Empowering Equity and Inclusivity

Prince William County
Racial and Social Justice Commission Meeting
Thursday, March 18, 2021
Empowering Equity and Inclusivity as a Process

Step One: Equity Pledge

Step Two: Empower Community Voice

Step Three: Examine Community Talks

Step Four: Empower Community Groups

Step Five: Identify Experts

Step Six: Utilize Equity Impact Tools
Terms to Understand Racism

INTERNALIZED

INTERPERSONAL

INSTITUTIONAL

STRUCTURAL
Internalized racism is the personal conscious or subconscious acceptance of the dominant society and internalized biases of one’s ethnic group.

- Internalized inferiority or racial oppression are the negative beliefs about oneself by BIPOC;
- Internalized beliefs about superiority or entitlement by White people.
Interpersonal racism include face-to-face or covert actions toward a person that intentionally express prejudice, hate or bias based on race. Examples include racial slurs, bigotry, hate crimes, and racial violence.

Interpersonal racism is the most common understanding of racism.
Institutional Racism

Institutional Racism refers to policies and practices within and across institutions that unintentionally or intentionally produce outcomes that chronically favor or place one racial/ethnic group(s) at a disadvantage.

The overlapping and intersectionality of personal characteristics, including race, color, national origin, ethnicity, religion, gender, sex, sexual orientation, gender identity, and disability, determine the degree of disadvantage.
Structural Racism

Structural racism is a system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing, ways to perpetuate racial group inequity.

Structural racism are cumulative and compounding effects of societal factors that have consciously and unconsciously allowed privileges associated with “whiteness” and disadvantages associated with “color” to endure and adapt over time.

Structural racism is not something that a few people or institutions choose to practice. Instead, it is complex social, economic, and political systems of power in which we all exist.

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<td>• All 8 are men</td>
<td>• 0 Asian</td>
<td>• 0 Asian</td>
<td>100% White and 7 are among the richest in the world</td>
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<td>• 1 is Black</td>
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<td>• 1 Hispanic president</td>
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Racial Equity

Racial equity refers to what a genuinely non-racist society would look like.

Racial equity holds society to a higher standard. It demands that we pay attention not just to individual-level discrimination, but to overall social outcomes.

Racial equity requires all perspectives and all voices to work intentionally to create a globalized society in which all aspects of the human identity is heard and valued.
Empowering Equity and Inclusivity

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