

Racial Impact Assessments

Assessing Implicit Bias to Enhance Cultural Responsiveness of PEI Programs

CalMHSA Webinar Series
December 11, 2013



Facilitators

- Autumn Valerio, Program Coordinator, California Institute for Mental Health
- Kristee Haggins, Ph.D., Senior Associate, CiMH
- Rita Cameron Wedding, Ph.D., Chair, Women Studies and Ethnic Studies, California State University Sacramento

Webinar Objectives

- To examine the role of implicit bias in the perpetuation of systemic disparities and disproportionality for racial and ethnic populations
- To illustrate the components and application of the Racial Impact Statement tool
- To demonstrate the effectiveness of the Racial Impact Statement as a tool to challenge implicit bias in decision-making

Webinar Overview

I. Framing the Issue: Implicit Bias

II. Introduction to Racial Impact Assessment

- What is the Racial Impact Assessment Tool?
- How can the RIA tool be used to address implicit bias?

III. Upcoming Technical Assistance Opportunities

FRAMING THE ISSUE: IMPLICIT BIAS

Implicit Bias

- Racial and ethnic disparities exist in all public systems
- Disparities exist in mental health
- What is implicit bias?

Implicit or unconscious bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. Much of the literature suggests that these biases are activated unconsciously, involuntarily and/or without one's awareness or intentional control.

-Kirwin Institute-State of Science, Implicit Bias Review

Implicit Bias Affects Decision-Making

- Implicit bias shapes individual cognitions, attitudes and behaviors
- Implicit bias impacts program development, implementation, and evaluation
- Implicit bias can affect our perceptions, priority setting, policy development, resource allocation, outreach, service delivery, messaging, training, customer service and decision-making at all levels of the organization.

“In order to get beyond racism, we must first take account of race.”

-Justice Harry A. Blackmun

Two Factors Influencing Implicit Bias

1. Stereotyping

- Stereotypes can inform our decision-making
- Video: Psychology of Stereotypes

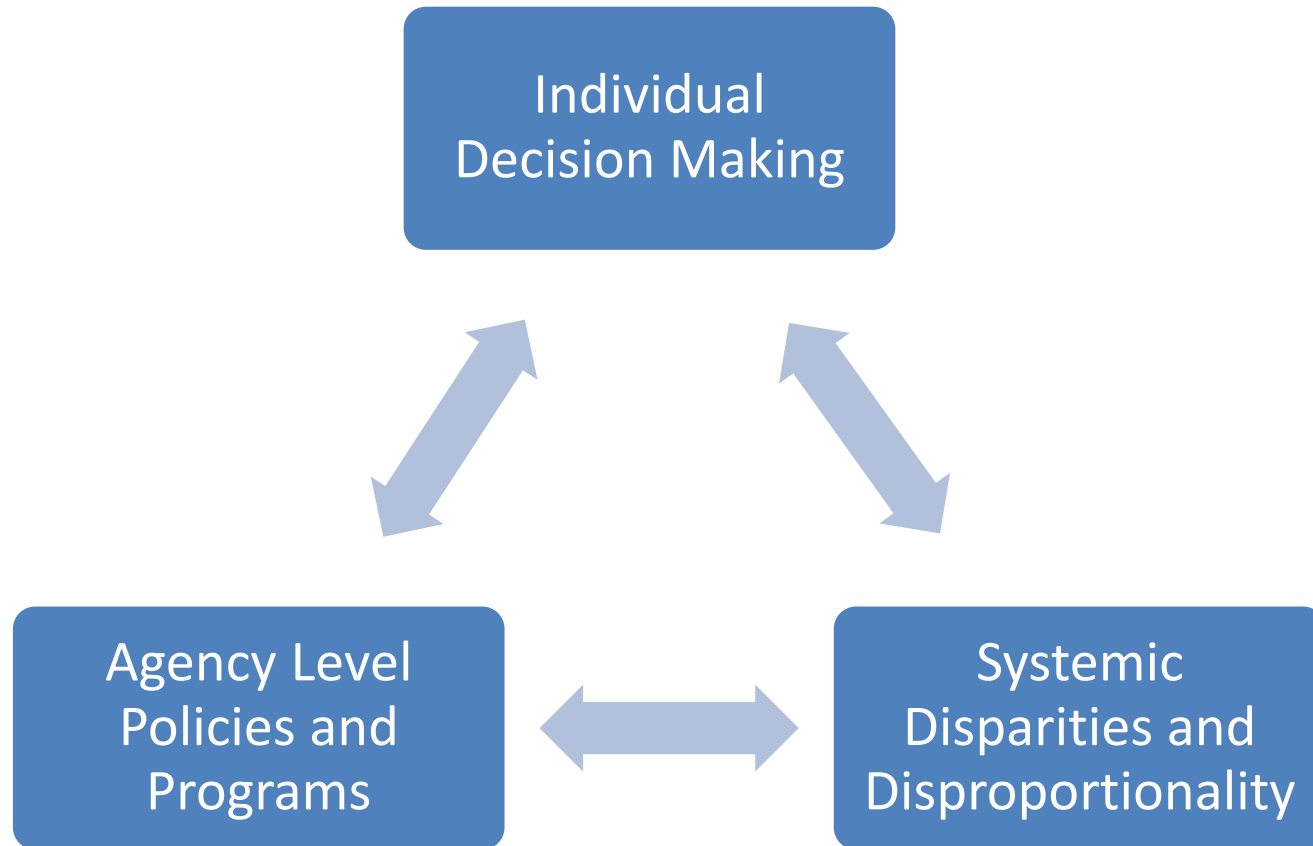
2. Colorblindness

- Colorblindness makes it hard for decision-makers to make race explicit
- Video: A Girl Like Me

The Effect of Implicit Bias on Cultural Competence and Decision-Making

- What challenges have you faced in your organization in assessing cultural competence?
- What role do personal and agency values play in achieving cultural competence?
- What formal activities have you engaged in to achieve cultural competence?
- Looking back can you see how implicit bias may have effected the outcomes?

Roadmap of Unintended Consequences



RACIAL IMPACT ASSESSMENTS

What are Racial Impact Assessments?

- Racial Impact Assessments (RIA) provide a mechanism to systematically examine the impact on and unintended adverse consequences for racial and ethnic populations that may arise from proposed actions and/or decision-making processes
- Similar to fiscal or environmental impact statements
- Enables policy and/or decision-makers to anticipate and address racial or ethnic disparities arising from implicit bias and systemic racism and discrimination
- Considers alternative policies to accomplish the goals of proposed legislation without causing or contributing to avoidable racial and ethnic disparities

Two Key Questions

1. Are there potential unintended consequences for racial and ethnic populations?
2. What is the appropriate alternative course(s) of action?

Application Across Organizational Domains

- Public Policy
 - Legislative Action
- Policy
 - Departmental Policies & Procedures
 - Legislative Analysis
 - Regulations
- Administration
 - Fiscal Management & Budget
 - Grants and RFPs
 - Contracts
 - Staffing & Human Resources
 - Staff Development
- Programs
 - Design, Development, Implementation, and Evaluation
- Stakeholder Involvement
 - Advisory Committees
 - Community Planning Processes
- Research & Evaluation
 - Data Collection
 - Data Informed and Evidence-Based Practices
 - Outcomes & Indicators
- Compliance & Monitoring
 - Audits
 - Enforcement
- Public Relations
 - Marketing
 - Social Media

Key Resources

- Applied Research Center- Racial Equity Impact Assessments: An Overview
www.arc.org
- King County Equity Impact Review Tool (2010)
<http://www.kingcounty.gov/exec/equity.aspx>
- Annie E Casey Foundation – Race Matters Toolkit
<http://www.aecf.org/KnowledgeCenter/PublicationsSeries/RaceMatters.aspx>
- The Sentencing Project – Racial Impact Statements
http://www.sentencingproject.org/doc/rd_abaarticle.pdf

UPCOMING TECHNICAL ASSISTANCE OPPORTUNITIES

Community Engagement Seminars

- Two Dates: **January 29th and February 12th**
- Presentations are not a requirement of participation in the seminars; Seminars are for all Program Partners
- Purpose of the storyboard presentations is to give Program Partners the opportunity to explore specific challenges and seek advice from a panel of experts on resolving challenges; storyboard presentations will also give Program Partners the opportunity to share successes

Contact Information

- Rita Cameron Wedding, Ph.D.
 - drrcamwed@aol.com (916) 956-1462
- Autumn Valerio, California Institute for Mental Health
 - avalerio@cimh.org (916) 379-5302
- Kristee Haggins, CiMH
 - khaggins@cimh.org (916) 556-3480

Thank you!

Please complete the webinar
evaluation survey!