Racial Impact Assessments
Assessing Implicit Bias to Enhance Cultural Responsiveness of PEI Programs

CalMHSA Webinar Series
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Facilitators

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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 or 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 affected the outcomes?
Roadmap of Unintended Consequences

Individual Decision Making

Agency Level Policies and Programs

Systemic Disparities and Disproportionality
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)

- Annie E Casey Foundation – Race Matters Toolkit
  http://www.aecf.org/KnowledgeCenter/PublicationsSeries/RaceMatters.aspx

- The Sentencing Project – Racial Impact Statements
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.
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Thank you!

Please complete the webinar evaluation survey!