



DISABLING OUR BIAS: ADVANCING EQUITY, DOING, AND UNDOING

August 01, 2022

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State of Vermont

What is Equity?

EQUALITY VERSUS EQUITY

Equality



Equity



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NAMING & FRAMING INEQUITY

CHAINSAWSUIT.COM





MEANS-TESTING & COST/BENEFIT

THINK DEEPLY &
HONESTLY ABOUT

- WHICH ROLES ARE TRULY NEEDED
- WHY WE ASK FOR THE INFORMATION WE DO

MTA Will Spend \$249M On New Cops to Save \$200M on Fare Evasion

By Dave Colon | Nov 14, 2019 | 78 COMMENTS

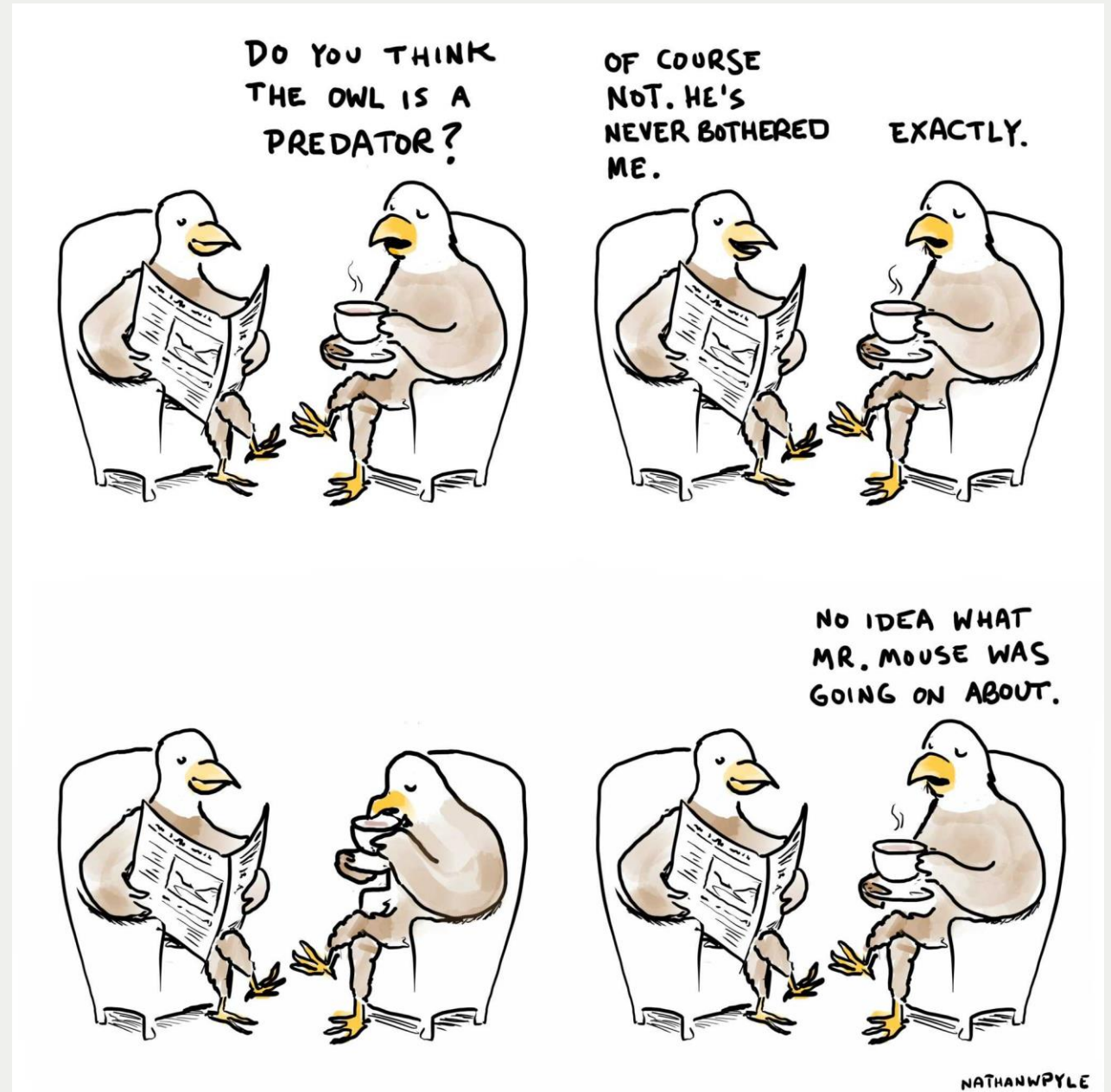


Who Owns the Narrative?

Representation matters...

But having a place to bring concerns does not guarantee those concerns will be addressed.

Power imbalances and non-inclusive spaces make it harder for our needs to be seen and meaningfully addressed.



Even before the pandemic, many struggled with substance use.

“Dry January” can be transformational for those who are seeking different coping strategies.

Commerce-above-all thinking paints self-care & temperance as a “slap in the face” to business interests.

(remember empathy?)



LIVING

‘Dry January’ is pure evil to bars reeling from COVID

By Johnny Oleksinski

January 18, 2022 | 7:10pm



Dry January is a wholly selfish endeavor that's a slap in the face to the struggling bars and restaurants that have suffered a seemingly never-ending bout of COVID.

NY Post photo composite

DRIVE THE NARRATIVE, DRIVE THE OUTCOMES

Public opinion is shaped by whomever usurps the narrative,
even if it's **based in lies**.

As a result, **government & social systems are abused** to advance unscrupulous political and social agenda (often under the guise of “protecting children”).

This doesn't just shape the speaker's work—it shapes everyone's, because **we have to deal with it!**

"The Nixon campaign in 1968, and the Nixon White House after that, had **two enemies: the antiwar left and black people. You understand what I'm saying? We knew we couldn't make it illegal to be either against the war or blacks, but by getting the public to associate the hippies with marijuana and blacks with heroin, and then criminalizing both heavily, **we could disrupt those communities.**"**

—JOHN EHRLICHMAN, NIXON ADVISOR & WATERGATE CO-CONSPIRATOR, 1994



Abuse of government system



Guise of “protecting children”



Ties up everyone’s energy



Christopher F. Rufo  @r... · 3/15/21 · ...
Replying to [@realchrisrufo](#) and [@ConceptualJames](#)

We have successfully frozen their brand —"critical race theory"—into the public conversation and are steadily driving up negative perceptions. We will eventually turn it toxic, as we put all of the various cultural insanities under that brand category.

 30  91  780 



Christopher F. Rufo  @r... · 3/15/21 · ...

The goal is to have the public read something crazy in the newspaper and immediately think "critical race theory." We have decodified the term and will recodify it to annex the entire range of cultural constructions that are unpopular with Americans.

 19  40  423 



Abuse of government system



Guise of “protecting children”



Ties up everyone’s energy



Christopher F. Rufo ✂️

@realchrisrufo

Replying to [@realchrisrufo](#) and [@mattyglesias](#)

2. I am quite intentionally redefining what "critical race theory" means in the public mind, expanding it as a catchall for the new racial orthodoxy. People won't read Derrick Bell, but when their kid is labeled an "oppressor" in first grade, that's now CRT.

6:30 AM · 25 Mar 21 · [Twitter for Android](#)

1 Quote Tweet 25 Likes

USING THE EXONERATIVE TENSE






LAPD HQ ✓
@LAPDHQ

When officers arrived in the area they saw a male matching the description armed with a handgun. At that time there was an officer involved shooting. The man was struck by gunfire and transported to a local hospital where he has died.

6:03 PM · 7/15/21 · [Twitter Web App](#)

12 Retweets 123 Quote Tweets 41 Likes

USING THE EXONERATIVE TENSE



Democracy Dies in Darkness

DEA and local police burst into the home of an innocent family during a botched raid. During the raid, a 13-year-old girl was pulled from her bed at gunpoint. She vomited, had an asthma attack, and passed out. The family told a local newspaper that the agents then threatened to kill their dogs unless they stopped them from barking. The DEA later put out a press release apology with this quote from John P. Gilbride, the special agent in charge :

“We sincerely regret that while attempting to execute an arrest warrant for a member of this drug trafficking organization, the innocent McKay family was inadvertently affected by this enforcement operation.”

USING THE EXONERATIVE TENSE



DONATE

Police Commissioner Dermot Shea confirmed during a press conference on Wednesday morning that the shooter was a member of the city's police department. "He was an NYPD officer that discharged his firearm," Shea said. "As a result of that discharge, an individual was struck in the head and killed."

BONUS: INTERNALIZING THE NARRATIVE



“You’re treating me like
a ~~fucking~~ Black person”

CODED MESSAGING



Ben Shapiro ✓
@benshapiro

Why is it that every decent military commander in Westeros gets killed but the ones who royally suck do fine?

[#GameofThrones](#)

2017-08-07, 7:38 AM



Ben Shapiro ✓
@benshapiro

Wakanda does not exist.

The New York Times ✓ @nytimes

Part of the emotional and visual appeal of "Black Panther" lies in the fact that Wakanda has never been colonized nyti.ms/2FZFcCe



AP Associated Press AP - Tue Aug 30, 11:31 AM ET

A young man walks through chest deep flood water after **looting** a grocery store in New Orleans on Tuesday, Aug. 30, 2005. Flood waters continue to rise in New Orleans after Hurricane Katrina did extensive damage when it



AFP/Getty Images - Tue Aug 30, 3:47 AM ET

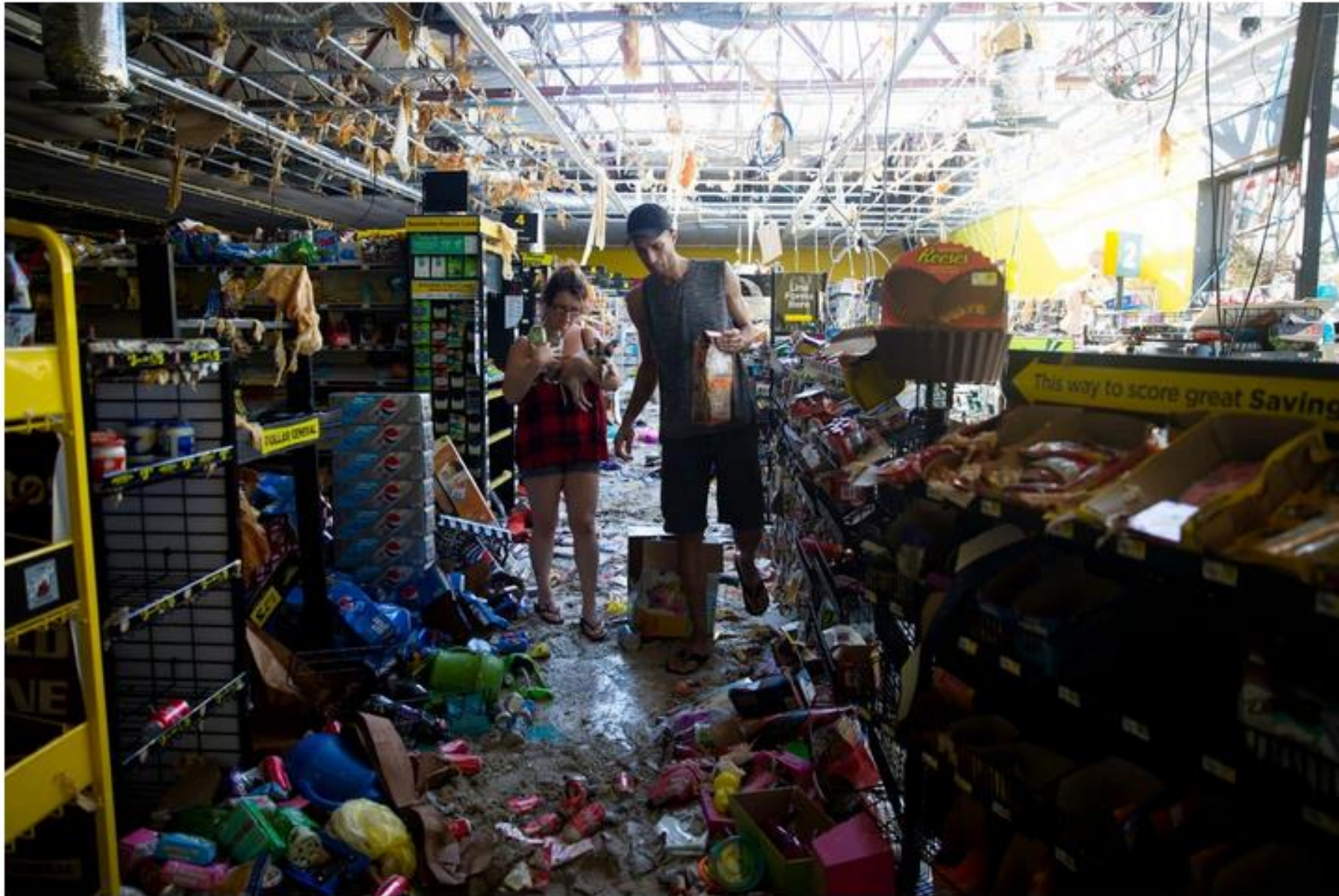
Two residents wade through chest-deep water after **finding** bread and soda from a local grocery store after Hurricane Katrina came through the area in New Orleans, Louisiana. (AFP/Getty Images/Chris Graythen)



AP Associated Press AP - Mon Aug 29, 7:32 PM ET

Looters carry bags of groceries through floodwaters after taking the merchandise away from a wind damaged convenience store in New Orleans on Monday, Aug. 29, 2005. (AP Photo/Dave Martin)

The New York Times



People salvaged supplies from a destroyed business the day after Hurricane Michael made landfall. Eric Thayer for The New York Times

CODED MESSAGING

AN EIGHTH GRADER AT RIVERSIDE SCHOOL IN LYNDONVILLE WROTE TO HER SENATOR REQUESTING THAT THE STATE CONSIDER ADOPTING A NEW OFFICIAL STATE MOTTO, “*STELLA QUARTA DECIMA FULGEAT*,” MEANING “MAY THE FOURTEENTH STAR SHINE BRIGHT.”

HERE’S HOW VERMONTERS REACTED.



Dorothy Lynn Lepisto It should say "Go back where you came from"

Like · Reply · 6 · January 14 at 4:01pm



Dan Zucker The motto is on the language of the foreigners trying to take over the country shood be chinese, since they are more than the mexicans go back to Kenya! i don't speak ATHEIST.

Like · Reply · 1 · January 30 at 8:32am



Brenda Smolnik I DON'T THINK SO!!! I hate having to press 1 for English now.

Like · Reply · January 14 at 5:51pm



Gary Seymour Hell No!. This is America, not Latin America. When in Rome do as the Romans do.

Like · Reply · 1 · January 15 at 12:31pm

“WELFARE”



White Americans receive more public assistance than Americans of color (over 40% of SNAP)

AFFIRMATIVE ACTION



White women are largest beneficiary group of affirmative action policies

DRUG CRIME



In VT, white people found to possess more serious drugs, and drugs found with people of color most often are legal quantities

MIGRANT WORKER



Since 2010, more Asian immigrants have arrived in the U.S. than Latinx immigrants

NAME THE SPEAKER:

“Poor kids are just as bright & just as talented as white kids.”

– Joe Biden (politician)

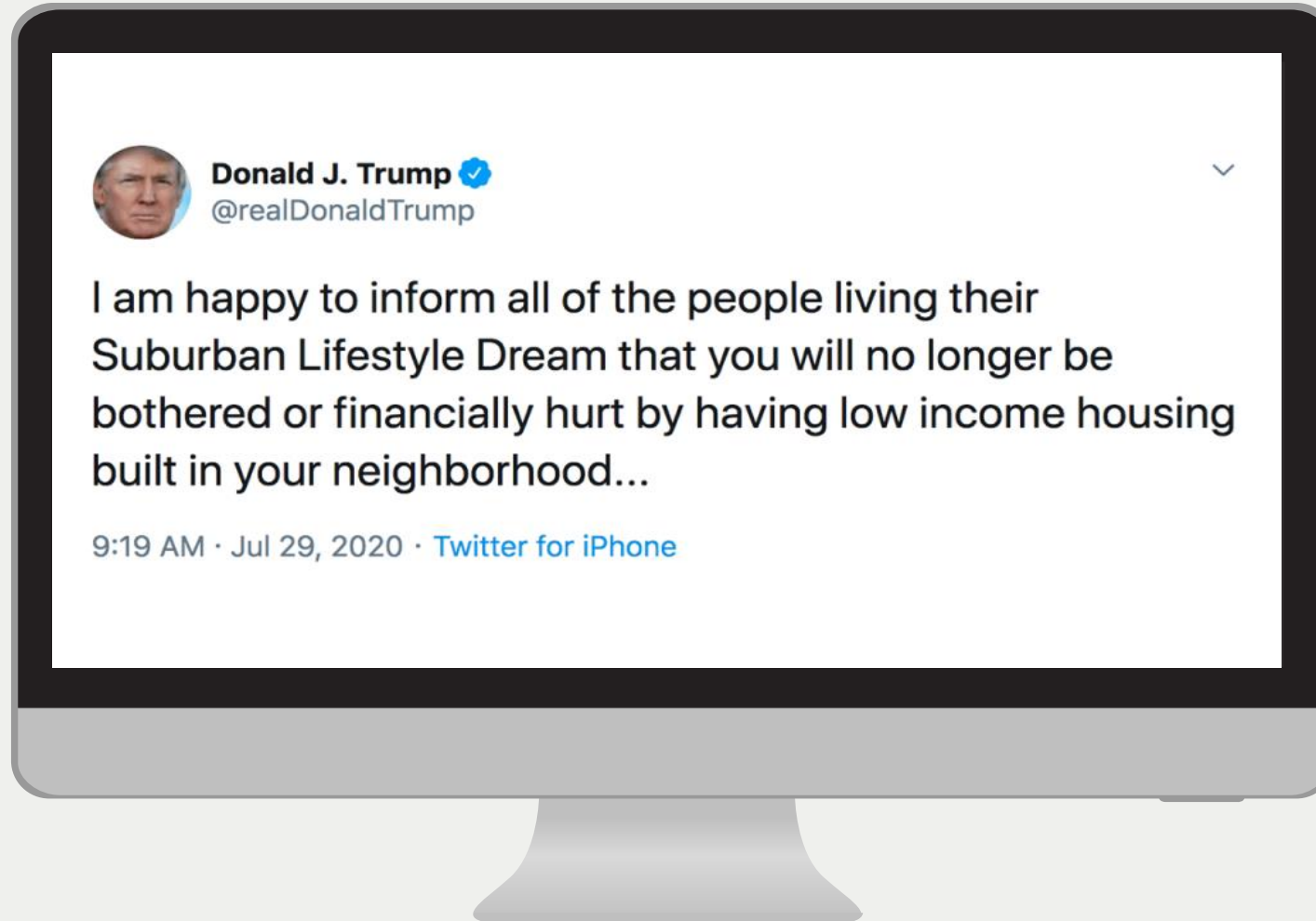
NAME THE SPEAKER:

“African-American voters are voting in just as high a percentage as Americans.”

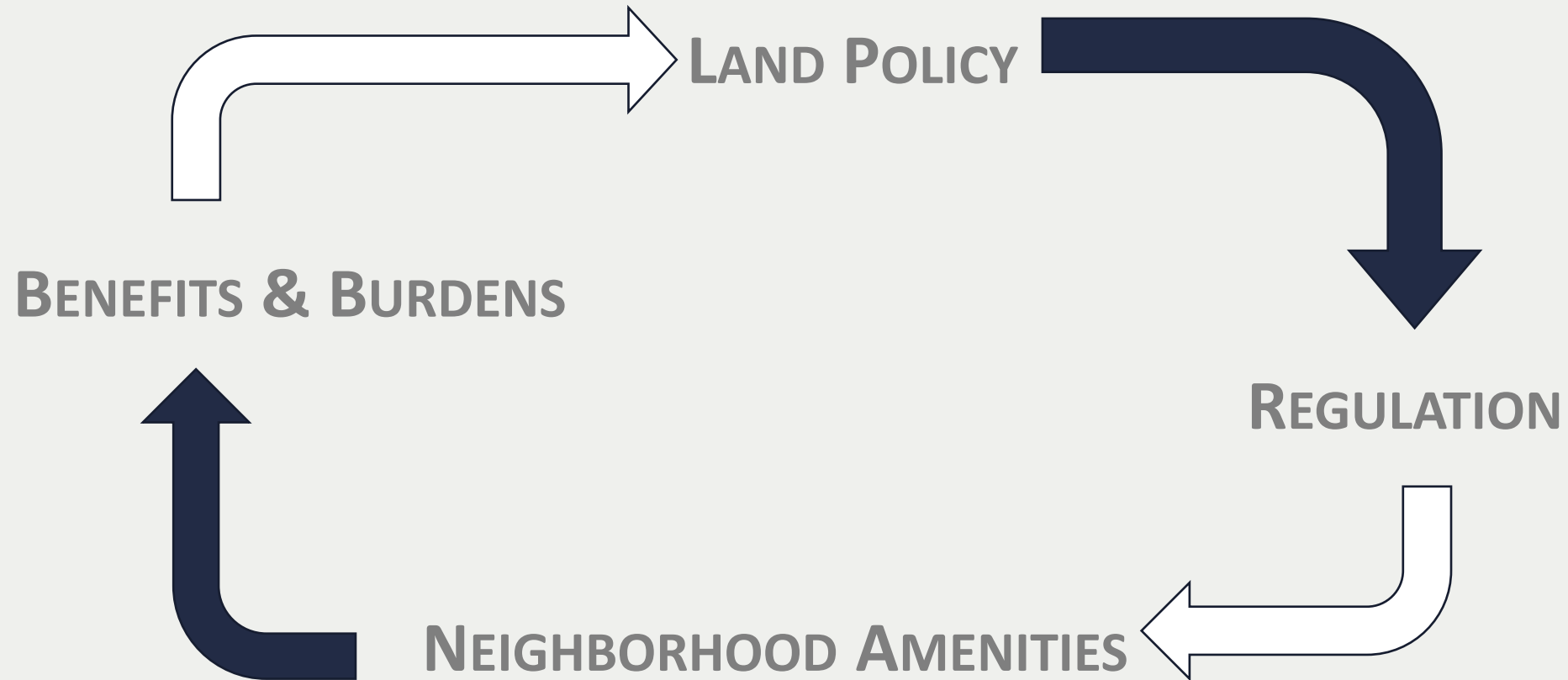
– Mitch McConnell (politician)

Messaging Example: Land Use

MESSAGING: LAND USE



LAND USE POLICY CYCLE



LAND USE POLICY CYCLE

LAND OWNERSHIP & CIVIC PARTICIPATION

Higher homeownership rates correlate with greater civic engagement in local governance (when homeownership is sustained).

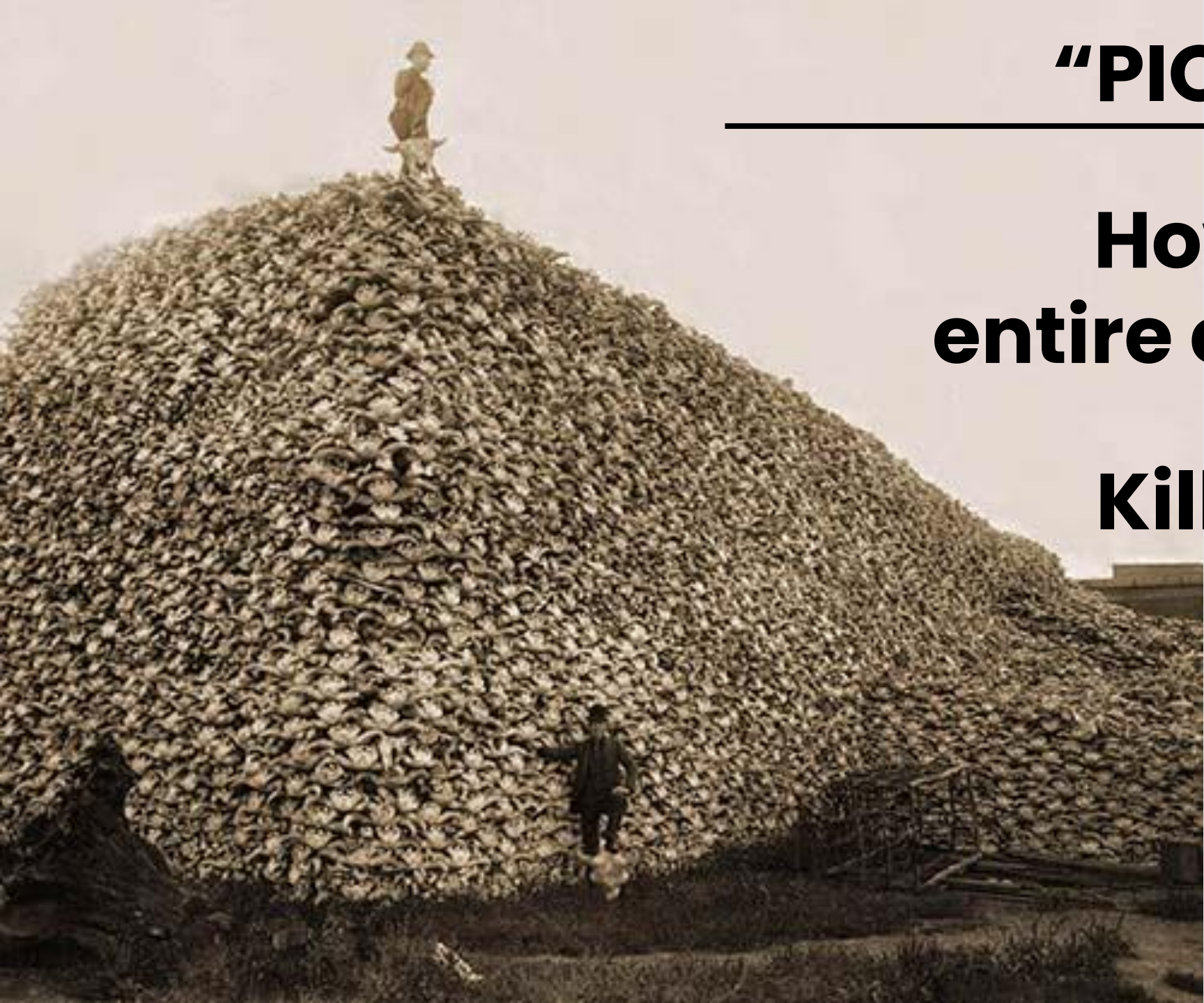
DISPARATE IMPACT ON COMMUNITY HEALTH

Land ownership confers power to communities who use that power to influence the siting and distribution of health-promoting amenities or burdens.

From Land Use To Food Justice

but first...

THE LAND WE CALL
“VERMONT” IS
UNCEDDED
INDIGENOUS
TERRITORY



“PIONEER” LOGIC:

**How to kill off an
entire ethnic group?**

**Kill off their food
source.**

FOOD JUSTICE: LABOR

THE NEW DEAL...

Under the National Labor Relations Act of 1935, American workers gained the right to organize and bargain collectively. Later, they established the 40-hour work week, the minimum wage, and overtime protections.

...WAS NOT FOR ALL

Purposely excluded domestic and agricultural workers, as a race-neutral proxy for excluding black Americans from statutory benefits and protections made available to most white Americans.

FOOD JUSTICE: LABOR

FARMS

Immigration policy leaves many undocumented laborers vulnerable to abuse and wary of advocates. **On VT farms, employers often double as landlords and as gatekeepers to services.**

RESTAURANTS & STORES

Many food service workers exist in an industry that is permitted to pay them **unlivable wages**. Further, restaurateurs and grocers often make **trade-offs** between waste, aesthetics, quality, and supplier prices.

FOOD JUSTICE

Food Deserts

Areas with few/no healthy food options.

Food Swamps

Areas with 4+ unhealthy food options for every healthy food option

CAUSAL RELATIONSHIP

Presence of food deserts & swamps tracks closely with prevalence of obesity, diabetes, heart disease.

FOOD INJUSTICE HURTS ALL SECTORS

- Poor nutrition → negative health impacts
- Negative health impacts → higher health costs & lower productivity.

COST OF DIAGNOSED DIABETES

Nationally, the cost of diagnosed diabetes has risen 26% over 5 years, totaling **\$327B** in 2017.

COSTS OF OBESITY

Obesity-related job absenteeism costs businesses **\$4.3B** annually & drives health care costs of over **\$200B** per year.

“OUTSIDERS” MAKING REAL CHANGE



Free breakfast is now one of the U.S. government's largest “welfare” programs. In 2012, it served breakfast to 12.9M children.

School breakfast had flown under the radar of both nutritionists and public policy theorists, until the Black Panther Party for Self-Defense made it a capstone program.

Access to nutrition enhances a student’s psycho-social wellbeing, reduces aggression and school suspensions, and boosts test scores.

How decades of US welfare policies lifted up the white middle class and largely excluded Black Americans

Marguerite Ward :: 8/11/2020



When President Donald Trump met with the Congressional Black Caucus in 2018, the topic of welfare reform came up. One member of the caucus told Trump that enforcing stricter rules would be detrimental to her constituents, "Not all of whom are Black," according to [NBC News](#).

THE MYTH OF RACE NEUTRALITY

WORKPLACE INJURY

Claimants are most often white males



WORKPLACE HARRASSMENT

Claimants are most often people of color, people living with disabilities, and/or women



BIAS IN COURT REPORTING

THE STANDARD

- Court reporters must achieve at least 95% accuracy in their transcriptions to be certified.
- They are tested on speed, punctuation, spelling, and specific medical and legal jargon in Standard American English (SAE).

THE REALITY

- For the study, 27 certified court reporters were asked to transcribe 83 sentences in everyday AAE.
- On average, the 27 court reporters achieved only 82.9% accuracy with AAE speakers.

THE CONSEQUENCE

- In 31% of the 2,241 transcriptions, the court reporters' errors changed the content of what the speaker was saying, misinterpreting either who was involved, what was happening, when it happened, and/or where it happened.
- "In some cases, the errors were not harmful, because they were uninterpretable. In others, they changed participants, actions, and order of events. [These errors] could make or break an alibi in the real world." –T. Jones, study author

BIAS IN COURT REPORTING

- “Once something is in the court record via the transcript, it legally becomes what was said even if it is inaccurate, which brings up questions of due process and equal protection under the law if some people are less likely to be accurately transcribed than others,” –J. Kalbfield, study author
- None of the court reporters had training in AAE, despite it being widely common in their city and disproportionately represented in court.
- In 2017, Warren Demesme told Louisiana police, “Give me a lawyer, dawg.” But police failed to end their interrogation and provide Demesme with a lawyer, as federal law mandates. Justice Scott Crichton justified their actions, writing that “the defendant’s ambiguous and equivocal reference to a 'lawyer dog' does not constitute an invocation of counsel.”

BONUS: See the cookie monster study of the “habitual ‘be’”

APPLICANT CONTEXT: SYSTEMS CONFLUENCE

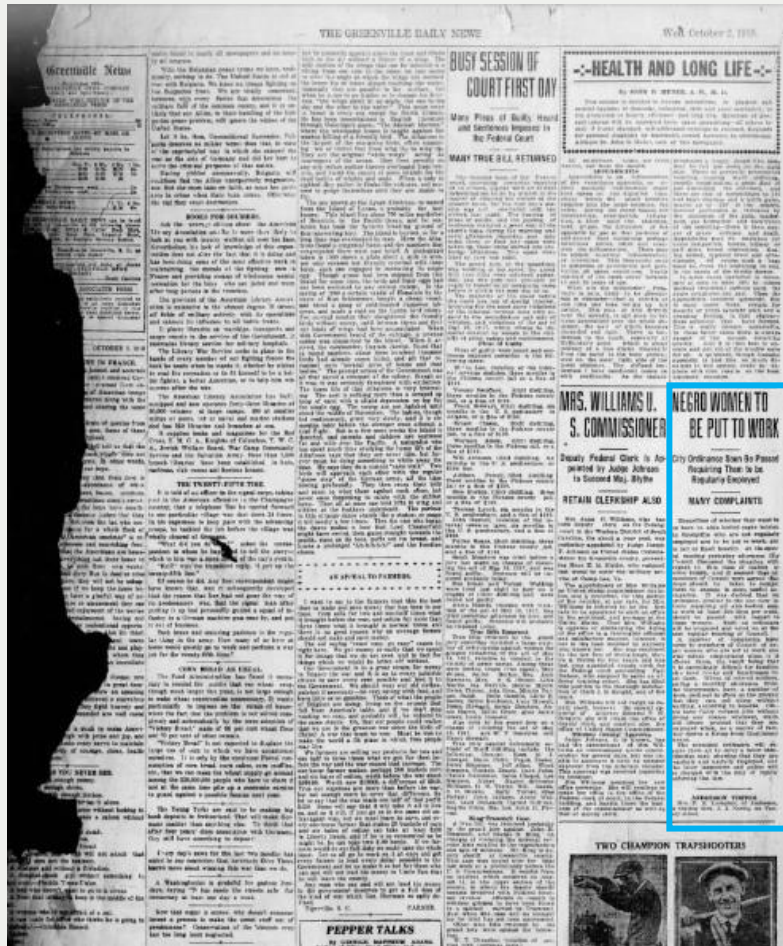


tampabay.com

Tampa police called for hundreds to be evicted. Entire families lost their ...

“Tampa police sent notices to landlords when their tenants were arrested or stopped by officers, and pushed for their eviction. Roughly 90% of the 1,100 flagged by the police were Black—and lost their homes even when charges were later dropped.”

APPLICANT CONTEXT: SYSTEMS CONFLUENCE



NEGRO WOMEN TO BE PUT TO WORK

City Ordinance Soon Be Passed Requiring Them to be Regularly Employed

MANY COMPLAINTS

Regardless of whether they want to or have to, able bodied negro women in Greenville who are not regularly employed are to be put to work, put in jail or fined heavily. At its special meeting yesterday afternoon City Council discussed the situation with regard to this class of loafers at some length, and it seemed that all members of Council were agreed that steps should be taken to compel them to engage in some useful occupation. It was decided that an ordinance, similar to the one now in force requiring all able-bodied men to work at least five days per week, should be passed with regard to these women. Such an ordinance will be prepared and voted on at the next regular meeting of Council.

A number of complaints have come to members of Council of negro women who are not at work and who refuse employment when it is offered them, the result being that it is exceedingly difficult for families who need cooks and laundresses to get them. Wives of colored soldiers, getting a monthly allowance from the Government, have a number of them, declined to work on the ground that they can get along without working, according to reports. Others have flatly refused jobs without giving any reason whatever, while still others pretend that they are employed when, as a matter of fact, they derive a living from illegitimate means.

The proposed ordinance will require them all to carry a labor identification card showing that they are regularly and usefully employed, and the labor inspectors and police will be charged with the duty of rigidly enforcing the law.

“Regardless of whether they want to or have to, able bodied Negro women in Greenville who are not regularly employed are to be put to work, put in jail, or fined heavily.” -Greenville News, 1918. [source]”

[Full text here ↑](#)

ISSUE-SPOTTING

- This was 1918... *after* Emancipation.
- Would this have happened if the men were here?
- Gatekeeping/envy in stay-at-home life.
- Right to work—*or not*, purpose of military pay, whose domestic needs supercede, “lazy” narrative.

Resilience & Empathy

RESILIENCE & EMPATHY GO HAND IN HAND

Resilience is *our* response. Empathy is *others'* response.
...but our resilience is partly based on whether others
displayed empathy or behaved empathetically.

The fate of the harmed person may rest on whether a
decision-maker feels empathy...
and sometimes, you are that decision-maker.

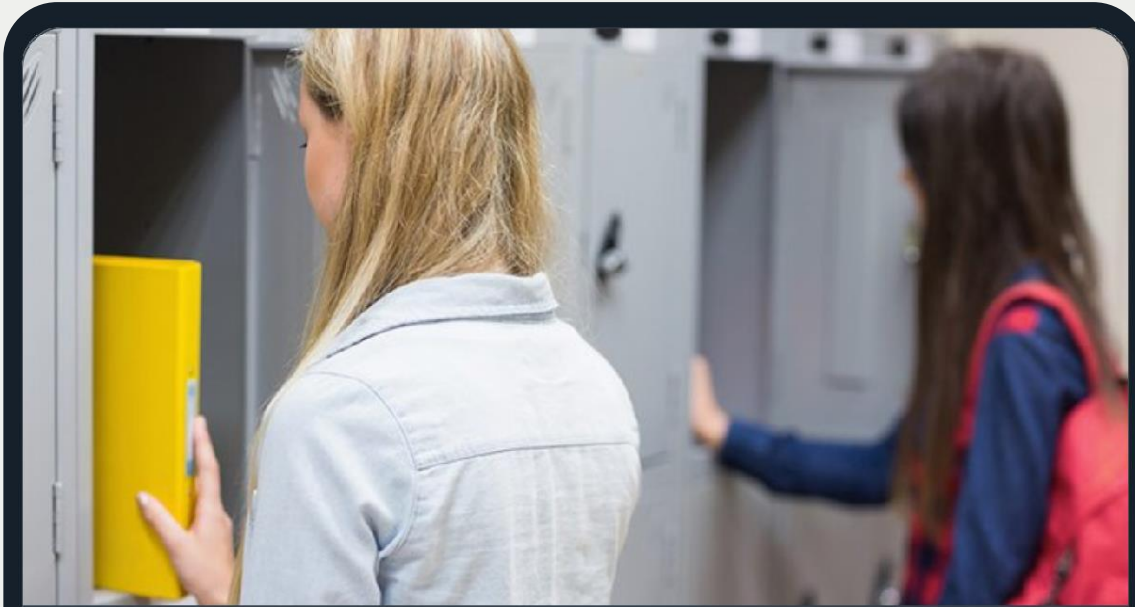
COGNITIVE SHORTCOMINGS IN EMPATHY

Research shows White people are less likely to display empathy for the pain of non-White people than they are for White people.

∴ representation matters in decision-making roles.

This is not an excuse for you to take this as a given!
Implicit bias is not “just the way things are.”

CONSEQUENCES OF EMPATHY IN RESILIENCE



advocate.com

School's Mass Shooting Drill Has
Trans-Exclusionary Shelter

Students are told they are sheltering in the safe zone, & everything else as a threat.

Result: Trauma of fear of violence + trauma of isolation + reinforcement that those deserving empathy are sheltering with you.

Empathy by administrators models empathy by fellow students.

Bias in Treatment

BIAS IN TREATMENT DECISIONS



Tops

@SincerelyTops

My baby sister is training to be a midwife so asked for feedback on how she takes blood. The senior midwife said she did perfect, but then went on to tell her that her Black skin is so beautiful but to keep in mind that Black skin is 'thicker' so may have to press harder 😞

Focus on Diversity and Culture Cultural Differences in Response to Pain

A clients' culture influences their response to and beliefs about pain. Some common cultural differences related to pain are listed here.

Arabs/Muslims

- May not request pain medicine but instead thank Allah for pain if it is the result of a healing medical procedure.
- Pain is considered a test of faith. Therefore Muslim clients must endure pain as a sign of faith in return for forgiveness and mercy. However, Muslims must seek pain relief when necessary because needless pain and suffering are frowned upon.
- Arabs and Muslims prefer to be with family when in pain and may express pain more freely around family.

Asians

- Chinese clients may not ask for medication because they do not want to take the nurse away from a more important task.
- Clients from Asian cultures often value stoicism as a response to pain. A client who complains openly about pain is thought to have poor social skills.
- Filipino clients may not take pain medication because they view pain as being the will of God.
- Indians who follow Hindu practices believe that pain must be endured in preparation for a better life in the next cycle.

Blacks

- Blacks often report higher pain intensity than other cultures.
- They believe suffering and pain are inevitable.

Jews

- They believe in prayer and laying on of hands to heal pain and believe that relief is proportional to faith.
- Jews may be vocal and demanding of assistance.
- They believe that pain must be shared and validated by others.

Hispanics

- Hispanics may believe that pain is a form of punishment and that suffering must be endured if they are to enter heaven.
- They vary widely in their expression of pain: Some are stoic and some are expressive.
- Catholic Hispanics may turn to religious practices to help them endure the pain.

Native Americans

- Native Americans may prefer to receive medications that have been blessed by a tribal shaman. They believe such a blessing allows the client to be more at peace with the creator and makes the medicine stronger.
- They tend to be less expressive both verbally and nonverbally.
- They usually tolerate a high level of pain without requesting pain medication.
- They may pick a sacred number when asked to rate pain on a numerical pain scale.

Sources: Based on Munoz, C., & Luckmann, J. (2005). *Transcultural communication in nursing* (2nd ed.). Clifton Park, NY: Delmar Learning; Andrews, M. M., & Boyle, J. S. (2003). *Transcultural concepts in nursing care* (4th ed.). Philadelphia, PA: Lippincott Williams & Wilkins; Al-Attiyyat, N. M. H. (2009). Cultural diversity and cancer pain. *Journal of Hospice and Palliative Nursing*, 11(3), 154-164; Davidhizar, R., & Giger, J. N. (2004). A review of the literature on care of clients in pain who are culturally diverse. *International Nursing Review*, 51(1), 47-55.

BIAS IN TREATMENT DECISIONS



[Health Econ.](#) 2019 Oct; 28(10): 1194–1203.

PMCID: PMC6851887

Published online 2019 Jul 25. doi: [10.1002/hec.3933](https://doi.org/10.1002/hec.3933)

PMID: [31344303](https://pubmed.ncbi.nlm.nih.gov/31344303/)

Language: [English](#) | [Swedish](#)

The effect of decision fatigue on surgeons' clinical decision making

[1998](#); Simon, [1955](#); Vohs et al., [2008](#)). The depleting effect of repeated decision making is often referred to as decision fatigue. Following repeated decision making, physicians may turn to decision-making heuristics, that is, mental shortcuts that allow us to make decisions on the basis of simple rules of thumb without engaging in cognitively demanding reasoning.

BIAS IN TREATMENT DECISIONS

Joyce Echaquan



“Asked if she thought Ms. Echaquan would be alive today if she were white, Ms. Kamel replied, ‘I think so.’”

BBC

NEWS

Joyce Echaquan: Racism played role in death, coroner finds

The death of an indigenous woman, Joyce Echaquan, last year was preventable and an "undeniable" case of racism, a Canadian coroner has said.

Ms Echaquan, a mother of seven, died shortly after recording a video of hospital staff insulting her.

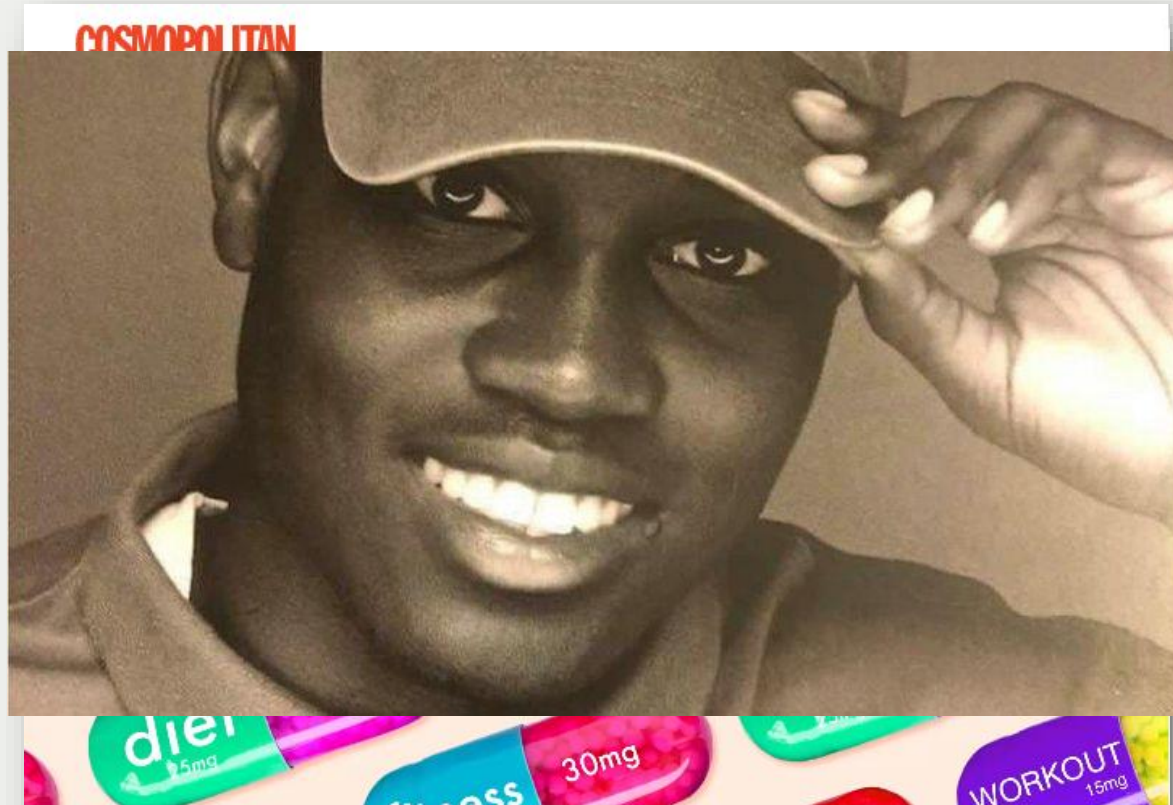
Staff at the hospital in Joliette, Quebec had incorrectly assumed she was suffering from a narcotics withdrawal.

At a Tuesday press conference to explain the findings of her three-week inquiry, Ms Kamel said Ms Echaquan, who had a history of heart problems, was "infantilised" and labelled as a drug abuser by healthcare staff despite there being no evidence to support this.

This mistaken assumption affected Ms Echaquan's care, Ms Kamel said, and contributed to her death.

Asked if she thought Ms Echaquan would be alive today if she were white, Ms Kamel replied, "I think so" in French.

“Well, just go outside and get some exercise.”



**Doctors Told Her She Was Just Fat.
She Actually Had Cancer.**

In a National Park Service survey, African-American respondents comprised just 7% of park visitors, and 16% of African American respondents said they hadn't visited a national park because they thought the parks were unsafe. Less than 5% of White American respondents responded this way.

BEWARE FALSE SOLUTIONS

BEWARE FALSE SOLUTIONS: ACCOMMODATION

- Saffir-Simpson Hurricane Wind Scale
- ICD-10 Codes

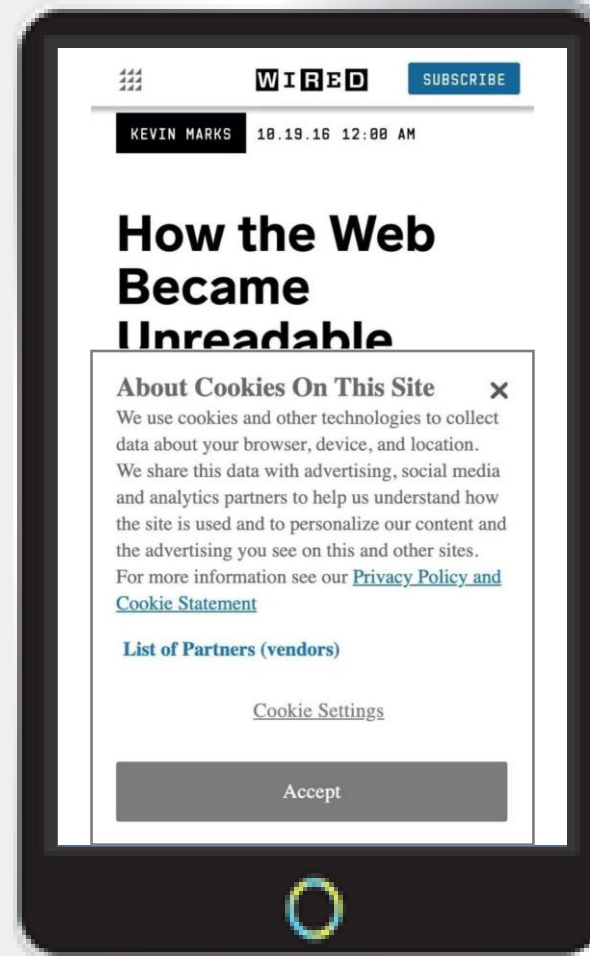
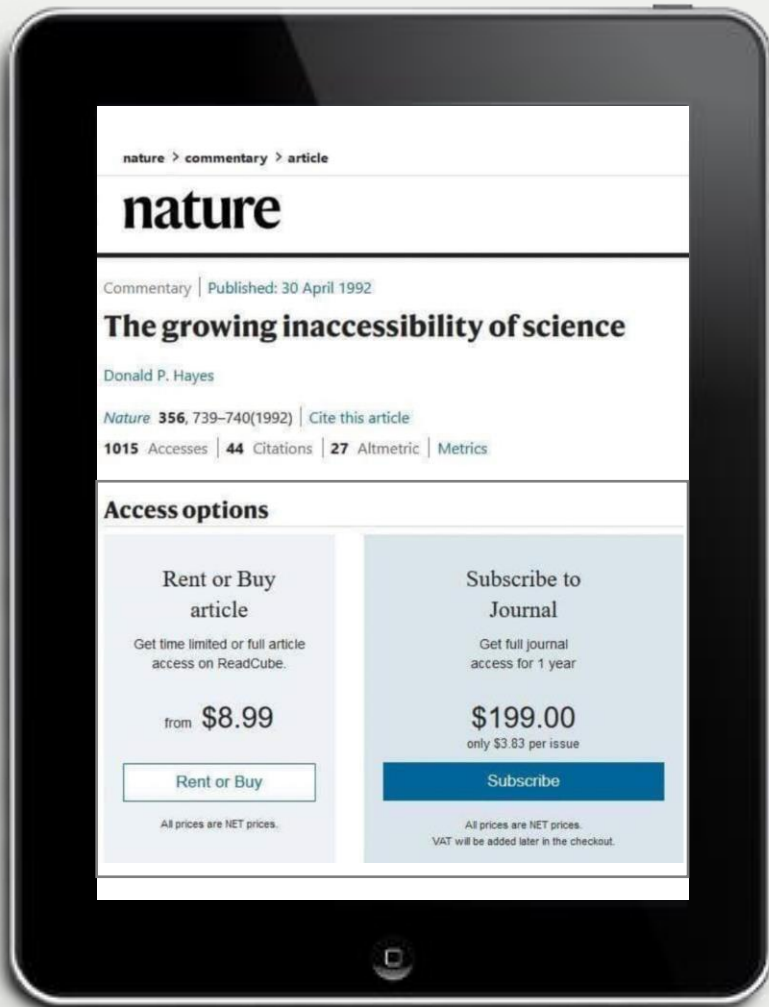
Don't get comfortable adjusting the scale to accommodate worsening conditions... do more to fix things.

BEWARE FALSE SOLUTIONS: SUPERFICIALITY

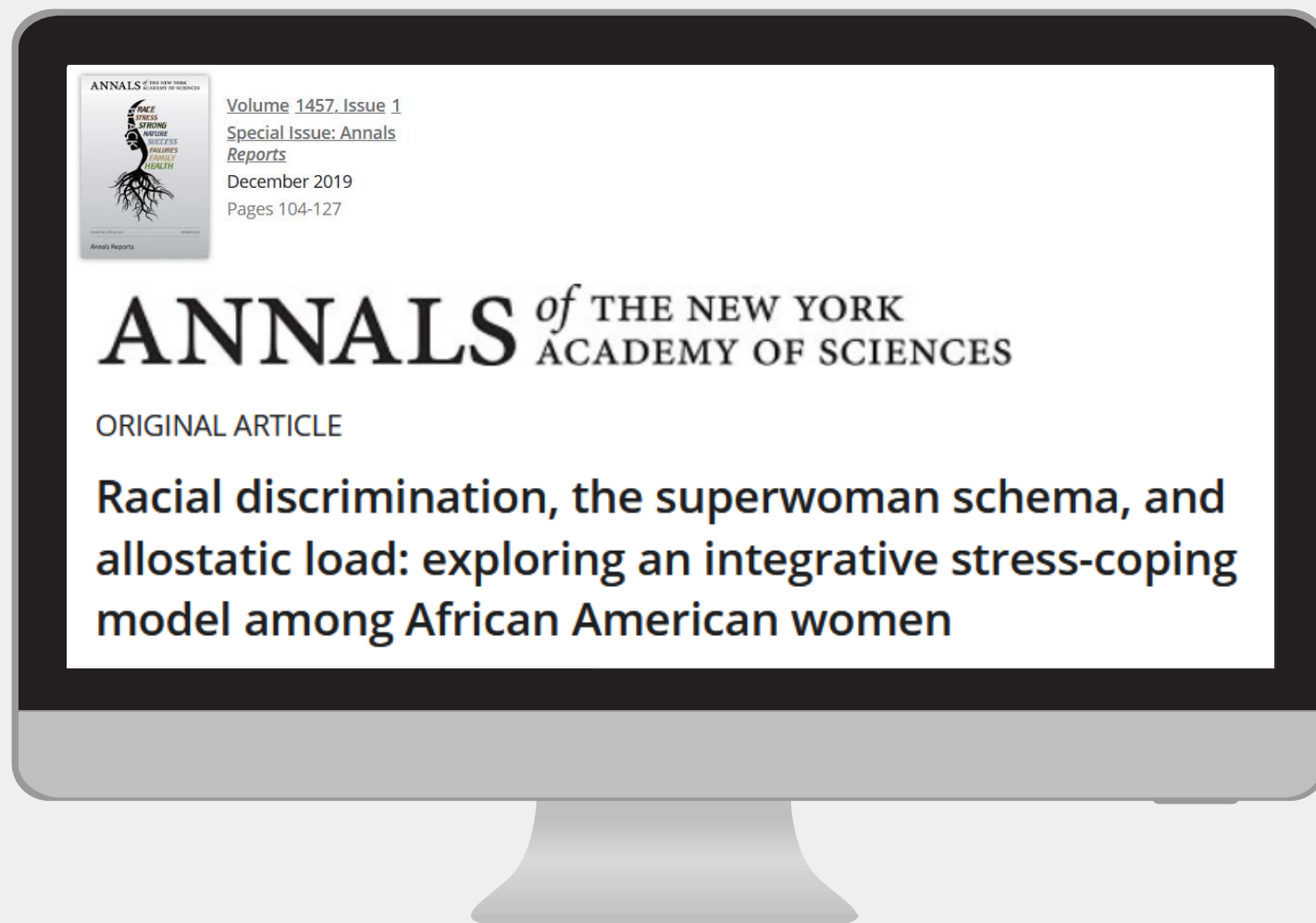
“It’s easy—just talk to your provider about...”

25% of Americans have no PCP. 10% are uninsured. For whom is this messaging?

EQUITABLE ACCESS TO HEALTH EDUCATION



BEWARE FALSE SOLUTIONS: TOKENIZING



APPLYING AN EQUITY LENS



Fiscal Impact

Equity Impact

Operational Impact

ASSESSING EQUITY IMPACTS IN BUDGET & POLICY PROPOSALS

01

Equity Promotion

How does your proposal promote equity in service delivery? Does it enhance services to underrepresented or underserved communities?

02

Harm Reduction

If you are proposing a budget reduction, what strategies are you using to mitigate the impact of this reduction on underrepresented or underserved communities?

03

Community Involvement

Did you involve community members in the design of your proposal? Which communities and how were they involved?

04

Data-Informed

What data/information (including statistics, maps, interviews, etc) did you use to develop the proposal?

05

Multi-Sectoral Approach

Does your proposal build collaboration with other departments or with other organizations in pursuit of a system-wide approach to building equity?

06

Metrics & Timeline


What specific equity measure/timelines have you built into your proposal to determine success in improving community participation, or promoting equity in service delivery?

OH, AND BY THE WAY...

- Everything has equity implications.
- Stop asking “Is s/he/that racist?” Ask instead “How much racism is being tacitly approved / tolerated here?”
- POC can perpetuate systemic racism too. Staff, contractors, and public officials of color are not immune from causing racially disparate harm.

“[T]he work for racial equity is about undoing as much as it is about doing. We do not simply build new culture or behavior on top of old, especially in situations that are characterized by oppression. Some things must be released, and this letting go does not come easy.”

–CURTIS OGDEN, INTERACTION INSTITUTE FOR SOCIAL CHANGE

GOODBYE ▪ 再见 ▪ ADIÓS ▪ TẠM BIỆT ▪ 拜拜
AU REVOIR ▪ फ़िर मिलेंगे ▪ PHIR MILENGE ▪ လာပီယီ
သွားတော့မယ် ▪ NABAD GALYO ▪ અલવિદા
TOKOMONANA ▪ KWAHERI ▪ N'AGASAGA ▪ وداعا ▪ 

Gracias for your attention



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