



Harambee Webinar Series

Webinar #3
Resetting,
Recalibrating, &
Decentering
Whiteness

April 22, 2021



Agenda



Housekeeping	Lisa Hong, NICHQ
Welcome	Olivia Giordano, NICHQ
Harambee: Resetting, Recalibrating, & Decentering Whiteness	Denise Evans, MM, MA, Consult Me, LLC
Questions	All
Closing	Olivia Giordano, NICHQ

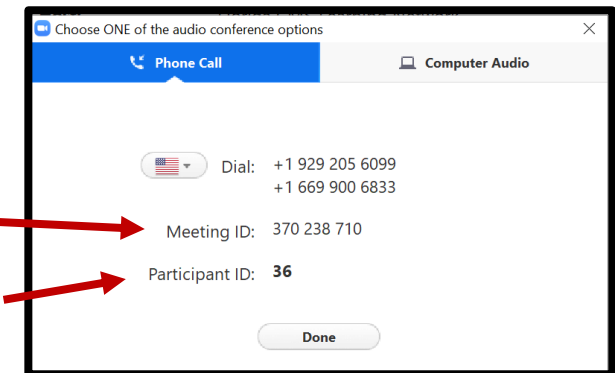
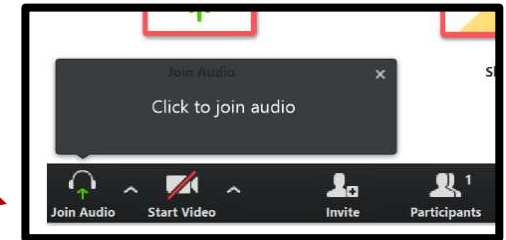
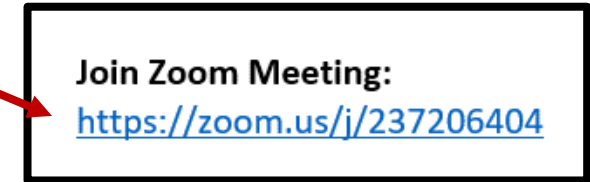
Meeting Logistics



- This session is being recorded.
- All participants are muted upon entry. We ask that you remain muted to limit background noise.
- Members are encouraged to participate in the discussion by typing your comments or asking questions using the chat box.

Connecting to the Audio Conference

- Join the Zoom Meeting by **clicking the Zoom Meeting link** & launching the Zoom application
- An audio conference box will appear
 - If you do not see the box, click **'Join Audio'**
- From the audio conference box, select **'Phone Call'** or **'Computer Audio'**
 - If using the phone:
 - Dial one of the given numbers next to **"Dial"**
 - You will be prompted to enter the **Meeting ID**
 - Then you will be prompted to enter the **Participant ID**



How to Chat

The image shows a Zoom Meeting window with a dark theme. At the bottom, there is a toolbar with icons for Unmute, Start Video, Participants, Chat, Share Screen, Record, and Reactions. A red box highlights the Chat icon. To the right, a sidebar is open, showing a 'Chat' header and a text input field with a dropdown menu set to 'Everyone'. Three numbered callouts are overlaid on the image:

- 1** Click the **Chat** button at the bottom of the Zoom window.
- 2** A sidebar will appear where you can chat to all participants.
- 3** Chat here to everyone!

Welcome

Olivia Giordano

Healthy Start TA & Support Center

Harambee Webinar Series Schedule



Webinar 1: Creating Context for Equity & Justice	December 7, 2020
Webinar 2: From Synergy to Action	February 25, 2021
Webinar 3: Resetting, Recalibrating, & Decentering Whiteness	April 22, 2021



Denise Evans, MM, MMA
Consult Me, LLC

Harambee: Resetting, Recalibrating, & Decentering Whiteness

Denise Evans, MM, MA

Consult Me, LLC



Harambee III:

*Resetting, Recalibrating and
Decentering Whiteness*

Denise Evans, M.M., M.A.
April 22, 2021



Harambee III: The Call to Action




Talking Points

- Community Agreements
- Centering Activity
- Adding to Our Lexicon
- Review The History of Race in America
- The Call to Action: Decentering Whiteness
- Exploring Options for Change
- The Action Continues, Harambee!



Community Agreements

- Be Here Now
 - Suspend Judgement
 - Speak Your Truth - Respect Other's Truths
 - Speak From Your Personal Experiences
 - Be Mindful of Intent AND Impact
 - Practice "both/and" Thinking
 - Respect Confidentiality
- 

prompts:

- What values and principles guide you?
- What strengths, gifts, perspectives, and knowledge do you bring to this community?
- When do you feel most powerful and impactful?



Centering Activity



Adding to Our Lexicon



forms of oppression
individual, institutional & structural

WORDS

culture & cultural humility
white supremacy culture



CONSULT ME



individual

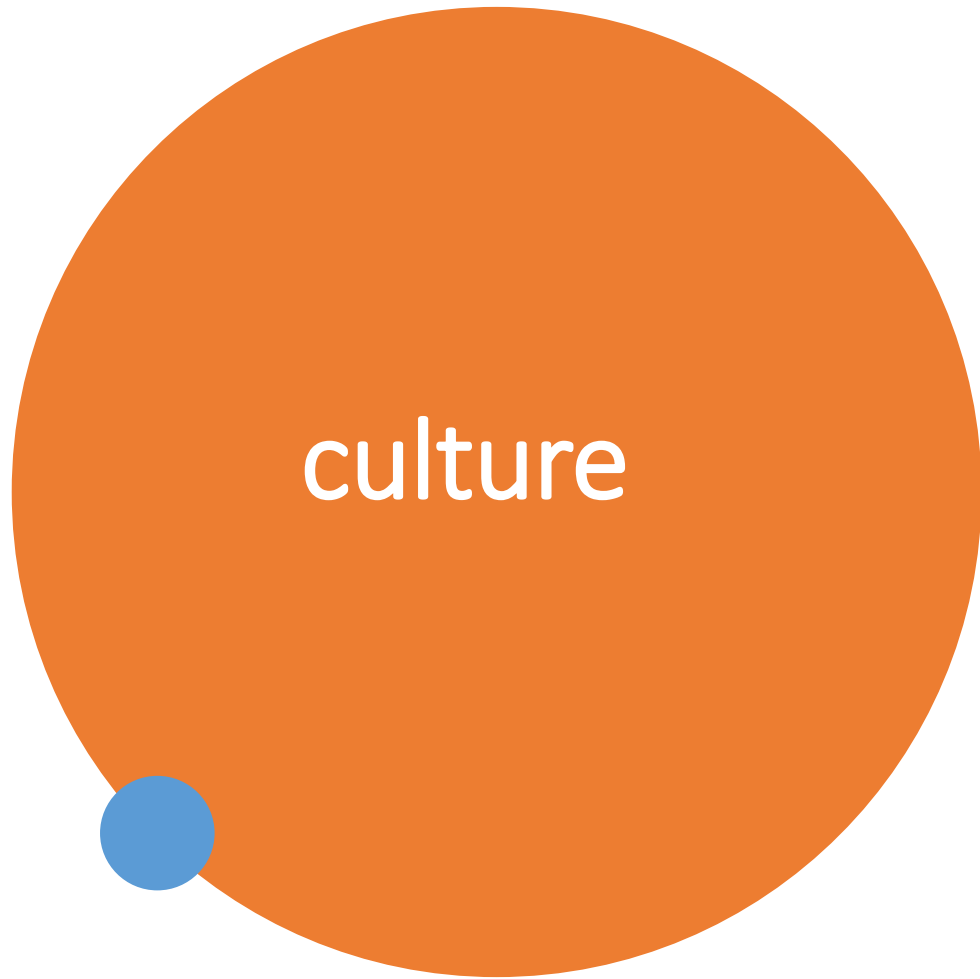
institutional

structural


...the beliefs, attitudes, and actions of individuals that support or perpetuate bias and mistreatment.

...the ways in which organizational policies and practices engender disparate outcomes for different social groups.

...the ways that history, ideology, public policies, institutional practices, and culture converge to maintain a social hierarchy that allows privileges or disadvantages to persist and adapt over time.



A shared pattern of beliefs, values, assumptions and behaviors that distinguish one group from another




A lifelong process of self-reflection, self-critiques and commitment to understanding and respecting different points of view, and engaging with others humbly, authentically and from a place of learning.



cultural
humility



white
supremacy
culture



The idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to BIPOC and their ideas, thoughts, beliefs and actions.



Understanding the Origins

The False Hierarchy of Human Value





individual

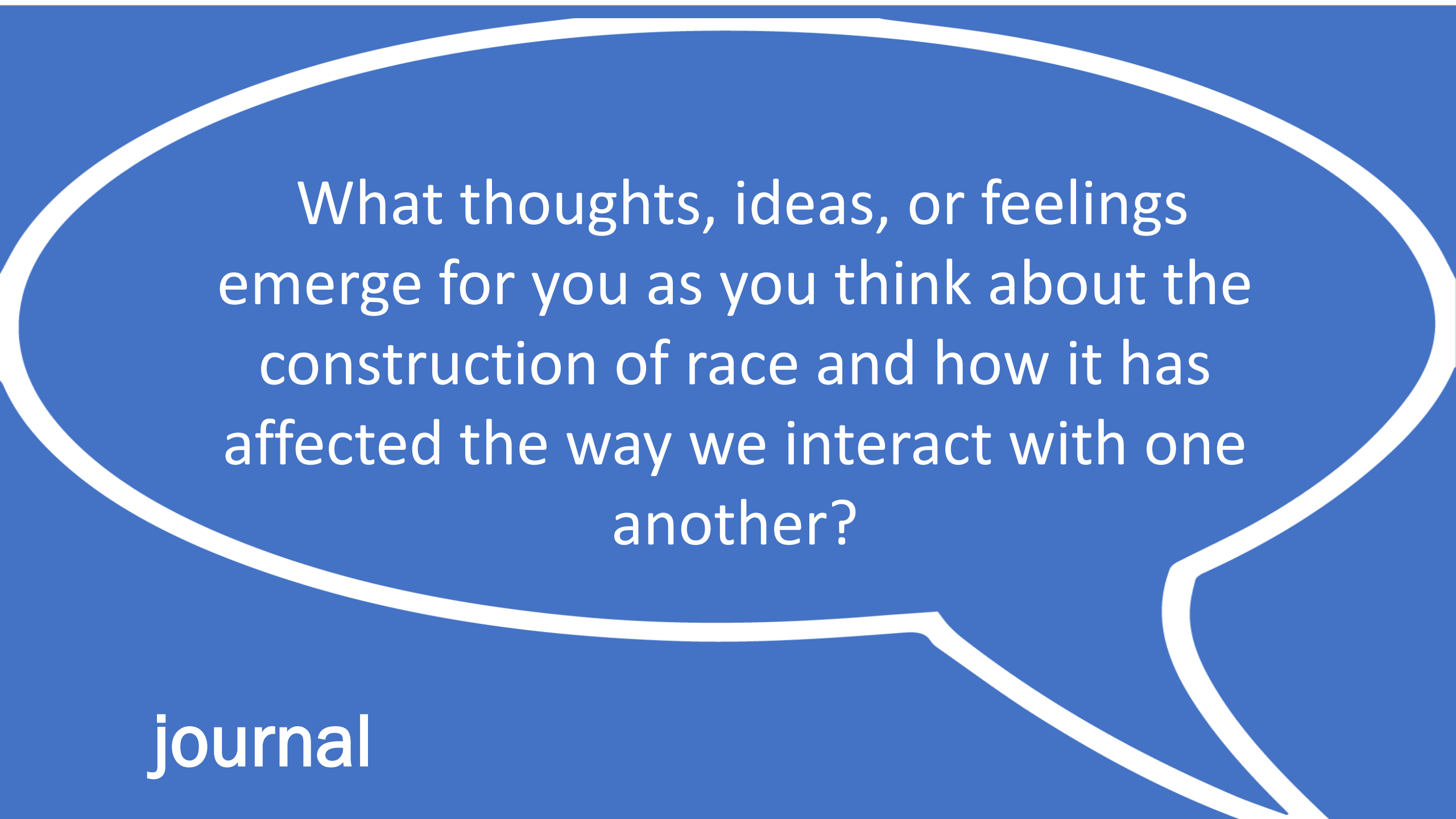
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...the beliefs, attitudes, and actions of individuals that support or perpetuate bias and mistreatment.

...the ways in which organizational policies and practices engender disparate outcomes for different social groups.

...the ways that history, ideology, public policies, institutional practices, and culture converge to maintain a social hierarchy that allows privileges or disadvantages to persist and adapt over time.



What thoughts, ideas, or feelings emerge for you as you think about the construction of race and how it has affected the way we interact with one another?

journal

white
supremacy
culture



Harambee Series Webinar #3: Resetting, Recalibrating, and Decentering Whiteness

Fear of Open Conflict

Sense of Urgency

Power Hoarding

Progress is Bigger/More

What stood out to you about your reading on this characteristic?

- My value for resolve & comfort with what others may struggle with
- Developing greater patience

Which characteristics can you identify within your scope of practice, program, organization?

- The idea of a “right” to comfort
- Politeness over honesty
- Raising of difficult issues w/being impolite/rude
- People in power running from conflict

What antidotes would you offer to decenter whiteness & create a welcoming environment for all?

- Developing collective value for sharing hard truths
- Foster safe spaces for truth telling
- Accept others truth- value dissenting views
- Practice conflict resolution skills BEFORE conflict arises

Other thoughts or recommendations?

Get staff training on having difficult conversation, conflict resolution
Welcome and value ALL ideas

1

2

3

4

5

6

Experience of Difference



Denial

Defense

Minimization

Acceptance

Adaptation

Integration



The Call to Action

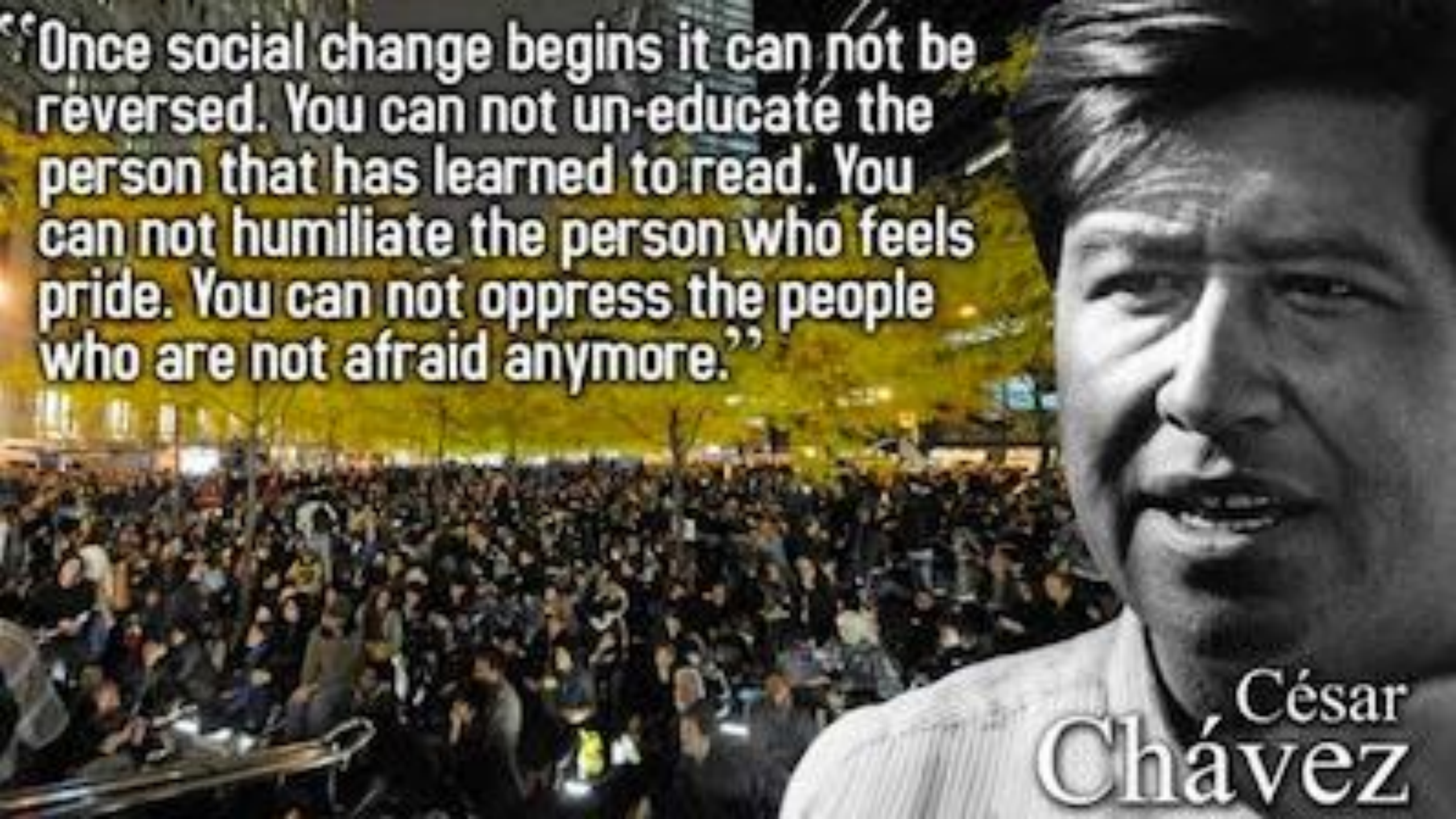




We Are Better Together

Let truth come out the way it wants to come out . Let the hearers utilize a different area of themselves to try to understand. ~ Malidoma Patrice Some





“Once social change begins it can not be reversed. You can not un-educate the person that has learned to read. You can not humiliate the person who feels pride. You can not oppress the people who are not afraid anymore.”

César
Chávez



Thank You!

Denise Evans, M.M., M.A.
Denise@ConsultMeLLC.com



Questions?



Closing

Olivia Giordano
Healthy Start TA & Support Center

Can be found on the EPIC website or
bit.ly/hs-deadlines-and-events

May 2021

Deadlines:

- May 15 HSMED-II Report (CSV or XML) Due
- May 30 Aggregate Report (Excel) Due

Events:

- May 3 [Maternal Mental Health Webinar #2](#)
- May 5 HS Breastfeeding Cohort Meeting #3 — *Cohort members only*
- May 6 [Focus Group: The Legacy of Slavery and Impact of Racism on Breastfeeding](#)
- May 6 NPCL Fatherhood Development Training Day 1 – *Registrants only*
- May 7 NPCL Fatherhood Development Training Day 2 – *Registrants only*
- May 11 [Fatherhood Talk Tuesday](#)
- May 17 TIROE CoP Learning Session #1 – *COP members only*
- May 18 [Maternal Mental Health Webinar #3](#)
- May 19 Healthy Start COIN Meeting #6 — *COIN members only*
- May 19 HS Evaluation Cohort Meeting #2 — *Cohort members only*
- May 20 [Quality Improvement Learning Academy Meeting #4](#)
- May 26 [Rapid Response Virtual Home Visiting Series Webinar #3](#)
- May 27 [HS CAN Learning Academy Meeting #1](#)

Healthy Start Staff Support Groups hosted by Postpartum Support International – held weekly through May 2021

- Frontline Staff Group: Wednesdays from 3-4 p.m. EST
- Project Directors/Managers Group: Mondays from 2-3 p.m. EST



**Thank
You!**