

“Bridging The Racial Divide

...for those left behind”

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“When a Mind is Open, Change is Possible.”

Objectives

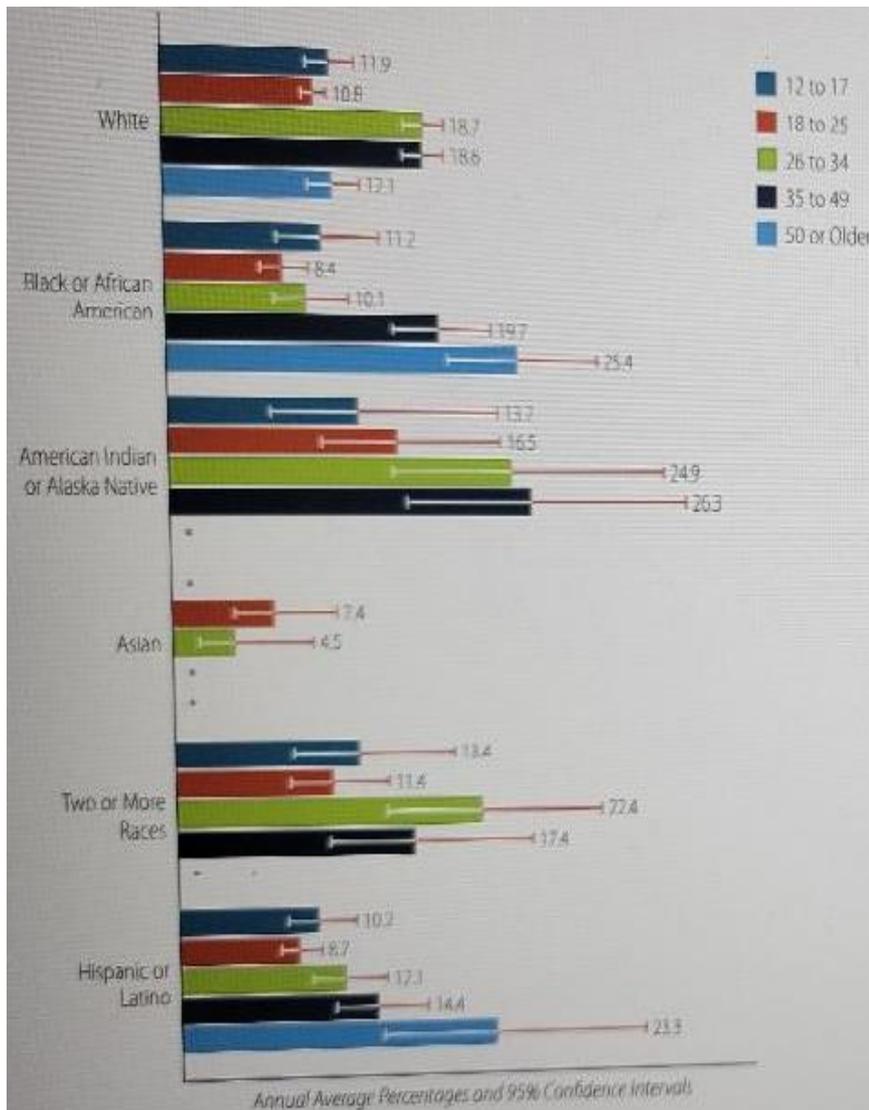
- Examine the facts! Taking a realistic look at statistical data regarding racial inequities.
- Examining unconscious and conscious bias.
- An honest self appraisal: An Inventory of ourselves!
- Creating a culturally competent environment.
- Learn a little about ourselves!



National Treatment Demographics

	White		Black		Hispanic		Native American		Asian American	
	Rate	SE	Rate	SE	Rate	SE	Rate	SE	Rate	SE
ALCOHOL										
Unadjusted	62.4	0.1	52.8 ^a	0.2	59.1 ^a	0.2	57.5 ^a	0.4	68.1 ^a	0.8
Need adjusted	62.4	0.2	54.5 ^a	0.2	58.9 ^a	0.4	57.7 ^a	0.8	66.8 ^a	0.9
Need and provider adjusted	62.4	0.2	53.8 ^a	0.2	59.2 ^a	0.4	56.0 ^a	0.8	68.7 ^a	0.9
Fully adjusted	62.4	0.1	58.0 ^a	0.2	63.0	0.3	56.6 ^a	0.4	69.5 ^a	0.7
DRUG										
Unadjusted	52.4	0.1	45.1 ^a	0.1	46.2 ^a	0.1	53.2	0.4	58.9 ^a	0.6
Need adjusted	52.4	0.1	44.3 ^a	0.2	46.1 ^a	0.2	51.4 ^a	0.4	56.9 ^a	0.7

National Treatment Demographics



- Estimates of past year substance use treatment utilization at any location among adolescents aged 12 to 17 who needed treatment were similar for White, Black, and Hispanic adolescents (11.9, 11.2, and 10.2 percent, respectively) (Figure 7.3).
- Among young adults aged 18 to 25 who needed substance use treatment, the estimate of past year substance use treatment utilization at any location was higher for White young adults (10.8 percent) than for their Hispanic and Black counterparts (8.7 and 8.4 percent, respectively).
- The estimate of past year substance use treatment utilization at any location among adults aged 26 to 34 who needed treatment was higher for White adults in this age group (18.7 percent) than for their Hispanic, Black, and Asian counterparts (12.1, 10.1, and 4.5 percent, respectively).

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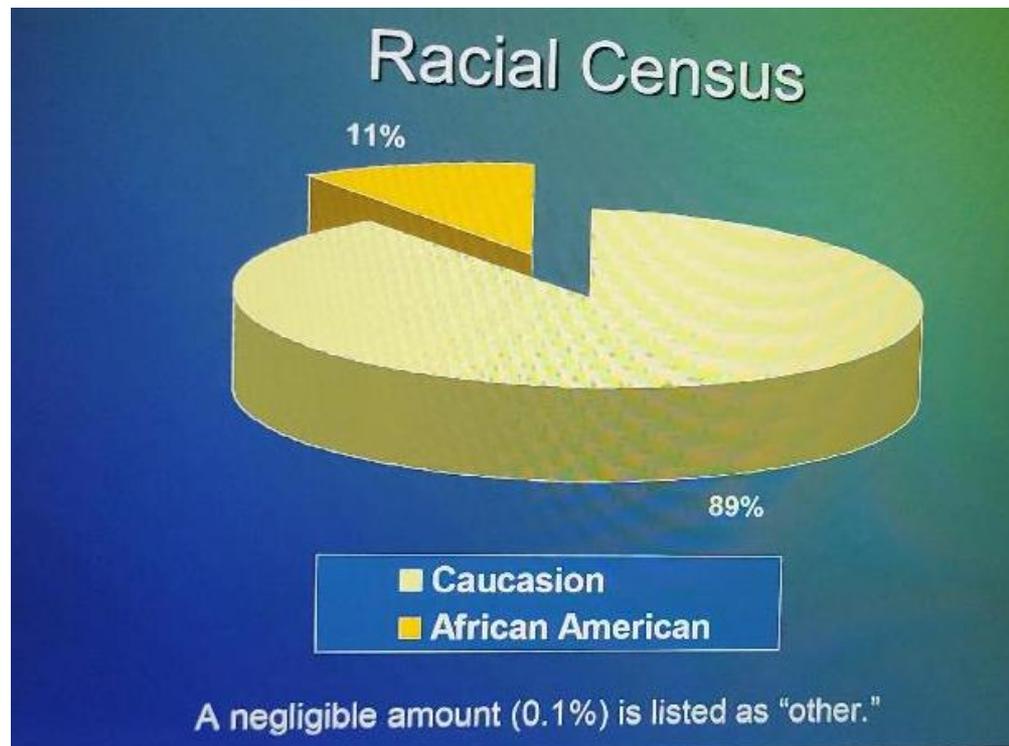
National Treatment Demographics

Ultimately, reducing disparities will require understanding how each stage of the treatment process can be modified to address the diverse needs of racial or ethnic minorities. Although there are few “one size fits all” approaches to reducing disparities, there are opportunities to use new funding to scale up promising interventions targeted to minority populations in the treatment system.

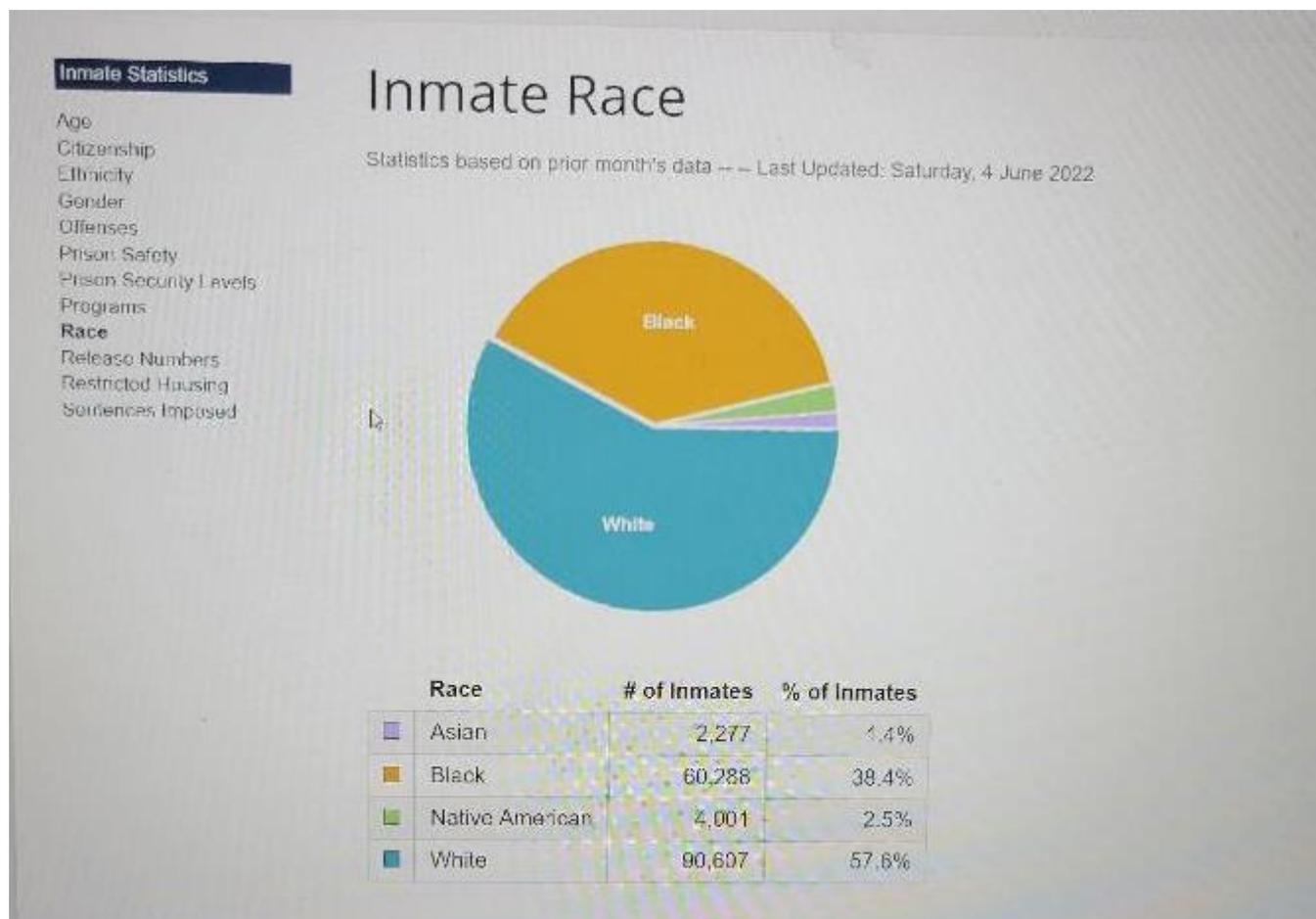
Research from National Institute of Health

Kentucky Treatment Demographics

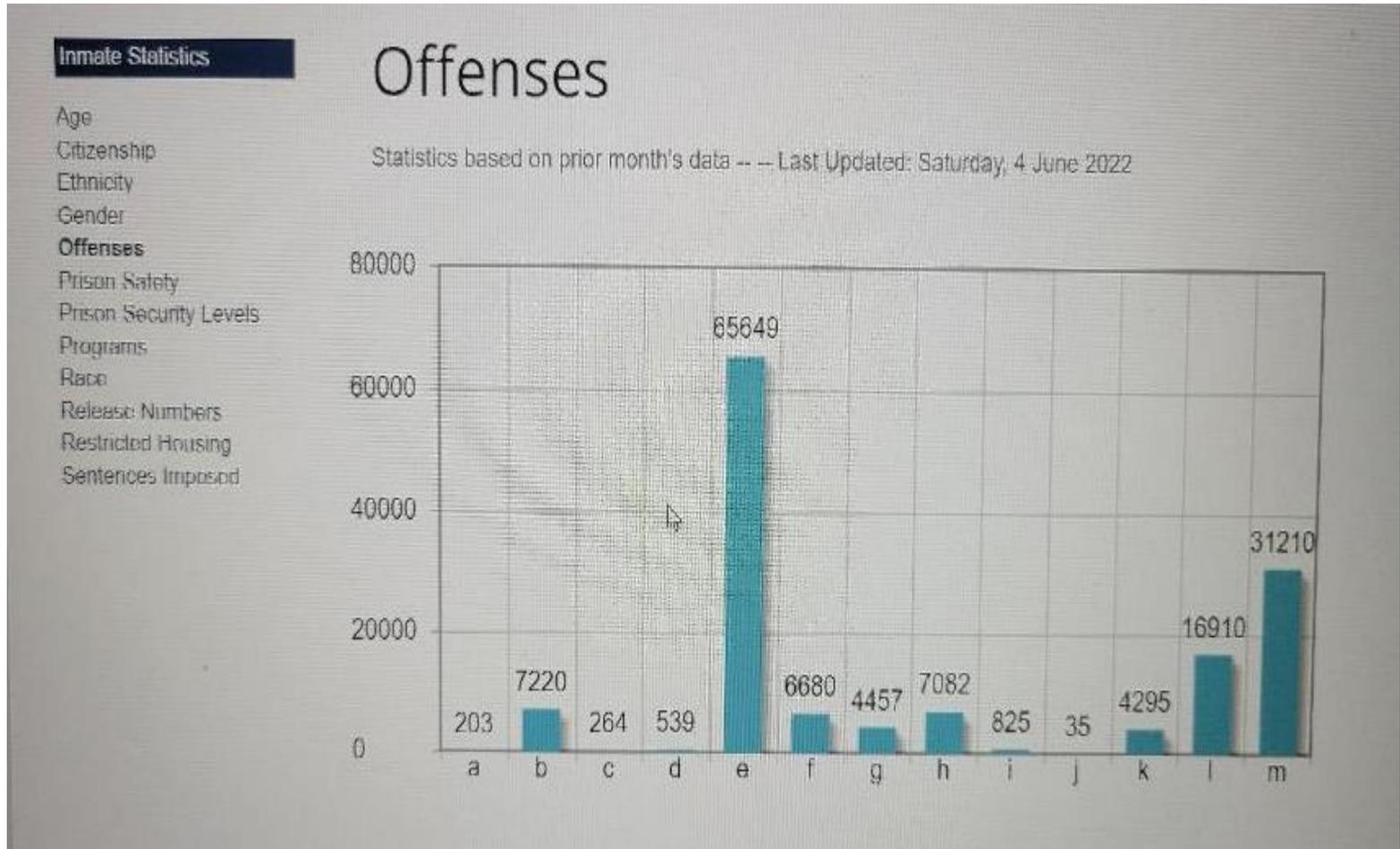
One particular treatment model that hosts approximately 1500 beds total throughout the state!



National DOC Demographics Individuals Incarcerated for Drug Related Offenses



National Treatment Demographics



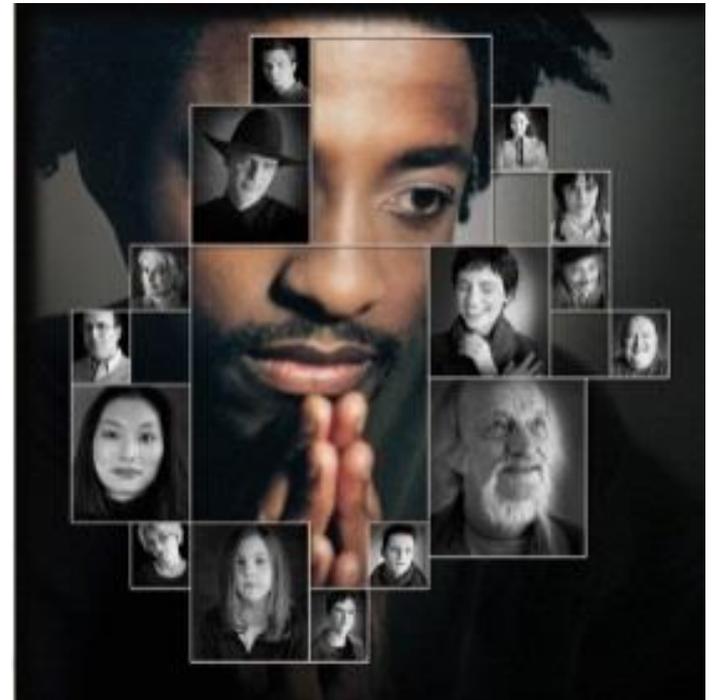
National Treatment Demographics

Chart Label	Offense	# of Inmates	% of Inmates
a	Banking and Insurance, Counterfeit, Embezzlement	203	0.1%
b	Burglary, Larceny, Property Offenses	7,220	4.9%
c	Continuing Criminal Enterprise	264	0.2%
d	Courts or Corrections	539	0.4%
e	Drug Offenses	65,649	44.9%
f	Extortion, Fraud, Bribery	6,680	4.6%
g	Homicide, Aggravated Assault, and Kidnapping Offenses	4,457	3.0%
h	Immigration	7,082	4.8%
i	Miscellaneous	825	0.6%
j	National Security	35	0.0%
k	Robbery	4,295	2.9%
l	Sex Offenses	16,910	11.6%
m	Weapons, Explosives, Arson	31,210	21.3%

Systemic Racism

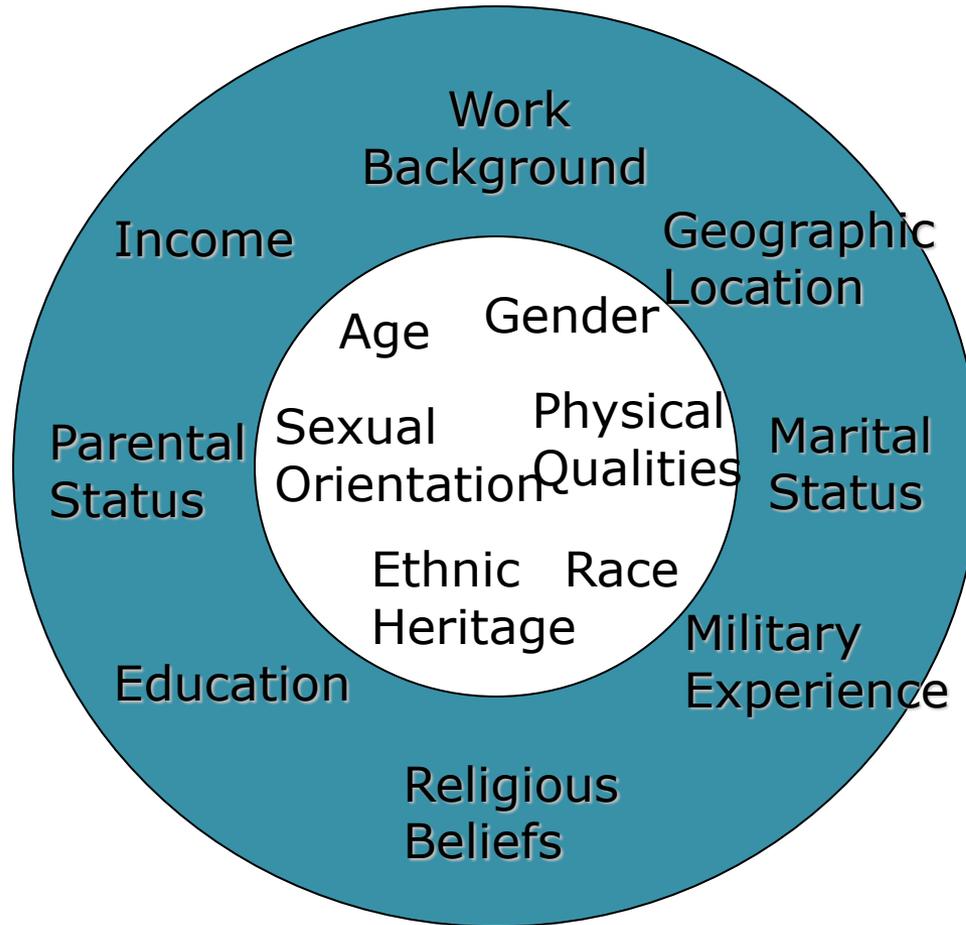
Teaching students that WWII vets were given GI Bill to help them recover after the war is part of passing on our nations history.

Teaching them that Black vets were deliberately excluded or uninformed is part of the same history.



Some people have a problem with our children learning of these kind of facts....Why?

Primary and Secondary Dimensions of Diversity



Bias

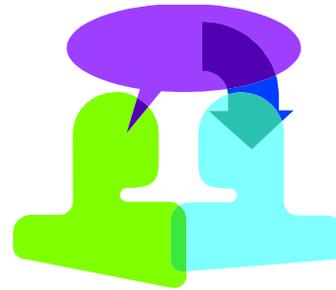
- Prejudice in favor of or against one thing, person or group compared with another; usually in a way considered to be unfair.
- An inclination of temperament or outlook
 - *especially: a personal and sometimes unreasoned judgment: prejudice*

Unconscious (or Implicit) Bias

- A term that describes the associations we hold outside our conscious awareness and control. This affects Everyone!
 - Unconscious bias is triggered by our brain automatically making quick judgments and assessments.
 - The judgments and assessments (stereotypes) are usually tied to memory of prior experiences or simply information we've received that has never been challenged and outside our own conscious awareness.

All Communication is Filtered Through our Cultural Perspective

- Age
- National origin
- Race
- Sexual orientation
- Religion
- Disability
- Gender
- Education
- Work role/experience
- Personality
- Customs



- Geographic location
- Functional discipline
- Languages used
- Values
- Communication style
- Work Style
- Learning style
- Economic status
- Family situation
- Military experience
- Philosophical perspective

An Honest Self-Appraisal An Inventory of Ourselves

- Is our client population a reflection of the community where we are located?
- Is there a specific race/group of people underrepresented in our client population?
 - *if so, what steps have we taken to attract them?*
 - *Have there been clients represented that began but did not complete our programs?*
- Are there common practices or workplace norms that might discourage participation?
 - *Is there an agency policy related to discriminatory language, dress (decals, symbols)?*
 - *If so, Is that policy well known and enforced?*

An Honest Self-Appraisal An Inventory of Ourselves.....

- What is the racial make up of our leadership staff?
- Do we have any intake, receptionist, or direct care staff persons that represents this group(s)
- Are there any bias in our hiring practices?
- Do we offer competitive compensation for women and minorities?
- Are there HR safeguards in place to provide checks and balances in our hiring practices?



If we could shrink the earth's population to a village of precisely 100 people, with all the existing human ratios remaining the same, it would look like this. There would be:

- 61 Asians
- 12 Europeans
- 14 from the Western Hemisphere, both north and south
- 13 Africans
- 50 would be female
- 50 would be male
- 74 would be nonwhite
- 26 would be white
- 67 would be non-Christian
- 33 would be Christian
- 89 would be heterosexual
- 6 people would possess 59% of the entire world's wealth and all 6 would be from the United States
- 80 would live in substandard housing
- 14 would be unable to read
- 33 would die of famine
- 1 would be near death;
- 1 would be near birth
- 7 would have a college education
- 8 would own a computer
- 11 would be homosexual

Benefits of Workforce Diversity & Inclusion

- Improved understanding of those you work for, with, and around.
- Creates a work environment that allows everyone to reach their full potential.
- Provides multiple perspectives on problem solving.
- Better performance outcomes.
- Increases employee productivity.
- Increased retention rates.
- Boosts employee morale.
- Improved customer relations.
- Reduces complaints and grievances.
- It's the right thing to do!

The Economic Imperative:

What does the research show?

- Racial and gender diversity are *positively* associated with higher establishment productivity, product quality, and economic benefits.
- Discrimination and poor diversity management pose a human and economic cost:
 - The average EEO complaint costs the organization approximately \$250,000
 - 25-40% of workforce attrition rate and 5-20% in lost productivity can be attributed to poor diversity management; turnover costs 75-150% of the replaced employee's salary.
- Achieving and maintaining workforce diversity requires investment., but the return on the investment, in terms of both economic and “good will branding” capital, outweighs the cost.

Conclusion: *Diversity should be strategically aligned with business goals; diversity requires investment, but pays dividends.*

Workforce Diversity and Productivity: An Analysis of Employer-Employee Matched Data, Linda Barrington, The Conference Board, and Kenneth R. Troske, University of Missouri-Columbia, April 18, 2001: Analysis of workforce diversity and economic performance of establishments in manufacturing, retail trade, and services sectors.

The Human Imperative:

What are the lessons learned?

Case in Point: NASA

“ Organizational culture refers to the values, norms, beliefs, and practices that characterize the functioning of a particular institution.”*

- Causes that contributed to the Columbia accident included:
 - An organizational culture that squelched independent thought
 - A performance culture that stifled differences of opinion
 - Resistance to external criticism and doubt
 - Imposition of the “party line vision... (which) led to flawed decision-making, self-deception, introversion, and diminished curiosity”
 - Organizational barriers that prevented open, effective communication

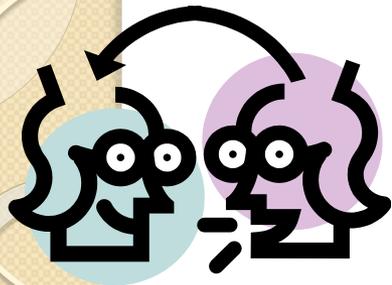
NASA has since implemented one of the strongest diversity management programs in Federal government

*Report of the Columbia Accident Investigation Board, March 2003.

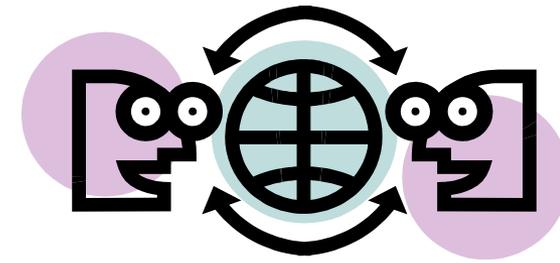
A New Metaphor for American Culture

- The “melting pot” theory of American society has evolved, instead consider a “vegetable soup” metaphor.
- You can easily identify and taste the unique flavors of the individual parts.
- Members of various cultural groups may not want to be assimilated, they want their tastes, looks and texture to remain whole.
- To reap the benefits of diversity, you must include your co-workers and the people you serve.





Cultural Competence



- Respect others' opinions.
 - Acknowledge cultural/ generational differences and historical injustices without becoming defensive.
 - Be open to learning about other cultures and ideas.
 - Give others the benefit of the doubt in a dispute.
 - Seek first to understand others' point of views; then to be understood
 - Be Empathetic!
- Don't stereotype.
 - Don't judge others by your own cultural standards.
 - Don't assume your culture's way is the only way.
 - Don't talk down to anyone; communicate effectively.

Irrational Assumptions

An irrational assumption is a belief that is founded on baseless supposition, often skewed by bias. One of the best examples of irrational assumptions are the stereotypes we formulate about people based on their association or membership with cultural or ethnic groups.

“If we all worked on the assumption that what is accepted as true is really true, there would be little hope of advancement.”

--Orville Wright

Fear

Fear of change in the workplace is counterproductive, especially fear of ideas and people who are different from us.

“I think we have to own the fears that we have of each other, and then, in some practical way, some daily way, figure out how to see people differently than the way we were brought up to.”

--Alice Walker



Last Words To Ponder

“When we feel a sense of belonging it is not because we are the same as everyone else, but because we have been accepted as we are.”

Any Questions?

