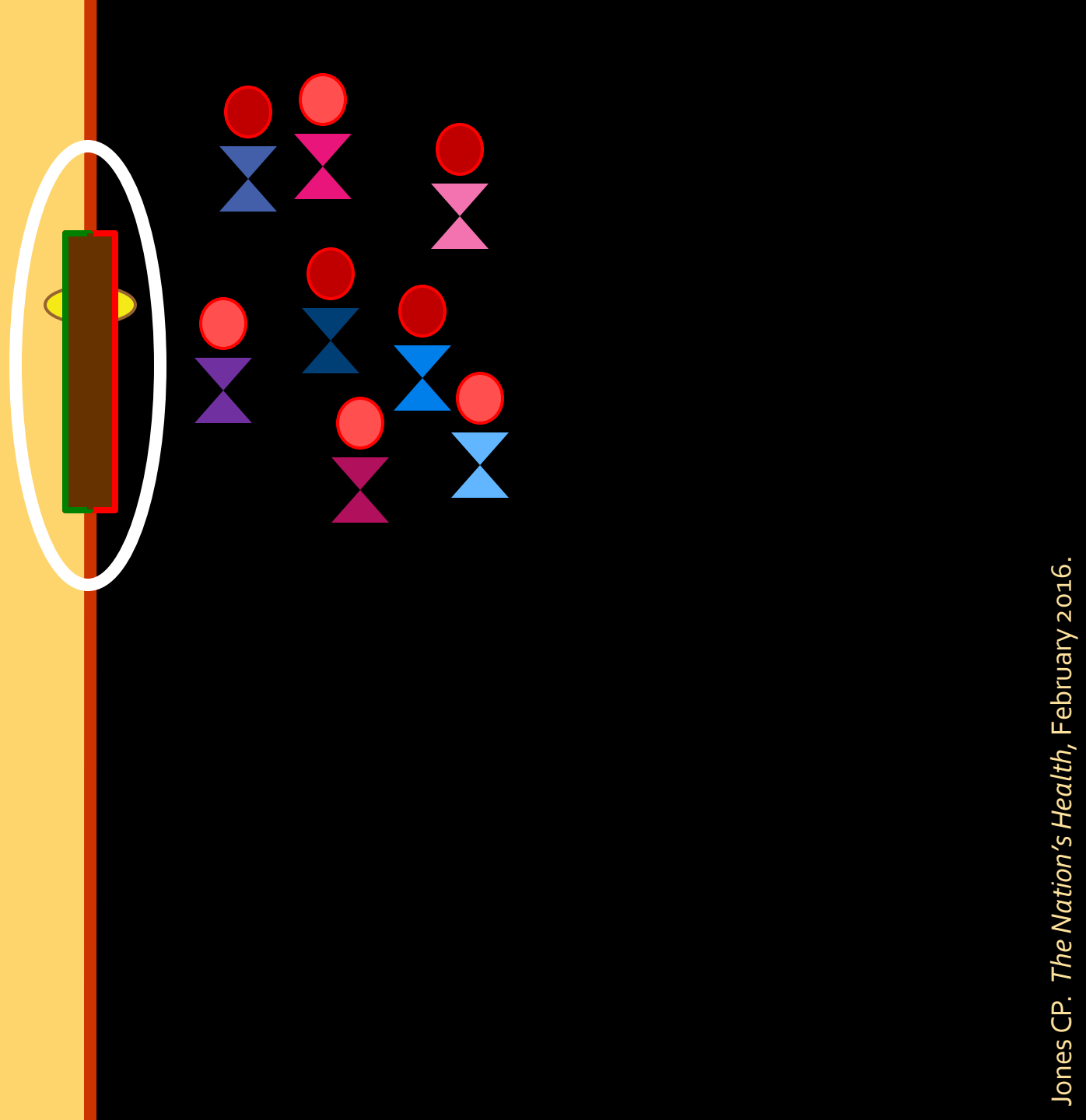
### **3: Organize and strategize to act**

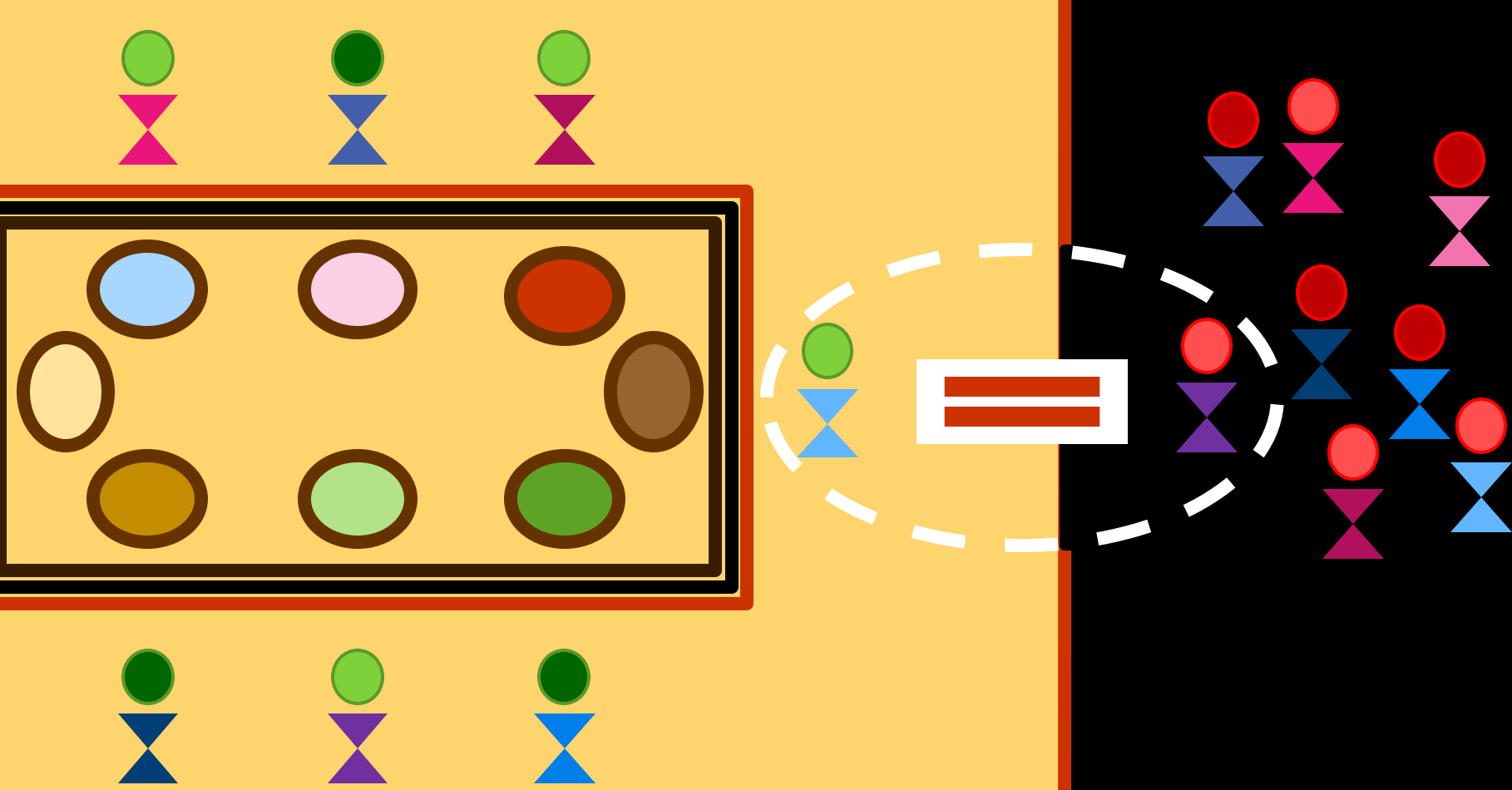


What can we do  
today?

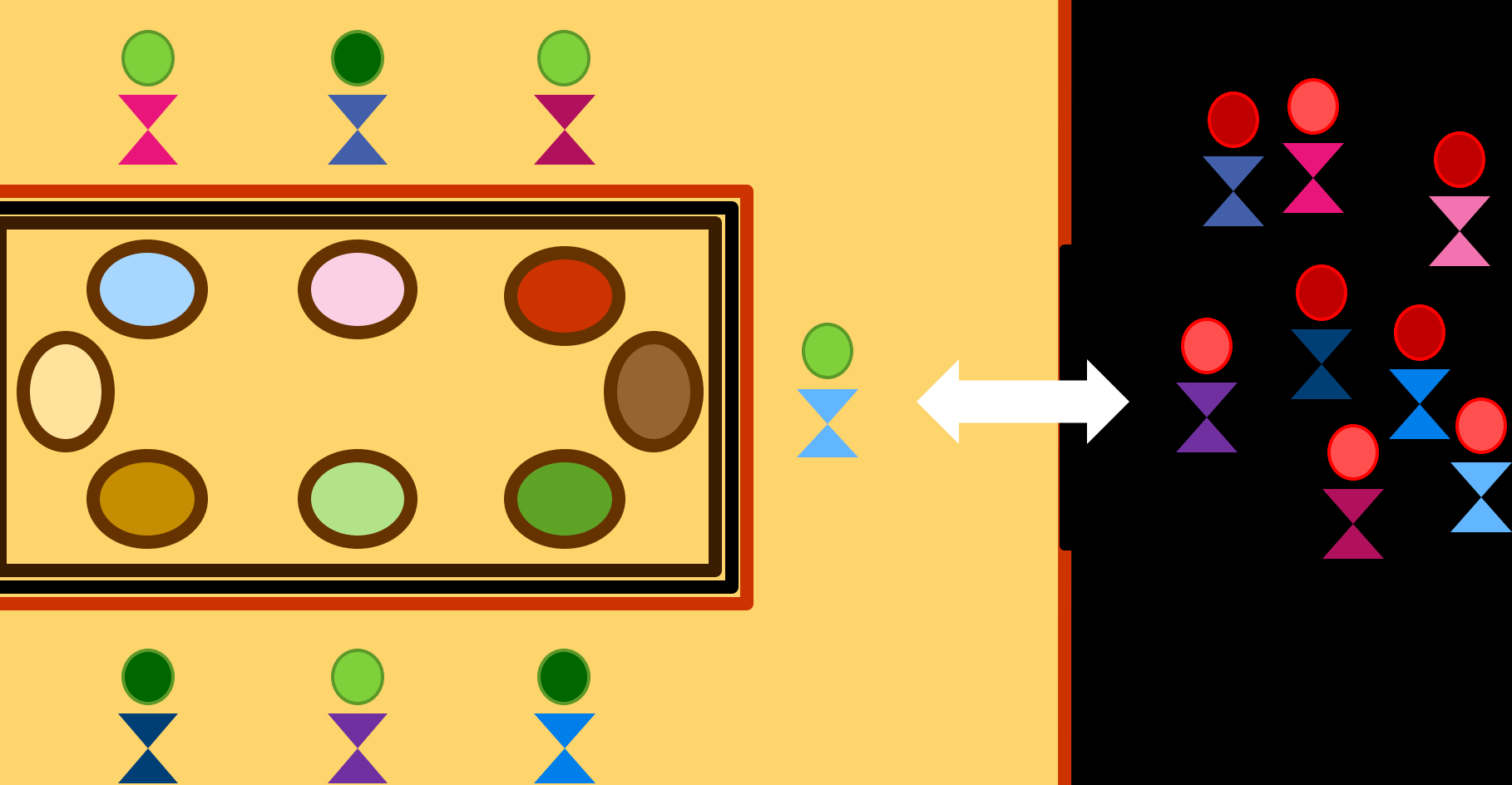


Look for evidence of  
two-sided signs



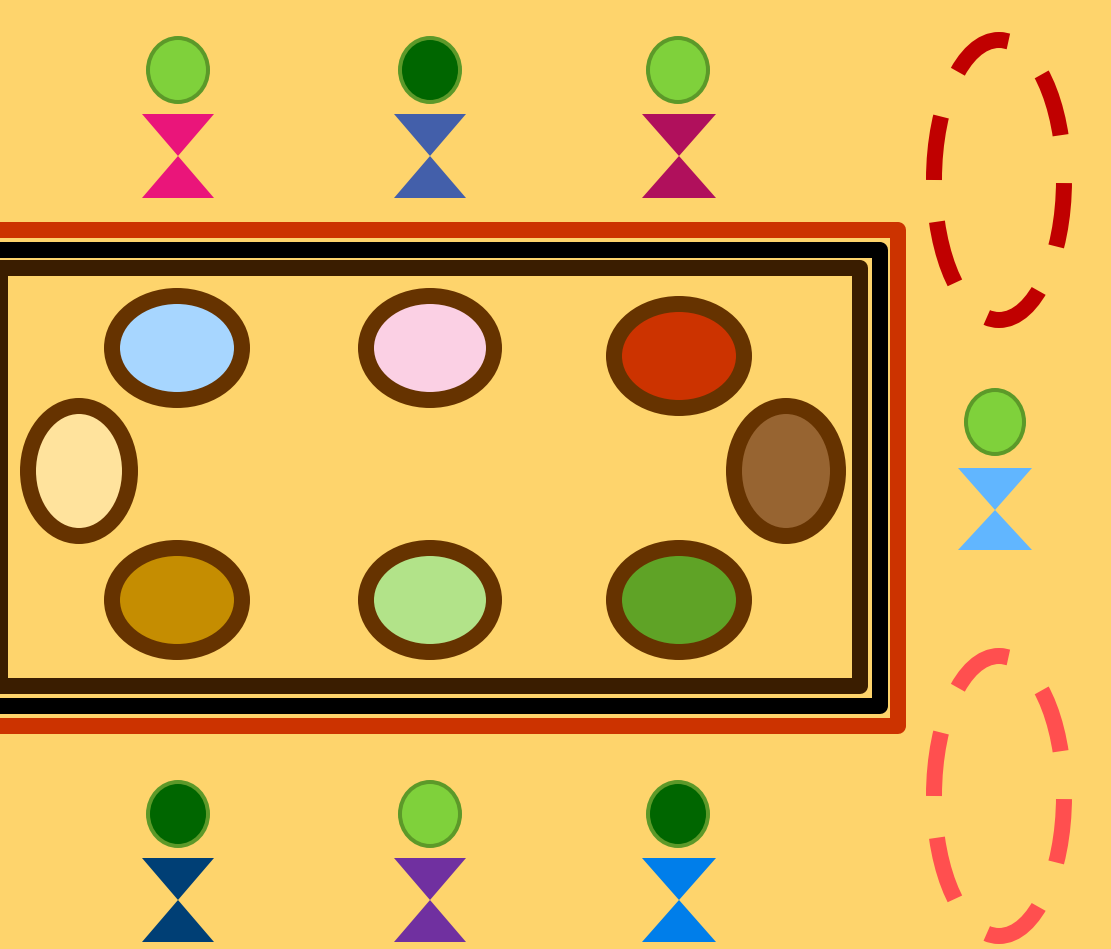


Burst through bubbles to  
experience our common  
humanity

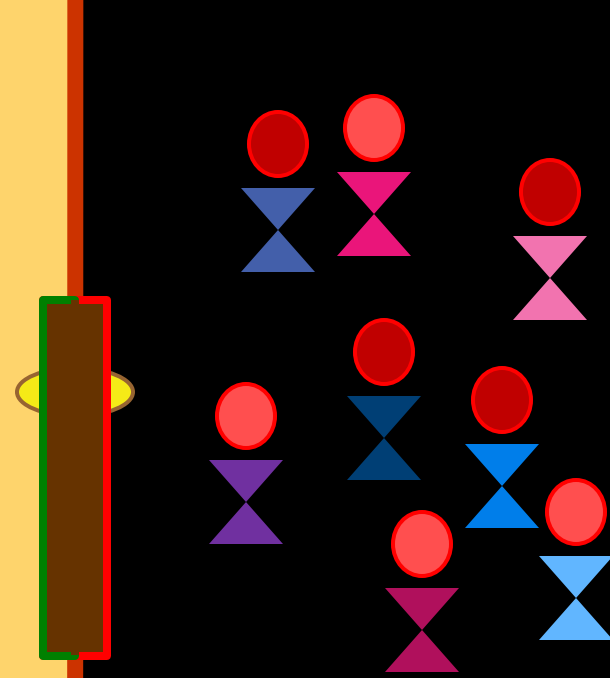


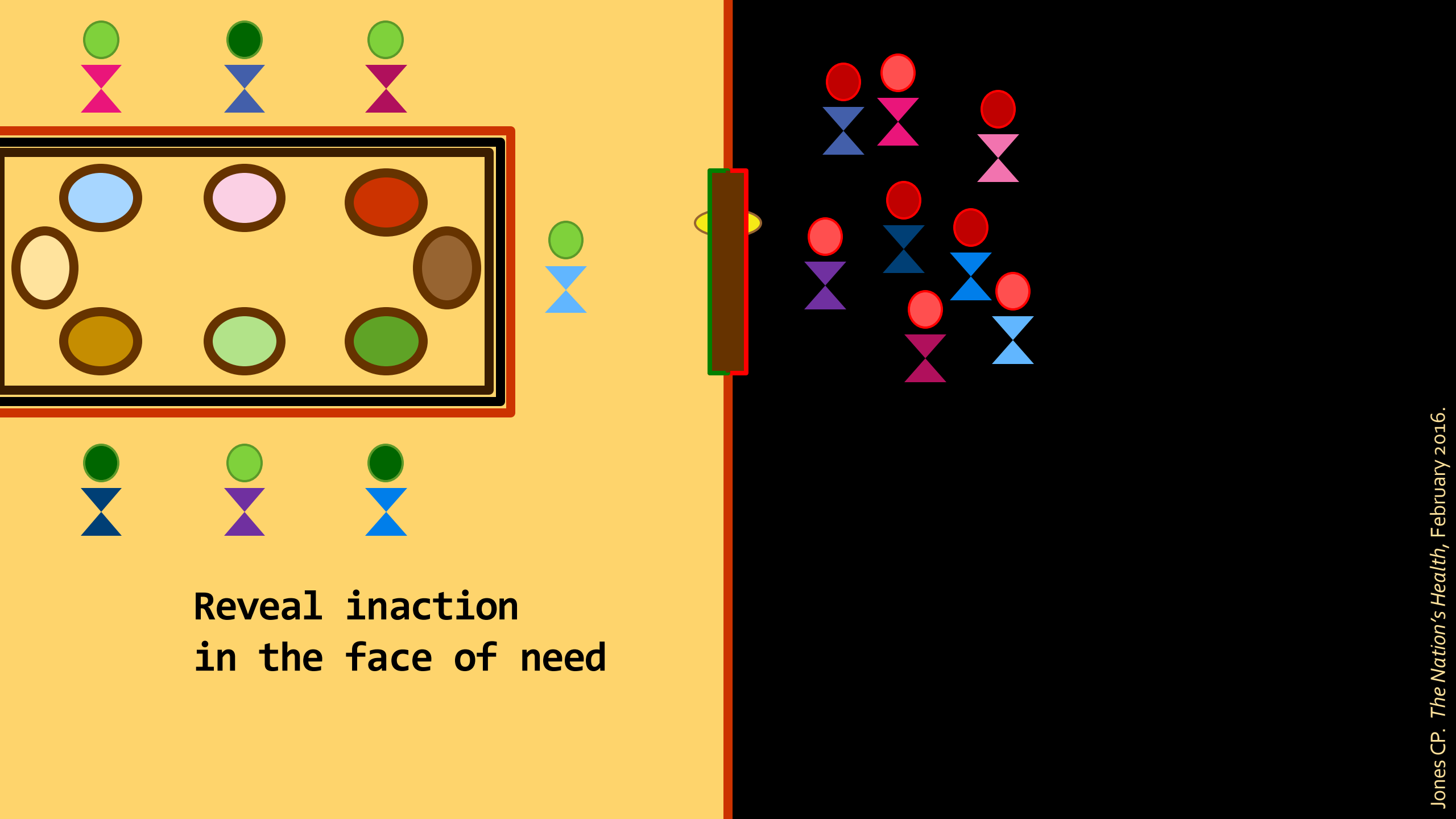
Be interested  
Believe  
Join in  
The stories of others



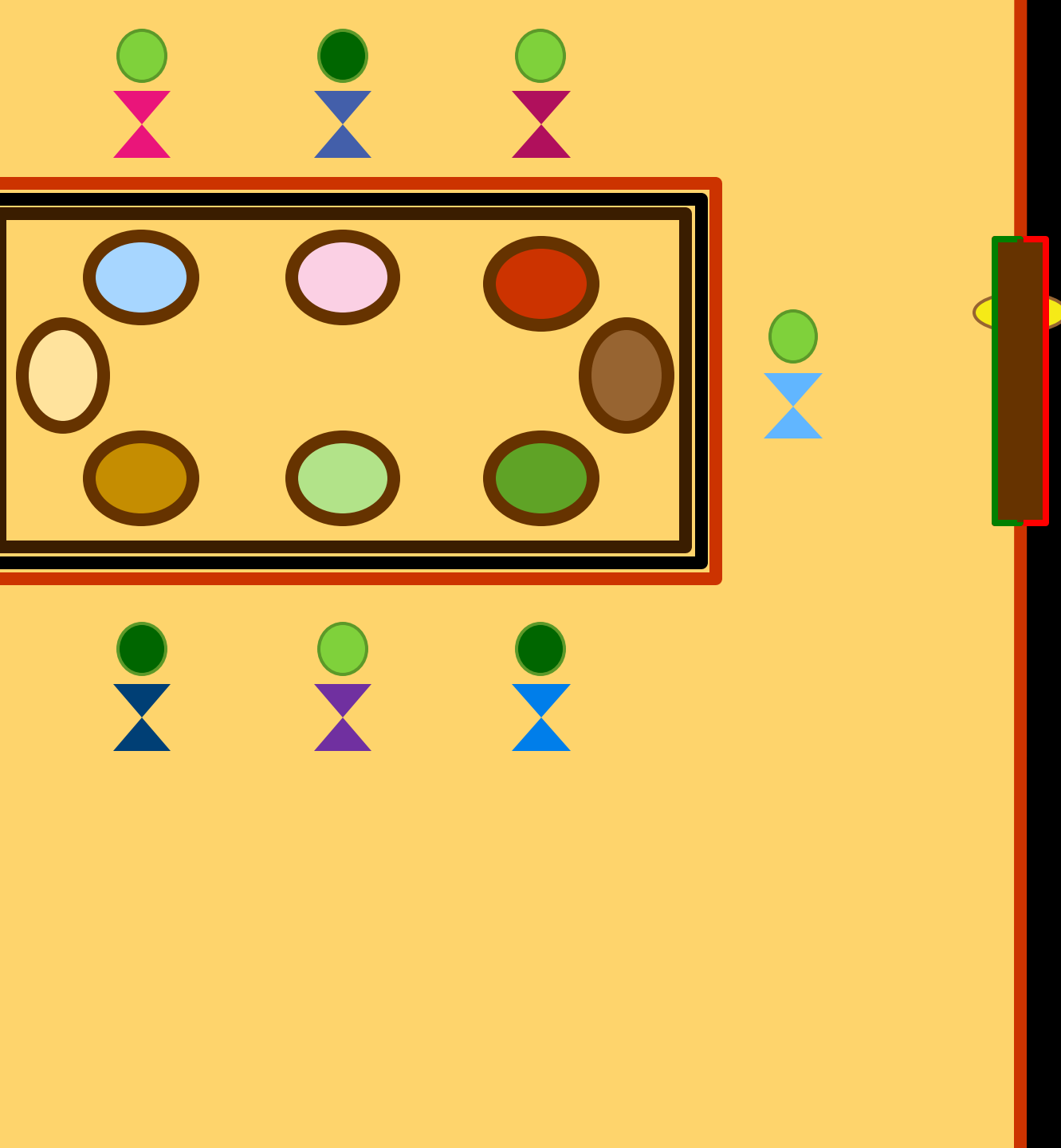


See “the absence of”

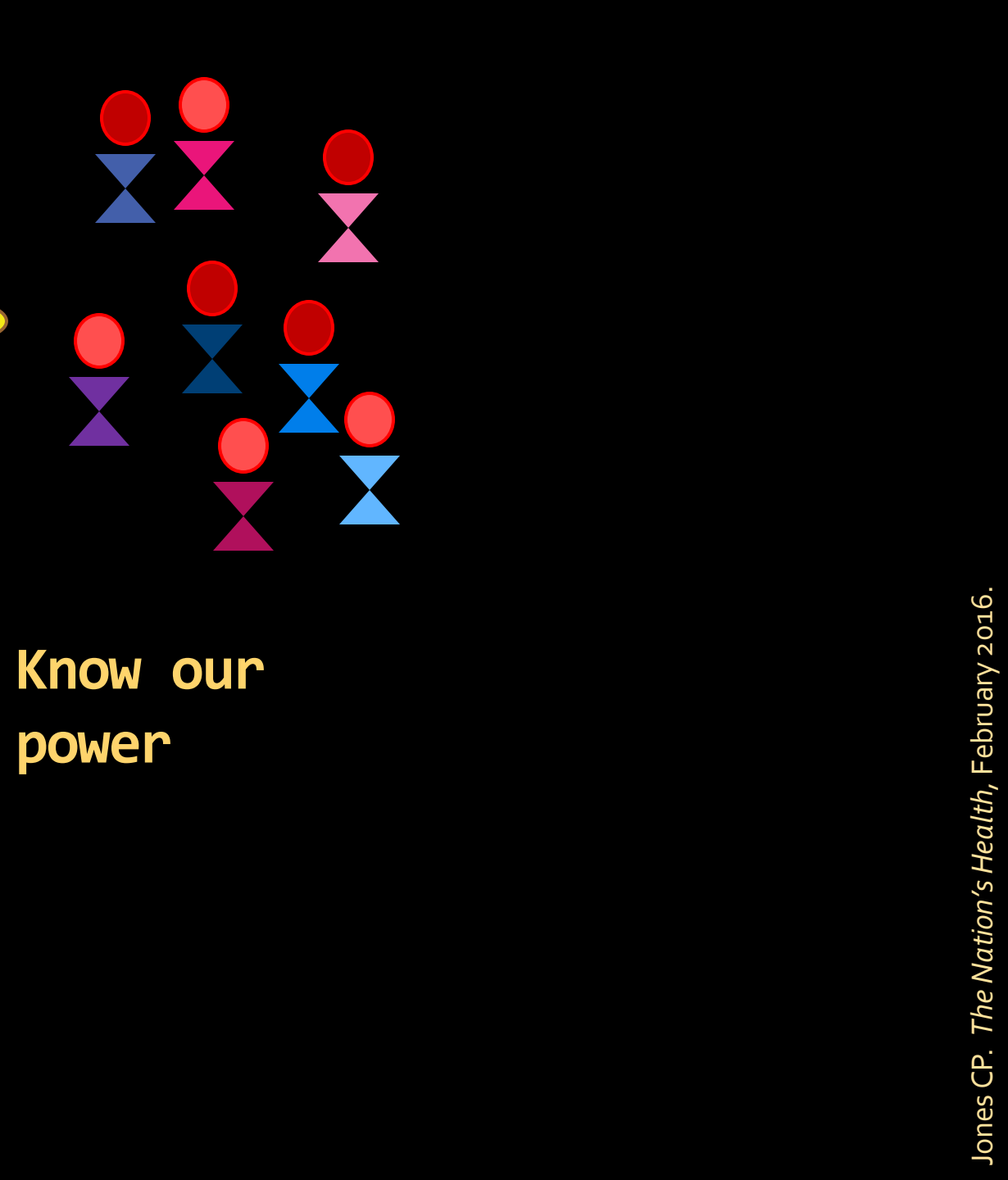


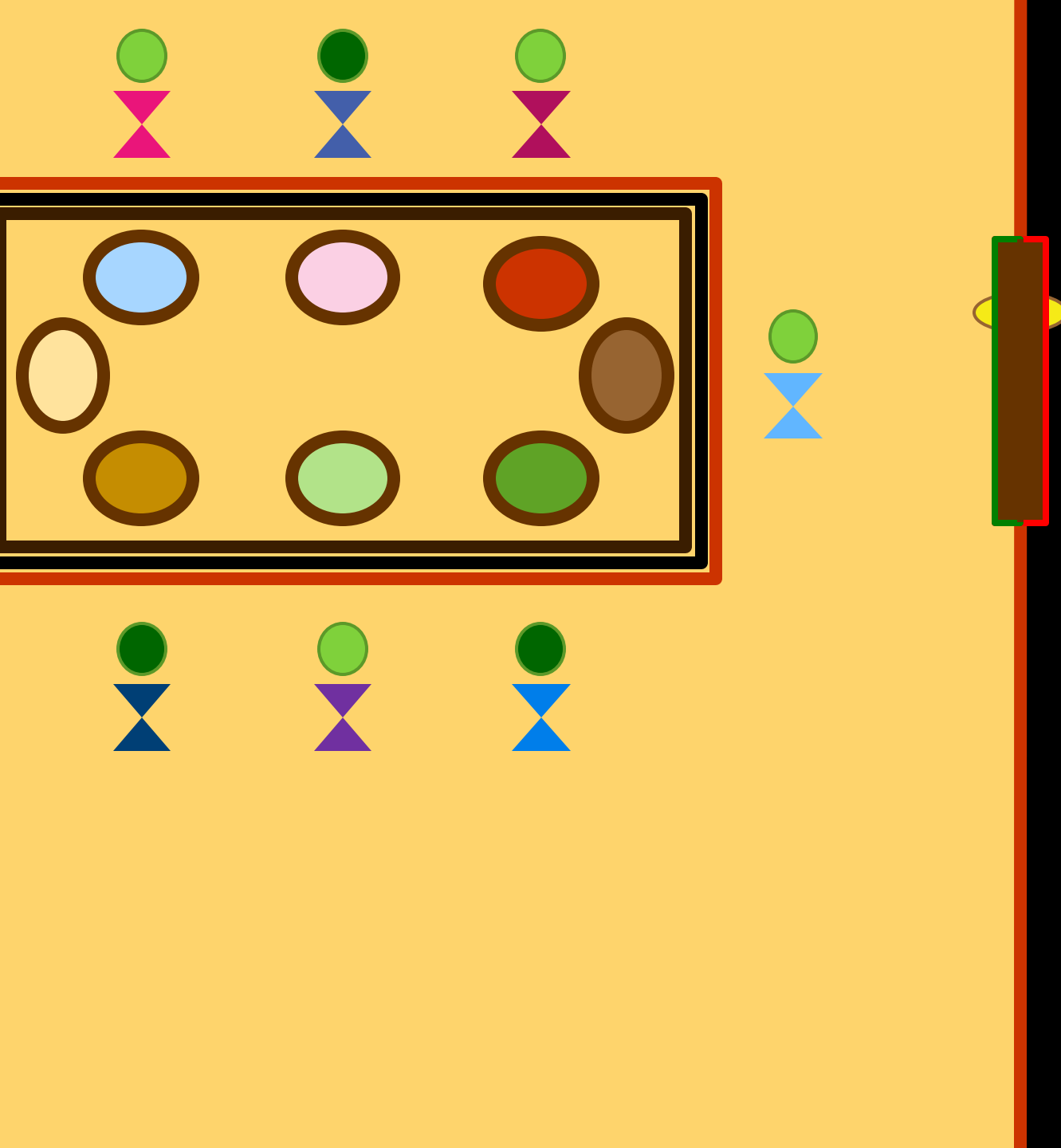


Reveal inaction  
in the face of need

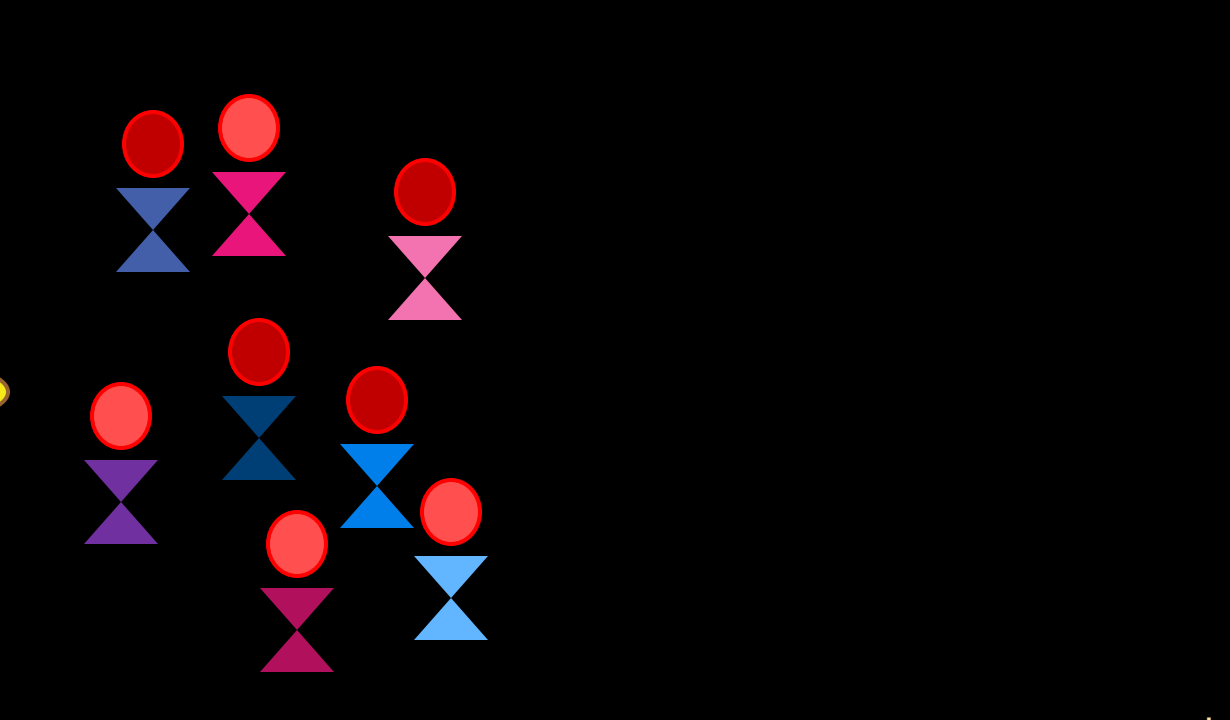


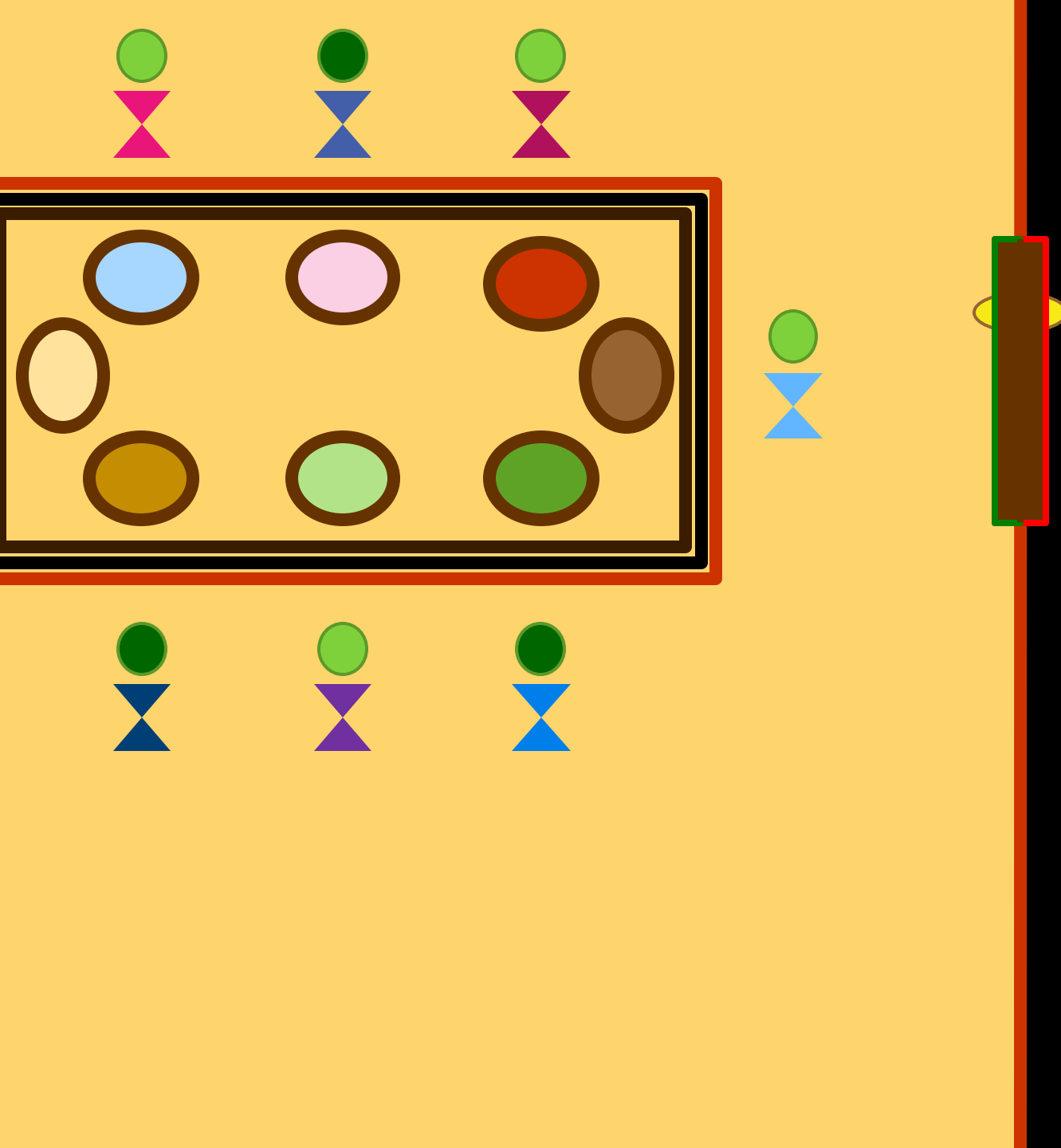
Know our  
power





Action is  
power





Collective action is  
power

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**Leverhulme Visiting Professor in Global Health and Social Medicine**  
*King's College London*

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**Adjunct Professor**  
*Rollins School of Public Health at Emory University*  
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