EQUITY IN ACTION STARTER KIT

P.E.A.C.E. TEAM
Promoting Equity Among Communities Effectively

HEALTH EQUITY MEANS ACTIVELY WORKING TO DISMANTLE IDEOLOGIES THAT RESULT IN UNEQUAL TREATMENT.

THIS EQUITY IN ACTION STARTER KIT PROVIDES COALITIONS WITH TOOLS TO MAKE LASTING RACIAL EQUITY CHANGE.

"So let us leave behind a country better than the one we were left with."

-Amanda Gorman, age 22 (2021)

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2020-2021 PEACE Series Overview

The P.E.A.C.E. Series regional meetings provided a special opportunity for various SC Health Coalitions to collaborate and share knowledge, exchange ideas and gain a better understanding of racial equity action work to better serve the communities throughout South Carolina.

The main goal of the series was to help coalition members integrate racial justice concepts into their community coalition processes by introducing relevant, actionable tools and frameworks.

One of the biggest take-aways from each meeting was the realization that when we collectively collaborate, it strengthens our ability to deliver the highest level of service to the community.

When coalitions actively network, cooperate with one another, coordinate program efforts and share valuable resources, it ensures that the needs of our community are met.

About the Equity in Action Starter Kit

The Equity in Action Starter Kit was created as a personal toolbox for Coalitions to utilize when navigating the important work of addressing the intersection of racial injustice and poor health outcomes within the community. This starter kit is not "all-inclusive," but it does offer specific action items to help provide a starting point. Use the content in this Starter Kit to either begin or advance your Racial Social Health Equity journey.

The Starter Kit offers a sampling of content provided during the PEACE Series virtual meetings. It can be used as a reference tool to create concrete racial health equity action steps, or an education device to share with Coalition members who were not able to attend, or as a training instrument for new and existing Coalition members.

Process Guide

THIS GUIDE OFFERS RECOMMENDED ACTION ITEMS TO CREATE ROBUST, ENGAGING AND PRODUCTIVE COALITION MEETINGS .

1 BEGINNER

-Introduce Coalition Consensus Tool -identify areas to address
-Schedule reoccurring meetings
-Include Racial Health Equity topics on every Agenda meeting
-Add visual aids- video clips, slides, etc.
-Invite "Expert" speakers to meetings (Zoom/In-Person)
-Invite diverse local community & leaders to meetings

-Revise Consensus Tool, update as you gain more insights
-Provide continuous racial equity education for coalition members
-Devise creative channels to regularly communicate with community members (social media, newsletters, etc.)
-Contact other Coalitions for peer sharing
-End of each meeting, set racial equity agenda items (or have recurring items)

2 INTERMEDIATE

3 ADVANCED

-Revise Coalition Consensus Tool- to address changing community needs
-Build a network of Coalition groups to collaborate, coordinate & share resources
-Conduct brainstorming sessions to explore "out-of-box" ideas & evaluate initiatives effectiveness
-Increase coalition diversity; strive for representation that is a reflection of the community
-Continuing education & training of Coalition members

10 Things Everyone Should Know about Race

From Race: The Power of An Illusion

1) Race is a modern idea.

Ancient societies, like the Greeks, did not divide people according to physical differences, but according to religion, status, class or even language. The English word "race" turns up for the first time in a 1508 poem by William Dunbar referring to a line of kings.

2) Race has no genetic basis.

Not one characteristic, trait or even gene distinguishes all the members of one so-called race from all the members of another so-called race.

3) Human subspecies don't exist.

Unlike many animals, modern humans simply haven't been around long enough, nor have populations been isolated enough, to evolve into separate subspecies or races. *We are one of the most genetically similar of all species*.

4) Skin color really is only skin deep.

The genes for skin color have nothing to do with genes for hair form, eye shape, blood type, musical talent, athletic ability or forms of intelligence. Knowing someone's skin color doesn't necessarily tell you anything else about them.

5) Most variation is within, not between, "races."

Of the small amount of total human variation, 85% exists within any local population. 94% can be found w/in any continent. That means, for example, that two random Koreans may be as genetically different as a Korean and an Italian.

6) Slaverty pre-dates race.

Throughout much of human history, societies have enslaved others, often as a result of conquest or debt, but not because of physical characteristics or a belief in natural inferiority. Due to a unique set of historical circumstances, North America has the first slave system where all slaves shared a common appearance and ancestry

10 Things Everyone Should Know about Race

From Race: The Power of An Illusion

7) Race & freedom were born together

The US was founded on the principle that "All men are created equal," but the country's early economy was based largely on slavery. The new idea of race helped explain why some people could be denied the rights and freedoms that others took for granted.

8) Race justified social inequalities as "natural"

The "common sense" belief in white superiority justified anti-democratic action and policies like slavery, the extermination of American Indians, the exclusion of Asian immigrants, the taking of Mexican lands, and the institutionalization of racial practices within American government, laws, and society.

9) Race isn't biological, but racism is still real.

Race is a powerful social idea that gives people different access to opportunities and resources. The government and social institutions of the United States have created advantages that disproportionately channel wealth, power, and resources to white people.

10) Colorblindness will not end racism.

Pretending race doesn't exist is not the same as creating equality.

Microaggressions

Microaggressions are the **brief** everyday **slights, insults, indignities,** and **denigrating messages** sent to people of color [LGBTQIA+, people with disabilities, immigrants] by **well-intentioned** [people] who are unaware of the **hidden messages** being communicated.

Dr. Derald Wing Su
Columbia University

Additional Racial Equity Definitions:

https://www.racialequitytools.org/glossary

RACIAL MICROAGGRESSIONS

Where are you from? Where are you really from? No, where are you really really from?

What are you?

You speak English so well.

What do your people think about that?

You're not like other Muslim people.

You don't act like a normal Black person.

You're really pretty, for someone so dark.

Your name is too hard to pronounce, can I call you Mary?

Why do you sound so White?

PEACE Series Power Point Slides

You can access all slide decks from the PEACE Virtual Training Series
https://www.z-strategies.com/peace-training

CONTINUUM OF COLLABORATION

Networking
>>——————<<
Cooperation
>>——————<<
Coordination
>>——————<<
Collaboration

Working toward true collaboration is an ongoing process and usually includes earlier phases such as networking, cooperation, and coordination. Differences between these phases are defined by characteristics such as structure, responsibilities, accountability, authority, and resources.

1. **Networking**: similar like-minded groups interact at an informal event
2. **Cooperation**: one organization helps another to implement an activity
3. **Coordination**: some joint planning and funding
4. **Collaboration**: interrelated roles, shared responsibilities, mutual accountability, combined resources

As community coalitions go back and forth in these phases, the PEACE team challenges the groups to think about what phase of collaboration are they in and what steps can be taken to move toward true collaboration where everybody wins!

> Collaboration is a **mutually beneficial** and **well-defined relationship** entered into by **two or more organizations** to achieve **common goals**.

While most of the underlined words are clear and specific, the idea of a well-defined relationship can be subject to interpretation. In this definition, a well-defined relationship includes:

- Commitment to mutual relationships and goals
- Jointly developed structure and shared responsibility
- Mutual authority and accountability for success
- Sharing of resources and rewards

Best Practices

The **2020 P.E.A.C.E. Series** Regional meetings provided an opportunity for various SC Health Equity Coalitions to come together, via Zoom, to share their wealth of knowledge, exchange ideas, and gain a better understanding of Racial Health Equity in Action work to better serve communities throughout South Carolina.

One of the biggest take-aways from each meeting was the realization that when we collectively **collaborate**, it strengthens our ability to deliver the highest level of service to the community.

When coalitions actively **network**, **cooperate** with one another, **coordinate** program efforts and share valuable resources, it ensures that the needs of our community are met by providing them with exactly "what they need, when they need it".

We have gathered a host of brilliant and innovative "Best Practices" that were shared during the Regional meetings. Feel free to adapt or customize these peer success ideas within your coalition group. Perhaps one of the "Best Practice" ideas will spark a new and creative approach to your Racial Health Equity work.

PRE-MEETING AND VIRTUAL MEETING
BEST PRACTICES

Introducing new Equity concepts and Action items in a coalition meeting can feel daunting. We have comprised a list of proven action items that will assist you in creating impactful and productive meetings. Here are a few suggestions to consider when planning your next coalition meeting.

- Sending out meeting "pre-work" prior to a scheduled meeting offers coalition members an opportunity to devote quality time reflecting, researching and offering insightful responses to agenda topics. Pre-work can consist of sending an email or an informal survey to gather information to explore. It can also be used as a tool to create agenda items.

- Asset Mapping assignments (car "drive-by") allows each coalition member to safely survey diverse community neighborhoods, focusing on specific criteria. Meetings can be devoted to discussing observations. This assignment assists with evaluation of future Equity projects and the creation of Action tasks. It offers ideas on needed community work. Note: Pre-COVID, Kershaw County conducted "bus" tours on their communities, they are considering filming the tour instead.

- Assign brief Equity specific Podcasts to listen to or a book chapter to discuss at scheduled meetings.

- Regularly invite diverse local community members and/or local community leaders to join meetings and provide valuable insights.

County Specific Examples

When the COVID-19 outbreak rapidly spread throughout the nation, many coalitions were able to quickly make adjustments in order to meet the needs of the communities they serve.

During "peer sharing" segments of the Regional meetings, numerous coalitions presented ways their members used "out-of-the-box" thinking to provide essential support in their community.

Kershaw County:

Prior to the 2020 pandemic, the Coalition conducted "bus tours" of the community to offer an opportunity to "Asset Map" neighborhoods. After brain-storming ideas, they are considering filming the "bus tours" to share in meetings and presentations with coalition members.
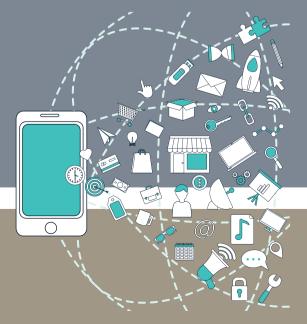
Lee County(Pee Dee):

2 Coalitions united to conduct health analysis & identified critical social determinants of health. Over 80% of 3rd graders were reading below State levels. They coordinated after school tutoring. Created a "Parent Cafe" to share challenges/triumphs. Leveraged local leaders support to establish long term relationships & champion initiatives. 6 months later they raised reading levels, created a school garden, provided mobile health education, installed a playground & walking trail.

Fairfield County:

In an effort to find an alternative way to communicate with the community, they reached out via social media (Facebook). Coalition members utilized Facebook to start a chat group to discuss and receive feedback.

Low Country:

Coalition members located businesses that offered free internet access for community members. Many people were directed to local libraries that provided internet access safely from parking lots.

Spartanburg County:

Coalition members jumped into action and promptly coordinated a "Food Library" when they discovered that a large portion of the community was suffering from food insecurity.

Various Counties:

- Without delay, many coalitions collaborated with local religious organizations to determine immediate community needs and rapidly coordinated distribution of personal and household items

- Provided mini meetings with families throughout the community to share information

- Partnered with schools and local organizations to build "food gardens"
- Regularly conducted food drives and clothing drives

- Regularly provided updated COVID-19 information from DHEC

Self Care

"Taking care of yourself is the most powerful way to begin to take care of others."
–Bryant McGill

TIPS

1 Breathing and Meditation Exercises– science has determined it can lower blood pressure, reduce heart rate, lessen anxiety and help digestion

2 Exercise/20–30 minutes of movement – decrease blood pressure & heart rate, enhance mood, reduce stress, improve sleep

3 Regular Sleep Schedule– regulates internal clock to help us fall asleep faster and stay asleep longer

4 Nutritional Meals– provides the body with proper energy, reduce the risk of diseases, reduce high blood pressure

5 Journaling– instead of dreaming about work/life events or "To-Do" lists, keep a notepad by the bed & jot down thoughts & ideas before going to sleep instead of "working in your sleep"

6 Doing whatever brings you JOY– helps ease anxiety, releases "feel good" endorphins and other natural brain chemicals

7 Practice kindness and check in on loved ones

About Asset Mapping

People divide into teams of two (or individually due to COVID-19 safety protocols), making sure that they partner with someone from a different neighborhood or part of town. They agree to a time when they can visit and conduct asset mapping of the designated neighborhoods.

Members are given forms (provided on the following page) that they can fill in together- asking questions about grocery stores, parks, schools, other services, where they feel safe, where they feel unsafe, etc. They will return to the next meeting with one form for each neighborhood they have completed together or separately. Use a coalition meeting to discuss observations.

Asset Mapping Form

NEIGHBORHOOD: _____

(include the boundaries of the area assessed, such as between which streets, etc.)

Name of Mapping Coalition Member:

_____

Mapping date:

A. QUALITY OF LIFE

Where are the spaces in this neighborhood where you feel safe?

Partner 1:

_____

Partner 2:

_____

Where are the spaces in this neighborhood where you feel unsafe?⌇Partner 1:** _____
_____

Partner 2:
_____
_____

What green spaces, if any, are there for residents of this neighborhood to use?
_____
_____

If there are green spaces, what conditions are they in, and how are they currently being used?

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_____

_____

Is there any form of public transportation available to residents of this neighborhood?

_____

Describe the walkability of this neighborhood (sidewalks, road hazards, etc.)

_____

_____

_____

_____

How accessible are medical facilities to this neighborhood if you don't own a car?

_____

_____

_____

_____

Are there noticeable physical, environmental, or structural hazards that might affect residents, including children? If so, describe them.

_____

_____

_____

_____

OTHER NOTABLE THINGS (general economic status, diversity, known needs, known assets. Try to give a sense of the "positives" as well as the "negatives.")

_____

_____

_____

_____

_____

OTHER BUSINESS/SERVICE DESCRIPTION/NOTES

_____
_____
_____
_____
_____
_____
_____
_____
_____

What previous efforts by community members, agencies, nonprofits, etc., (successful or unsuccessful) have taken place in this community?

_____
_____
_____
_____
_____
_____
_____
_____

Institutional assets: (Institutions are a formalized and structured organization that does not typically rely on voluntary commitment of the individuals involved. Examples of institutions are schools, places of worship, libraries, hospitals, and government agencies.)

SCHOOLS CONDITION/STATUS

_____
_____
_____
_____
_____
_____
_____

HOSPITALS/CLINICS NOTES

_____
_____
_____
_____
_____
_____

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GOVERNMENT AGENCIES NOTES

_____
_____
_____
_____

CHURCHES NOTES

_____
_____
_____
_____

OTHER INSTITUTIONS CONDITION/STATUS

_____
_____
_____

Local business/services assets: (What businesses and service agencies are within the neighborhood?)

_____
_____
_____
_____

Give numbers and names of each below:

_____
_____
_____

How many full- service grocery stores?

_____

_____

How many mini-marts or convenience stores?

_____

_____

How many fast-food outlets?

_____

_____

How many childcare/daycare services?

_____

_____

After- school programs?

_____

Banks or credit unions?

_____

_____

Payday lenders?

_____

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OTHER BUSINESS/SERVICE DESCRIPTION/NOTES

_____
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What previous efforts by community members, agencies, nonprofits, etc., (successful or unsuccessful) have taken place in this community?

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21-Day Equity Challenge for Beginners

Science tells us that completing a task 21 consecutive days helps to form a habit. Collectively completing various tasks as a group offers unity, accountability and community social justice projects that helps the community you serve. Customize your coalition's challenge by selecting items from the Racial and Health Equity Resources list.

1 Complete Coalition Consensus Tool with team	**2** Listen to Brene Brown's Podcast on Shame & Accountability	**3** Share insights of Brene Brown's Podcast	**4** Take Invisible Privilege Identity (IPI) Assessment	**5** Discuss Invisible Privilege Identity Assessment
6 Watch Implicit Bias Module 1, Lesson 1	**7** Review w/Coalition impact of Implicit Bias	**8** Read Chapter 1 from "How to be an Antiracist"	**9** Review book on "How to be an Antiracist"	**10** Complete a Harvard Implicit Bias Test (IAT)
11 Watch World Trust video, Week 4 Clip 3	**12** Discuss IAT & World Trust video	**13** Watch Implicit Bias Module 1, Lesson 2	**14** Watch Implicit Bias Module 1, Lesson 3	**15** Read Chapter 2, "How to be an Antiracist"
16 1619 Project, Episode 2	**17** Chat about 1619 Project, Episode 2	**18** Implicit Bias Module 1, Check In Test	**19** 1619 Project, Episode 4	**20** Discuss results of Coalition Consensus Tool
21 Select a social equity project to implement				

Racial and Health Equity Resources

Podcasts

Dr. Wizdom Powell: Let's Focus on Health Equity NOT Health Disparities Raising Equity

https://podcasts.apple.com/us/podcast/raising-equity/id1453341709?i=1000472584977

Brene Brown: Shame & Accountability, Racism (Spotify)

Brené on Shame and Accountability - Unlocking Us with Brené Brown | Podcast on Spotify

New York Times 1619 Project create by correspondent Nikole Hannah-Jones. It explains the origins of and reasons for systemic racism
1619 on Apple Podcasts

Racial and Health Equity Resources

Videos

Implicit Bias Module Series
Kirwan Institute: Implicit Bias Training Modules (osu.edu)
World Trust Org: Cracking the Codes, Healing Justice
WorldTrustTV - YouTube
Treavor Noah/The Daily Show: Ex-White Supremist "Rising out of Hatred" (2020)
Eli Saslow & Derek Black - From Racism to Redemption in "Rising Out of Hatred" | The Daily Show - YouTube
TEDx Talk/Dr. Dennis Pocekay: Racism & Health in California (2016)
Racism & Health | Dennis Pocekay | TEDxMSJHS - YouTube
Frontline/PBS: Jane Elliott, A Class Divided- Bias in School (1964)
A Class Divided (full film) | FRONTLINE - YouTube
Nightline/ABC: Racial Bias in Jacksonville, FL (2020)
Family claims racial bias affected housing appraisal because of wife's race: Part 1 | Nightline - YouTube
Diane Sawyer/ABC: Racial Bias in St. Louis (1991)
Racial Bias In St.Louis Revealed Via Hidden Camera - Diane Sawyer PrimeTime 1991 - YouTube
Story of Access, by Stanley Nelson: two black men were waiting in Starbucks for a meeting (2018)
Stanley Nelson—Story of Access - YouTube

Racial and Health Equity Resources

Websites

Urban Institute: Community Engagement
Community Engaged Methods | Urban Institute

Racial Equity Resource
Home (ncwwi.org)

The Conversation: Racism at the County Level: Increased COVID-19 Cases
https://theconversation.com/racism-at-the-county-level-associated-with-increased-covid-19-cases-and-deaths-150077

World Trust Organization
https://www.world-trust.org/about?gclid=Cj0KCQiA0rSABhDlARIsAJtjfCflz5N_98Hhe7dNjHgxJJqdMpoXR0odFxhpFPzwBBlD2uHbaZUb19saAmRhEALw_wcB

USC College of Arts & Sciences: Collaborative on Race/Welcome Table
https://sc.edu/study/colleges_schools/artsandsciences/diversity/collaborative_on_race/index.php

Racial and Health Equity Resources

Books

AntiRacism/Racism-
How to Be an Antiracist, by Ibram X. Kendi
So you want to talk about race, by Ijeoma Oluo
I'm Still Here, Austin Channing Brown
Biased: Uncovering the Hidden Prejudice that shapes what you See, Think and Do, Jennifer Eberhardt
White Privilege/White Supremacy-
White Like Me, by Tim Wise
White Fragility, by Robin Diangelo
Rising out of Hatred, Eli Saslow (ex-white supremist)
Denmark Vesey's Garden: Slavery & Memory in the Cradle of the Confederacy, Ethan Kytle and Blain Roberts
Slavery-
Barracoon, by Zora Neale Hurston
Post Traumatic Slave Syndrome, by Joy DeGruy
Healing- Mindful of Race, Ruth King

Racial and Health Equity Resources

Newsletters

Center for the Study of Racism, Social Justice and Health
Center for the Study of Racism, Social Justice & Health (racialhealthequity.org)

The College of Arts and Sciences Collaborative on Race - College of Arts and Sciences | University of South Carolina
Welcome Table SC - College of Arts and Sciences | University of South Carolina

The Conversation-Health Section
Health – Views & Research – The Conversation
New American History

South Carolina Health Disparities Research Portal: South Carolina Health Disparities Data Resources
https://uscmed.sc.libguides.com/c.php?g=932728&p=6723109
Non Profit Quarterly: Racial Equity Archives
https://nonprofitquarterly.org/category/intersectional-racial-equity/

ASSESSMENTS

These are the assessments we recommend using with yourself, your family or your community. You can use the results of the assessments to start a conversation with a small or large group, or to jumpstart your brainstorming for strategic planning.

The persistence of deep racial disparities and divisions across society is evidence of institutional racism — often invisible and unintentional, production of inequitable social opportunities and outcomes. When racial equity is not consciously addressed, racial inequality is often unconsciously replicated.

Implicit Bias assessments measure subconscious, or automatic, biases. Your willingness to examine your own possible biases is an important step in understanding the roots of stereotypes and prejudice in our society.

Assessments may be a tool that can awaken our thinking about hidden biases: Where do they come from? How do they influence our actions? What can we do about them?

❝

Racism is a set of structures that often are invisible to us because they seem so natural.
—Asao B. Inoue

COALITION CONSENSUS TOOL

Your Coalition's Name and County:

Names of People Who Completed the Tool:

<u>Directions:</u> Please review your current action plan (e.g., CHIP, CHNA, etc.) with a representative group (or at least 2 people total) of your coalition and come to a consensus about the scoring for each of the 10 indicators below. Select a number from the options below that best describe your team's consensus.

During the Regional Meetings, we will call on each county to provide examples for different indicators. There is a comment section for you to put notes about your rating. ***Please provide at least one example if you rated yourself a (3) or (4) on any indicator.*** If you don't know the answer, then please choose (1).

We do not have this/ We haven't started work on this yet **(1)**	We have a plan to do this within the next 3 months. **(2)**	This is in place and we have evidence of its use **(3)**	This is part of our routine, and we model it for others **(4)**

Indicators: <u>Current Coalition Makeup and Function</u>

1. _____   Our coalition members reflect the demographics of the community/county which it is designed to serve. *Comment:*

2. _____   Our coalition collects data on the racial, ethnic and linguistic makeup of the community members that we serve. *Comment:*

3. _____   Our coalition has a documented plan to reach out to diverse individuals and/or groups to build relationships. *Comment:*

4. _____   We have explicit policies or statements about our coalition's commitment to racial and social justice. *Comment:*

5. _____   We challenge partner organizations to increase their awareness of and concern about issues of racial and social injustice. *Comment:*

1

COALITION CONSENSUS TOOL

Indicators: <u>Current Planning Document for Our Coalition</u> (i.e. CHIP, CHNA, Action Plan)

6. _____ Our coalition's action plan includes explicit steps to engage all community members in the programs/strategies/communications of our coalition. *Comment:*

7. _____ Our coalition's language, data, information and other forms of communication encourages participation from diverse groups. *Comment:*

8. _____ The activities in our action plan are implemented in a way so that *all* members of the community can understand and access them. *Comment:*

9. _____ Our action plan is developed by members who are representative of the coalition and in touch with the true community needs of our diverse populations. *Comment:*

10. _____ Our action plan includes community engagement practices to ensure intentional outreach to diverse populations. *Comment:*

Reflection:

11. How ready is your coalition to modify your plan to improve racial and social justice? Please circle one of the options below.

   1- Not ready at all   2- Somewhat ready   3- Ready   4 – Very Ready

12. Name one or two challenges that you anticipate as you begin to implement any racial or social justice activities.

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▪ **Invisible Privileged Identity (IPI)**

- ▪ Failing to acknowledge racism not only erases histories, cultures, and identities, but also ignores ongoing differential treatment based on race. Acknowledging the social construct of race and racism and the ideology of "*Invisible Privileged Identity*" recognizes the problem so that we are not harmful in our ignorance and so that, together, we can strive for solutions. For coalitions, the work means to identify, understand and call out racism and actively engage in antiracist work.
- ▪ We often do not feel comfortable talking about race. But when we shy away from open conversations about race with young people, we sow the seeds of prejudice by inadvertently send the message that something is wrong with people from another race.
- ▪ Teaching for an antiracist future starts with us, coalition members. In order to assist our community in cultivating racial understanding, we must begin with "self-reflection". Many people live segregated lives. We are rarely outside of our comfort zones. When we are challenged in ways that cause us discomfort, we tend to lash back or become defensive. An easy way to begin this conversation is to start with a simple exercise that examines and uncovers unknown "*Invisible Privileged Identity*" (*IPI*):

		Always	Frequently	Sometimes	Never	Not Applicable
1.	I can arrange to be in the company of people of my race most of the time					
2.	I can easily rent/purchase in an area that I can afford and want to live					
3.	I am fairly certain my neighbors will be neutral/pleasant					
4.	I can shop without store security following me or harassing me					
5.	I can choose makeup/bandages in "flesh" color and have them match my skin					
6.	When taught about American Heritage, I am shown that people of my color made it what it is					
7.	I can be sure that my children will be taught curricular materials that teaches history of their race					
8.	My skin color doesn't cause cashiers to scrutinize my financial reliability when paying with check/credit card					
9.	I feel certain I won't be judged by people of authority (police/teachers/managers) based on my race					
10.	I feel certain my child(ren) won't be judged by people of authority (police/teachers/managers) based on their race					

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		Always	Frequently	Sometimes	Never	Not Applicable
11.	I can do well in a challenging situation without being called a credit to my race					
12.	I am never asked to speak for all the people of my racial group					
13.	I am pretty sure that if I ask to talk to "the person in charge," I will be facing a person of my race					
14.	If a traffic cop pulls me over, I can be certain I won't be harmed based on my race					
15.	I can easily locate/buy art, books, greeting cards, dolls, toys, and adult/children's magazines featuring people of my race					
16.	I can take a job with an affirmative action employer without having coworkers on the job suspect that I got it because of race					
17.	I can travel to any new place without worrying about the safety of me/my family					
18.	I can walk through airport security without fear of being screened due to my race					
19.	I feel judged by people who don't look like me when I wear my natural hair					
20.	I mostly feel safe walking alone in my neighborhood					
21.	I am confident that my name won't hinder me from an interview or being offered a job					
22.	I am often the only person who looks like me in- classroom/ workplace/other					
23.	I feel confident that my physician(s) provides thorough care despite not being the same race as me					
24.	I rarely have a problem locating a voting site near me					
25.	It normally takes less than an hour to cast my vote					
26.	I feel that I have the same opportunities to succeed based *only* on hard work, as people who don't look like me					

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		Always	Frequently	Sometimes	Never	Not Applicable
27.	I do not have to educate my children to be aware of systematic racism for their own daily physical protection					
28.	I have *never* had a defining moment in life where you realize your skin color *alone* makes other people dislike you					

- To understand "**Invisible Privileged Identity**" (**IPI**), we must think beyond the individual level. Every individual will have challenges and opportunities in their lives based on a variety of factors. However, when you take a step back and acknowledge the historical actions and those still occurring today against people of color, one can clearly see, only a small segment of society has certain advantages and privileges solely based on the color of their skin.

- **Harvard University Implicit Assessment Test (IAT)**
- ABOUT: Project Implicit is a non-profit organization and international collaboration between researchers who are interested in implicit social cognition - thoughts and feelings outside of conscious awareness and control. The goal of the organization is to educate the public about hidden biases and to provide a "virtual laboratory" for collecting data on the Internet.

Take the Harvard Implicit Bias Test

https://implicit.harvard.edu/implicit/takeatest.html

THE PEACE TEAM

The PEACE Team was formed from a shared desire to provide Racial Justice knowledge and tools with coalitions and communities throughout South Carolina.

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