

# **Health equity series to inform strategic planning**

2 of 5 | September 30, 2020

# A note about this deck

This deck is long.

But the content is brief (except for one!)

Check out slides 3-7; if you have more time, check out the other slides.

Work on getting clear about why this matters to you -  
*what's your skin in the game?*

“If you have come here to help me you are wasting your time, but if you have come because your liberation is bound up with mine, then let us work together.”

Lilla Watson



Please do #1, watch Dave Chappelle if you like his comedy, and read a poem!

1. Examining Privilege Worksheet (attached to email and on slide 5) (5 min)
2. Dave Chappelle's 8:46
3. Poetry
  - a. A Small Needful Fact
  - b. 2020 Quarantine Killers (spoken word, 3.5 min)
  - c. Let America Be America Again
  - d. Bless This Land
4. On trauma or adversity (<5 min) | Mia McKenzie
5. On people's pain, peoples' rage (<2 min) | Brene Brown and JD Barnes (photos)
6. On curiosity | adrienne maree brown (<2 min)
7. On place | Rebecca Solnit (<2 min)
8. On belonging | Othering & Belonging Institute (<2 min)

# Examining Privilege

Spend a few minutes going through this worksheet.\* It can help identify in what areas you may have privilege: race, sex, gender, class, sexual orientation, ability...

The following describe the types of privilege listed on the front of this sheet:

- 1-5 race-based privilege
- 6-10 male privilege
- 11-15 cisgender privilege
- 16-20 class privilege
- 21-25 sexual orientation privilege
- 26-30 ability privilege

## EXAMINING PRIVILEGE

1. I can turn on the television or open to the front page of the paper and see people of my race widely represented.
2. I can swear, or dress in second-hand clothes or not answer letters without having people attribute these choices to the bad morals, the poverty, or the illiteracy of my race.
3. I am never asked to speak for all the people of my racial group.
4. I can easily buy posters, postcards, picture books, greeting cards, dolls, toys, and children's magazines featuring people of my race.
5. I can choose blemish cover or bandages in flesh color that more or less matches my skin.
6. If I am never promoted, it's not because of my sex.
7. If I have children and pursue a career, no one will think I'm selfish for not staying at home.
8. If I'm careless with my driving it won't be attributed to my sex.
9. If I have sex with a lot of people, it won't make me an object of contempt or derision.
10. Every major religion in the world is led primarily by people of my own sex. Even God, in most major religions, is usually pictured as being male.
11. I have the ability to walk through the world and generally blend-in, not being constantly stared or gawked at, whispered about, pointed at, or laughed at because of my gender expression.
12. If I end up in the emergency room, I do not have to worry that my gender will keep me from receiving appropriate treatment, or that all of my medical issues will be seen as a result of my gender.
13. My identity is not considered a mental pathology ("gender identity disorder" in the DSM) by the psychological and medical establishments.
14. My gender is listed as an option on a form.
15. I can date someone without fear that they are just looking to satisfy a curiosity or kink pertaining to my gender identity (e.g., the "novelty" of having sex with a trans-person).
16. If I find myself in a legally perilous situation, I can hire an attorney to ensure my case is heard justly.
17. I can walk around my neighborhood at night without legitimate concern for my safety.
18. As a kid, I was able to participate in sports and other extracurricular activities (field trips, clubs, etc.) with school friends.
19. Growing up, college was an expectation of me (whether I chose to go or not), not a lofty dream.
20. I've never looked into a paycheck advance business (e.g., "Check Into Cash"), and have definitely never used one.
21. I do not have to "come out" or explain my sexuality, since people will assume it.
22. I have role models of my sexual orientation.
23. I can raise, adopt, and teach children without people believing that I will molest them or force them into my sexuality.
24. I can belong to the religious denomination of my choice and know that my sexuality will not be denounced by its religious leaders.
25. I can travel abroad without wondering if it will be safe for me and my partner to show that we are in a relationship.
26. I do not frequently encounter communication barriers or need help communicating (e.g. with braille or sign language).
27. I do not have to worry when an elevator, entryway, or sidewalk is out of service.
28. People's first thought when they think of me is not how hard it must be for my parents, partners, or others around me.
29. I can turn on the television and see people of my ability level widely and accurately represented.
30. People don't make assumptions about what I can and can't do.

\*Worksheet also attached to the email

## [Dave Chappelle's 8:46](#) (June 2020, live performance)

\*\*\*This 27-minute live performance contains profanity, drug references, and sexual language\*\*\*



# *A Small Needful Fact* | Ross Gay

Is that Eric Garner worked  
for some time for the Parks and Rec.  
Horticultural Department, which means,  
perhaps, that with his very large hands,  
perhaps, in all likelihood,  
he put gently into the earth  
some plants which, most likely,  
some of them, in all likelihood,  
continue to grow, continue  
to do what such plants do, like house  
and feed small and necessary creatures,  
like being pleasant to touch and smell,  
like converting sunlight  
into food, like making it easier  
for us to breathe.

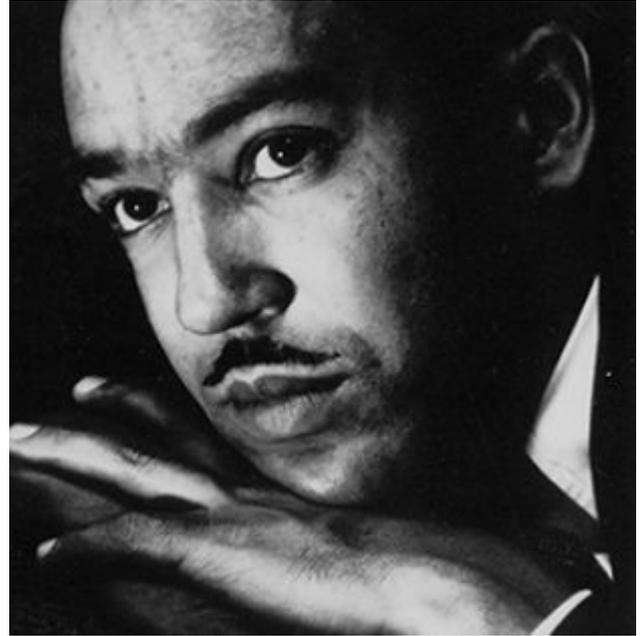


## 2020 Quarantine Killers | Playon Patrick



More: <https://odi.osu.edu/ysp-incoming-freshman-delivers-passionate-poem-he-introduces-president-obama>

# Let America Be America Again | Langston Hughes



# Bless This Land | Joy Harjo



*Winter Sun*, 2017, oil on wood panel, by Kay WalkingStick. Courtesy of the artist and June Kelly Gallery

# On Getting Free | Mia McKenzie

A long time ago, when you were a wee thing, you learned something, some way to cope, something that, if you did it, would help you survive. It wasn't the healthiest thing, it wasn't gonna get you free, but it was gonna keep you alive. You learned it, at five or six, and it worked, it \*did\* help you survive. You carried it with you all your life, used it whenever you needed it...





My mom taught us to never look away from people's pain.

The lesson was simple:

Don't look away. Don't look down.  
Don't pretend to see hurt.  
Look people in the eye.  
Even when their pain is overwhelming.

And, when you're in pain,  
find the people who can look you in the eye.

We need to know we're not alone – especially when we're hurting.

**This lesson is one of the greatest gifts of my life. BB**



Credit: [Vanity Fair](#) Breonna Taylor's Mother, Tamika Palmer, and Sister, Juniyah Palmer, Standing at the Banister Where Breonna Once Stood, Near the Front Steps of Her Apartment on Springfield Drive in Louisville, Kentucky. Photographs by LaToya Ruby Frazier.



# On curiosity | adrienne maree brown

*“It is imperative to regenerate our curiosity, our genuine interest in different opinions, and in people we don’t know yet – can we see them as part of ourselves, and maintain curiosity, especially when we want to constrict and critique?”*

## On emergent strategy



**In the study and practice of emergent strategy, there are core principles that have emerged and that guide me in learning and using this idea and method in the world. I gather them here with the expectation that they will grow.**

Small is good, small is all. (The large is a reflection of the small.)

Change is constant. (Be like water).<sup>34</sup>

There is always enough time for the right work.

There is a conversation in the room that only these people at this moment can have.<sup>35</sup> Find it.

Never a failure, always a lesson.<sup>36</sup>

Trust the People. (If you trust the people, they become trustworthy).<sup>37</sup>

Move at the speed of trust.<sup>38</sup> Focus on critical connections more than critical mass—build the resilience by building the relationships.

Less prep, more presence.

What you pay attention to grows.

# On place | Rebecca Solnit

“As a citizen of this city for some thirty years, I am constantly struck that no two people live in the same city. Your current surroundings exist in relation to your other places, your formative place and whatever place shaped your ethnic heritage and education, and in relation to your role in this current place—whether people look at you with suspicion, whether you’re fearful or confident, whether lots of people or few look like you, whether you run in the park or drink in the alleys, whether you swim in the bay or work in the towers by day as a broker or by night as a janitor.”



# On Belonging

“We’re all born naked and the rest is drag.”

Ru Paul

“Belonging is the most important good we distribute in society, as it is prior to and informs all other distributive decisions. We must support the creation of structures of inclusion that recognize and accommodate difference, rather than seek to erase it. We need practices that create voice without denying our deep interrelationship.”

john a. powell and Stephen Menendian

Source:

<https://belonging.berkeley.edu/>

