



the schwartz center
FOR COMPASSIONATE HEALTHCARE



What Is Race & Why Does It Matter?

Compassion in Action Webinar Series

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Moderator



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Director, Education & Training

The Schwartz Center for Compassionate Healthcare

Audience Reminders

You may submit a question by typing it into the Question & Answer pane at the right of your screen at any time.



Please respond to audience polls by clicking on the answer of your choice.

This webinar is funded in part by a donation in memory of Julian & Eunice Cohen.



We value your feedback! Please complete our electronic survey following the webinar.

Host



Beth Lown, MD

Chief Medical Officer

The Schwartz Center for Compassionate Healthcare

Today's Speaker



Juliette G. Blount, MSN, NP

Nurse Practitioner
Health Equity NP, LLC

Objectives



To explore the genetics of race and race as a social construct.



To define personal racial, ethnic, and cultural identity.



To define and explore racism and implicit bias.



To define and explore social determinants of health.



Courage is what it takes to **stand and speak**.
Courage is also what it takes to **sit down and listen**.

Winston Churchill

A diverse group of five people (three men and two women) of various ethnicities and ages are shown from the chest up, looking upwards and to the right with expressions of hope and curiosity. They are standing against a solid teal background. A semi-transparent teal banner is overlaid across the middle of the image, containing the text.

What is Race?
Race & Genetics

Poll



Genetics Of Race

(Bamshad & Olsen, 2003)

- ◆ Over the past 100,000 years, modern humans migrated from Africa to other parts of the world, and this spread has left a distinct signature in our DNA.
- ◆ Scientists have identified millions of genetic variations or mutations as they sequenced the human genome (the full set of nuclear DNA) as part of the Human Genome Project in 2001.
- ◆ Skin color or facial features are examples of genetic variants and routinely used to divide people into races.
- ◆ Genetic variants that occur at different frequencies around the world can be used to sort people into groups according to their ancestral geographic origin.
- ◆ People from different populations are just slightly more different from one another than are individuals from the same population.
- ◆ Take home message: we, as humans, are genetically more alike than we are different.



Are Ethnicity & Culture The Same As Race?

("RACE - Resources -Glossary", 2016)



Ethnicity

"Heritage"

Culture

"Factors that influence our lived experience"



What Is Race?
Race Is a Social Construct

Race Is a Social Construct

A social construct is an idea that has been created and accepted by the people in a society ("Social Construct", 2017).

“Race and ethnicity both represent social or cultural constructs for categorizing people based on perceived differences in biology (physical appearance) and behavior”



Social Construct of Race in the United States

Historical Context: Colonialism & Slavery

("RACE - History - Race in the U.S.A", 2016)

- ◆ British/French/Dutch colonialism and slavery 1600-1775.
- ◆ Permanent slavery for Africans established 1676.
- ◆ Categories in the first U.S. census included free white men/women, other free persons, and slaves ("What Census Calls Us: A Historical Timeline", 2017).
- ◆ The Indian Removal Act of 1830 authorized the appropriation of millions of acres of Indian land (Foner & Garraty, 1991).
- ◆ Mexican American War ended in 1848. Large portions of what are now CO, AZ, NM, WY, CA, NV & UT became part of the U.S.
- ◆ The Emancipation Proclamation of 1863 freed slaves in states not under Union control, but slavery was not officially abolished, after 250 years, until 1865 by the 13th Amendment.
- ◆ The purchase of Alaska from Russia in 1867 added Inuit, Kodiak and other Alaskan natives to the population.
- ◆ The Spanish-American War of 1898 resulted in the Philippines, Cuba, Samoa, Guam, Puerto Rico and Hawaii becoming U.S. territories.



Social Construct of Race in the United States

Historical Context: Legislated Racial Discrimination

("RACE - History - Race in the U.S.A", 2016)

- ◆ Jim Crow (Whites only) laws legalized racial segregation in the South from 1876-1965 (Anu Krishnan, 2002)
- ◆ The Chinese Exclusion Act of 1882-1943 prohibited both immigration from China and the naturalization of Chinese immigrants already in the U.S.
- ◆ The U.S. Supreme Court under the Naturalization Act of 1909 rejected a petition for citizenship from an Indian American Sikh man, resulting in the classification of South Asian Indians as Asian for the first time and making them subject to anti-Asian laws (Hart, 2000)
- ◆ The Immigration Act of 1924 restricted Southern & Eastern European, Catholic and Jewish immigrants through quotas in favor of “more desirable” European immigrants.
- ◆ The Racial Integrity Act of 1924 established the “one-drop rule”: a person with even “one drop” of non-white ancestry was classified as “colored” or non-white.
- ◆ 110,000 Japanese Americans were relocated to internment camps from 1945-1948 during WWII.
- ◆ In 1967, the Loving v. Virginia Supreme Court case decided that laws banning interracial marriage were illegal
- ◆ The Patriot Act of 2001 increased scrutiny and ethnic profiling of Muslims, Arabs and South Asians.



“

We may have all come on different ships, but
we're in the same boat.

Martin Luther King, Jr.

Race in the United States Today

("Revisions to the Standards for the Classification of Federal Data on Race and Ethnicity", 1997)



The U.S. Census Bureau must adhere to the 1997 OMB standards on race and ethnicity

Race in the United States

Racial Categories ("Race", 2017)



American Indian/Alaska Native



Asian



Black/African American



Hispanic/Latino



Native Hawaiian/Other Pacific Islander



White



The 1997 OMB standards permit the reporting of more than one race. An individual's response to the race question is based upon self-identification.


A group of people are meditating in a studio. In the foreground, a woman with dark hair in a bun and a man with a beard are sitting in a meditative pose. They are surrounded by other people in the background, all appearing to be in a state of calm. The scene is lit with warm, soft light, creating a peaceful atmosphere. A semi-transparent blue banner is overlaid on the left side of the image, containing white text.

How Do We Personally Identify: Racially,
Ethnically & Culturally?
Self-Identification

Welcome to Juliette Blount's Genetic Ancestry

Here's what AncestryDNA revealed:



Thousands of years ago 
Ethnicity Estimate

- 28% Nigeria
- 22% Mali
- 18% Benin/Togo
- 17% Cameroon/Congo
- Low Confidence Regions
- 4% Great Britain



Hundreds of years ago 
Genetic Communities™

African Americans in Virginia & the Deep South 



Virginia State Parks / Flickr / [CC BY 2.0](#) / Cropped

Poll





What Is Race?
Is Talking About Race The
Same as Racism?

Poll



Race vs. Racism

(RACE "- Resources -Glossary", 2016)



Race

“The term is used to refer to groupings of people according to common origin or background and is **associated with perceived biological markers**”

VS

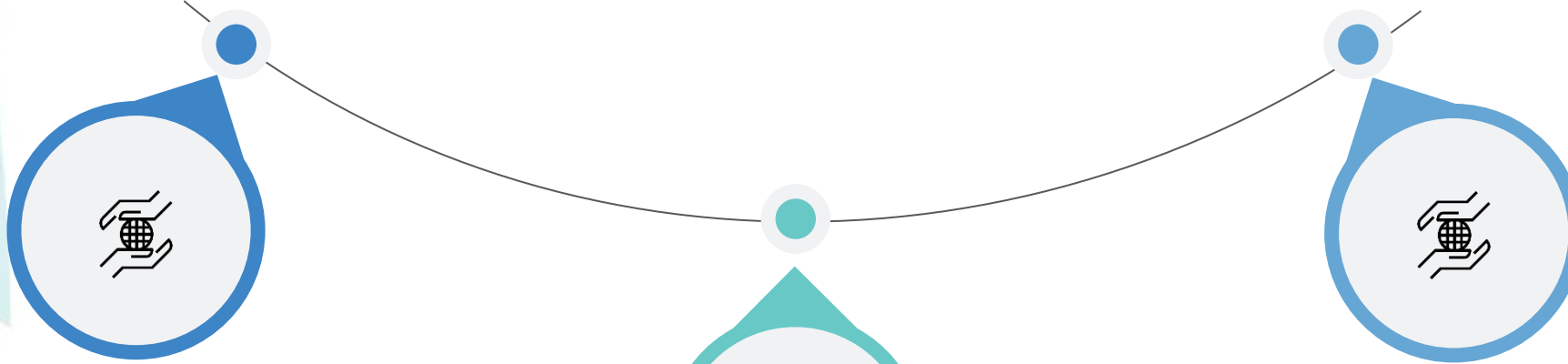
“The use of race to establish and justify a social hierarchy and system of power that privileges, preferences or advances certain individuals or groups of people usually at the expense of others ”

Racism



Three Levels of Racism

(Jones, 2000)



Institutionalized or Structural Racism

- Impacts the media, voting rights, representation of government, and legislation.
- Control of access to the goods, services, and opportunities in a society based on race.

Personally Mediated Racism

- Prejudice and discrimination.
- Both intentional and unintentional.

Internalized Racism

- Acceptance by members of the stigmatized races of negative messages about their own abilities and intrinsic worth.
- It manifests as embracing “whiteness” and self-devaluation.

A close-up photograph of several people's hands clasped together in a circle, symbolizing unity and support. The hands are of various skin tones, and the people are wearing casual clothing like sweaters and jeans. A semi-transparent blue banner is overlaid on the left side of the image, containing the text "Why Does Race Matter?".

Why Does Race Matter?

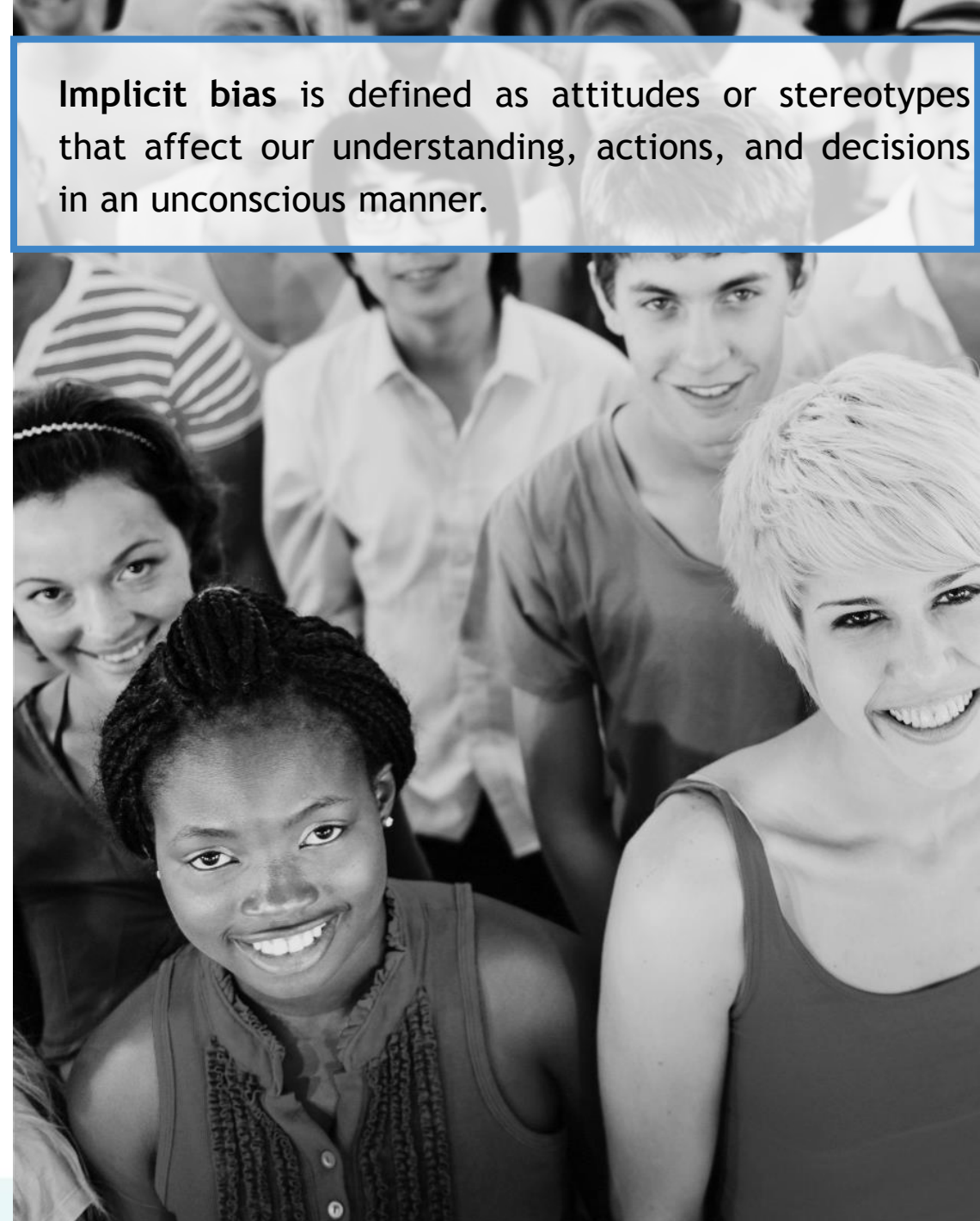
Implicit Bias

("Understanding Implicit Bias", 2015)

Everyone has implicit biases, which:

- 1 Are activated involuntarily and without an individual's awareness or intentional control.
- 2 Develop over the course of a lifetime, beginning at a very early age through exposure to direct and indirect messages (e.g., life experiences, the media, news programming).
- 3 Cause us to have feelings and attitudes about other people based on characteristics such as race, ethnicity, age, and appearance.
- 4 Are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness.
- 5 May not align with our declared beliefs or reflect stances we would explicitly endorse
- 6 Are generally in favor of our own ingroup, though research has shown that we can still hold implicit biases against our ingroup.
- 7 Can be both positive and negative
- 8 Can be gradually unlearned through a variety of debiasing efforts

Implicit bias is defined as attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.





We don't see things as they are, we
see them as we are.

Anais Nin

Why Does Race Matter?

We as a society have decided that race matters

Criminal Justice



Employment



Policy



Education



Housing



Health Care



Equity

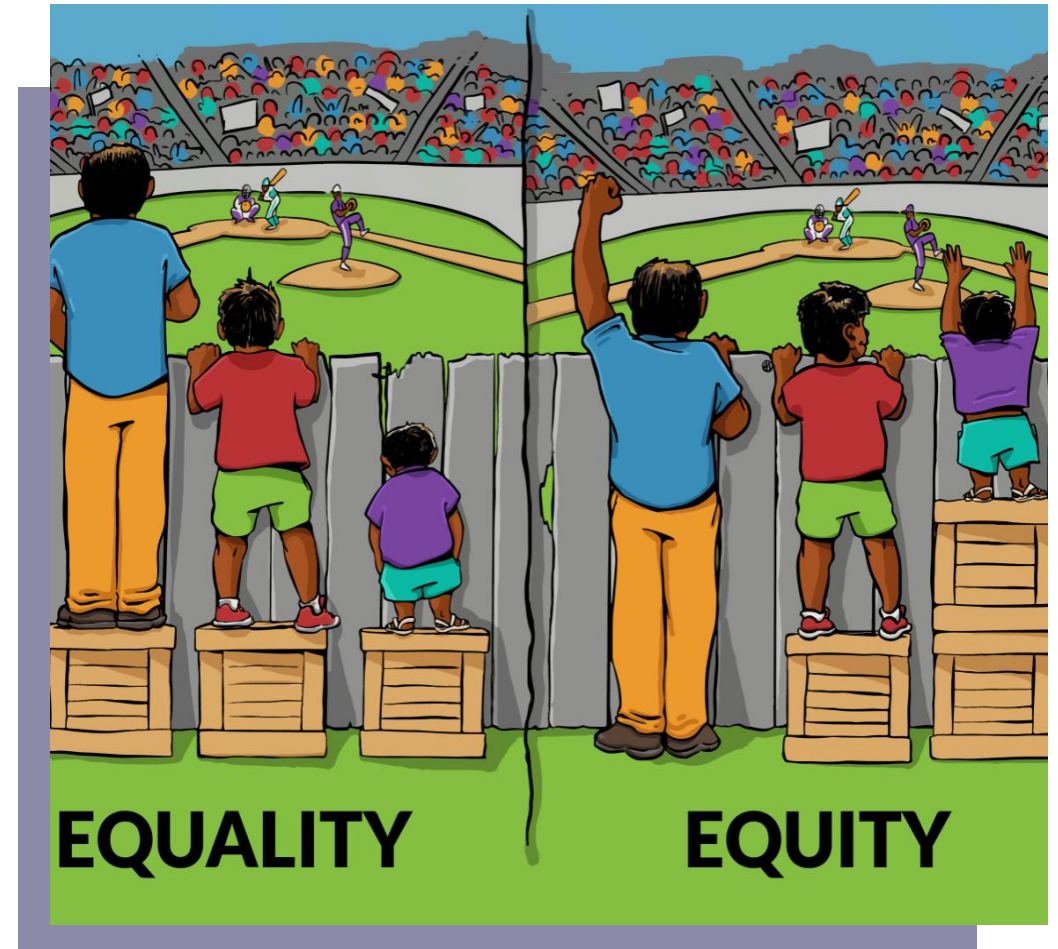


“What is equity? In the simplest terms, it means fairness, which is not necessarily the same thing as equality...It’s not about everybody getting the same thing, it’s about everybody getting what they need in order to improve the quality of their situation.”

- Cynthia Silva Parker, Senior Associate at Interaction Institute for Social Change and Collaborative Social Change Agent

Source: Interaction Institute for Social Change | Artist: Angus Maguire

www.interactioninstitute.org and www.madewithangus.com



Where Do We Start?

Start to **TALK** to our friends, family, and people with whom we feel safe about what we learned today

Start to **THINK** more about our own racial identification



Start to **EXPAND** our worldview through additional reading, viewing, listening and experiential learning

Start to **LEARN** more about our own racial implicit bias by taking the Implicit Association Test

Homework



Project Implicit®

<https://implicit.harvard.edu>

Race Implicit Association Test

Thank You!



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Questions & Answers



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Chief Medical Officer
The Schwartz Center for Compassionate Healthcare

Type Your Questions In The Questions Pane On Your Screen At Any Time

Join us: June 14-16, 2020, in Boston, MA



<http://www.compassioninactionconference.org/rfa>



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