WEBVTT

NOTE duration:"01:00:20.9920000"

NOTE language:en-us

NOTE Confidence: 0.936826407909393

00:00:00.000 --> 00:00:01.998 Actually, uhm in person with us

NOTE Confidence: 0.936826407909393

00:00:01.998 --> 00:00:04.235 in 2015 where he presented at

NOTE Confidence: 0.936826407909393

00:00:04.235 --> 00:00:06.315 grand rounds in the Department

NOTE Confidence: 0.936826407909393

00:00:06.315 --> 00:00:08.679 of psychiatry on the same topic.

NOTE Confidence: 0.936826407909393

00:00:08.680 --> 00:00:10.180 Racism as a fundamental

NOTE Confidence: 0.936826407909393

00:00:10.180 --> 00:00:11.305 determinant of Health.

NOTE Confidence: 0.936826407909393

00:00:11.310 --> 00:00:13.851 And this was just after he and

NOTE Confidence: 0.936826407909393

00:00:13.851 --> 00:00:15.694 colleagues had published a systematic

NOTE Confidence: 0.936826407909393

00:00:15.694 --> 00:00:17.409 review and meta analysis on

NOTE Confidence: 0.936826407909393

00:00:17.409 --> 00:00:19.959 racism as a determinant of Health.

NOTE Confidence: 0.936826407909393

00:00:19.960 --> 00:00:22.728 And there was one for adults in a

NOTE Confidence: 0.936826407909393

00:00:22.728 --> 00:00:24.990 separate review and meta analysis that

NOTE Confidence: 0.936826407909393

00:00:24.990 --> 00:00:28.229 they had done for children and young people.

NOTE Confidence: 0.936826407909393

00:00:28.230 --> 00:00:30.780 So after his talk a few of us in the

NOTE Confidence: 0.936826407909393

00:00:30.852 --> 00:00:33.897 psychology and psychiatry training program.

NOTE Confidence: 0.936826407909393

00:00:33.900 --> 00:00:36.594 Consulted with him in our continuing

NOTE Confidence: 0.936826407909393

00:00:36.594 --> 00:00:39.252 efforts to think about how we

NOTE Confidence: 0.936826407909393

00:00:39.252 --> 00:00:41.197 address and educate about racism

NOTE Confidence: 0.936826407909393

00:00:41.197 --> 00:00:43.255 in our training program apartment,

NOTE Confidence: 0.936826407909393

00:00:43.255 --> 00:00:45.972 and hopefully we may have opportunities I

NOTE Confidence: 0.936826407909393

00:00:45.972 --> 00:00:48.779 don't know to rekindle that collaboration.

NOTE Confidence: 0.936826407909393

00:00:48.780 --> 00:00:51.240 But that was a wonderful collaboration

NOTE Confidence: 0.936826407909393

00:00:51.240 --> 00:00:54.210 that we had started so doctor parodies

NOTE Confidence: 0.936826407909393

00:00:54.210 --> 00:00:57.129 is Professor and chair in race relations

NOTE Confidence: 0.936826407909393

00:00:57.209 --> 00:01:00.233 and deputy director of research at the

NOTE Confidence: 0.936826407909393

00:01:00.233 --> 00:01:02.378 Alfred Deacon Research Institute for

NOTE Confidence: 0.936826407909393

00:01:02.378 --> 00:01:04.498 citizenship and global is globalization.

NOTE Confidence: 0.936826407909393

00:01:04.500 --> 00:01:07.030 At Deacon University in Australia,

NOTE Confidence: 0.936826407909393

00:01:07.030 --> 00:01:10.060 he conducts research on the health,

NOTE Confidence: 0.936826407909393

00:01:10.060 --> 00:01:12.568 social and economic effects of racism

NOTE Confidence: 0.936826407909393

00:01:12.568 --> 00:01:16.005 as well as anti racism theory policy

NOTE Confidence: 0.936826407909393

00:01:16.005 --> 00:01:18.805 and practice across diverse settings

NOTE Confidence: 0.936826407909393

00:01:18.805 --> 00:01:21.670 which include online in workplaces,

NOTE Confidence: 0.936826407909393

00:01:21.670 --> 00:01:23.185 schools, University Universities,

NOTE Confidence: 0.936826407909393

00:01:23.185 --> 00:01:25.710 housing the arts and health.

NOTE Confidence: 0.936826407909393

00:01:25.710 --> 00:01:28.235 He also teaches and undertakes

NOTE Confidence: 0.936826407909393

00:01:28.235 --> 00:01:30.255 research in indigenous knowledge,

NOTE Confidence: 0.936826407909393

00:01:30.260 --> 00:01:32.795 is he's authored 200 publications

NOTE Confidence: 0.936826407909393

00:01:32.795 --> 00:01:35.330 and has been awarded $28,000,000.

NOTE Confidence: 0.936826407909393

00:01:35.330 --> 00:01:36.428 In funding.

NOTE Confidence: 0.936826407909393

00:01:36.428 --> 00:01:40.271 He is an invited reviewer for 110

NOTE Confidence: 0.936826407909393

00:01:40.271 --> 00:01:44.202 journals and has assess grants for

NOTE Confidence: 0.936826407909393

00:01:44.202 --> 00:01:47.396 the National Science Foundation, USA,

NOTE Confidence: 0.936826407909393

00:01:47.396 --> 00:01:50.226 Israel by National Science Foundation,

NOTE Confidence: 0.936826407909393

00:01:50.230 --> 00:01:51.934 Australian Research Council,

00:01:51.934 --> 00:01:53.070 New Zealand,

00:01:53.070 --> 00:01:55.910 Mars and Fun Council Swish

00:01:55.910 --> 00:01:57.614 National Science Foundation,

00:01:57.620 --> 00:02:00.548 and the Austrian science farmed.

00:02:00.548 --> 00:02:04.232 He has over 9000 Google Scholar

00:02:04.232 --> 00:02:07.279 Citations and an h-index of 48.

00:02:07.280 --> 00:02:07.652 Um,

00:02:07.652 --> 00:02:09.884 and since he was here last,

00:02:09.890 --> 00:02:12.445 he and his colleagues have continued to

00:02:12.445 --> 00:02:15.048 contribute to the literature on racism and

00:02:15.048 --> 00:02:17.720 anti racism as a determinant of Health,

00:02:17.720 --> 00:02:20.392 and I thought it would be great to

00:02:20.392 --> 00:02:23.281 have him here to update us on the

00:02:23.281 --> 00:02:25.202 state of the research knowledge

00:02:25.202 --> 00:02:28.079 and practice as it relates to the

00:02:28.079 --> 00:02:31.076 impact of racism and also how we come

NOTE Confidence: 0.936826407909393

00:02:31.076 --> 00:02:33.357 back that anti racism work before

NOTE Confidence: 0.936826407909393

00:02:33.357 --> 00:02:35.996 I turn it over to Doctor Parities.

NOTE Confidence: 0.936826407909393

00:02:36.000 --> 00:02:38.268 We are recording the talk today.

NOTE Confidence: 0.936826407909393

00:02:38.270 --> 00:02:40.636 And he will spend about 45 minutes

NOTE Confidence: 0.936826407909393

00:02:40.636 --> 00:02:41.650 on his talk,

NOTE Confidence: 0.936826407909393

00:02:41.650 --> 00:02:43.672 and then we'll have about 15

NOTE Confidence: 0.936826407909393

00:02:43.672 --> 00:02:44.683 minutes for questions.

NOTE Confidence: 0.936826407909393

00:02:44.690 --> 00:02:46.634 But you can certainly send questions

NOTE Confidence: 0.936826407909393

00:02:46.634 --> 00:02:48.750 and comments in the chat feature,

NOTE Confidence: 0.936826407909393

00:02:48.750 --> 00:02:51.116 so I'm going to turn it over

NOTE Confidence: 0.936826407909393

00:02:51.116 --> 00:02:52.130 to doctor Perry's.

NOTE Confidence: 0.939214646816254

00:02:53.340 --> 00:02:56.750 Thanks Cindy, thanks very much

NOTE Confidence: 0.939214646816254

00:02:56.750 --> 00:03:00.160 for inviting me an introduction.

NOTE Confidence: 0.939214646816254

00:03:00.160 --> 00:03:02.631 Uh, this will be a different talk

NOTE Confidence: 0.939214646816254

00:03:02.631 --> 00:03:05.700 to the one I gave a when I was

NOTE Confidence: 0.939214646816254

00:03:05.700 --> 00:03:07.869 in person there five years ago.

NOTE Confidence: 0.939214646816254

00:03:07.870 --> 00:03:09.914 Uh, we have done some extra weird.

NOTE Confidence: 0.939214646816254

00:03:09.920 --> 00:03:11.092 We haven't really updated

NOTE Confidence: 0.939214646816254

00:03:11.092 --> 00:03:12.264 the middle analysis yet.

NOTE Confidence: 0.939214646816254

00:03:12.270 --> 00:03:14.165 We're working on updates to

NOTE Confidence: 0.939214646816254

00:03:14.165 --> 00:03:16.060 those actually at the moment.

NOTE Confidence: 0.939214646816254

00:03:16.060 --> 00:03:18.475 Uh, but I haven't been published yet,

NOTE Confidence: 0.939214646816254

00:03:18.480 --> 00:03:20.496 but I will be talking about

NOTE Confidence: 0.939214646816254

00:03:20.496 --> 00:03:22.286 some other things and obviously

NOTE Confidence: 0.939214646816254

00:03:22.286 --> 00:03:24.512 lots happened in the last five

NOTE Confidence: 0.939214646816254

00:03:24.512 --> 00:03:26.929 years and the relevance of this.

NOTE Confidence: 0.939214646816254

00:03:26.930 --> 00:03:29.882 Really is highlighted now with the

NOTE Confidence: 0.939214646816254

00:03:29.882 --> 00:03:33.202 rise of the prominence of black life

NOTE Confidence: 0.939214646816254

00:03:33.202 --> 00:03:36.156 matters and these sorts of affix of

NOTE Confidence: 0.939214646816254

00:03:36.252 --> 00:03:39.096 covered in these sorts of things.

NOTE Confidence: 0.939214646816254

00:03:39.100 --> 00:03:42.016 So hopefully we can talk about

NOTE Confidence: 0.939214646816254

00:03:42.016 --> 00:03:45.086 some of the implications of the

NOTE Confidence: 0.939214646816254

00:03:45.086 --> 00:03:47.150 literature in Question Time.

NOTE Confidence: 0.939214646816254

00:03:47.150 --> 00:03:48.526 Feel free to ask.

NOTE Confidence: 0.939214646816254

00:03:48.526 --> 00:03:51.309 I'm happy to take questions as I go now.

NOTE Confidence: 0.939214646816254

00:03:51.310 --> 00:03:53.550 The logistics of that might be tricky,

NOTE Confidence: 0.939214646816254

00:03:53.550 --> 00:03:55.632 but there's a chat function that

NOTE Confidence: 0.939214646816254

00:03:55.632 --> 00:03:58.308 I'll keep an eye on that might be

NOTE Confidence: 0.939214646816254

00:03:58.308 --> 00:04:00.574 one of the easiest ways to take

NOTE Confidence: 0.939214646816254

00:04:00.574 --> 00:04:02.758 some discussion as we go along.

NOTE Confidence: 0.939214646816254

00:04:02.760 --> 00:04:03.606 OK, uh,

NOTE Confidence: 0.939214646816254

00:04:03.606 --> 00:04:06.567 hopefully the sound is good and the

NOTE Confidence: 0.939214646816254

00:04:06.567 --> 00:04:09.435 slides are working, so that's good.

NOTE Confidence: 0.939214646816254

00:04:09.435 --> 00:04:12.490 So today I'm going to, uh, hopefully.

NOTE Confidence: 0.939214646816254

00:04:12.490 --> 00:04:15.810 I talked about 40 minutes or so and

NOTE Confidence: 0.939214646816254

00:04:15.903 --> 00:04:19.228 I'll start by discussing what is racism.

NOTE Confidence: 0.939214646816254

00:04:19.230 --> 00:04:21.450 How do we measure it?

NOTE Confidence: 0.939214646816254

00:04:21.450 --> 00:04:23.110 Different approaches to that?

NOTE Confidence: 0.939214646816254

00:04:23.110 --> 00:04:27.478 How does it work as a determinant of health?

NOTE Confidence: 0.939214646816254

00:04:27.480 --> 00:04:29.532 And then I'll start talking about

NOTE Confidence: 0.939214646816254

00:04:29.532 --> 00:04:31.639 some of the important ways we

NOTE Confidence: 0.939214646816254

00:04:31.639 --> 00:04:33.324 can address racism in society.

NOTE Confidence: 0.939214646816254

00:04:33.330 --> 00:04:34.702 Define and conceptualize it.

NOTE Confidence: 0.939214646816254

00:04:34.702 --> 00:04:35.388 Or could.

NOTE Confidence: 0.939214646816254

00:04:35.390 --> 00:04:37.260 Some antiracism printing and approaches

NOTE Confidence: 0.939214646816254

00:04:37.260 --> 00:04:40.420 to how that works and policy and practice.

NOTE Confidence: 0.939214646816254

00:04:40.420 --> 00:04:43.110 And then look beyond right?

NOTE Confidence: 0.939214646816254

00:04:43.110 --> 00:04:43.698 Antiracism,

NOTE Confidence: 0.939214646816254

00:04:43.698 --> 00:04:44.286 uh,

NOTE Confidence: 0.939214646816254

00:04:44.286 --> 00:04:47.226 to the broader social context

NOTE Confidence: 0.939214646816254

00:04:47.226 --> 00:04:50.855 in which racism occurs and in

NOTE Confidence: 0.939214646816254

00:04:50.855 --> 00:04:54.383 which we can address it through

NOTE Confidence: 0.939214646816254

00:04:54.383 --> 00:04:56.230 transformations more widely.

NOTE Confidence: 0.939214646816254

00:04:56.230 --> 00:04:58.402 So what is racism?

NOTE Confidence: 0.939214646816254

00:04:58.402 --> 00:05:02.090 Or there's many ways of defining it?

NOTE Confidence: 0.939214646816254

00:05:02.090 --> 00:05:05.746 I tend to find it as really quite

NOTE Confidence: 0.939214646816254

00:05:05.746 --> 00:05:08.489 as socially embedded concept.

NOTE Confidence: 0.939214646816254

00:05:08.490 --> 00:05:09.508 That's about.

NOTE Confidence: 0.939214646816254

00:05:09.508 --> 00:05:12.562 Life chances that people have essentially

NOTE Confidence: 0.939214646816254

00:05:12.562 --> 00:05:14.170 whatever opportunities in life.

NOTE Confidence: 0.939214646816254

00:05:14.170 --> 00:05:17.390 What access do we have to resource?

NOTE Confidence: 0.939214646816254

00:05:17.390 --> 00:05:18.770 Is social, physical,

NOTE Confidence: 0.939214646816254

00:05:18.770 --> 00:05:21.990 spiritual anything you want to think of?

NOTE Confidence: 0.939214646816254

00:05:21.990 --> 00:05:23.790 And how do those?

NOTE Confidence: 0.939214646816254

00:05:23.790 --> 00:05:26.040 How does that access those

NOTE Confidence: 0.939214646816254

00:05:26.040 --> 00:05:27.970 opportunities lost life chances?

NOTE Confidence: 0.939214646816254

00:05:27.970 --> 00:05:29.224 Impacted by Rs.

NOTE Confidence: 0.939214646816254

00:05:29.224 --> 00:05:31.390 Now raise our culture, ethnicity,

NOTE Confidence: 0.939214646816254

00:05:31.390 --> 00:05:34.820 those various ideas which tend to be.

NOTE Confidence: 0.939214646816254

00:05:34.820 --> 00:05:39.365 Bound up, you know the use of rice language,

NOTE Confidence: 0.939214646816254

00:05:39.370 --> 00:05:40.384 for example.

NOTE Confidence: 0.939214646816254

00:05:40.384 --> 00:05:43.426 So in what ways does society

NOTE Confidence: 0.939214646816254

00:05:43.426 --> 00:05:45.929 structure itself that are unfair,

NOTE Confidence: 0.939214646816254

00:05:45.930 --> 00:05:47.950 unavoidable that create inequality's

NOTE Confidence: 0.939214646816254

00:05:47.950 --> 00:05:49.465 disparities across races?

NOTE Confidence: 0.939214646816254

00:05:49.470 --> 00:05:51.995 And how are these expressed

NOTE Confidence: 0.939214646816254

00:05:51.995 --> 00:05:54.520 through our own internal attitudes,

NOTE Confidence: 0.939214646816254

00:05:54.520 --> 00:05:54.984 beliefs,

NOTE Confidence: 0.939214646816254

00:05:54.984 --> 00:05:57.768 behaviors that we interact into personally

NOTE Confidence: 0.939214646816254

00:05:57.768 --> 00:06:01.079 and also IT systems and institutions?

NOTE Confidence: 0.939214646816254

00:06:01.080 --> 00:06:02.940 How they structured?

NOTE Confidence: 0.939214646816254

00:06:02.940 --> 00:06:05.420 How do they operate?

NOTE Confidence: 0.939214646816254

00:06:05.420 --> 00:06:07.575 In ways that create these

NOTE Confidence: 0.939214646816254

00:06:07.575 --> 00:06:10.240 other women is available and if

NOTE Confidence: 0.939214646816254

00:06:10.240 --> 00:06:12.370 there is various across race.

NOTE Confidence: 0.939214646816254

00:06:12.370 --> 00:06:15.354 And that some of the questions that then

NOTE Confidence: 0.939214646816254

00:06:15.354 --> 00:06:18.118 of course impact on health outcomes.

NOTE Confidence: 0.939214646816254

00:06:18.120 --> 00:06:21.168 So often people talk about in

NOTE Confidence: 0.939214646816254

00:06:21.168 --> 00:06:24.304 the in the literature they talk

NOTE Confidence: 0.939214646816254

00:06:24.304 --> 00:06:26.794 about 3 levels of racism.

NOTE Confidence: 0.939214646816254

00:06:26.800 --> 00:06:29.656 Internalize level of racism is really just

NOTE Confidence: 0.939214646816254

00:06:29.656 --> 00:06:32.408 those will views that we have beliefs,

NOTE Confidence: 0.939214646816254

00:06:32.410 --> 00:06:32.892 attitudes,

NOTE Confidence: 0.939214646816254

00:06:32.892 --> 00:06:33.856 implicit, explicit.

NOTE Confidence: 0.939214646816254

00:06:33.856 --> 00:06:36.266 And then there's the interpersonal

NOTE Confidence: 0.939214646816254

00:06:36.266 --> 00:06:37.230 realm where

NOTE Confidence: 0.9158888955911

00:06:37.293 --> 00:06:40.109 this is played out a lot between individuals.

NOTE Confidence: 0.9158888955911

00:06:40.110 --> 00:06:42.721 And as I said, system level affects

11

NOTE Confidence: 0.9158888955911

00:06:42.721 --> 00:06:44.330 institutional organizational level effects,

NOTE Confidence: 0.9158888955911

00:06:44.330 --> 00:06:46.785 which are very powerful but

NOTE Confidence: 0.9158888955911

00:06:46.785 --> 00:06:48.749 often difficult to measure.

NOTE Confidence: 0.9158888955911

00:06:48.750 --> 00:06:50.994 And we'll talk about.

NOTE Confidence: 0.9158888955911

00:06:50.994 --> 00:06:54.930 Some measurement approach is coming up soon.

NOTE Confidence: 0.9158888955911

00:06:54.930 --> 00:06:58.160 This is from Google G.

NOTE Confidence: 0.9158888955911

00:06:58.160 --> 00:06:59.864 Uh, UCLA and.

NOTE Confidence: 0.9158888955911

00:06:59.864 --> 00:07:03.272 It's important really to think about.

NOTE Confidence: 0.9158888955911

00:07:03.280 --> 00:07:08.047 The visible and invisible aspects of racism,

NOTE Confidence: 0.9158888955911

00:07:08.050 --> 00:07:08.401 obviously.

NOTE Confidence: 0.9158888955911

00:07:08.401 --> 00:07:11.209 A lot of racism is underground in the

NOTE Confidence: 0.9158888955911

00:07:11.209 --> 00:07:14.160 sense that it's unacknowledged and addressed.

NOTE Confidence: 0.9158888955911

00:07:14.160 --> 00:07:16.140 It continues to be maintaining perpetrated,

NOTE Confidence: 0.9158888955911

00:07:16.140 --> 00:07:18.540 by the way that we structure

NOTE Confidence: 0.9158888955911

00:07:18.540 --> 00:07:20.140 our systems in societies.

NOTE Confidence: 0.9158888955911

00:07:20.140 --> 00:07:23.017 So we may talk about micro aggressions,

00:07:23.020 --> 00:07:24.668 hate crimes, everyday sights.

00:07:24.668 --> 00:07:25.904 But underneath that,

00:07:25.910 --> 00:07:28.568 there's the way the media portrays

00:07:28.568 --> 00:07:31.197 different racial groups the way just

00:07:31.197 --> 00:07:33.162 generally discourse in society tends

00:07:33.162 --> 00:07:36.722 to in for your eyes or create a sense

00:07:36.722 --> 00:07:38.682 of superiority among other groups.

00:07:38.682 --> 00:07:40.330 So it's both sides.

00:07:40.330 --> 00:07:43.106 It's a power relation that is a creation

00:07:43.106 --> 00:07:45.679 of both oppression and privilege.

00:07:45.680 --> 00:07:48.582 So we have other things, of course.

00:07:48.582 --> 00:07:50.266 Mass incarceration, political representation.

00:07:50.270 --> 00:07:53.530 Uh, segregation, morbid redlining many.

00:07:53.530 --> 00:07:54.208 Often.

00:07:54.208 --> 00:07:56.920 Unacknowledged unexamined and not

NOTE Confidence: 0.9158888955911

00:07:56.920 --> 00:08:00.310 discussed enough aspects of racism

NOTE Confidence: 0.9158888955911

00:08:00.406 --> 00:08:03.116 that tend to be institutional.

NOTE Confidence: 0.9158888955911

00:08:03.120 --> 00:08:06.816 That's the most in visible and

NOTE Confidence: 0.9158888955911

00:08:06.816 --> 00:08:10.170 invisible ized aspects of racism.

NOTE Confidence: 0.9158888955911

00:08:10.170 --> 00:08:12.870 So how do we measure racism?

NOTE Confidence: 0.9158888955911

00:08:12.870 --> 00:08:15.570 Often in the literature at least?

NOTE Confidence: 0.9158888955911

00:08:15.570 --> 00:08:16.020 Uh,

NOTE Confidence: 0.9158888955911

00:08:16.020 --> 00:08:20.070 these are some of the ways that it happens.

NOTE Confidence: 0.9158888955911

00:08:20.070 --> 00:08:21.870 There's work on ideologies,

NOTE Confidence: 0.9158888955911

00:08:21.870 --> 00:08:24.120 so a simulationist color, blindness,

NOTE Confidence: 0.9158888955911

00:08:24.120 --> 00:08:25.470 multiculturalism, Poly, Culturalism.

NOTE Confidence: 0.9158888955911

00:08:25.470 --> 00:08:27.270 There's many approaches to

NOTE Confidence: 0.9158888955911

00:08:27.270 --> 00:08:28.170 understanding ideologies.

NOTE Confidence: 0.9158888955911

00:08:28.170 --> 00:08:29.520 And of course,

NOTE Confidence: 0.9158888955911

00:08:29.520 --> 00:08:31.320 in more recent decades,

NOTE Confidence: 0.9158888955911

00:08:31.320 --> 00:08:33.280 approaches to white privilege

NOTE Confidence: 0.9158888955911

00:08:33.280 --> 00:08:36.220 to become more popular will talk

NOTE Confidence: 0.9158888955911

00:08:36.305 --> 00:08:38.519 about some of those as well.

NOTE Confidence: 0.9158888955911

00:08:38.520 --> 00:08:40.340 We can measure ethnocentrism,

NOTE Confidence: 0.9158888955911

00:08:40.340 --> 00:08:42.160 different forms of beliefs.

NOTE Confidence: 0.9158888955911

00:08:42.160 --> 00:08:42.621 Uh,

NOTE Confidence: 0.9158888955911

00:08:42.621 --> 00:08:45.387 motivations that people have in relation

NOTE Confidence: 0.9158888955911

00:08:45.387 --> 00:08:49.510 to race a sensualism intentions behavior.

NOTE Confidence: 0.9158888955911

00:08:49.510 --> 00:08:52.618 Contact the extent of contact between

NOTE Confidence: 0.9158888955911

00:08:52.618 --> 00:08:55.750 people of different racial backgrounds.

NOTE Confidence: 0.9158888955911

00:08:55.750 --> 00:08:57.136 There's other approaches,

NOTE Confidence: 0.9158888955911

00:08:57.136 --> 00:08:58.060 a measuring,

NOTE Confidence: 0.9158888955911

00:08:58.060 --> 00:08:58.848 I guess.

NOTE Confidence: 0.9158888955911

00:08:58.848 --> 00:09:01.212 Endorsement of traits that people might

NOTE Confidence: 0.9158888955911

00:09:01.212 --> 00:09:04.068 have often called semantic differentials,

NOTE Confidence: 0.9158888955911

00:09:04.070 --> 00:09:05.918 stereotypes many different stereotypes

15

NOTE Confidence: 0.9158888955911

00:09:05.918 --> 00:09:08.690 that can be assessed and measure.

NOTE Confidence: 0.9158888955911

00:09:08.690 --> 00:09:10.970 This is through explicit self

NOTE Confidence: 0.9158888955911

00:09:10.970 --> 00:09:13.785 reporting surveys and those sorts of

NOTE Confidence: 0.9158888955911

00:09:13.785 --> 00:09:16.075 things social distance from others,

NOTE Confidence: 0.9158888955911

00:09:16.080 --> 00:09:18.852 how comfortable people are with having

NOTE Confidence: 0.9158888955911

00:09:18.852 --> 00:09:21.161 neighbors of different races, workplaces,

NOTE Confidence: 0.9158888955911

00:09:21.161 --> 00:09:22.544 bosses, intimate relationships,

NOTE Confidence: 0.9158888955911

00:09:22.544 --> 00:09:24.388 these sorts of things.

NOTE Confidence: 0.9158888955911

00:09:24.390 --> 00:09:27.216 And then there's affect or emotional.

NOTE Confidence: 0.9158888955911

00:09:27.220 --> 00:09:30.356 Uh, expressions and representations,

NOTE Confidence: 0.9158888955911

00:09:30.356 --> 00:09:32.708 so anxiety hostility.

NOTE Confidence: 0.9158888955911

00:09:32.710 --> 00:09:34.670 Ideas of trust. Newer work.

NOTE Confidence: 0.9158888955911

00:09:34.670 --> 00:09:36.630 Looking at denial of racism

NOTE Confidence: 0.9158888955911

00:09:36.630 --> 00:09:38.198 and tolerance of racism.

NOTE Confidence: 0.9158888955911

00:09:38.200 --> 00:09:40.740 So whether or not people.

NOTE Confidence: 0.9158888955911

00:09:40.740 --> 00:09:42.510 Not so much whether they have

NOTE Confidence: 0.9158888955911

00:09:42.510 --> 00:09:43.395 breasts tattoos themselves,

NOTE Confidence: 0.9158888955911

00:09:43.400 --> 00:09:45.444 but to what extent did they tolerate

NOTE Confidence: 0.9158888955911

00:09:45.444 --> 00:09:47.228 racism in their in their lives?

NOTE Confidence: 0.9158888955911

00:09:47.230 --> 00:09:49.295 Will they confront racism when it happens?

NOTE Confidence: 0.9158888955911

00:09:49.300 --> 00:09:50.770 Will they let it go?

NOTE Confidence: 0.9158888955911

00:09:50.770 --> 00:09:52.638 Those sorts of things?

NOTE Confidence: 0.9158888955911

00:09:52.638 --> 00:09:56.043 And of course there's lots of work

NOTE Confidence: 0.9158888955911

00:09:56.043 --> 00:09:58.588 on implicit measures as well,

NOTE Confidence: 0.9158888955911

00:09:58.590 --> 00:10:01.404 so we have this classic response

NOTE Confidence: 0.9158888955911

00:10:01.404 --> 00:10:03.939 latency task through to save

NOTE Confidence: 0.9158888955911

00:10:03.939 --> 00:10:06.219 the Harvard Implicit Project.

NOTE Confidence: 0.9158888955911

00:10:06.220 --> 00:10:09.670 There's other approaches, subliminal priming.

NOTE Confidence: 0.9158888955911

00:10:09.670 --> 00:10:12.790 A skin conductance, heart rate, voice,

NOTE Confidence: 0.9158888955911

00:10:12.790 --> 00:10:14.870 speech, Micro Facial Expressions,

NOTE Confidence: 0.9158888955911

00:10:14.870 --> 00:10:17.470 and various word completion and

NOTE Confidence: 0.9158888955911

00:10:17.470 --> 00:10:19.550 sorting and unscrambling tasks,

NOTE Confidence: 0.9158888955911

00:10:19.550 --> 00:10:24.254 and also some work on your image Ng.

NOTE Confidence: 0.9158888955911

00:10:24.260 --> 00:10:25.965 Assessing the impacts in the

NOTE Confidence: 0.9158888955911

00:10:25.965 --> 00:10:28.126 brain when you exposed to various

NOTE Confidence: 0.9158888955911

00:10:28.126 --> 00:10:29.670 racial stimuli through mris

NOTE Confidence: 0.9158888955911

00:10:29.670 --> 00:10:31.600 in these sorts of things,

NOTE Confidence: 0.882443428039551

00:10:31.600 --> 00:10:34.344 so there's lots of. All of these

NOTE Confidence: 0.882443428039551

00:10:34.344 --> 00:10:37.359 have been done in studies on racism.

NOTE Confidence: 0.882443428039551

00:10:37.360 --> 00:10:39.874 Not very much, but they've certainly

NOTE Confidence: 0.882443428039551

00:10:39.874 --> 00:10:42.440 been explored in the literature.

NOTE Confidence: 0.882443428039551

00:10:42.440 --> 00:10:44.460 So implicit in it,

NOTE Confidence: 0.882443428039551

00:10:44.460 --> 00:10:46.480 sometimes called unconscious bias,

NOTE Confidence: 0.882443428039551

00:10:46.480 --> 00:10:48.508 is of course very.

NOTE Confidence: 0.882443428039551

00:10:48.508 --> 00:10:50.536 Well known these days.

NOTE Confidence: 0.882443428039551

00:10:50.540 --> 00:10:51.785 Quite popular approach.

NOTE Confidence: 0.882443428039551

00:10:51.785 --> 00:10:54.275 It's important it's it's this debate

00:10:54.275 --> 00:10:56.329 about whether it's unconscious.

00:10:56.330 --> 00:10:58.655 Certainly that's not entirely clear

00:10:58.655 --> 00:11:01.620 what unconscious means in this context.

00:11:01.620 --> 00:11:04.490 And to the extent that people have.

00:11:04.490 --> 00:11:06.340 Uh, some ability to control,

00:11:06.340 --> 00:11:08.190 or at least change results

00:11:08.190 --> 00:11:10.040 on their on implicit tests.

00:11:10.040 --> 00:11:12.236 And of course there's ways of

00:11:12.236 --> 00:11:14.140 combating the link between these

00:11:14.140 --> 00:11:16.330 sort of associations in the mind.

00:11:16.330 --> 00:11:18.180 The implicit racism and the

00:11:18.180 --> 00:11:19.660 behavioral outcomes of those.

00:11:19.660 --> 00:11:21.288 The decision making effects.

00:11:21.288 --> 00:11:24.118 But there has been quite a bit

00:11:24.118 --> 00:11:26.316 of work on this on this topic,

NOTE Confidence: 0.882443428039551

00:11:26.320 --> 00:11:30.184 and we have seen its impacts on.

NOTE Confidence: 0.882443428039551

00:11:30.190 --> 00:11:31.690 Healthcare provision for example,

NOTE Confidence: 0.882443428039551

00:11:31.690 --> 00:11:33.940 also in judicial and legal context.

NOTE Confidence: 0.882443428039551

00:11:33.940 --> 00:11:36.958 There's been work on implicit racism.

NOTE Confidence: 0.882443428039551

00:11:36.960 --> 00:11:37.876 It's not.

NOTE Confidence: 0.882443428039551

00:11:37.876 --> 00:11:41.258 It's not 100% the link between the

NOTE Confidence: 0.882443428039551

00:11:41.258 --> 00:11:44.270 implicit biases and behavior is the

NOTE Confidence: 0.882443428039551

00:11:44.368 --> 00:11:47.595 correlation is more like 0.3 to 0.4.

NOTE Confidence: 0.882443428039551

00:11:47.600 --> 00:11:50.239 But it does definitely have an effect

NOTE Confidence: 0.882443428039551

00:11:50.239 --> 00:11:52.803 and its with some with investigating

NOTE Confidence: 0.882443428039551

00:11:52.803 --> 00:11:55.515 as an approach to anti racism.

NOTE Confidence: 0.882443428039551

00:11:55.520 --> 00:11:58.816 And how do we combat implicit bias which

NOTE Confidence: 0.882443428039551

00:11:58.816 --> 00:12:02.726 is wide spread around the world focused on?

NOTE Confidence: 0.882443428039551

00:12:02.730 --> 00:12:04.170 Negative associations with

NOTE Confidence: 0.882443428039551

00:12:04.170 --> 00:12:06.090 non white people generally,

NOTE Confidence: 0.882443428039551

00:12:06.090 --> 00:12:10.278 so we'll talk about that later.

NOTE Confidence: 0.882443428039551

00:12:10.280 --> 00:12:12.530 How do people measure the impacts

NOTE Confidence: 0.882443428039551

00:12:12.530 --> 00:12:14.940 of racism in the literature?

NOTE Confidence: 0.882443428039551

00:12:14.940 --> 00:12:15.364 Well,

NOTE Confidence: 0.882443428039551

00:12:15.364 --> 00:12:18.756 there's many ways of doing that as well.

NOTE Confidence: 0.882443428039551

00:12:18.760 --> 00:12:21.028 Often the most common method really

NOTE Confidence: 0.882443428039551

00:12:21.028 --> 00:12:23.458 just asking people in surveys about

NOTE Confidence: 0.882443428039551

00:12:23.458 --> 00:12:26.002 their exposure to racism an separately

NOTE Confidence: 0.882443428039551

00:12:26.002 --> 00:12:28.535 about their health outcomes or

NOTE Confidence: 0.882443428039551

00:12:28.535 --> 00:12:30.146 measuring physical manifestations

NOTE Confidence: 0.882443428039551

00:12:30.146 --> 00:12:32.294 of health outcomes directly.

NOTE Confidence: 0.882443428039551

00:12:32.300 --> 00:12:36.070 Um, there's also ordered studies.

NOTE Confidence: 0.882443428039551

00:12:36.070 --> 00:12:42.110 So, for example, sending out CVS for jobs.

NOTE Confidence: 0.882443428039551

00:12:42.110 --> 00:12:45.774 With different names that that kind of UM,

NOTE Confidence: 0.882443428039551

00:12:45.780 --> 00:12:47.612 activate different ideas of

NOTE Confidence: 0.882443428039551

00:12:47.612 --> 00:12:49.902 rice in the healthcare context,

NOTE Confidence: 0.882443428039551

00:12:49.910 --> 00:12:52.568 there's been old and start order

NOTE Confidence: 0.882443428039551

00:12:52.568 --> 00:12:54.898 studies done where patients present

NOTE Confidence: 0.882443428039551

00:12:54.898 --> 00:12:57.256 at family doctors, for example,

NOTE Confidence: 0.882443428039551

00:12:57.256 --> 00:12:58.630 with scripted conditions,

NOTE Confidence: 0.882443428039551

00:12:58.630 --> 00:13:01.075 and we assess whether differences

NOTE Confidence: 0.882443428039551

00:13:01.075 --> 00:13:03.031 in recommended treatment based

NOTE Confidence: 0.882443428039551

00:13:03.031 --> 00:13:05.059 on the race of patient.

NOTE Confidence: 0.882443428039551

00:13:05.060 --> 00:13:07.320 These are examples of audit

NOTE Confidence: 0.882443428039551

00:13:07.320 --> 00:13:10.110 studies that that can be done.

NOTE Confidence: 0.882443428039551

00:13:10.110 --> 00:13:11.138 Experiments really.

NOTE Confidence: 0.882443428039551

00:13:11.138 --> 00:13:13.708 Is diary or ecological momentary

NOTE Confidence: 0.882443428039551

00:13:13.708 --> 00:13:16.395 assessment methods so regular multiple

NOTE Confidence: 0.882443428039551

00:13:16.395 --> 00:13:19.070 daily assessments and there's various

NOTE Confidence: 0.882443428039551

00:13:19.070 --> 00:13:22.069 approaches to implicit measures including.

NOTE Confidence: 0.882443428039551

00:13:22.070 --> 00:13:24.210 With the you associate yourself

NOTE Confidence: 0.882443428039551

00:13:24.210 --> 00:13:27.000 as a victim of racism and uh,

NOTE Confidence: 0.882443428039551

00:13:27.000 --> 00:13:30.288 and whether that has health outcomes for you.

NOTE Confidence: 0.882443428039551

00:13:30.290 --> 00:13:32.756 So not just your implicit racism,

NOTE Confidence: 0.882443428039551

00:13:32.760 --> 00:13:33.614 racial biases,

NOTE Confidence: 0.882443428039551

00:13:33.614 --> 00:13:37.030 but your own views of yourself as a

NOTE Confidence: 0.882443428039551

00:13:37.115 --> 00:13:40.355 victim or target implicitly of racism.

NOTE Confidence: 0.882443428039551

00:13:40.360 --> 00:13:41.782 Direct impact measures.

NOTE Confidence: 0.882443428039551

00:13:41.782 --> 00:13:45.090 Of course, that's really common as well,

NOTE Confidence: 0.882443428039551

00:13:45.090 --> 00:13:47.724 so racism can be subtle and

NOTE Confidence: 0.882443428039551

00:13:47.724 --> 00:13:50.290 difficult to not only measure,

NOTE Confidence: 0.882443428039551

00:13:50.290 --> 00:13:54.217 but for people to actually perceive so.

NOTE Confidence: 0.882443428039551

00:13:54.220 --> 00:13:56.578 Uh, there are biases in measuring.

NOTE Confidence: 0.882443428039551

00:13:56.580 --> 00:13:59.324 For example, self reported racism on surveys.

NOTE Confidence: 0.882443428039551

00:13:59.330 --> 00:14:01.175 People don't always see racism

NOTE Confidence: 0.882443428039551

00:14:01.175 --> 00:14:03.650 or perceive it when it happens,

NOTE Confidence: 0.882443428039551

00:14:03.650 --> 00:14:06.008 and always willing to report it.

00:14:06.010 --> 00:14:08.368 Various reasons to do with their

00:14:08.368 --> 00:14:10.500 own self esteem, for example.

00:14:10.500 --> 00:14:13.350 So there are problems with that.

00:14:13.350 --> 00:14:14.958 The ambiguity of racism,

00:14:14.958 --> 00:14:16.968 social norms against reporting it,

00:14:16.970 --> 00:14:19.742 and so we tend to get under

00:14:19.742 --> 00:14:20.930 reporting of racism

00:14:21.019 --> 00:14:23.715 in in surveys. That's generally what

00:14:23.715 --> 00:14:26.745 the evidence shows in most cases.

00:14:26.750 --> 00:14:29.515 So I mentioned ordered studies that have

00:14:29.515 --> 00:14:32.570 been done in many different contexts,

00:14:32.570 --> 00:14:33.914 including health care,

00:14:33.914 --> 00:14:36.156 housing in employment, seeking employment,

00:14:36.156 --> 00:14:38.844 especially finance and transport on buses,

00:14:38.850 --> 00:14:41.090 and these sorts of things.

00:14:41.090 --> 00:14:43.062 It's a powerful method,

NOTE Confidence: 0.878111302852631

00:14:43.062 --> 00:14:46.020 and it's quite useful for determining

NOTE Confidence: 0.878111302852631

00:14:46.102 --> 00:14:48.850 the level or prevalence of racism.

NOTE Confidence: 0.878111302852631

00:14:48.850 --> 00:14:51.503 Not so much for delving into the

NOTE Confidence: 0.878111302852631

00:14:51.503 --> 00:14:54.256 mechanism by which racism happens. Uhm,

NOTE Confidence: 0.878111302852631

00:14:54.256 --> 00:14:57.168 other ways of indirect measure of racism?

NOTE Confidence: 0.878111302852631

00:14:57.170 --> 00:14:58.830 There's obviously mortgage redlining

NOTE Confidence: 0.878111302852631

00:14:58.830 --> 00:15:00.905 and various other financial approaches.

NOTE Confidence: 0.878111302852631

00:15:00.910 --> 00:15:03.406 There's been work on Google searches,

NOTE Confidence: 0.878111302852631

00:15:03.410 --> 00:15:05.074 the extent of Google,

NOTE Confidence: 0.878111302852631

00:15:05.074 --> 00:15:06.738 the density of Google,

NOTE Confidence: 0.878111302852631

00:15:06.740 --> 00:15:08.820 searches for racial slurs in

NOTE Confidence: 0.878111302852631

00:15:08.820 --> 00:15:10.068 specific geographical areas,

NOTE Confidence: 0.878111302852631

00:15:10.070 --> 00:15:12.863 and that impact of that on public

NOTE Confidence: 0.878111302852631

00:15:12.863 --> 00:15:15.059 health outcomes in those areas.

NOTE Confidence: 0.878111302852631

00:15:15.060 --> 00:15:16.724 Very interesting work there.

NOTE Confidence: 0.878111302852631

00:15:16.724 --> 00:15:18.388 Another online work segregation,

NOTE Confidence: 0.878111302852631

00:15:18.390 --> 00:15:19.910 of course incarceration rates.

NOTE Confidence: 0.878111302852631

00:15:19.910 --> 00:15:21.430 Levels of hate crimes.

NOTE Confidence: 0.878111302852631

00:15:21.430 --> 00:15:24.083 Historical lynching in areas that a recent

NOTE Confidence: 0.878111302852631

00:15:24.083 --> 00:15:26.960 paper that Nancy Krieger published on that.

NOTE Confidence: 0.878111302852631

00:15:26.960 --> 00:15:28.404 Police stopping and searching

NOTE Confidence: 0.878111302852631

00:15:28.404 --> 00:15:29.126 financial sanctions.

NOTE Confidence: 0.878111302852631

00:15:29.130 --> 00:15:31.818 So there's lots of kind of.

NOTE Confidence: 0.878111302852631

00:15:31.820 --> 00:15:33.780 What we're looking for there

NOTE Confidence: 0.878111302852631

00:15:33.780 --> 00:15:34.956 really are differentials,

NOTE Confidence: 0.878111302852631

00:15:34.960 --> 00:15:37.816 often by race in those outcomes and how

NOTE Confidence: 0.878111302852631

00:15:37.816 --> 00:15:40.837 that may affect at an ecological level,

NOTE Confidence: 0.878111302852631

00:15:40.840 --> 00:15:43.192 and how that may affect broader

NOTE Confidence: 0.878111302852631

00:15:43.192 --> 00:15:44.760 area level health outcomes.

NOTE Confidence: 0.878111302852631

00:15:44.760 --> 00:15:45.174 Interesting,

NOTE Confidence: 0.878111302852631

00:15:45.174 --> 00:15:47.658 important work to complement some of

NOTE Confidence: 0.878111302852631

00:15:47.658 --> 00:15:50.110 the more direct survey approaches.

NOTE Confidence: 0.878111302852631

00:15:50.110 --> 00:15:52.634 Social and economic pressures

NOTE Confidence: 0.878111302852631

00:15:52.634 --> 00:15:54.527 varies of course,

NOTE Confidence: 0.878111302852631

00:15:54.530 --> 00:15:59.578 taken often as evidence of racism once again.

NOTE Confidence: 0.878111302852631

00:15:59.580 --> 00:16:00.988 I guess explanations but.

NOTE Confidence: 0.878111302852631

00:16:00.988 --> 00:16:03.494 This is this is the reason we

NOTE Confidence: 0.878111302852631

00:16:03.494 --> 00:16:05.402 know racism happens in the food

NOTE Confidence: 0.878111302852631

00:16:05.402 --> 00:16:07.788 box and then we want to study it.

NOTE Confidence: 0.878111302852631

00:16:07.790 --> 00:16:10.118 Just some of the factors that

NOTE Confidence: 0.878111302852631

00:16:10.118 --> 00:16:11.670 you probably aware of,

NOTE Confidence: 0.878111302852631

00:16:11.670 --> 00:16:13.222 particularly in relation to

NOTE Confidence: 0.878111302852631

00:16:13.222 --> 00:16:14.386 black lives matters.

NOTE Confidence: 0.878111302852631

00:16:14.390 --> 00:16:14.757 Recently.

NOTE Confidence: 0.878111302852631

00:16:14.757 --> 00:16:17.326 You know black men are two and

NOTE Confidence: 0.878111302852631

00:16:17.326 --> 00:16:20.142 a half times more likely to be

NOTE Confidence: 0.878111302852631

00:16:20.142 --> 00:16:22.530 killed by police than white men.

NOTE Confidence: 0.878111302852631

00:16:22.530 --> 00:16:25.148 We have major differences in how some

NOTE Confidence: 0.878111302852631

00:16:25.148 --> 00:16:27.154 household income between black and

NOTE Confidence: 0.878111302852631

00:16:27.154 --> 00:16:29.518 white households, but much more stark,

NOTE Confidence: 0.878111302852631

00:16:29.518 --> 00:16:31.453 is the disparity in wealth.

NOTE Confidence: 0.878111302852631

00:16:31.460 --> 00:16:33.400 So black about there's only

NOTE Confidence: 0.878111302852631

00:16:33.400 --> 00:16:35.510 9% that of white worth.

NOTE Confidence: 0.878111302852631

00:16:35.510 --> 00:16:38.090 It's a very very much lower,

NOTE Confidence: 0.878111302852631

00:16:38.090 --> 00:16:39.865 uh, extent of employment in

NOTE Confidence: 0.878111302852631

00:16:39.865 --> 00:16:40.930 universities or colleges.

NOTE Confidence: 0.878111302852631

00:16:40.930 --> 00:16:42.350 6% of user presses,

NOTE Confidence: 0.878111302852631

00:16:42.350 --> 00:16:44.128 the Black 3% at now,

NOTE Confidence: 0.878111302852631

00:16:44.128 --> 00:16:46.965 why its own more than a 98% of

NOTE Confidence: 0.878111302852631

00:16:46.965 --> 00:16:48.740 private land in United States.

NOTE Confidence: 0.878111302852631

00:16:48.740 --> 00:16:50.910 So when you have this level of

NOTE Confidence: 0.878111302852631

00:16:50.910 --> 00:16:52.650 social and economic disparities,

NOTE Confidence: 0.878111302852631

00:16:52.650 --> 00:16:54.810 these are also going to impact

NOTE Confidence: 0.878111302852631

00:16:54.810 --> 00:16:56.550 on how that comes in,

NOTE Confidence: 0.878111302852631

00:16:56.550 --> 00:16:57.970 of course are generally

NOTE Confidence: 0.878111302852631

00:16:57.970 --> 00:16:59.745 important in their own right,

NOTE Confidence: 0.878111302852631

00:16:59.750 --> 00:17:02.480 regardless of their health impacts.

NOTE Confidence: 0.878111302852631

00:17:02.480 --> 00:17:05.300 And difficult to address through

NOTE Confidence: 0.878111302852631

00:17:05.300 --> 00:17:07.556 public health mechanisms so.

NOTE Confidence: 0.878111302852631

00:17:07.560 --> 00:17:10.120 One of the reasons we gonna talk beyond

NOTE Confidence: 0.878111302852631

00:17:10.120 --> 00:17:12.550 health later in the presentation as well.

NOTE Confidence: 0.878111302852631

00:17:12.550 --> 00:17:15.160 So there's lots of work

NOTE Confidence: 0.878111302852631

00:17:15.160 --> 00:17:17.770 on the ubiquity of racism.

NOTE Confidence: 0.878111302852631

00:17:17.770 --> 00:17:21.417 It's happens everywhere in life for people,

NOTE Confidence: 0.878111302852631

00:17:21.420 --> 00:17:22.200 uhm?

NOTE Confidence: 0.878111302852631

00:17:22.200 --> 00:17:26.100 Of minority groups And Americans,

NOTE Confidence: 0.878111302852631

00:17:26.100 --> 00:17:29.772 many other or groups in the in the US.

NOTE Confidence: 0.878111302852631

00:17:29.780 --> 00:17:33.461 So just about any part of life you'll see

NOTE Confidence: 0.878111302852631

00:17:33.461 --> 00:17:36.690 racism happening and it's been studied.

NOTE Confidence: 0.878111302852631

00:17:36.690 --> 00:17:39.567 Not only in every walk of life,

NOTE Confidence: 0.878111302852631

00:17:39.570 --> 00:17:41.630 but actually while walking, literally.

NOTE Confidence: 0.878111302852631

00:17:41.630 --> 00:17:44.108 So there's a couple of studies,

NOTE Confidence: 0.878111302852631

00:17:44.110 --> 00:17:46.511 one in Portland on basically the dangers

NOTE Confidence: 0.878111302852631

00:17:46.511 --> 00:17:49.488 of being a black pedestrian crosswalks.

NOTE Confidence: 0.878111302852631

00:17:49.490 --> 00:17:50.072 Much.

NOTE Confidence: 0.878111302852631

00:17:50.072 --> 00:17:52.400 Less respect from cars

NOTE Confidence: 0.878111302852631

00:17:52.400 --> 00:17:55.310 passing by Las Vegas study

NOTE Confidence: 0.767426637502817

00:17:55.418 --> 00:17:57.992 also was done. Doing that one.

NOTE Confidence: 0.767426637502817

00:17:57.992 --> 00:18:00.540 That showed the same sort of thing.

NOTE Confidence: 0.767426637502817

00:18:00.540 --> 00:18:02.822 You should watch out if you're a

NOTE Confidence: 0.767426637502817

00:18:02.822 --> 00:18:04.270 black pedestrian 'cause you're.

NOTE Confidence: 0.767426637502817

00:18:04.270 --> 00:18:07.798 Chances of being run over a higher.

NOTE Confidence: 0.767426637502817

00:18:07.800 --> 00:18:12.005 This is a obviously a

NOTE Confidence: 0.767426637502817

00:18:12.005 --> 00:18:14.528 diagrammatic representation of.

NOTE Confidence: 0.767426637502817

00:18:14.530 --> 00:18:16.440 Some of the pathways between

NOTE Confidence: 0.767426637502817

00:18:16.440 --> 00:18:17.968 racism and ill health,

NOTE Confidence: 0.767426637502817

00:18:17.970 --> 00:18:20.399 and then we'll talk about the evidence

NOTE Confidence: 0.767426637502817

00:18:20.399 --> 00:18:23.318 for some of these in following slides.

NOTE Confidence: 0.767426637502817

00:18:23.320 --> 00:18:24.355 So we have.

NOTE Confidence: 0.767426637502817

00:18:24.355 --> 00:18:26.770 Obviously we have couple of few main

NOTE Confidence: 0.767426637502817

00:18:26.842 --> 00:18:29.428 mechanisms are the stress of racism,

NOTE Confidence: 0.767426637502817

00:18:29.430 --> 00:18:32.376 and that's where in tear impacts

NOTE Confidence: 0.767426637502817

00:18:32.376 --> 00:18:34.796 allostatic load these sort of

NOTE Confidence: 0.767426637502817

00:18:34.796 --> 00:18:37.344 things on the body and the mind.

NOTE Confidence: 0.767426637502817

00:18:37.350 --> 00:18:39.780 And also, there's the, UM,

NOTE Confidence: 0.767426637502817

00:18:39.780 --> 00:18:43.273 reduced access and quality and utility of

NOTE Confidence: 0.767426637502817

00:18:43.273 --> 00:18:46.100 resources and services in society that,

NOTE Confidence: 0.767426637502817

00:18:46.100 --> 00:18:48.308 through various social determinants,

NOTE Confidence: 0.767426637502817

00:18:48.308 --> 00:18:50.516 also produce negative mental

NOTE Confidence: 0.767426637502817

00:18:50.516 --> 00:18:53.038 and physical health outcomes so.

NOTE Confidence: 0.767426637502817

00:18:53.040 --> 00:18:55.010 It suppresses them is about

NOTE Confidence: 0.767426637502817

00:18:55.010 --> 00:18:55.798 reducing opportunities,

NOTE Confidence: 0.767426637502817

00:18:55.800 --> 00:18:59.056 but also creates a lot of stress for

NOTE Confidence: 0.767426637502817

00:18:59.056 --> 00:19:01.538 those individuals separate but related.

NOTE Confidence: 0.767426637502817

00:19:01.540 --> 00:19:04.748 And there is how that comes had been

NOTE Confidence: 0.767426637502817

00:19:04.748 --> 00:19:08.387 measured in relation to the impact of racism.

NOTE Confidence: 0.767426637502817

00:19:08.390 --> 00:19:09.132 And importantly,

NOTE Confidence: 0.767426637502817

00:19:09.132 --> 00:19:10.987 people have have thought about.

NOTE Confidence: 0.767426637502817

00:19:10.990 --> 00:19:13.216 As I mentioned in the title

NOTE Confidence: 0.767426637502817

00:19:13.216 --> 00:19:14.329 of this presentation,

NOTE Confidence: 0.767426637502817

00:19:14.330 --> 00:19:16.640 to what extent is races in a

NOTE Confidence: 0.767426637502817

00:19:16.640 --> 00:19:18.014 fundamental determinant of health

NOTE Confidence: 0.767426637502817

00:19:18.014 --> 00:19:20.282 so fell in and Link Classic scholars

NOTE Confidence: 0.767426637502817

00:19:20.282 --> 00:19:22.490 looking at fundamental determinants?

NOTE Confidence: 0.767426637502817

00:19:22.490 --> 00:19:24.380 Talk about?

NOTE Confidence: 0.767426637502817

00:19:24.380 --> 00:19:26.435 The various pathways through which

NOTE Confidence: 0.767426637502817

00:19:26.435 --> 00:19:28.079 systemic racism in particular

NOTE Confidence: 0.767426637502817

00:19:28.079 --> 00:19:30.190 produces racial disparities in health.

NOTE Confidence: 0.767426637502817

00:19:30.190 --> 00:19:32.870 So what they're trying to say is it's

NOTE Confidence: 0.767426637502817

00:19:32.870 --> 00:19:35.588 not just about socioeconomic status.

NOTE Confidence: 0.767426637502817

00:19:35.590 --> 00:19:37.660 It's not just about segregation.

NOTE Confidence: 0.767426637502817

00:19:37.660 --> 00:19:40.150 It's not about any one mechanism.

NOTE Confidence: 0.767426637502817

00:19:40.150 --> 00:19:42.400 If you address that racism will

NOTE Confidence: 0.767426637502817

00:19:42.400 --> 00:19:44.720 find another way of impacting,

NOTE Confidence: 0.767426637502817

00:19:44.720 --> 00:19:48.178 our house is basically what they're saying.

NOTE Confidence: 0.767426637502817

00:19:48.180 --> 00:19:50.250 So even if we illuminated,

NOTE Confidence: 0.767426637502817

00:19:50.250 --> 00:19:53.248 if we addressed somehow the 98% of

NOTE Confidence: 0.767426637502817

00:19:53.248 --> 00:19:56.416 property product property owned by whites.

NOTE Confidence: 0.767426637502817

00:19:56.420 --> 00:19:59.073 There would be other ways that racism

NOTE Confidence: 0.767426637502817

00:19:59.073 --> 00:20:01.150 produces differences in opportunities,

NOTE Confidence: 0.767426637502817

00:20:01.150 --> 00:20:01.503 Annette.

NOTE Confidence: 0.767426637502817

00:20:01.503 --> 00:20:03.621 If you tell you historical analysis

NOTE Confidence: 0.767426637502817

00:20:03.621 --> 00:20:05.442 of racism, you see that happening.

NOTE Confidence: 0.767426637502817

00:20:05.442 --> 00:20:05.998 It's it's.

NOTE Confidence: 0.767426637502817

00:20:06.000 --> 00:20:08.814 It's more fundamental in the sense that.

NOTE Confidence: 0.767426637502817

00:20:08.820 --> 00:20:11.020 It's about power differences in

NOTE Confidence: 0.767426637502817

00:20:11.020 --> 00:20:14.227 society and the way that that powers

NOTE Confidence: 0.767426637502817

00:20:14.227 --> 00:20:16.999 manifest depends on time and place.

NOTE Confidence: 0.767426637502817

00:20:17.000 --> 00:20:19.640 Which urine?

NOTE Confidence: 0.767426637502817

00:20:19.640 --> 00:20:21.740 So more broadly than that,

NOTE Confidence: 0.767426637502817

00:20:21.740 --> 00:20:22.076 even,

NOTE Confidence: 0.767426637502817

00:20:22.076 --> 00:20:22.412 uh,

NOTE Confidence: 0.767426637502817

00:20:22.412 --> 00:20:24.764 it's important to think about the kind

NOTE Confidence: 0.767426637502817

00:20:24.764 --> 00:20:28.135 of theories that can help us understand

NOTE Confidence: 0.767426637502817

00:20:28.135 --> 00:20:30.111 these power differences differentials.

NOTE Confidence: 0.767426637502817

00:20:30.120 --> 00:20:32.628 This forms of oppression and privilege,

NOTE Confidence: 0.767426637502817

00:20:32.630 --> 00:20:35.138 the two sides of the racism,

NOTE Confidence: 0.767426637502817

00:20:35.140 --> 00:20:37.010 a coin.

NOTE Confidence: 0.767426637502817

00:20:37.010 --> 00:20:39.722 And this is interesting paper that

NOTE Confidence: 0.767426637502817

00:20:39.722 --> 00:20:42.021 was published recently looking at

NOTE Confidence: 0.767426637502817

00:20:42.021 --> 00:20:44.106 things like critical race theory.

NOTE Confidence: 0.767426637502817

00:20:44.110 --> 00:20:46.070 Critiques with color blindness.

NOTE Confidence: 0.767426637502817

00:20:46.070 --> 00:20:48.520 Black and material feminist theories.

NOTE Confidence: 0.767426637502817

00:20:48.520 --> 00:20:49.990 Intersectionality is quite

NOTE Confidence: 0.767426637502817

00:20:49.990 --> 00:20:51.460 important these days,

NOTE Confidence: 0.767426637502817

00:20:51.460 --> 00:20:54.292 looking at beyond racism to its

NOTE Confidence: 0.767426637502817

00:20:54.292 --> 00:20:56.870 intersection with sexism and Classism

NOTE Confidence: 0.767426637502817

00:20:56.870 --> 00:20:59.890 and heteronormativity in these ideas.

NOTE Confidence: 0.767426637502817

00:20:59.890 --> 00:21:00.460 Uh,

NOTE Confidence: 0.767426637502817

00:21:00.460 --> 00:21:03.850 also postcolonial theories will talk

NOTE Confidence: 0.767426637502817

00:21:03.850 --> 00:21:07.240 later about Coloniality and colonization.

NOTE Confidence: 0.767426637502817

00:21:07.240 --> 00:21:09.244 Very important part of the history

NOTE Confidence: 0.767426637502817

00:21:09.244 --> 00:21:11.155 of racism in the contemporary

NOTE Confidence: 0.767426637502817

00:21:11.155 --> 00:21:13.670 manifestations of racism as well.

NOTE Confidence: 0.767426637502817

00:21:13.670 --> 00:21:15.924 So what can we learn from these

NOTE Confidence: 0.767426637502817

00:21:15.924 --> 00:21:17.929 various theories in terms of

NOTE Confidence: 0.767426637502817

00:21:17.929 --> 00:21:19.873 understanding racism as historically

NOTE Confidence: 0.767426637502817

00:21:19.873 --> 00:21:21.817 and socially and geographically

NOTE Confidence: 0.767426637502817

00:21:21.887 --> 00:21:23.717 located in situated as fluid,

NOTE Confidence: 0.767426637502817

00:21:23.720 --> 00:21:26.324 an contextual in that sense of

NOTE Confidence: 0.767426637502817

00:21:26.324 --> 00:21:27.626 fundamentally having various

NOTE Confidence: 0.767426637502817

00:21:27.626 --> 00:21:29.562 mechanisms that lead from racism

NOTE Confidence: 0.767426637502817

00:21:29.562 --> 00:21:31.352 to health and social outcomes?

NOTE Confidence: 0.767426637502817

00:21:31.360 --> 00:21:33.370 What are some indigenous perspectives

NOTE Confidence: 0.767426637502817

00:21:33.370 --> 00:21:35.380 on these aspects as well?

NOTE Confidence: 0.767426637502817

00:21:35.380 --> 00:21:37.390 And the inseparability of the

NOTE Confidence: 0.767426637502817

00:21:37.390 --> 00:21:38.998 different levels of voices,

NOTE Confidence: 0.906610131263733

00:21:39.000 --> 00:21:41.406 and they're useful to consider theoretically,

NOTE Confidence: 0.906610131263733

00:21:41.410 --> 00:21:42.982 but there. Cool.

NOTE Confidence: 0.906610131263733

00:21:42.982 --> 00:21:47.258 Inter related, in an empirical sense.

NOTE Confidence: 0.906610131263733

00:21:47.260 --> 00:21:49.605 All people are part of the solution.

NOTE Confidence: 0.906610131263733

00:21:49.610 --> 00:21:51.640 I think that's a pretty

NOTE Confidence: 0.906610131263733

00:21:51.640 --> 00:21:52.858 good takeaway message.

NOTE Confidence: 0.906610131263733

00:21:52.860 --> 00:21:55.420 So broad impacts of racism,

NOTE Confidence: 0.906610131263733

00:21:55.420 --> 00:21:57.292 not surprising. Uh now,

NOTE Confidence: 0.906610131263733

00:21:57.292 --> 00:22:01.550 I guess would be the impacts are everywhere.

NOTE Confidence: 0.906610131263733

00:22:01.550 --> 00:22:03.107 So beyond health,

NOTE Confidence: 0.906610131263733

00:22:03.107 --> 00:22:06.221 we're talking about the cohesion of

NOTE Confidence: 0.906610131263733

00:22:06.221 --> 00:22:08.728 societies were talking about the.

NOTE Confidence: 0.906610131263733

00:22:08.730 --> 00:22:10.557 Health of democracies?

NOTE Confidence: 0.906610131263733

00:22:10.557 --> 00:22:12.993 We're talking about education

NOTE Confidence: 0.906610131263733

00:22:12.993 --> 00:22:16.086 and lower lower impacts and

NOTE Confidence: 0.906610131263733

00:22:16.086 --> 00:22:19.026 effects and benefits of Education.

NOTE Confidence: 0.906610131263733

00:22:19.030 --> 00:22:22.130 Judy racism within education systems.

NOTE Confidence: 0.906610131263733

00:22:22.130 --> 00:22:24.760 Of course, violence and conflict.

NOTE Confidence: 0.906610131263733

00:22:24.760 --> 00:22:28.960 We've seen plenty of that in recent months,

NOTE Confidence: 0.906610131263733

00:22:28.960 --> 00:22:31.056 especially conflict and the

NOTE Confidence: 0.906610131263733

00:22:31.056 --> 00:22:32.628 importance of protesters.

NOTE Confidence: 0.906610131263733

00:22:32.630 --> 00:22:36.080 Form of anti racism is definitely

NOTE Confidence: 0.906610131263733

00:22:36.080 --> 00:22:40.040 something will mention an upcoming slides.

NOTE Confidence: 0.906610131263733

00:22:40.040 --> 00:22:41.805 A compromise social and civic

NOTE Confidence: 0.906610131263733

00:22:41.805 --> 00:22:43.217 participation and of course,

NOTE Confidence: 0.906610131263733

00:22:43.220 --> 00:22:44.226 economic effects.

NOTE Confidence: 0.906610131263733

00:22:44.226 --> 00:22:47.244 Uh, many people interested in Economics

NOTE Confidence: 0.906610131263733

00:22:47.244 --> 00:22:50.077 and there's plenty of evidence that,

NOTE Confidence: 0.906610131263733

00:22:50.080 --> 00:22:52.290 while cultural diversity and racial

NOTE Confidence: 0.906610131263733

00:22:52.290 --> 00:22:55.049 diversity is good for organizations and

NOTE Confidence: 0.906610131263733

00:22:55.049 --> 00:22:57.439 economies and productivity and creativity,

NOTE Confidence: 0.906610131263733

00:22:57.440 --> 00:22:58.067 innovation.

NOTE Confidence: 0.906610131263733

00:22:58.067 --> 00:23:01.829 These benefits are absent or when

NOTE Confidence: 0.906610131263733

00:23:01.829 --> 00:23:05.450 racism is is present within.

NOTE Confidence: 0.906610131263733

00:23:05.450 --> 00:23:07.914 Uh, these particular organizations

NOTE Confidence: 0.906610131263733

00:23:07.914 --> 00:23:10.378 or institutions or societies.

NOTE Confidence: 0.906610131263733

00:23:10.380 --> 00:23:12.375 This is the matter analysis

NOTE Confidence: 0.906610131263733

00:23:12.375 --> 00:23:14.770 we did about five years ago,

NOTE Confidence: 0.906610131263733

00:23:14.770 --> 00:23:17.930 so we're doing some updates of some of

NOTE Confidence: 0.906610131263733

00:23:17.930 --> 00:23:21.528 this work at the moment, but basically.

NOTE Confidence: 0.906610131263733

00:23:21.528 --> 00:23:25.448 Is this good evidence of?

NOTE Confidence: 0.906610131263733

00:23:25.450 --> 00:23:27.865 Correlations between racism and mental

NOTE Confidence: 0.906610131263733

00:23:27.865 --> 00:23:30.280 health and physical health outcomes

NOTE Confidence: 0.906610131263733

00:23:30.354 --> 00:23:33.096 often stronger for mental health outcomes,

NOTE Confidence: 0.906610131263733

00:23:33.100 --> 00:23:36.076 some differences across racial groups in

NOTE Confidence: 0.906610131263733

00:23:36.076 --> 00:23:39.908 terms of the strength of these associations.

NOTE Confidence: 0.906610131263733

00:23:39.910 --> 00:23:42.390 Uh, and then when you do a subgroup

NOTE Confidence: 0.906610131263733

00:23:42.390 --> 00:23:44.470 analysis of longitudinal studies,

NOTE Confidence: 0.906610131263733

00:23:44.470 --> 00:23:46.731 you find similar effects so well you

NOTE Confidence: 0.906610131263733

00:23:46.731 --> 00:23:49.029 better able to establish causality,

NOTE Confidence: 0.906610131263733

00:23:49.030 --> 00:23:51.270 racism proceeding health outcomes.

NOTE Confidence: 0.906610131263733

00:23:51.270 --> 00:23:52.950 You get larger.

NOTE Confidence: 0.906610131263733

00:23:52.950 --> 00:23:55.678 The same impacts, um,

NOTE Confidence: 0.906610131263733

00:23:55.678 --> 00:23:58.406 somewhat weaker correlations so.

NOTE Confidence: 0.906610131263733

00:23:58.410 --> 00:24:02.540 There's been several 100 now, uhm?

NOTE Confidence: 0.906610131263733

00:24:02.540 --> 00:24:04.284 Over 500 certainly studies

NOTE Confidence: 0.906610131263733

00:24:04.284 --> 00:24:06.028 on racism in health,

NOTE Confidence: 0.906610131263733

00:24:06.030 --> 00:24:08.640 and it's fairly consistent results that,

NOTE Confidence: 0.906610131263733

00:24:08.640 --> 00:24:09.193 yeah,

NOTE Confidence: 0.906610131263733

00:24:09.193 --> 00:24:11.958 we can find these associations.

NOTE Confidence: 0.906610131263733

00:24:11.960 --> 00:24:14.440 In various study designs and

NOTE Confidence: 0.906610131263733

00:24:14.440 --> 00:24:16.920 some subtleties in terms of.

NOTE Confidence: 0.906610131263733

00:24:16.920 --> 00:24:20.720 Who's impacted and how?

NOTE Confidence: 0.906610131263733

00:24:20.720 --> 00:24:23.738 As also work on internalize racism.

NOTE Confidence: 0.906610131263733

00:24:23.740 --> 00:24:28.760 Which shows some similar impacts.

NOTE Confidence: 0.876001417636871

00:24:31.420 --> 00:24:32.656 A question from Sam.

NOTE Confidence: 0.876001417636871

00:24:32.656 --> 00:24:34.510 Have we seen studies exploring the

NOTE Confidence: 0.876001417636871

00:24:34.567 --> 00:24:36.730 ways in which racist views can impact

NOTE Confidence: 0.876001417636871

00:24:36.730 --> 00:24:38.518 the mental health of individuals

NOTE Confidence: 0.876001417636871

00:24:38.518 --> 00:24:40.126 holding strong racist views?

NOTE Confidence: 0.876001417636871

00:24:40.130 --> 00:24:42.810 Yes, there has been work on that topic.

NOTE Confidence: 0.876001417636871

00:24:42.810 --> 00:24:45.490 I think I mentioned that in upcoming slide.

NOTE Confidence: 0.876001417636871

00:24:45.490 --> 00:24:47.749 But yes, essentially.

NOTE Confidence: 0.876001417636871

00:24:47.750 --> 00:24:52.340 There's been work on a few things. One is.

NOTE Confidence: 0.876001417636871

00:24:52.340 --> 00:24:56.040 The broader ecological impacts of.

NOTE Confidence: 0.876001417636871

00:24:56.040 --> 00:24:58.623 Living in areas with high levels of

00:24:58.623 --> 00:25:01.622 racism that one and another one more

00:25:01.622 --> 00:25:03.897 specifically on individuals who hold

00:25:03.897 --> 00:25:06.252 races fused having reduced health

00:25:06.252 --> 00:25:08.982 outcomes in terms of mental health.

00:25:08.990 --> 00:25:11.276 It's not a lot of studies on that topic.

00:25:11.280 --> 00:25:12.550 Probably a dozen or so,

00:25:12.550 --> 00:25:15.340 but it has been dust the woman has done.

00:25:15.340 --> 00:25:18.476 So that's a form of internalize racism.

00:25:18.480 --> 00:25:22.197 Often, internalize racism is taken to Maine.

00:25:22.200 --> 00:25:25.910 Negative views held about your own group

00:25:25.910 --> 00:25:28.224 among, for example, black Americans.

00:25:28.224 --> 00:25:30.900 But actually it also another form

00:25:30.979 --> 00:25:31.829 of channels.

00:25:31.830 --> 00:25:33.110 Racism is racist attitudes

00:25:33.110 --> 00:25:34.070 towards other groups.

00:25:34.070 --> 00:25:36.576 So most of this work is about

NOTE Confidence: 0.876001417636871

00:25:36.576 --> 00:25:38.799 negative views about your own group.

NOTE Confidence: 0.876001417636871

00:25:38.800 --> 00:25:40.748 So yeah, there's been.

NOTE Confidence: 0.876001417636871

00:25:40.748 --> 00:25:43.670 A number of outcomes that have

NOTE Confidence: 0.876001417636871

00:25:43.771 --> 00:25:46.207 been associated with internalize

NOTE Confidence: 0.876001417636871

00:25:46.207 --> 00:25:48.643 racism of that sort.

NOTE Confidence: 0.876001417636871

00:25:48.650 --> 00:25:50.682 Recent meta analysis on

NOTE Confidence: 0.876001417636871

00:25:50.682 --> 00:25:52.206 internalize racism found.

NOTE Confidence: 0.876001417636871

00:25:52.210 --> 00:25:54.918 Robust correlations with negative

NOTE Confidence: 0.876001417636871

00:25:54.918 --> 00:25:58.303 mental and physical health outcomes.

NOTE Confidence: 0.876001417636871

00:25:58.310 --> 00:26:02.390 Different work on systemic racism so.

NOTE Confidence: 0.876001417636871

00:26:02.390 --> 00:26:06.334 It's a fairly still developing field of work,

NOTE Confidence: 0.876001417636871

00:26:06.340 --> 00:26:07.777 I would say,

NOTE Confidence: 0.876001417636871

00:26:07.777 --> 00:26:09.693 but work on segregation

NOTE Confidence: 0.876001417636871

00:26:09.693 --> 00:26:11.780 associated with breast cancer.

NOTE Confidence: 0.876001417636871

00:26:11.780 --> 00:26:14.738 There is in fact some pre

NOTE Confidence: 0.876001417636871

00:26:14.738 --> 00:26:16.217 term birth incarceration,

NOTE Confidence: 0.876001417636871

00:26:16.220 --> 00:26:17.208 historical redlining,

NOTE Confidence: 0.876001417636871

00:26:17.208 --> 00:26:18.690 racism on Twitter,

NOTE Confidence: 0.876001417636871

00:26:18.690 --> 00:26:20.634 mortgage discrimination once again

NOTE Confidence: 0.876001417636871

00:26:20.634 --> 00:26:23.064 related to cancer disparities and

NOTE Confidence: 0.876001417636871

00:26:23.064 --> 00:26:26.093 work on historical lynching and waste

NOTE Confidence: 0.876001417636871

00:26:26.093 --> 00:26:28.073 circumference and telomere length.

NOTE Confidence: 0.876001417636871

00:26:28.080 --> 00:26:31.095 So there's lots of interesting

NOTE Confidence: 0.876001417636871

00:26:31.095 --> 00:26:32.904 outcomes as well.

NOTE Confidence: 0.876001417636871

00:26:32.910 --> 00:26:33.290 Importantly,

NOTE Confidence: 0.876001417636871

00:26:33.290 --> 00:26:35.190 there's also work on early

NOTE Confidence: 0.876001417636871

00:26:35.190 --> 00:26:37.200 life course origins of racism,

NOTE Confidence: 0.876001417636871

00:26:37.200 --> 00:26:40.764 so we know that infants as young as three

NOTE Confidence: 0.876001417636871

00:26:40.764 --> 00:26:44.128 months can discriminate in terms of their.

NOTE Confidence: 0.876001417636871

00:26:44.130 --> 00:26:47.886 Attention and span of attention towards.

NOTE Confidence: 0.876001417636871

00:26:47.890 --> 00:26:51.495 Faces of different racial racial groups so.

NOTE Confidence: 0.876001417636871

00:26:51.500 --> 00:26:53.052 They basically have different

NOTE Confidence: 0.876001417636871

00:26:53.052 --> 00:26:54.604 attendant attendant levels of

NOTE Confidence: 0.876001417636871

00:26:54.604 --> 00:26:56.267 attention depending on the racial

NOTE Confidence: 0.876001417636871

00:26:56.267 --> 00:26:57.935 group whose faces they're looking at,

NOTE Confidence: 0.876001417636871

00:26:57.940 --> 00:26:59.640 so that's where things start.

NOTE Confidence: 0.876001417636871

00:26:59.640 --> 00:27:01.335 4 year olds can favor

NOTE Confidence: 0.876001417636871

00:27:01.335 --> 00:27:03.030 their own group in Group.

NOTE Confidence: 0.876001417636871

00:27:03.030 --> 00:27:04.720 Favoritism has been measured there,

NOTE Confidence: 0.876001417636871

00:27:04.720 --> 00:27:07.359 and six year olds can hold negative

NOTE Confidence: 0.876001417636871

00:27:07.359 --> 00:27:09.010 attitudes towards other groups.

NOTE Confidence: 0.876001417636871

00:27:09.010 --> 00:27:11.090 And Russia urges continued to

NOTE Confidence: 0.876001417636871

00:27:11.090 --> 00:27:12.754 develop through middle childhood,

NOTE Confidence: 0.876001417636871

00:27:12.760 --> 00:27:14.624 including development of social

NOTE Confidence: 0.876001417636871

00:27:14.624 --> 00:27:17.930 desirability bias is or In other words.

NOTE Confidence: 0.876001417636871

00:27:17.930 --> 00:27:20.786 The ability to hide Russia attitudes

NOTE Confidence: 0.876001417636871

00:27:20.786 --> 00:27:24.050 when asked on surveys, for example.

NOTE Confidence: 0.876001417636871

00:27:24.050 --> 00:27:28.810 That happens from about age 8 onwards.

NOTE Confidence: 0.876001417636871

00:27:28.810 --> 00:27:31.138 So it's something that often people

NOTE Confidence: 0.876001417636871

00:27:31.138 --> 00:27:33.122 think that children are innocent

NOTE Confidence: 0.876001417636871

00:27:33.122 --> 00:27:35.264 of racism or some such thing.

NOTE Confidence: 0.876001417636871

00:27:35.270 --> 00:27:37.340 But actually children are just learning

NOTE Confidence: 0.876001417636871

00:27:37.340 --> 00:27:39.450 all about their social environment,

NOTE Confidence: 0.876001417636871

00:27:39.450 --> 00:27:43.167 including visual cues from an early age.

NOTE Confidence: 0.876001417636871

00:27:43.170 --> 00:27:47.640 Here's a question,

NOTE Confidence: 0.876001417636871

00:27:47.640 --> 00:27:49.130 uhm?

NOTE Confidence: 0.737884104251862

00:27:51.150 --> 00:27:56.935 Yes. Uh, this is a question

NOTE Confidence: 0.737884104251862

00:27:56.935 --> 00:27:59.035 about Jane Elliott's experiments.

NOTE Confidence: 0.737884104251862

00:27:59.040 --> 00:28:01.476 Uh-huh does they? Do they speak to

NOTE Confidence: 0.737884104251862

00:28:01.476 --> 00:28:03.559 the malleability of Russian racism?

NOTE Confidence: 0.737884104251862

00:28:03.560 --> 00:28:05.528 Yes, certainly hum.

NOTE Confidence: 0.737884104251862

00:28:05.528 --> 00:28:10.120 Who work on creating racism by developing

NOTE Confidence: 0.737884104251862

00:28:10.228 --> 00:28:14.956 groups within a one day course or something?

NOTE Confidence: 0.737884104251862

00:28:14.960 --> 00:28:16.930 There's plenty of I guess,

NOTE Confidence: 0.737884104251862

00:28:16.930 --> 00:28:18.241 social psychology work,

NOTE Confidence: 0.737884104251862

00:28:18.241 --> 00:28:20.426 more specifically on what's called

NOTE Confidence: 0.737884104251862

00:28:20.426 --> 00:28:22.798 the minimal group paradigm whereby.

NOTE Confidence: 0.737884104251862

00:28:22.800 --> 00:28:25.410 You create groups based on usually

NOTE Confidence: 0.737884104251862

00:28:25.410 --> 00:28:28.191 made up stories about how many dots

NOTE Confidence: 0.737884104251862

00:28:28.191 --> 00:28:31.280 you can see in a picture or something.

NOTE Confidence: 0.737884104251862

00:28:31.280 --> 00:28:32.104 And yes,

NOTE Confidence: 0.737884104251862

00:28:32.104 --> 00:28:34.988 you can create quite easily and quickly.

NOTE Confidence: 0.737884104251862

00:28:34.990 --> 00:28:39.519 In Group favoritism and out group derogation

NOTE Confidence: 0.737884104251862

00:28:39.519 --> 00:28:42.739 in constructed groups it tells us.

NOTE Confidence: 0.737884104251862

00:28:42.740 --> 00:28:45.516 I guess it tells us how easily humans

NOTE Confidence: 0.737884104251862

00:28:45.516 --> 00:28:47.829 discriminant and also how quickly we are.

NOTE Confidence: 0.737884104251862

00:28:47.830 --> 00:28:53.970 Affected by social groupings really, and so.

NOTE Confidence: 0.737884104251862

00:28:53.970 --> 00:28:55.998 Uh, the persistence of those effects,

NOTE Confidence: 0.737884104251862

00:28:56.000 --> 00:28:58.720 of course, are very much up for debate.

NOTE Confidence: 0.737884104251862

00:28:58.720 --> 00:29:00.410 But Yes, there is malleability.

NOTE Confidence: 0.737884104251862

00:29:00.410 --> 00:29:02.390 We are conditioned through decades of

NOTE Confidence: 0.737884104251862

00:29:02.390 --> 00:29:04.820 growing up in these sort of societies,

NOTE Confidence: 0.737884104251862

00:29:04.820 --> 00:29:06.510 but certainly they can change,

NOTE Confidence: 0.737884104251862

00:29:06.510 --> 00:29:08.550 and there's plenty of opportunities

NOTE Confidence: 0.737884104251862

00:29:08.550 --> 00:29:10.590 for that through into racism.

NOTE Confidence: 0.737884104251862

00:29:10.590 --> 00:29:14.970 Uh. Activities and approaches.

NOTE Confidence: 0.737884104251862

00:29:14.970 --> 00:29:21.700 Up groups and down groups. Yes yes.

NOTE Confidence: 0.737884104251862

00:29:21.700 --> 00:29:24.580 Discrimination between groups.

NOTE Confidence: 0.737884104251862

00:29:24.580 --> 00:29:27.262 So basically not simply just so

NOTE Confidence: 0.737884104251862

00:29:27.262 --> 00:29:28.603 discrimination between groups

NOTE Confidence: 0.737884104251862

00:29:28.603 --> 00:29:30.100 in an impressive.

NOTE Confidence: 0.737884104251862

00:29:30.100 --> 00:29:31.755 Power structured sort of way

NOTE Confidence: 0.737884104251862

00:29:31.755 --> 00:29:34.000 does happen and can be created.

NOTE Confidence: 0.737884104251862

00:29:34.000 --> 00:29:34.786 And, uh,

NOTE Confidence: 0.737884104251862

00:29:34.786 --> 00:29:37.537 combat it as well through common in

NOTE Confidence: 0.737884104251862

00:29:37.537 --> 00:29:40.528 Group identity approaches and various.

NOTE Confidence: 0.737884104251862

00:29:40.530 --> 00:29:42.590 Other ideas in social psychology

NOTE Confidence: 0.737884104251862

00:29:42.590 --> 00:29:45.100 will talk about some of this.

NOTE Confidence: 0.737884104251862

00:29:45.100 --> 00:29:47.996 If we have time times getting away already,

NOTE Confidence: 0.737884104251862

00:29:48.000 --> 00:29:50.527 so uh, impacts of racism on children.

NOTE Confidence: 0.737884104251862

00:29:50.530 --> 00:29:51.805 Many and varied,

NOTE Confidence: 0.737884104251862

00:29:51.805 --> 00:29:54.355 similar to for adults in the

NOTE Confidence: 0.737884104251862

00:29:54.355 --> 00:29:55.988 reviews on that topic.

NOTE Confidence: 0.737884104251862

00:29:55.990 --> 00:29:56.378 Um?

NOTE Confidence: 0.737884104251862

00:29:56.378 --> 00:29:59.482 Yes, and and can also be impacted through

NOTE Confidence: 0.737884104251862

00:29:59.482 --> 00:30:02.407 what's called vicarious forms of racism.

NOTE Confidence: 0.737884104251862

00:30:02.410 --> 00:30:04.450 So raises an experience by

NOTE Confidence: 0.737884104251862

00:30:04.450 --> 00:30:06.490 caregivers or parents can impact.

NOTE Confidence: 0.737884104251862

00:30:06.490 --> 00:30:07.156 Of course,

NOTE Confidence: 0.737884104251862

00:30:07.156 --> 00:30:10.090 high flow on effects to children as well so.

NOTE Confidence: 0.737884104251862

00:30:10.090 --> 00:30:11.694 That's important to remember

NOTE Confidence: 0.737884104251862

00:30:11.694 --> 00:30:13.699 that it's not just directly,

NOTE Confidence: 0.737884104251862

00:30:13.700 --> 00:30:16.507 it's sort of indirect impacts of racism,

NOTE Confidence: 0.737884104251862

00:30:16.510 --> 00:30:19.810 so let's talk about anti racism.

NOTE Confidence: 0.737884104251862

00:30:19.810 --> 00:30:22.211 And to racism is really a focus

NOTE Confidence: 0.737884104251862

00:30:22.211 --> 00:30:24.267 on those forms of advantage

NOTE Confidence: 0.737884104251862

00:30:24.267 --> 00:30:26.159 and privilege in society.

NOTE Confidence: 0.737884104251862

00:30:26.160 --> 00:30:26.568 Oppression,

NOTE Confidence: 0.737884104251862

00:30:26.568 --> 00:30:29.424 what can we do about those those

NOTE Confidence: 0.737884104251862

00:30:29.424 --> 00:30:31.457 particular forms of social organization

NOTE Confidence: 0.737884104251862

00:30:31.457 --> 00:30:34.124 that create the up groups and down

NOTE Confidence: 0.737884104251862

00:30:34.200 --> 00:30:36.612 groups in groups and out groups

NOTE Confidence: 0.737884104251862

00:30:36.612 --> 00:30:38.614 and historically in manifest and

NOTE Confidence: 0.737884104251862

00:30:38.614 --> 00:30:40.978 maintain those so it's different from

NOTE Confidence: 0.737884104251862

00:30:40.978 --> 00:30:43.040 some other approaches to diversity,

NOTE Confidence: 0.737884104251862

00:30:43.040 --> 00:30:45.798 training and so forth which are more

NOTE Confidence: 0.737884104251862

00:30:45.798 --> 00:30:47.470 about understanding minority groups.

NOTE Confidence: 0.737884104251862

00:30:47.470 --> 00:30:50.314 This is about understanding often about

NOTE Confidence: 0.737884104251862

00:30:50.314 --> 00:30:52.790 understanding privileged groups in society.

NOTE Confidence: 0.737884104251862

00:30:52.790 --> 00:30:56.350 So there's lots of approaches to Anti Racism.

NOTE Confidence: 0.737884104251862

00:30:56.350 --> 00:30:58.575 We have the prejudice reduction

NOTE Confidence: 0.737884104251862

00:30:58.575 --> 00:31:00.355 approaches that community harmony,

NOTE Confidence: 0.737884104251862

00:31:00.360 --> 00:31:01.248 creating harmony,

NOTE Confidence: 0.737884104251862

00:31:01.248 --> 00:31:02.136 social cohesion,

NOTE Confidence: 0.737884104251862

00:31:02.136 --> 00:31:04.356 lots of work in organizations.

NOTE Confidence: 0.737884104251862

00:31:04.360 --> 00:31:06.950 I'll mention some of the challenges of

NOTE Confidence: 0.737884104251862

00:31:06.950 --> 00:31:09.084 those coming up conflict resolution

NOTE Confidence: 0.737884104251862

00:31:09.084 --> 00:31:11.449 and of course collective action

NOTE Confidence: 0.737884104251862

00:31:11.449 --> 00:31:13.926 and social change through things

NOTE Confidence: 0.737884104251862

00:31:13.926 --> 00:31:16.376 like protests and social movements.

NOTE Confidence: 0.737884104251862

00:31:16.380 --> 00:31:19.740 Very important approaches to enter racism.

NOTE Confidence: 0.737884104251862

00:31:19.740 --> 00:31:22.270 Trying to create their structural

NOTE Confidence: 0.737884104251862

00:31:22.270 --> 00:31:24.294 changes that underpin racism.

NOTE Confidence: 0.737884104251862

00:31:24.300 --> 00:31:26.488 Some principles of Antiracism

NOTE Confidence: 0.737884104251862

00:31:26.488 --> 00:31:29.308 you can work with, uh,

NOTE Confidence: 0.737884104251862

00:31:29.308 --> 00:31:31.192 with reviewed previously.

NOTE Confidence: 0.737884104251862

00:31:31.192 --> 00:31:31.820 Obviously,

NOTE Confidence: 0.737884104251862

00:31:31.820 --> 00:31:34.135 raising awareness of the issues

NOTE Confidence: 0.737884104251862

00:31:34.135 --> 00:31:36.450 important and creating that motivation

NOTE Confidence: 0.737884104251862

00:31:36.525 --> 00:31:38.907 for people to take racism seriously.

NOTE Confidence: 0.737884104251862

00:31:38.910 --> 00:31:39.301 Um,

NOTE Confidence: 0.737884104251862

00:31:39.301 --> 00:31:41.256 addressing a stereotypes that are

NOTE Confidence: 0.737884104251862

00:31:41.256 --> 00:31:42.820 false through accurate information.

NOTE Confidence: 0.891954481601715

00:31:42.820 --> 00:31:44.383 Activating everything in perspective,

NOTE Confidence: 0.891954481601715

52

00:31:44.383 --> 00:31:47.100 taking so you can understand where other

NOTE Confidence: 0.891954481601715

00:31:47.100 --> 00:31:49.859 people are coming from in their life,

NOTE Confidence: 0.891954481601715

00:31:49.860 --> 00:31:51.200 experiences that.

NOTE Confidence: 0.891954481601715

00:31:51.200 --> 00:31:54.034 Justin was sticking point for many people.

NOTE Confidence: 0.891954481601715

00:31:54.034 --> 00:31:55.918 Activating of egalitarian values.

NOTE Confidence: 0.891954481601715

00:31:55.920 --> 00:31:57.940 You know social justice ideas.

NOTE Confidence: 0.891954481601715

00:31:57.940 --> 00:32:00.754 If you're not interested in social justice.

NOTE Confidence: 0.891954481601715

00:32:00.760 --> 00:32:02.770 If you're more into hierarchies,

NOTE Confidence: 0.891954481601715

00:32:02.770 --> 00:32:03.594 social dominance,

NOTE Confidence: 0.891954481601715

00:32:03.594 --> 00:32:06.478 these sort of things that can be

NOTE Confidence: 0.891954481601715

00:32:06.478 --> 00:32:09.220 hard to bring people on board with.

NOTE Confidence: 0.891954481601715

00:32:09.220 --> 00:32:10.894 Angie racism work.

NOTE Confidence: 0.891954481601715

00:32:10.894 --> 00:32:13.684 The contact integrate contact hypothesis,

NOTE Confidence: 0.891954481601715

00:32:13.690 --> 00:32:18.490 of course tells us about the importance of.

NOTE Confidence: 0.891954481601715

00:32:18.490 --> 00:32:20.760 Not so much the abstract,

NOTE Confidence: 0.891954481601715

00:32:20.760 --> 00:32:22.620 but the practical everyday

NOTE Confidence: 0.891954481601715

00:32:22.620 --> 00:32:24.015 interactions and relationships

NOTE Confidence: 0.891954481601715

00:32:24.015 --> 00:32:26.770 with people of diverse backgrounds.

NOTE Confidence: 0.891954481601715

00:32:26.770 --> 00:32:29.955 A social norms and of course accountability.

NOTE Confidence: 0.891954481601715

00:32:29.960 --> 00:32:32.990 I how do we foster accountability

NOTE Confidence: 0.891954481601715

00:32:32.990 --> 00:32:35.470 interpersonally within their own minds

NOTE Confidence: 0.891954481601715

00:32:35.470 --> 00:32:38.144 and bodies and souls and so forth,

NOTE Confidence: 0.891954481601715

00:32:38.150 --> 00:32:40.094 and also organizationally weird

NOTE Confidence: 0.891954481601715

00:32:40.094 --> 00:32:42.524 institutions player role in creating

NOTE Confidence: 0.891954481601715

00:32:42.524 --> 00:32:44.627 an authorizing environment for

NOTE Confidence: 0.891954481601715

00:32:44.627 --> 00:32:47.197 anti racism or an environment

NOTE Confidence: 0.891954481601715

00:32:47.197 --> 00:32:48.979 that's permissive of racism?

NOTE Confidence: 0.891954481601715

00:32:48.980 --> 00:32:52.340 So we need to own our implicit racism,

NOTE Confidence: 0.891954481601715

00:32:52.340 --> 00:32:53.188 of course,

NOTE Confidence: 0.891954481601715

00:32:53.188 --> 00:32:55.732 and that's really just about understanding

NOTE Confidence: 0.891954481601715

00:32:55.732 --> 00:32:58.377 that we do have those implicit

NOTE Confidence: 0.891954481601715

00:32:58.377 --> 00:33:00.963 associations that are created biases in

NOTE Confidence: 0.891954481601715

00:33:01.036 --> 00:33:03.675 their minds are now ways of operating.

NOTE Confidence: 0.891954481601715

00:33:03.680 --> 00:33:08.162 So let go of the false sense of objectivity.

NOTE Confidence: 0.891954481601715

00:33:08.170 --> 00:33:12.220 But be aware, be mindful alot of work shows

NOTE Confidence: 0.891954481601715

00:33:12.220 --> 00:33:15.299 mindfulness is important and motivation so.

NOTE Confidence: 0.891954481601715

00:33:15.300 --> 00:33:18.318 Detecting being aware of implicit racism,

NOTE Confidence: 0.891954481601715

00:33:18.320 --> 00:33:21.338 being motivated to break the link

NOTE Confidence: 0.891954481601715

00:33:21.338 --> 00:33:23.350 between that implicit racism,

NOTE Confidence: 0.891954481601715

00:33:23.350 --> 00:33:25.860 annual behavior or your interactions,

NOTE Confidence: 0.891954481601715

00:33:25.860 --> 00:33:28.662 your decision making which comes through

NOTE Confidence: 0.891954481601715

00:33:28.662 --> 00:33:31.400 that mindfulness in that motivation.

NOTE Confidence: 0.891954481601715

00:33:31.400 --> 00:33:34.406 It's hard to eliminate implicit bias,

NOTE Confidence: 0.891954481601715

00:33:34.410 --> 00:33:37.315 but it's easier to interrupt

NOTE Confidence: 0.891954481601715

00:33:37.315 --> 00:33:39.621 its relationship to. Uh,

NOTE Confidence: 0.891954481601715

00:33:39.621 --> 00:33:43.548 disparities created through the way you act.

NOTE Confidence: 0.891954481601715

00:33:43.550 --> 00:33:45.310 So effective interpersonal anti

NOTE Confidence: 0.891954481601715

00:33:45.310 --> 00:33:47.950 racism is really as I said,

NOTE Confidence: 0.891954481601715

00:33:47.950 --> 00:33:51.310 a lot of reflection and mindfulness.

NOTE Confidence: 0.891954481601715

00:33:51.310 --> 00:33:52.513 And trying to.

NOTE Confidence: 0.891954481601715

00:33:52.513 --> 00:33:54.117 Create that in others.

NOTE Confidence: 0.891954481601715

00:33:54.120 --> 00:33:55.535 So this is about when

NOTE Confidence: 0.891954481601715

00:33:55.535 --> 00:33:56.667 you see racism happening.

NOTE Confidence: 0.891954481601715

00:33:56.670 --> 00:33:58.368 What is your tolerance of racism?

NOTE Confidence: 0.891954481601715

00:33:58.370 --> 00:34:00.183 So there's a new scale that's been

NOTE Confidence: 0.891954481601715

00:34:00.183 --> 00:34:01.480 developed on Torrance addresses,

NOTE Confidence: 0.891954481601715

00:34:01.480 --> 00:34:04.027 and if you have a load tolerance of racism,

NOTE Confidence: 0.891954481601715

00:34:04.030 --> 00:34:05.728 you'll want to act when you.

NOTE Confidence: 0.891954481601715

00:34:05.730 --> 00:34:07.145 When you experience that in

NOTE Confidence: 0.891954481601715

00:34:07.145 --> 00:34:08.560 your personal life from others.

NOTE Confidence: 0.891954481601715

00:34:08.560 --> 00:34:10.340 Whether it's directed at you

NOTE Confidence: 0.891954481601715

00:34:10.340 --> 00:34:11.408 or somebody else.

NOTE Confidence: 0.891954481601715

00:34:11.410 --> 00:34:14.386 So helping people to reflect on their values.

NOTE Confidence: 0.891954481601715

00:34:14.390 --> 00:34:15.134 Their behaviors.

NOTE Confidence: 0.891954481601715

00:34:15.134 --> 00:34:16.622 Often people don't want

NOTE Confidence: 0.891954481601715

00:34:16.622 --> 00:34:18.110 to be considered racist,

NOTE Confidence: 0.891954481601715

00:34:18.110 --> 00:34:21.372 so that's useful in terms of these

NOTE Confidence: 0.891954481601715

00:34:21.372 --> 00:34:22.304 interpersonal interventions.

NOTE Confidence: 0.891954481601715

00:34:22.310 --> 00:34:24.910 Questing the Lydia for example.

NOTE Confidence: 0.891954481601715

00:34:24.910 --> 00:34:26.990 Stereotypes or decisions made

NOTE Confidence: 0.891954481601715

00:34:26.990 --> 00:34:28.030 highlighting alternatives,

NOTE Confidence: 0.891954481601715

00:34:28.030 --> 00:34:31.150 engaging with the motions of your

NOTE Confidence: 0.891954481601715

00:34:31.150 --> 00:34:33.602 own and others, and basically.

NOTE Confidence: 0.891954481601715

00:34:33.602 --> 00:34:35.386 Thinking of various approaches

NOTE Confidence: 0.891954481601715

00:34:35.386 --> 00:34:37.170 that don't involve necessarily

NOTE Confidence: 0.891954481601715

00:34:37.236 --> 00:34:38.940 confronting the perpetrators.

NOTE Confidence: 0.891954481601715

00:34:38.940 --> 00:34:41.390 So how can you support targets of

NOTE Confidence: 0.891954481601715

00:34:41.390 --> 00:34:43.828 racism in the moment after the

NOTE Confidence: 0.891954481601715

00:34:43.828 --> 00:34:46.013 moment before the next moment?

NOTE Confidence: 0.891954481601715

00:34:46.020 --> 00:34:47.985 What sort of organizational mechanisms

NOTE Confidence: 0.891954481601715

00:34:47.985 --> 00:34:51.129 can you bring to bear on these effects?

NOTE Confidence: 0.891954481601715

00:34:51.130 --> 00:34:54.266 Not the first place you need to go

NOTE Confidence: 0.891954481601715

00:34:54.266 --> 00:34:57.650 necessarily, but it's important as well.

NOTE Confidence: 0.891954481601715

00:34:57.650 --> 00:34:59.900 So being an effective anti racist

NOTE Confidence: 0.891954481601715

00:34:59.900 --> 00:35:02.750 alloy or as some people have said,

NOTE Confidence: 0.891954481601715

00:35:02.750 --> 00:35:05.400 accomplice being an anti racist

NOTE Confidence: 0.891954481601715

00:35:05.400 --> 00:35:06.460 accomplice because.

NOTE Confidence: 0.891954481601715

00:35:06.460 --> 00:35:09.246 You're disrupting the system as it is.

NOTE Confidence: 0.891954481601715

00:35:09.250 --> 00:35:11.770 It's not a matter of.

NOTE Confidence: 0.891954481601715

00:35:11.770 --> 00:35:14.787 Um interest system is not a matter

NOTE Confidence: 0.891954481601715

00:35:14.787 --> 00:35:17.143 of supporting the status quotes

NOTE Confidence: 0.891954481601715

00:35:17.143 --> 00:35:20.077 very much against the rice is

NOTE Confidence: 0.891954481601715

00:35:20.077 --> 00:35:22.415 deeply embedded racer systems that

NOTE Confidence: 0.891954481601715

00:35:22.415 --> 00:35:24.540 we have in society so.

NOTE Confidence: 0.918991506099701

00:35:24.540 --> 00:35:26.619 You need to understand your own views

NOTE Confidence: 0.918991506099701

00:35:26.619 --> 00:35:28.509 and feelings and your own culture.

NOTE Confidence: 0.918991506099701

00:35:28.510 --> 00:35:30.070 Urine, racial background and how

NOTE Confidence: 0.918991506099701

00:35:30.070 --> 00:35:32.109 society works in terms of the

NOTE Confidence: 0.918991506099701

00:35:32.109 --> 00:35:33.789 fundamental embeddedness of racism.

NOTE Confidence: 0.918991506099701

00:35:33.790 --> 00:35:35.967 Uhm, you can take up space with

NOTE Confidence: 0.918991506099701

00:35:35.967 --> 00:35:37.685 intent determination, but also with

NOTE Confidence: 0.918991506099701

00:35:37.685 --> 00:35:40.240 humility and respect for people of car.

NOTE Confidence: 0.918991506099701

00:35:40.240 --> 00:35:42.170 Certainly you want to be

NOTE Confidence: 0.918991506099701

00:35:42.170 --> 00:35:43.714 challenging whiteness and systemic

NOTE Confidence: 0.918991506099701

00:35:43.714 --> 00:35:45.630 racism wherever you can find it.

NOTE Confidence: 0.918991506099701

00:35:45.630 --> 00:35:47.390 Also, interpersonal racism and

NOTE Confidence: 0.918991506099701

00:35:47.390 --> 00:35:49.150 your own internalize racism.

NOTE Confidence: 0.918991506099701

00:35:49.150 --> 00:35:51.346 Uh, we're going to talk about

NOTE Confidence: 0.918991506099701

00:35:51.346 --> 00:35:52.810 majority in a minute.

00:35:52.810 --> 00:35:54.640 We're going to think about,

00:35:54.640 --> 00:35:56.836 uh, when we doing this work?

00:35:56.840 --> 00:35:58.670 What are the underlying narratives

00:35:58.670 --> 00:36:00.500 that people are working with?

00:36:00.500 --> 00:36:02.330 So not just what they've

00:36:02.330 --> 00:36:04.160 behaved like in a moment,

00:36:04.160 --> 00:36:06.715 but what are their beliefs about houses?

00:36:06.720 --> 00:36:08.184 Studies sure do work,

00:36:08.184 --> 00:36:10.380 and how they need to change,

00:36:10.380 --> 00:36:11.532 if at all so.

00:36:11.532 --> 00:36:14.040 It's about clarity of what your values are,

00:36:14.040 --> 00:36:16.000 what you're trying to achieve.

00:36:16.000 --> 00:36:17.729 How you go about the process is

00:36:17.729 --> 00:36:19.279 just as important as the outcome,

00:36:19.280 --> 00:36:20.840 so that's where the humility

00:36:20.840 --> 00:36:22.088 and respect comes in.

NOTE Confidence: 0.918991506099701

00:36:22.090 --> 00:36:25.198 What are you striving for inclusion?

NOTE Confidence: 0.918991506099701

00:36:25.200 --> 00:36:27.432 In politics, for example,

NOTE Confidence: 0.918991506099701

00:36:27.432 --> 00:36:29.664 transformation of systems such

NOTE Confidence: 0.918991506099701

00:36:29.664 --> 00:36:32.696 as education or are you looking

NOTE Confidence: 0.918991506099701

00:36:32.696 --> 00:36:34.986 to make certain things obsolete,

NOTE Confidence: 0.918991506099701

00:36:34.990 --> 00:36:38.812 so this is calls to abolish

NOTE Confidence: 0.918991506099701

00:36:38.812 --> 00:36:40.086 police departments.

NOTE Confidence: 0.918991506099701

00:36:40.090 --> 00:36:42.340 That's an important part of anti

NOTE Confidence: 0.918991506099701

00:36:42.340 --> 00:36:45.099 racism that wasn't on the table before,

NOTE Confidence: 0.918991506099701

00:36:45.100 --> 00:36:47.466 but we need to think about what

NOTE Confidence: 0.918991506099701

00:36:47.466 --> 00:36:49.330 can be about inclusion.

NOTE Confidence: 0.918991506099701

00:36:49.330 --> 00:36:51.260 What could be addressed, transformation,

NOTE Confidence: 0.918991506099701

00:36:51.260 --> 00:36:53.004 what is about innocence?

NOTE Confidence: 0.918991506099701

00:36:53.004 --> 00:36:55.620 The retiring of certain aspects of.

NOTE Confidence: 0.918991506099701

00:36:55.620 --> 00:36:58.630 Systems or entire systems themselves.

NOTE Confidence: 0.918991506099701

00:36:58.630 --> 00:37:00.326 This is an interesting,

NOTE Confidence: 0.918991506099701

00:37:00.326 --> 00:37:00.750 uh,

NOTE Confidence: 0.918991506099701

00:37:00.750 --> 00:37:02.726 sort of administrative racism

NOTE Confidence: 0.918991506099701

00:37:02.726 --> 00:37:05.196 cycle that someone talked about

NOTE Confidence: 0.918991506099701

00:37:05.196 --> 00:37:07.938 that had much time to get into it.

NOTE Confidence: 0.918991506099701

00:37:07.940 --> 00:37:10.050 But basically what they're saying

NOTE Confidence: 0.918991506099701

00:37:10.050 --> 00:37:11.316 is within organizations.

NOTE Confidence: 0.918991506099701

00:37:11.320 --> 00:37:13.440 People are nervous about race.

NOTE Confidence: 0.918991506099701

00:37:13.440 --> 00:37:16.394 They don't really know what to do,

NOTE Confidence: 0.918991506099701

00:37:16.400 --> 00:37:19.412 and they often end up reducing

NOTE Confidence: 0.918991506099701

00:37:19.412 --> 00:37:21.420 producing a colorblind solution.

NOTE Confidence: 0.918991506099701

00:37:21.420 --> 00:37:21.884 Uh,

NOTE Confidence: 0.918991506099701

00:37:21.884 --> 00:37:24.668 to whatever races problem there encountering,

NOTE Confidence: 0.918991506099701

00:37:24.670 --> 00:37:26.990 and that's often a mistake.

NOTE Confidence: 0.918991506099701

00:37:26.990 --> 00:37:29.558 Color blindness is not very effective

NOTE Confidence: 0.918991506099701

00:37:29.558 --> 00:37:32.726 form of anti racism and what they're

NOTE Confidence: 0.918991506099701

00:37:32.726 --> 00:37:35.016 suggesting is actually if people

NOTE Confidence: 0.918991506099701

00:37:35.016 --> 00:37:38.118 have higher levels of racial cognizance,

NOTE Confidence: 0.918991506099701

00:37:38.120 --> 00:37:40.565 they can avoid colorblind approaches

NOTE Confidence: 0.918991506099701

00:37:40.565 --> 00:37:43.600 and use other methods that are

NOTE Confidence: 0.918991506099701

00:37:43.600 --> 00:37:45.648 more specifically focused on.

NOTE Confidence: 0.918991506099701

00:37:45.650 --> 00:37:48.474 Raising awareness and addressing

NOTE Confidence: 0.918991506099701

00:37:48.474 --> 00:37:49.886 racism without.

NOTE Confidence: 0.918991506099701

00:37:49.890 --> 00:37:53.898 That kind of technical colorblind solution.

NOTE Confidence: 0.918991506099701

00:37:53.900 --> 00:37:56.924 If I root causes and changing systems

NOTE Confidence: 0.918991506099701

00:37:56.924 --> 00:37:59.197 in Morris, cognizant ways essentially.

NOTE Confidence: 0.918991506099701

00:37:59.197 --> 00:38:02.930 This is some recent review that it's just.

NOTE Confidence: 0.918991506099701

00:38:02.930 --> 00:38:06.138 It's also a bit much to get into.

NOTE Confidence: 0.918991506099701

00:38:06.140 --> 00:38:08.920 I've got much time, but.

NOTE Confidence: 0.918991506099701

00:38:08.920 --> 00:38:10.780 Essentially, there are these

NOTE Confidence: 0.918991506099701

00:38:10.780 --> 00:38:13.105 things called back last effects,

NOTE Confidence: 0.918991506099701

00:38:13.110 --> 00:38:15.900 so unintended consequences of of the.

NOTE Confidence: 0.918991506099701

00:38:15.900 --> 00:38:19.300 In this case we're talking about kind of

NOTE Confidence: 0.918991506099701

00:38:19.300 --> 00:38:22.240 diversity or antiracism interventions.

NOTE Confidence: 0.918991506099701

00:38:22.240 --> 00:38:26.890 In organizations so.

NOTE Confidence: 0.918991506099701

00:38:26.890 --> 00:38:30.148 So the signal is things like,

NOTE Confidence: 0.918991506099701

00:38:30.150 --> 00:38:32.022 um underrepresented groups

NOTE Confidence: 0.918991506099701

00:38:32.022 --> 00:38:34.518 are treated fairly and.

NOTE Confidence: 0.918991506099701

00:38:34.520 --> 00:38:34.948 Therefore,

NOTE Confidence: 0.918991506099701

00:38:34.948 --> 00:38:37.516 this can lead to people underestimating

NOTE Confidence: 0.918991506099701

00:38:37.516 --> 00:38:38.800 anti minority discrimination.

NOTE Confidence: 0.918991506099701

00:38:38.800 --> 00:38:41.796 So you produce the signal in your

NOTE Confidence: 0.918991506099701

00:38:41.796 --> 00:38:43.080 organization welfare organization.

NOTE Confidence: 0.918991506099701

00:38:43.080 --> 00:38:45.234 It can actually make it difficult

NOTE Confidence: 0.918991506099701

00:38:45.234 --> 00:38:48.050 for people then to go against that

NOTE Confidence: 0.918991506099701

00:38:48.050 --> 00:38:50.225 script and talk about discrimination

NOTE Confidence: 0.918991506099701

00:38:50.225 --> 00:38:52.070 within the organization.

NOTE Confidence: 0.918991506099701

00:38:52.070 --> 00:38:53.646 Other approaches include the

NOTE Confidence: 0.918991506099701

00:38:53.646 --> 00:38:56.010 idea of what happens when you

NOTE Confidence: 0.918991506099701

00:38:56.086 --> 00:38:58.058 engage in affirmative action,

NOTE Confidence: 0.918991506099701

00:38:58.060 --> 00:39:01.996 when you signal that you're doing that work.

NOTE Confidence: 0.918991506099701

00:39:02.000 --> 00:39:03.660 Does this produce unrealistic expectations?

NOTE Confidence: 0.888079047203064

00:39:03.660 --> 00:39:05.652 If the signal that what you're

NOTE Confidence: 0.888079047203064

00:39:05.652 --> 00:39:07.956 trying to attempt in what you've

NOTE Confidence: 0.888079047203064

00:39:07.956 --> 00:39:09.776 actually achieved a different?

NOTE Confidence: 0.888079047203064

00:39:09.780 --> 00:39:13.294 Um, what else we got here? Uh, Yes.

NOTE Confidence: 0.888079047203064

00:39:13.294 --> 00:39:15.856 The idea is that positive outcomes

NOTE Confidence: 0.888079047203064

00:39:15.856 --> 00:39:17.749 for minorities are unearned,

NOTE Confidence: 0.888079047203064

00:39:17.750 --> 00:39:20.246 so the impacts on minorities of

NOTE Confidence: 0.888079047203064

00:39:20.246 --> 00:39:22.381 inclusion in organizations can be

NOTE Confidence: 0.888079047203064

00:39:22.381 --> 00:39:24.391 underestimated or under examined and

NOTE Confidence: 0.888079047203064

00:39:24.391 --> 00:39:26.569 other members of the organization

NOTE Confidence: 0.888079047203064

00:39:26.569 --> 00:39:28.553 can therefore have stereotypes

NOTE Confidence: 0.888079047203064

00:39:28.553 --> 00:39:31.483 about deservedness in terms of that

NOTE Confidence: 0.888079047203064

00:39:31.483 --> 00:39:32.812 inclusion within organization.

NOTE Confidence: 0.888079047203064

00:39:32.812 --> 00:39:35.027 So it's an interesting review.

NOTE Confidence: 0.888079047203064

00:39:35.030 --> 00:39:39.674 I would recommend having a closer look at it.

NOTE Confidence: 0.888079047203064

00:39:39.680 --> 00:39:45.816 Hum. Is a question of some sort.

NOTE Confidence: 0.845170438289642

00:39:49.060 --> 00:39:51.838 Should answer versus inference on repaired

NOTE Confidence: 0.845170438289642

00:39:51.838 --> 00:39:55.009 of solutions proposed by victimized groups.

NOTE Confidence: 0.845170438289642

00:39:55.010 --> 00:39:59.222 Important reparations.

NOTE Confidence: 0.845170438289642

00:39:59.222 --> 00:40:07.032 Well, I think. Reparations are.

NOTE Confidence: 0.845170438289642

00:40:07.032 --> 00:40:11.508 It depends on what once again.

NOTE Confidence: 0.845170438289642

00:40:11.510 --> 00:40:15.750 Your interest in. Hum.

NOTE Confidence: 0.845170438289642

00:40:15.750 --> 00:40:18.225 I guess inclusion versus transformation

NOTE Confidence: 0.845170438289642

00:40:18.225 --> 00:40:21.320 versus obsolescence of aspects of systems.

NOTE Confidence: 0.845170438289642

00:40:21.320 --> 00:40:24.470 I think reparations are not very

NOTE Confidence: 0.845170438289642

66

00:40:24.470 --> 00:40:28.080 fundamental in terms of changing those.

NOTE Confidence: 0.845170438289642

00:40:28.080 --> 00:40:30.312 It eliminates a particular

NOTE Confidence: 0.845170438289642

00:40:30.312 --> 00:40:32.544 pathway in some ways.

NOTE Confidence: 0.845170438289642

00:40:32.550 --> 00:40:35.094 But it's not regenerative and dynamic

NOTE Confidence: 0.845170438289642

00:40:35.094 --> 00:40:37.780 way of engaging in Anti Racism.

NOTE Confidence: 0.845170438289642

00:40:37.780 --> 00:40:40.741 What are the what are the underlying

NOTE Confidence: 0.845170438289642

00:40:40.741 --> 00:40:43.639 system effects that produce the need to

NOTE Confidence: 0.845170438289642

00:40:43.639 --> 00:40:46.940 Adzharia just in terms of these reparations,

NOTE Confidence: 0.845170438289642

00:40:46.940 --> 00:40:50.072 how can you change socioeconomic systems

NOTE Confidence: 0.845170438289642

00:40:50.072 --> 00:40:53.638 more fundamentally so that you don't have to?

NOTE Confidence: 0.845170438289642

00:40:53.640 --> 00:40:55.550 Engaging reparations in the future.

NOTE Confidence: 0.845170438289642

00:40:55.550 --> 00:40:58.014 Certainly at this point in time they useful

NOTE Confidence: 0.845170438289642

00:40:58.014 --> 00:41:00.506 to address historical disadvantages, but.

NOTE Confidence: 0.845170438289642

00:41:00.506 --> 00:41:02.822 I just feel like there's something

NOTE Confidence: 0.845170438289642

00:41:02.822 --> 00:41:05.322 deeper that needs to be done in

NOTE Confidence: 0.845170438289642

00:41:05.322 --> 00:41:07.230 the systems that create that will

NOTE Confidence: 0.845170438289642

00:41:07.303 --> 00:41:09.807 constantly regenerate these problems.

NOTE Confidence: 0.845170438289642

00:41:09.810 --> 00:41:12.858 If we don't think about that more deeply,

NOTE Confidence: 0.845170438289642

00:41:12.860 --> 00:41:15.040 it's hard.

NOTE Confidence: 0.845170438289642

00:41:15.040 --> 00:41:16.464 Reparations is about repairing

NOTE Confidence: 0.845170438289642

00:41:16.464 --> 00:41:17.482 transformation well, OK,

NOTE Confidence: 0.845170438289642

00:41:17.482 --> 00:41:19.294 if we're going to define reparations

NOTE Confidence: 0.845170438289642

00:41:19.294 --> 00:41:21.090 about as about transformation,

NOTE Confidence: 0.845170438289642

00:41:21.090 --> 00:41:24.168 then sure, I'm all for it.

NOTE Confidence: 0.845170438289642

00:41:24.170 --> 00:41:27.620 Repair Not so useful transformation

NOTE Confidence: 0.845170438289642

00:41:27.620 --> 00:41:32.710 very much useful idea. Um?

NOTE Confidence: 0.845170438289642

00:41:32.710 --> 00:41:34.015 I don't think reparations capture

NOTE Confidence: 0.845170438289642

00:41:34.015 --> 00:41:35.320 that for me as much,

NOTE Confidence: 0.845170438289642

00:41:35.320 --> 00:41:37.147 but certainly if that's what we mean,

NOTE Confidence: 0.845170438289642

00:41:37.150 --> 00:41:38.454 yes, let's do it.

NOTE Confidence: 0.845170438289642

00:41:38.454 --> 00:41:40.084 Transforming is really the key.

NOTE Confidence: 0.845170438289642

00:41:40.090 --> 00:41:40.568 Uh.

NOTE Confidence: 0.845170438289642

00:41:40.568 --> 00:41:41.046 Yeah,

NOTE Confidence: 0.845170438289642

00:41:41.046 --> 00:41:44.392 I have some other slides about broader

NOTE Confidence: 0.845170438289642

00:41:44.392 --> 00:41:47.868 impacts of I guess social transformations.

NOTE Confidence: 0.845170438289642

00:41:47.870 --> 00:41:49.950 If there's time for that,

NOTE Confidence: 0.845170438289642

00:41:49.950 --> 00:41:51.501 which probably not.

NOTE Confidence: 0.845170438289642

00:41:51.501 --> 00:41:55.120 So here's another kind of idea of.

NOTE Confidence: 0.845170438289642

00:41:55.120 --> 00:41:56.815 So beyond this kind of

NOTE Confidence: 0.845170438289642

00:41:56.815 --> 00:41:58.171 diversity interventions and the

NOTE Confidence: 0.845170438289642

00:41:58.171 --> 00:41:59.659 battleship fit backlash effects.

NOTE Confidence: 0.845170438289642

00:41:59.660 --> 00:42:00.760 What type of organizations

NOTE Confidence: 0.845170438289642

00:42:00.760 --> 00:42:02.135 do we want to have?

NOTE Confidence: 0.845170438289642

00:42:02.140 --> 00:42:05.316 This is a question that people ask so.

NOTE Confidence: 0.845170438289642

00:42:05.320 --> 00:42:06.408 This is a chart.

NOTE Confidence: 0.845170438289642

00:42:06.408 --> 00:42:08.819 This is a very busy table once again,

NOTE Confidence: 0.845170438289642

00:42:08.820 --> 00:42:10.890 but the important point is.

NOTE Confidence: 0.845170438289642

00:42:10.890 --> 00:42:12.915 They're talking about the difference

NOTE Confidence: 0.845170438289642

00:42:12.915 --> 00:42:14.535 between growth oriented organizations

NOTE Confidence: 0.845170438289642

00:42:14.535 --> 00:42:16.808 and post growth oriented organizations,

NOTE Confidence: 0.845170438289642

00:42:16.810 --> 00:42:17.187 so.

NOTE Confidence: 0.845170438289642

00:42:17.187 --> 00:42:19.826 Guess what I'm saying here is I'm

NOTE Confidence: 0.845170438289642

00:42:19.826 --> 00:42:22.277 bringing in here is ideas of uhm?

NOTE Confidence: 0.845170438289642

00:42:22.280 --> 00:42:23.725 What are the underlying values

NOTE Confidence: 0.845170438289642

00:42:23.725 --> 00:42:25.170 of the organizations that we

NOTE Confidence: 0.845170438289642

00:42:25.224 --> 00:42:26.496 work in that we engage in?

NOTE Confidence: 0.845170438289642

00:42:26.500 --> 00:42:28.304 Is it about competition?

NOTE Confidence: 0.845170438289642

00:42:28.304 --> 00:42:30.559 Is it about capitalism of

NOTE Confidence: 0.845170438289642

00:42:30.559 --> 00:42:32.820 some form commodification?

NOTE Confidence: 0.845170438289642

00:42:32.820 --> 00:42:35.649 An idea of.

NOTE Confidence: 0.808447420597076

00:42:37.830 --> 00:42:43.590 Merritt and often unrealistic idea of.

NOTE Confidence: 0.808447420597076

00:42:43.590 --> 00:42:45.516 Everyone has a fair level playing

NOTE Confidence: 0.808447420597076

00:42:45.516 --> 00:42:47.979 field to work with in terms of Merit.

NOTE Confidence: 0.808447420597076

00:42:47.980 --> 00:42:50.164 And what does it look like if you

NOTE Confidence: 0.808447420597076

00:42:50.164 --> 00:42:52.870 have a different sort of organization

NOTE Confidence: 0.808447420597076

00:42:52.870 --> 00:42:54.954 that's more about Corporation?

NOTE Confidence: 0.808447420597076

00:42:54.960 --> 00:42:55.736 Self sufficiency,

NOTE Confidence: 0.808447420597076

00:42:55.736 --> 00:42:57.676 less focused on private ownership,

NOTE Confidence: 0.808447420597076

00:42:57.680 --> 00:43:00.008 more about collective forms of ownership,

NOTE Confidence: 0.808447420597076

00:43:00.010 --> 00:43:01.562 different forms of marketplaces.

NOTE Confidence: 0.808447420597076

00:43:01.562 --> 00:43:03.312 So yes, what is it?

NOTE Confidence: 0.808447420597076

00:43:03.312 --> 00:43:05.580 This is what I'm talking about in

NOTE Confidence: 0.808447420597076

00:43:05.652 --> 00:43:07.380 terms of transformation.

NOTE Confidence: 0.808447420597076

00:43:07.380 --> 00:43:10.846 What is it that we could do, for example,

NOTE Confidence: 0.808447420597076

00:43:10.846 --> 00:43:13.084 in the recreations framework that works

NOTE Confidence: 0.808447420597076

00:43:13.084 --> 00:43:15.530 towards ideas of post growth organizations?

NOTE Confidence: 0.808447420597076

00:43:15.530 --> 00:43:18.308 More about networking and clergy ality.

NOTE Confidence: 0.808447420597076

00:43:18.310 --> 00:43:19.066 Listopad competition,

NOTE Confidence: 0.808447420597076

00:43:19.066 --> 00:43:21.561 they sort of ideas, ideas of scale.

NOTE Confidence: 0.808447420597076

00:43:21.561 --> 00:43:24.747 How do we scale up or down in ways

NOTE Confidence: 0.808447420597076

00:43:24.747 --> 00:43:27.582 that there are Igala Terrian that are

NOTE Confidence: 0.808447420597076

00:43:27.582 --> 00:43:30.258 geared towards Equity and equality?

NOTE Confidence: 0.808447420597076

00:43:30.260 --> 00:43:32.584 We don't often think about that in

NOTE Confidence: 0.808447420597076

00:43:32.584 --> 00:43:35.098 in a growth paradigm of scaling.

NOTE Confidence: 0.808447420597076

00:43:35.100 --> 00:43:39.860 All right, uh, let me see what else I've got.

NOTE Confidence: 0.808447420597076

00:43:39.860 --> 00:43:42.161 I feel like.

NOTE Confidence: 0.808447420597076

00:43:42.161 --> 00:43:46.763 I am running out of time.

NOTE Confidence: 0.808447420597076

00:43:46.770 --> 00:43:47.566 Yeah, OK,

NOTE Confidence: 0.808447420597076

00:43:47.566 --> 00:43:50.750 I'm gonna just go with a couple more

NOTE Confidence: 0.808447420597076

00:43:50.840 --> 00:43:54.130 slides and then get some questions so.

NOTE Confidence: 0.808447420597076

00:43:54.130 --> 00:43:56.170 When I'm talking about post growth

NOTE Confidence: 0.808447420597076

00:43:56.170 --> 00:43:58.527 when I'm talking about is understanding

NOTE Confidence: 0.808447420597076

00:43:58.527 --> 00:44:00.395 basic concepts of meritocracy,

NOTE Confidence: 0.808447420597076

00:44:00.400 --> 00:44:02.360 for example level playing fields,

NOTE Confidence: 0.808447420597076

00:44:02.360 --> 00:44:04.772 what are these mean in that

NOTE Confidence: 0.808447420597076

00:44:04.772 --> 00:44:07.460 in the world that we live in,

NOTE Confidence: 0.808447420597076

00:44:07.460 --> 00:44:09.875 how are these deeply impacting

NOTE Confidence: 0.808447420597076

00:44:09.875 --> 00:44:11.324 racial disparities so?

NOTE Confidence: 0.808447420597076

00:44:11.330 --> 00:44:12.236 An example.

NOTE Confidence: 0.808447420597076

00:44:12.236 --> 00:44:14.501 If 100 randomly selected people

NOTE Confidence: 0.808447420597076

00:44:14.501 --> 00:44:15.860 representing global diversity

NOTE Confidence: 0.808447420597076

00:44:15.922 --> 00:44:17.696 owned 70% of the world's worth,

NOTE Confidence: 0.808447420597076

00:44:17.696 --> 00:44:18.912 would this constitute a

NOTE Confidence: 0.808447420597076

00:44:18.912 --> 00:44:20.320 fair and just society?

NOTE Confidence: 0.808447420597076

00:44:20.320 --> 00:44:23.498 Well, you know in terms of racial.

NOTE Confidence: 0.808447420597076

00:44:23.500 --> 00:44:27.020 Inequality's it would but.

NOTE Confidence: 0.808447420597076

00:44:27.020 --> 00:44:29.675 I guess I mean what I'm saying is if.

NOTE Confidence: 0.808447420597076

00:44:29.680 --> 00:44:31.846 The wealthy were rationally to this.

NOTE Confidence: 0.808447420597076

00:44:31.850 --> 00:44:33.558 Would that be enough?

00:44:33.558 --> 00:44:36.120 It wouldn't be enough in terms

00:44:36.204 --> 00:44:38.459 of transforming the impacts on

00:44:38.459 --> 00:44:41.380 on life chances for many people.

00:44:41.380 --> 00:44:43.720 And Andrew Shea isn't economists.

00:44:43.720 --> 00:44:46.528 He puts in a different way.

00:44:46.530 --> 00:44:47.442 Equal opportunities.

00:44:47.442 --> 00:44:50.178 Policies do not render the unequal

00:44:50.178 --> 00:44:52.139 opportunities presented by organizations.

00:44:52.140 --> 00:44:55.320 Rains of jobs equal.

00:44:55.320 --> 00:44:57.330 They merely try to make access

00:44:57.330 --> 00:44:58.670 to these unequal opportunities.

00:44:58.670 --> 00:44:59.951 Discrimination flip free.

00:44:59.951 --> 00:45:02.086 So what is saying is.

00:45:02.090 --> 00:45:04.314 And what this whole side is saying is

00:45:04.314 --> 00:45:06.740 to what extent are these hierarchies

00:45:06.740 --> 00:45:08.544 in societies in organizations

NOTE Confidence: 0.808447420597076

00:45:08.544 --> 00:45:10.690 something that we need to address?

NOTE Confidence: 0.808447420597076

00:45:10.690 --> 00:45:13.441 Do we just distribute on a fairly

NOTE Confidence: 0.808447420597076

00:45:13.441 --> 00:45:16.010 racial groups across these hierarchies,

NOTE Confidence: 0.808447420597076

00:45:16.010 --> 00:45:17.782 which are implicitly oppressive,

NOTE Confidence: 0.808447420597076

00:45:17.782 --> 00:45:20.440 or do we have to fund,

NOTE Confidence: 0.808447420597076

00:45:20.440 --> 00:45:23.247 do have to focus on these these

NOTE Confidence: 0.808447420597076

00:45:23.247 --> 00:45:25.506 hierarchies themselves as drivers of

NOTE Confidence: 0.808447420597076

00:45:25.506 --> 00:45:27.966 more fundamental levels of oppression?

NOTE Confidence: 0.808447420597076

00:45:27.970 --> 00:45:31.064 And how does this relate to race?

NOTE Confidence: 0.808447420597076

00:45:31.070 --> 00:45:33.989 And how does this relate to racial

NOTE Confidence: 0.808447420597076

00:45:33.989 --> 00:45:35.940 movements which are seeking,

NOTE Confidence: 0.808447420597076

00:45:35.940 --> 00:45:37.026 for example,

NOTE Confidence: 0.808447420597076

00:45:37.026 --> 00:45:39.198 abolishment of police departments?

NOTE Confidence: 0.808447420597076

00:45:39.200 --> 00:45:39.790 OK,

NOTE Confidence: 0.808447420597076

00:45:39.790 --> 00:45:42.740 one question from the chat.

00:45:45.280 --> 00:45:48.728 No, that's not a question that's a comment.

00:45:48.730 --> 00:45:50.599 Alright, Oh, I don't know.

00:45:50.600 --> 00:45:52.460 We run out of time.

00:45:52.460 --> 00:45:54.330 Yeah, OK, one last point,

00:45:54.330 --> 00:45:58.060 I want to make this is this is Charles Mills.

00:45:58.060 --> 00:46:02.410 Very important, a black political theorist.

00:46:02.410 --> 00:46:05.674 He tells us that racism is based on.

00:46:05.680 --> 00:46:06.546 White misunderstandings.

00:46:06.546 --> 00:46:09.577 This is one of the most important

00:46:09.577 --> 00:46:11.236 parts of racism, misrepresentation,

00:46:11.236 --> 00:46:13.140 invasion and self deception

00:46:13.140 --> 00:46:15.520 on matters related to race.

00:46:15.520 --> 00:46:18.520 So this is I think not just a word problem,

00:46:18.520 --> 00:46:20.320 despite what Charles is telling us.

00:46:20.320 --> 00:46:23.099 It's a problem for all of us.

00:46:23.100 --> 00:46:24.304 What the problem is,

NOTE Confidence: 0.768141388893127

00:46:24.304 --> 00:46:26.547 is that we don't really see properly

NOTE Confidence: 0.768141388893127

00:46:26.547 --> 00:46:28.767 how the system works to keep

NOTE Confidence: 0.768141388893127

00:46:28.767 --> 00:46:30.950 reproducing racism in why a small

NOTE Confidence: 0.768141388893127

00:46:30.950 --> 00:46:32.960 and large ways throughout our lives,

NOTE Confidence: 0.768141388893127

00:46:32.960 --> 00:46:35.592 and this is what I'm suggesting is

NOTE Confidence: 0.768141388893127

00:46:35.592 --> 00:46:38.727 that we need to focus more deeply on.

NOTE Confidence: 0.768141388893127

00:46:38.730 --> 00:46:41.260 Every day and institutional mechanisms

NOTE Confidence: 0.768141388893127

00:46:41.260 --> 00:46:43.790 for the reproduction of racism.

NOTE Confidence: 0.768141388893127

00:46:43.790 --> 00:46:45.656 So what are you saying is

NOTE Confidence: 0.768141388893127

00:46:45.656 --> 00:46:46.900 that people don't understand?

NOTE Confidence: 0.768141388893127

00:46:46.900 --> 00:46:48.968 The world that produce,

NOTE Confidence: 0.768141388893127

00:46:48.968 --> 00:46:51.553 and particularly this is important,

NOTE Confidence: 0.768141388893127

00:46:51.560 --> 00:46:53.114 particularly people who

NOTE Confidence: 0.768141388893127

00:46:53.114 --> 00:46:54.150 experienced privilege,

NOTE Confidence: 0.768141388893127

00:46:54.150 --> 00:46:55.629 including White privilege.

NOTE Confidence: 0.768141388893127

00:46:55.629 --> 00:46:57.601 They are unaware willfully

NOTE Confidence: 0.768141388893127

00:46:57.601 --> 00:47:00.079 ignorant of how that happens.

NOTE Confidence: 0.768141388893127

00:47:00.080 --> 00:47:02.846 So one of the most important

NOTE Confidence: 0.768141388893127

00:47:02.846 --> 00:47:05.189 achievements of white supremacy in

NOTE Confidence: 0.768141388893127

00:47:05.189 --> 00:47:07.679 United States is this failure and

NOTE Confidence: 0.768141388893127

00:47:07.679 --> 00:47:10.699 elsewhere is this failure to comprehend.

NOTE Confidence: 0.768141388893127

00:47:10.700 --> 00:47:11.510 Hell boy.

NOTE Confidence: 0.768141388893127

00:47:11.510 --> 00:47:13.535 Our achievements in life and

NOTE Confidence: 0.768141388893127

00:47:13.535 --> 00:47:15.978 not because of our own skills,

NOTE Confidence: 0.768141388893127

00:47:15.980 --> 00:47:17.880 abilities and merits because of.

NOTE Confidence: 0.768141388893127

00:47:17.880 --> 00:47:19.101 In many cases,

NOTE Confidence: 0.768141388893127

00:47:19.101 --> 00:47:22.320 and in many ways it is because of.

NOTE Confidence: 0.768141388893127

00:47:22.320 --> 00:47:24.845 The systems of privilege and

NOTE Confidence: 0.768141388893127

00:47:24.845 --> 00:47:27.978 oppression that are set up to

NOTE Confidence: 0.768141388893127

00:47:27.978 --> 00:47:31.050 benefit some and not benefit others.

NOTE Confidence: 0.768141388893127

00:47:31.050 --> 00:47:32.826 I feel like there was another

NOTE Confidence: 0.768141388893127

00:47:32.826 --> 00:47:34.520 question in chat coming up here.

NOTE Confidence: 0.661260902881622

00:47:36.740 --> 00:47:43.740 OK, and that leads us to, of course,

NOTE Confidence: 0.661260902881622

00:47:43.740 --> 00:47:48.630 white fragility so. One of the.

NOTE Confidence: 0.661260902881622

00:47:48.630 --> 00:47:50.958 Crawler ease of the work on.

NOTE Confidence: 0.661260902881622

00:47:50.960 --> 00:47:53.672 Of course the invisibility of white

NOTE Confidence: 0.661260902881622

00:47:53.672 --> 00:47:56.709 privilege is the denial an invasion of.

NOTE Confidence: 0.661260902881622

00:47:56.710 --> 00:47:59.510 White privileged and that comes up in

NOTE Confidence: 0.661260902881622

00:47:59.510 --> 00:48:02.090 Roma D'angelo's work on white fragility.

NOTE Confidence: 0.661260902881622

00:48:02.090 --> 00:48:05.394 Now, the table a little bit too busy.

NOTE Confidence: 0.661260902881622

00:48:05.400 --> 00:48:09.396 But basically there are challenges to.

NOTE Confidence: 0.661260902881622

00:48:09.400 --> 00:48:11.866 Being up front about whiteness about

NOTE Confidence: 0.661260902881622

00:48:11.866 --> 00:48:13.908 white supremacy about racial oppression

NOTE Confidence: 0.661260902881622

00:48:13.908 --> 00:48:16.869 and those challenges are to do with a lot

NOTE Confidence: 0.661260902881622

00:48:16.934 --> 00:48:19.286 of the fundamental aspects of societies

NOTE Confidence: 0.661260902881622

00:48:19.286 --> 00:48:22.201 like both in Australia and United States.

NOTE Confidence: 0.661260902881622

00:48:22.201 --> 00:48:24.436 Social democracies of various sorts.

NOTE Confidence: 0.661260902881622

00:48:24.440 --> 00:48:25.804 And boxes more generally.

NOTE Confidence: 0.661260902881622

00:48:25.804 --> 00:48:28.947 So a lot of those things here are these

NOTE Confidence: 0.661260902881622

00:48:28.947 --> 00:48:31.334 challenges that they list on the on

NOTE Confidence: 0.661260902881622

00:48:31.408 --> 00:48:33.725 the right hand side of this table.

NOTE Confidence: 0.661260902881622

00:48:33.730 --> 00:48:35.250 So challenges to objectivity that

NOTE Confidence: 0.661260902881622

00:48:35.250 --> 00:48:36.466 we have as individuals,

NOTE Confidence: 0.661260902881622

00:48:36.470 --> 00:48:38.870 challenges to individualism itself. Um,

NOTE Confidence: 0.661260902881622

00:48:38.870 --> 00:48:42.206 challenges to the audience of meritocracy.

NOTE Confidence: 0.661260902881622

00:48:42.210 --> 00:48:45.546 Uh, to the authority of just what authority?

NOTE Confidence: 0.661260902881622

00:48:45.550 --> 00:48:49.337 But the authority of systems in societies.

NOTE Confidence: 0.661260902881622

00:48:49.340 --> 00:48:51.610 To the centrality of whiteness,

NOTE Confidence: 0.661260902881622

00:48:51.610 --> 00:48:54.564 and it's all all of these things

NOTE Confidence: 0.661260902881622

00:48:54.564 --> 00:48:57.050 are meant to be implicit.

NOTE Confidence: 0.661260902881622

00:48:57.050 --> 00:48:59.304 In terms of the kind of operation

NOTE Confidence: 0.661260902881622

00:48:59.304 --> 00:49:00.270 of what supremacy,

NOTE Confidence: 0.661260902881622

00:49:00.270 --> 00:49:02.196 but they're not when they're challenged.

NOTE Confidence: 0.661260902881622

00:49:02.200 --> 00:49:03.488 Therefore we get these,

NOTE Confidence: 0.661260902881622

00:49:03.488 --> 00:49:05.472 uh, these these impact.

NOTE Confidence: 0.661260902881622

00:49:05.472 --> 00:49:07.688 X of white fragility.

NOTE Confidence: 0.661260902881622

00:49:07.690 --> 00:49:10.282 And it makes it difficult to

NOTE Confidence: 0.661260902881622

00:49:10.282 --> 00:49:12.010 talk about racial issues,

NOTE Confidence: 0.661260902881622

00:49:12.010 --> 00:49:14.170 and that's where your color

NOTE Confidence: 0.661260902881622

00:49:14.170 --> 00:49:15.466 blindness comes in.

NOTE Confidence: 0.661260902881622

00:49:15.470 --> 00:49:18.494 And then it's that serves to further

NOTE Confidence: 0.661260902881622

00:49:18.494 --> 00:49:21.804 maintain. Very broad technical.

NOTE Confidence: 0.661260902881622

00:49:21.804 --> 00:49:25.636 None rice cognizant approaches

NOTE Confidence: 0.661260902881622

00:49:25.636 --> 00:49:29.519 to addressing interests him so.

NOTE Confidence: 0.661260902881622

00:49:29.520 --> 00:49:33.328 These challenges is what I'm saying and and.

NOTE Confidence: 0.661260902881622

00:49:33.330 --> 00:49:36.146 We can't be too focused on one system.

NOTE Confidence: 0.661260902881622

00:49:36.150 --> 00:49:39.336 We have to think in a sort of system

00:49:39.336 --> 00:49:41.940 wide society wide approach to.

00:49:41.940 --> 00:49:43.620 Bringing forth ideas of whiteness

00:49:43.620 --> 00:49:45.766 bring forth ideas of racial oppression

00:49:45.766 --> 00:49:47.781 and thinking deeply about those

00:49:47.781 --> 00:49:49.393 those those racial disparities

00:49:49.448 --> 00:49:51.266 that I mentioned before you know,

00:49:51.270 --> 00:49:53.362 in property and wealth.

00:49:53.362 --> 00:49:56.500 In access to education and in

00:49:56.605 --> 00:49:58.678 the participation of.

00:49:58.680 --> 00:50:01.464 Producing what education is,

00:50:01.464 --> 00:50:04.248 for example in societies.

00:50:04.250 --> 00:50:07.708 Right, I'm going to stop there be'cause.

00:50:07.710 --> 00:50:10.300 I'm running out of time.

00:50:10.300 --> 00:50:12.748 And some of the other stuff that I

00:50:12.748 --> 00:50:14.739 had leftover is a little bit too.

00:50:14.740 --> 00:50:17.876 Complex to talk about in three minutes.

NOTE Confidence: 0.661260902881622

00:50:17.880 --> 00:50:18.382 OK,

NOTE Confidence: 0.661260902881622

00:50:18.382 --> 00:50:22.398 So what are some questions that people have?

NOTE Confidence: 0.661260902881622

00:50:22.400 --> 00:50:27.179 Let me just? Leave that there to think about.

NOTE Confidence: 0.661260902881622

00:50:27.180 --> 00:50:30.072 I'm open to questions.

NOTE Confidence: 0.661260902881622

00:50:30.072 --> 00:50:33.687 About any of the topics.

NOTE Confidence: 0.661260902881622

00:50:33.690 --> 00:50:34.818 Excellent talk,

NOTE Confidence: 0.661260902881622

00:50:34.818 --> 00:50:36.510 thank you so

NOTE Confidence: 0.882772207260132

00:50:36.510 --> 00:50:39.612 much. My name is Christopher feels

NOTE Confidence: 0.882772207260132

00:50:39.612 --> 00:50:42.409 I'm a postdoc research fellow

NOTE Confidence: 0.882772207260132

00:50:42.409 --> 00:50:44.949 and molecular it psychiatry.

NOTE Confidence: 0.882772207260132

00:50:44.950 --> 00:50:48.496 We're currently looking at how can

NOTE Confidence: 0.882772207260132

00:50:48.496 --> 00:50:51.530 we center reparative solutions on

NOTE Confidence: 0.882772207260132

00:50:51.530 --> 00:50:53.822 a conversation about reparations

NOTE Confidence: 0.882772207260132

00:50:53.822 --> 00:50:57.263 and psychiatry to help move us

NOTE Confidence: 0.882772207260132

00:50:57.263 --> 00:51:00.149 forward to an anti racist culture.

NOTE Confidence: 0.882772207260132

00:51:00.150 --> 00:51:02.965 So far there's been this

NOTE Confidence: 0.882772207260132

00:51:02.965 --> 00:51:05.217 focus on interpersonal and.

NOTE Confidence: 0.882772207260132

00:51:05.220 --> 00:51:06.132 Internalize racism,

NOTE Confidence: 0.882772207260132

00:51:06.132 --> 00:51:08.868 but as you were staying with

NOTE Confidence: 0.882772207260132

00:51:08.868 --> 00:51:11.380 the Jane Elliott experiment,

NOTE Confidence: 0.882772207260132

00:51:11.380 --> 00:51:13.704 she focused on the system so she

NOTE Confidence: 0.882772207260132

00:51:13.704 --> 00:51:16.593 was able to rapidly change those

NOTE Confidence: 0.882772207260132

00:51:16.593 --> 00:51:18.405 interpersonally internalize feelings

NOTE Confidence: 0.882772207260132

00:51:18.405 --> 00:51:21.507 by changing the actual social

NOTE Confidence: 0.882772207260132

00:51:21.507 --> 00:51:23.923 structure which also affected

NOTE Confidence: 0.882772207260132

00:51:23.923 --> 00:51:25.735 the children's performance.

NOTE Confidence: 0.882772207260132

00:51:25.740 --> 00:51:26.766 Academic performance.

NOTE Confidence: 0.882772207260132

00:51:26.766 --> 00:51:28.818 So reflecting performance in

NOTE Confidence: 0.882772207260132

00:51:28.818 --> 00:51:31.465 a meritocracy as well, so.

NOTE Confidence: 0.882772207260132

00:51:31.465 --> 00:51:35.126 If yell has a commitment to a

NOTE Confidence: 0.882772207260132

00:51:35.126 --> 00:51:37.170 public commitment to century,

NOTE Confidence: 0.882772207260132

00:51:37.170 --> 00:51:39.342 the reparations movement and

NOTE Confidence: 0.882772207260132

00:51:39.342 --> 00:51:42.057 giving recognition to the National

NOTE Confidence: 0.882772207260132

00:51:42.057 --> 00:51:44.703 Movement for reparations for black

NOTE Confidence: 0.882772207260132

00:51:44.703 --> 00:51:47.228 American descendants of slavery that

NOTE Confidence: 0.882772207260132

00:51:47.228 --> 00:51:50.158 will have a chain reaction across

NOTE Confidence: 0.882772207260132

00:51:50.158 --> 00:51:52.498 other institutions that will also

NOTE Confidence: 0.882772207260132

00:51:52.500 --> 00:51:55.060 begin to recognize that movement,

NOTE Confidence: 0.882772207260132

00:51:55.060 --> 00:51:58.539 and it may have a domino effect

NOTE Confidence: 0.882772207260132

00:51:58.539 --> 00:52:01.730 across the country to forward this.

NOTE Confidence: 0.882772207260132

00:52:01.730 --> 00:52:04.892 Much needed discussion on atonement and

NOTE Confidence: 0.882772207260132

00:52:04.892 --> 00:52:07.909 recognition of passing ongoing are wrongs,

NOTE Confidence: 0.882772207260132

00:52:07.910 --> 00:52:12.159 and the social dominance that is perpetuated.

NOTE Confidence: 0.882772207260132

00:52:12.160 --> 00:52:14.704 To the present day.

NOTE Confidence: 0.882772207260132

00:52:14.704 --> 00:52:15.340 So,

NOTE Confidence: 0.882772207260132

00:52:15.340 --> 00:52:15.842 uh,

NOTE Confidence: 0.882772207260132

00:52:15.842 --> 00:52:17.348 yell psychologist Jennifer

NOTE Confidence: 0.882772207260132

00:52:17.348 --> 00:52:20.360 Richardson was she did a study

NOTE Confidence: 0.882772207260132

00:52:20.450 --> 00:52:23.908 where she showed that there is a

NOTE Confidence: 0.882772207260132

00:52:23.908 --> 00:52:26.055 strong misunderstanding and strong

NOTE Confidence: 0.882772207260132

00:52:26.055 --> 00:52:28.940 connection between racism and well.

NOTE Confidence: 0.882772207260132

00:52:28.940 --> 00:52:31.761 So I was curious what are your

NOTE Confidence: 0.882772207260132

00:52:31.761 --> 00:52:34.186 opinions on how important is

NOTE Confidence: 0.882772207260132

00:52:34.186 --> 00:52:36.991 for these institutions to really

NOTE Confidence: 0.882772207260132

00:52:36.991 --> 00:52:39.395 begin to recognize reparations

NOTE Confidence: 0.882772207260132

00:52:39.395 --> 00:52:42.535 movements and begin to release?

NOTE Confidence: 0.882772207260132

00:52:42.540 --> 00:52:45.690 Enter the repair work that is.

NOTE Confidence: 0.882772207260132

00:52:45.690 --> 00:52:47.820 That black people in our senior.

NOTE Confidence: 0.882772207260132

00:52:47.820 --> 00:52:49.950 It's much needed because is the

NOTE Confidence: 0.882772207260132

00:52:49.950 --> 00:52:51.370 decentering of preparations itself.

NOTE Confidence: 0.882772207260132

00:52:51.370 --> 00:52:53.150 Sort of an active racism.

NOTE Confidence: 0.882772207260132

00:52:53.150 --> 00:52:56.336 I feel that it is sort of a devaluation.

NOTE Confidence: 0.882772207260132

00:52:56.340 --> 00:52:57.760 Is the black people.

NOTE Confidence: 0.882772207260132

00:52:57.760 --> 00:52:59.180 The victims are saying,

NOTE Confidence: 0.882772207260132

00:52:59.180 --> 00:52:59.533 hey,

NOTE Confidence: 0.882772207260132

00:52:59.533 --> 00:53:01.651 we need this movement and this

NOTE Confidence: 0.882772207260132

00:53:01.651 --> 00:53:04.115 is what we need to be repaired

NOTE Confidence: 0.882772207260132

00:53:04.115 --> 00:53:06.921 in to be made whole and then it

NOTE Confidence: 0.882772207260132

00:53:06.921 --> 00:53:08.405 gets sort of devalue.

NOTE Confidence: 0.882772207260132

00:53:08.410 --> 00:53:09.830 That itself gives value.

NOTE Confidence: 0.863848343491554

00:53:11.050 --> 00:53:13.138 Well, that's I mean.

NOTE Confidence: 0.863848343491554

00:53:13.138 --> 00:53:15.748 This entering a black perspectives

NOTE Confidence: 0.863848343491554

00:53:15.748 --> 00:53:19.240 is exactly what we should be doing,

NOTE Confidence: 0.863848343491554

00:53:19.240 --> 00:53:23.456 and there's so many ways to do that.

NOTE Confidence: 0.863848343491554

00:53:23.460 --> 00:53:26.820 That so it's, you know it's all about.

NOTE Confidence: 0.863848343491554

00:53:26.820 --> 00:53:29.322 I think it's all about transformation

NOTE Confidence: 0.863848343491554

00:53:29.322 --> 00:53:31.440 of systems as I've said.

00:53:31.440 --> 00:53:34.380 So where are the black voices and

00:53:34.380 --> 00:53:35.640 perspectives in institutions?

00:53:35.640 --> 00:53:41.010 Whatever they may be, how? Um?

00:53:41.010 --> 00:53:46.580 Ways that oppression occurs being surfaced.

00:53:46.580 --> 00:53:49.524 Bravely and with A view to illuminating them.

00:53:49.530 --> 00:53:51.370 How is that happening in

00:53:51.370 --> 00:53:52.842 educational and other institutions?

00:53:52.850 --> 00:53:55.810 I mean, and we do need critical mass.

00:53:55.810 --> 00:53:57.088 As you've said,

00:53:57.088 --> 00:54:00.070 we're doing need social movements that are.

00:54:00.070 --> 00:54:02.060 Really saying, look at this,

00:54:02.060 --> 00:54:03.248 this ongoing disparities,

00:54:03.248 --> 00:54:05.228 where have they been addressed?

00:54:05.230 --> 00:54:05.914 You know?

00:54:05.914 --> 00:54:07.966 And a lot of times changes

00:54:07.966 --> 00:54:09.600 being very incremental,

NOTE Confidence: 0.863848343491554

00:54:09.600 --> 00:54:12.218 and I think that the time for

NOTE Confidence: 0.863848343491554

00:54:12.218 --> 00:54:14.827 incremental changes over and we need

NOTE Confidence: 0.863848343491554

00:54:14.827 --> 00:54:17.182 those radical triple approaches that

NOTE Confidence: 0.863848343491554

00:54:17.182 --> 00:54:19.238 include reparations and many other.

NOTE Confidence: 0.863848343491554

00:54:19.240 --> 00:54:20.892 Framings of whatever framings

NOTE Confidence: 0.863848343491554

00:54:20.892 --> 00:54:23.378 people can engage with, you know,

NOTE Confidence: 0.863848343491554

00:54:23.378 --> 00:54:24.620 and so yeah,

NOTE Confidence: 0.863848343491554

00:54:24.620 --> 00:54:25.232 I agree.

NOTE Confidence: 0.863848343491554

00:54:25.232 --> 00:54:27.374 I agree with you on those and

NOTE Confidence: 0.863848343491554

00:54:27.374 --> 00:54:30.291 what and looking at the underlying

NOTE Confidence: 0.863848343491554

00:54:30.291 --> 00:54:32.315 whiteness of institutions and

NOTE Confidence: 0.863848343491554

00:54:32.315 --> 00:54:33.728 disciplines and professions

NOTE Confidence: 0.863848343491554

00:54:33.728 --> 00:54:36.626 and trying to do to make those

NOTE Confidence: 0.863848343491554

00:54:36.626 --> 00:54:38.696 connections between that and the

NOTE Confidence: 0.863848343491554

00:54:38.696 --> 00:54:41.180 deep racial disparities that exist it.

NOTE Confidence: 0.863848343491554

00:54:41.180 --> 00:54:44.390 It's all part of the same.

NOTE Confidence: 0.863848343491554

00:54:44.390 --> 00:54:48.176 Addressing the willful ignorance is really

NOTE Confidence: 0.877295847982168

00:54:48.180 --> 00:54:50.475 important. Getting around that willful

NOTE Confidence: 0.877295847982168

00:54:50.475 --> 00:54:53.293 ignorance because Charles Mills was the

NOTE Confidence: 0.877295847982168

00:54:53.293 --> 00:54:55.568 proposed that epistemology of ignorance,

NOTE Confidence: 0.877295847982168

00:54:55.570 --> 00:55:00.070 so it's sort of it is a willful ignorance, is

NOTE Confidence: 0.877295847982168

00:55:00.070 --> 00:55:04.120 a turning away so things so terms like Bipac,

NOTE Confidence: 0.877295847982168

00:55:04.120 --> 00:55:07.408 which all the people of color groups together

NOTE Confidence: 0.877295847982168

00:55:07.408 --> 00:55:10.870 when we all have our separate individual,

NOTE Confidence: 0.877295847982168

00:55:10.870 --> 00:55:13.999 very unique experiences with racism and also

NOTE Confidence: 0.877295847982168

00:55:13.999 --> 00:55:15.820 interconnected experiences with racism.

NOTE Confidence: 0.877295847982168

00:55:15.820 --> 00:55:18.690 So these individual approach is sort of

NOTE Confidence: 0.877295847982168

00:55:18.690 --> 00:55:21.670 like an affirmative action versus diversity.

NOTE Confidence: 0.877295847982168

00:55:21.670 --> 00:55:25.624 Affirmative action is. Well, sort of

NOTE Confidence: 0.877295847982168

00:55:25.624 --> 00:55:29.440 reparative justice approach to correcting.

NOTE Confidence: 0.877295847982168

00:55:29.440 --> 00:55:32.600 Will outcomes that heretofore had

NOTE Confidence: 0.877295847982168

00:55:32.600 --> 00:55:36.388 been perpetuated by slavery Jim Crow,

NOTE Confidence: 0.877295847982168

00:55:36.388 --> 00:55:39.404 segregation, redlining, and so forth.

NOTE Confidence: 0.877295847982168

00:55:39.404 --> 00:55:42.695 So, but diversity is more is is is

NOTE Confidence: 0.877295847982168

00:55:42.695 --> 00:55:45.650 sort of like a charity approach.

NOTE Confidence: 0.877295847982168

00:55:45.650 --> 00:55:46.799 It's it's, uh,

NOTE Confidence: 0.877295847982168

00:55:46.799 --> 00:55:49.480 looking at how can we increase innovative

NOTE Confidence: 0.877295847982168

00:55:49.550 --> 00:55:52.340 solution by having a diverse workforce

NOTE Confidence: 0.877295847982168

00:55:52.340 --> 00:55:55.160 that primarily made primarily benefit the

NOTE Confidence: 0.877295847982168

00:55:55.160 --> 00:55:57.824 white power structure or white majority.

NOTE Confidence: 0.877295847982168

00:55:57.830 --> 00:56:00.875 So it's sort of a different difference

NOTE Confidence: 0.877295847982168

00:56:00.875 --> 00:56:01.726 of focus.

NOTE Confidence: 0.877295847982168

00:56:01.726 --> 00:56:04.666 So, so it's important so you know the

NOTE Confidence: 0.877295847982168

00:56:04.666 --> 00:56:07.514 out the side side effect of having

NOTE Confidence: 0.877295847982168

00:56:07.514 --> 00:56:09.799 more innovative outcomes is nice,

NOTE Confidence: 0.877295847982168

00:56:09.800 --> 00:56:12.206 but it shouldn't be the focus.

NOTE Confidence: 0.877295847982168

00:56:12.210 --> 00:56:14.597 It should be a justice driven approach

NOTE Confidence: 0.877295847982168

00:56:14.597 --> 00:56:16.491 and that justice driven approach

NOTE Confidence: 0.877295847982168

00:56:16.491 --> 00:56:18.909 requires getting rid of that willful

NOTE Confidence: 0.877295847982168

00:56:18.909 --> 00:56:20.650 ignorance at Epistemologie.

NOTE Confidence: 0.877295847982168

00:56:20.650 --> 00:56:23.354 Baking Breads in and taking us an airing

NOTE Confidence: 0.877295847982168

00:56:23.354 --> 00:56:26.396 look at how social dominance not being

NOTE Confidence: 0.877295847982168

00:56:26.396 --> 00:56:28.686 afraid of social dominance theory,

NOTE Confidence: 0.877295847982168

00:56:28.690 --> 00:56:31.138 which was proposed by a black

NOTE Confidence: 0.877295847982168

00:56:31.138 --> 00:56:32.770 psychologist psychologist Jim Sidanius.

NOTE Confidence: 0.877295847982168

00:56:32.770 --> 00:56:33.530 So again,

NOTE Confidence: 0.877295847982168

00:56:33.530 --> 00:56:36.190 his work is not as well represented

NOTE Confidence: 0.877295847982168

00:56:36.190 --> 00:56:39.321 on Nancy Krieger or any of these

NOTE Confidence: 0.877295847982168

00:56:39.321 --> 00:56:41.097 white theorists on racism.

NOTE Confidence: 0.877295847982168

00:56:41.100 --> 00:56:41.360 I

NOTE Confidence: 0.927107036113739

00:56:41.360 --> 00:56:43.152 just want to make sure that other

NOTE Confidence: 0.927107036113739

00:56:43.152 --> 00:56:45.021 people have a chance to to ask

NOTE Confidence: 0.927107036113739

00:56:45.021 --> 00:56:46.587 questions and for those who are

NOTE Confidence: 0.927107036113739

00:56:46.648 --> 00:56:48.608 able to to stay a little past Seven.

NOTE Confidence: 0.927107036113739

00:56:48.610 --> 00:56:50.854 If you can do that, that would be great,

NOTE Confidence: 0.927107036113739

00:56:50.854 --> 00:56:52.615 but I want to make sure we

NOTE Confidence: 0.927107036113739

00:56:52.615 --> 00:56:54.045 have lots of other questions.

NOTE Confidence: 0.927107036113739

00:56:54.050 --> 00:56:56.120 I want to make sure that people get.

NOTE Confidence: 0.913884222507477

00:56:58.290 --> 00:57:02.749 So here's a question about the dangers

NOTE Confidence: 0.913884222507477

00:57:02.749 --> 00:57:05.422 of Recentering Whiteness, I think.

NOTE Confidence: 0.913884222507477

00:57:05.422 --> 00:57:08.089 It's a constant danger and I think

NOTE Confidence: 0.913884222507477

00:57:08.089 --> 00:57:10.338 white fragility is certainly.

NOTE Confidence: 0.913884222507477

00:57:10.340 --> 00:57:12.594 I mean, there's critiques of work on.

NOTE Confidence: 0.913884222507477

00:57:12.600 --> 00:57:14.992 I mean, as as we mentioned this work

NOTE Confidence: 0.913884222507477

00:57:14.992 --> 00:57:17.645 actually on the impacts of racism on white

NOTE Confidence: 0.913884222507477

00:57:17.645 --> 00:57:20.030 people both as victims and target list.

NOTE Confidence: 0.913884222507477

00:57:20.030 --> 00:57:21.968 In some research and as perpetrators.

00:57:21.970 --> 00:57:24.340 You know the health impacts were

00:57:24.340 --> 00:57:25.920 being perpetrator of racism.

00:57:25.920 --> 00:57:29.960 So you can think of many I guess.

00:57:29.960 --> 00:57:32.485 Dangers of that re centering

00:57:32.485 --> 00:57:34.505 right for white fragility,

00:57:34.510 --> 00:57:38.045 and I guess the emotive and emotional.

00:57:38.050 --> 00:57:40.426 Well, I was with what people

00:57:40.426 --> 00:57:43.037 who talk about an engaging are

00:57:43.037 --> 00:57:46.320 confronted by race are part of that.

00:57:46.320 --> 00:57:49.918 So it's the reason why it's important

00:57:49.918 --> 00:57:52.474 is be'cause. Well, we need to.

00:57:52.474 --> 00:57:55.036 We need allies. We need accomplices.

00:57:55.036 --> 00:57:57.868 We need white allies and white

00:57:57.868 --> 00:58:00.436 accomplices to do this antiracism work.

00:58:00.440 --> 00:58:02.250 Affectively, that's the main reason,

00:58:02.250 --> 00:58:04.618 so I think it needs to move quickly

NOTE Confidence: 0.913884222507477

00:58:04.618 --> 00:58:06.589 from an internally focused.

NOTE Confidence: 0.913884222507477

00:58:06.590 --> 00:58:08.042 You know, I'm guilty.

NOTE Confidence: 0.913884222507477

00:58:08.042 --> 00:58:08.768 Feel ashamed.

NOTE Confidence: 0.913884222507477

00:58:08.770 --> 00:58:11.297 I feel fragile as a white person,

NOTE Confidence: 0.913884222507477

00:58:11.300 --> 00:58:13.827 it needs to move quickly from that.

NOTE Confidence: 0.913884222507477

00:58:13.830 --> 00:58:16.364 To what action can I take now?

NOTE Confidence: 0.913884222507477

00:58:16.370 --> 00:58:18.175 The best way to alleviate

NOTE Confidence: 0.913884222507477

00:58:18.175 --> 00:58:19.258 those emotions anyway,

NOTE Confidence: 0.913884222507477

00:58:19.260 --> 00:58:21.772 is to act and promote an address and

NOTE Confidence: 0.913884222507477

00:58:21.772 --> 00:58:23.969 contribute to social justice outcomes.

NOTE Confidence: 0.913884222507477

00:58:23.970 --> 00:58:25.178 So it's a journey,

NOTE Confidence: 0.913884222507477

00:58:25.178 --> 00:58:27.915 but it needs to be a journey that

NOTE Confidence: 0.913884222507477

00:58:27.915 --> 00:58:30.869 isn't sort of stopped at that point.

NOTE Confidence: 0.913884222507477

00:58:30.870 --> 00:58:31.522 Be'cause Yes,

NOTE Confidence: 0.913884222507477

00:58:31.522 --> 00:58:34.657 if you do stop at that point you end

NOTE Confidence: 0.913884222507477

00:58:34.657 --> 00:58:37.339 up just navel gazing and Recentering

NOTE Confidence: 0.913884222507477

00:58:37.339 --> 00:58:39.469 Whiteness without then moving to.

NOTE Confidence: 0.913884222507477

00:58:39.470 --> 00:58:42.302 How can I be a good ally and

NOTE Confidence: 0.913884222507477

00:58:42.302 --> 00:58:44.267 accomplished given the the knowledge

NOTE Confidence: 0.913884222507477

00:58:44.267 --> 00:58:47.508 now that I have right fragility as one

NOTE Confidence: 0.913884222507477

00:58:47.508 --> 00:58:50.028 of the barriers to those effective,

NOTE Confidence: 0.913884222507477

00:58:50.030 --> 00:58:52.422 effective ever ship work.

NOTE Confidence: 0.913884222507477

00:58:52.422 --> 00:58:53.980 OK, another question.

NOTE Confidence: 0.913884222507477

00:58:53.980 --> 00:58:55.900 There is a question

NOTE Confidence: 0.890996873378754

00:58:55.900 --> 00:58:58.552 by a doctor robot about literature

NOTE Confidence: 0.890996873378754

00:58:58.552 --> 00:58:59.878 addressing structural racism

NOTE Confidence: 0.890996873378754

00:58:59.878 --> 00:59:02.138 in medical clinical settings.

NOTE Confidence: 0.859753847122192

00:59:03.160 --> 00:59:05.986 Yes, yes, uh, there is this.

NOTE Confidence: 0.859753847122192

00:59:05.990 --> 00:59:08.270 There's a few good review

NOTE Confidence: 0.859753847122192

00:59:08.270 --> 00:59:11.180 papers about that sort of thing.

NOTE Confidence: 0.859753847122192

00:59:11.180 --> 00:59:13.420 I've just gone up to my slide,

NOTE Confidence: 0.859753847122192

00:59:13.420 --> 00:59:15.020 which has my email address,

NOTE Confidence: 0.859753847122192

00:59:15.020 --> 00:59:16.940 so just email me about that.

NOTE Confidence: 0.859753847122192

00:59:16.940 --> 00:59:19.446 I'll send you through a few key

NOTE Confidence: 0.859753847122192

00:59:19.446 --> 00:59:21.379 readings that are really good

NOTE Confidence: 0.859753847122192

00:59:21.379 --> 00:59:23.360 in relation to that. Great.

NOTE Confidence: 0.859753847122192

00:59:23.360 --> 00:59:26.300 Anyone who wants to email about anything?

NOTE Confidence: 0.859753847122192

00:59:26.300 --> 00:59:29.250 That's my email address. Great.

NOTE Confidence: 0.931961953639984

00:59:30.110 --> 00:59:32.819 So I don't know if we have any questions

NOTE Confidence: 0.931961953639984

00:59:32.819 --> 00:59:35.650 in the chat that were left unanswered.

NOTE Confidence: 0.931961953639984

00:59:35.650 --> 00:59:39.124 I know that we're just about out of time.

NOTE Confidence: 0.931961953639984

00:59:39.130 --> 00:59:41.722 So when do you want to take a quick

NOTE Confidence: 0.931961953639984

00:59:41.722 --> 00:59:45.430 look there? Any questions there?

NOTE Confidence: 0.905346572399139

00:59:45.430 --> 00:59:48.574 I can't see any know and great night

NOTE Confidence: 0.905346572399139

00:59:48.580 --> 00:59:52.060 great. Well thank you so much for an

NOTE Confidence: 0.905346572399139

00:59:52.060 --> 00:59:55.075 excellent talks give us gives us a lot

NOTE Confidence: 0.905346572399139

00:59:55.075 --> 00:59:58.037 to think about and to work on within.

NOTE Confidence: 0.905346572399139

00:59:58.040 --> 00:59:59.995 Certainly our Department and the

NOTE Confidence: 0.905346572399139

00:59:59.995 --> 01:00:02.398 School of Medicine so we really

NOTE Confidence: 0.905346572399139

01:00:02.398 --> 01:00:04.660 appreciate your time and your ability

NOTE Confidence: 0.905346572399139

01:00:04.660 --> 01:00:07.098 to be here with us virtually.

NOTE Confidence: 0.932458579540253

01:00:08.510 --> 01:00:09.915 Thanks, thanks very much for

NOTE Confidence: 0.932458579540253

01:00:09.915 --> 01:00:11.326 the invitation. As I said,

NOTE Confidence: 0.932458579540253

01:00:11.326 --> 01:00:13.300 anyone feel free to get in touch.

NOTE Confidence: 0.932458579540253

01:00:13.300 --> 01:00:15.135 Happy to talk more about

NOTE Confidence: 0.932458579540253

01:00:15.135 --> 01:00:16.970 any of this stuff and.

NOTE Confidence: 0.932458579540253

01:00:16.970 --> 01:00:19.646 Provide any resources that are aware

NOTE Confidence: 0.80732274055481

01:00:19.650 --> 01:00:20.991 of? Yeah, absolutely.