



CELEBRATING
30 YEARS

Healthforce Center at UCSF

Anniversary workshop

**Confronting Racism Denial: Tools for Naming Racism
and Moving to Action with Dr. Camara Jones**

APPLICATION HANDOUT

Individual Reflection

1. Which of Dr. Jones' allegories do I find most illuminating? Why?
2. What are one to two ways racism operates in my organization?
3. What would one of the six actions from the Dual Reality Allegory look like in my organization?
4. What, specifically, will I do in the next two weeks to get started on my answer to question #3?



Small group discussion

Please volunteer or ask someone to keep time and help to move the conversation along. Spend half your time on question #1 and half on question # 2.

Introduce yourself (Name, organization)

1. What resonated with you from today's session?
2. What action will you take in the next two weeks to name and address racism?

“How is racism operating here?”

□ Identify mechanisms

- **Structures:** the *who?*, *what?*, *when?*, and *where?* of decision-making
- **Policies:** the written *how?*
- **Practices:** the unwritten *how?*
- **Norms:** the unwritten *how?*
- **Values:** the *why?*

Campaign tasks

Our charges

Cliff dimensions

6 ACTIONS TODAY

Actions today

- Look for evidence of two-sided signs
- Burst through our bubbles
- Be interested | believe | join in the stories of others
- See “the absence of”
 - Reveal inaction in the face of need
 - Know that collective action is power

Key messages

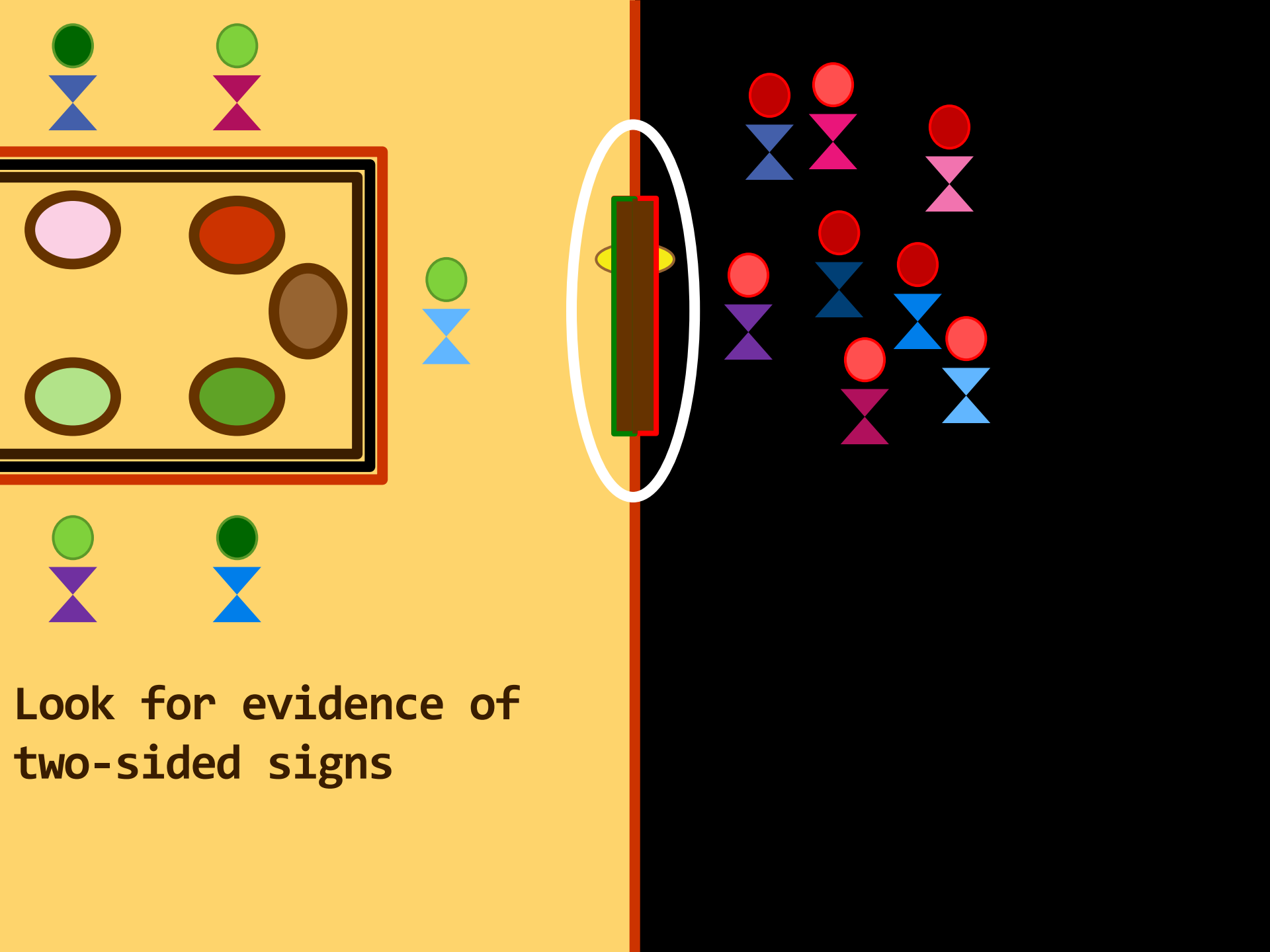
Equity barriers

Levels of racism

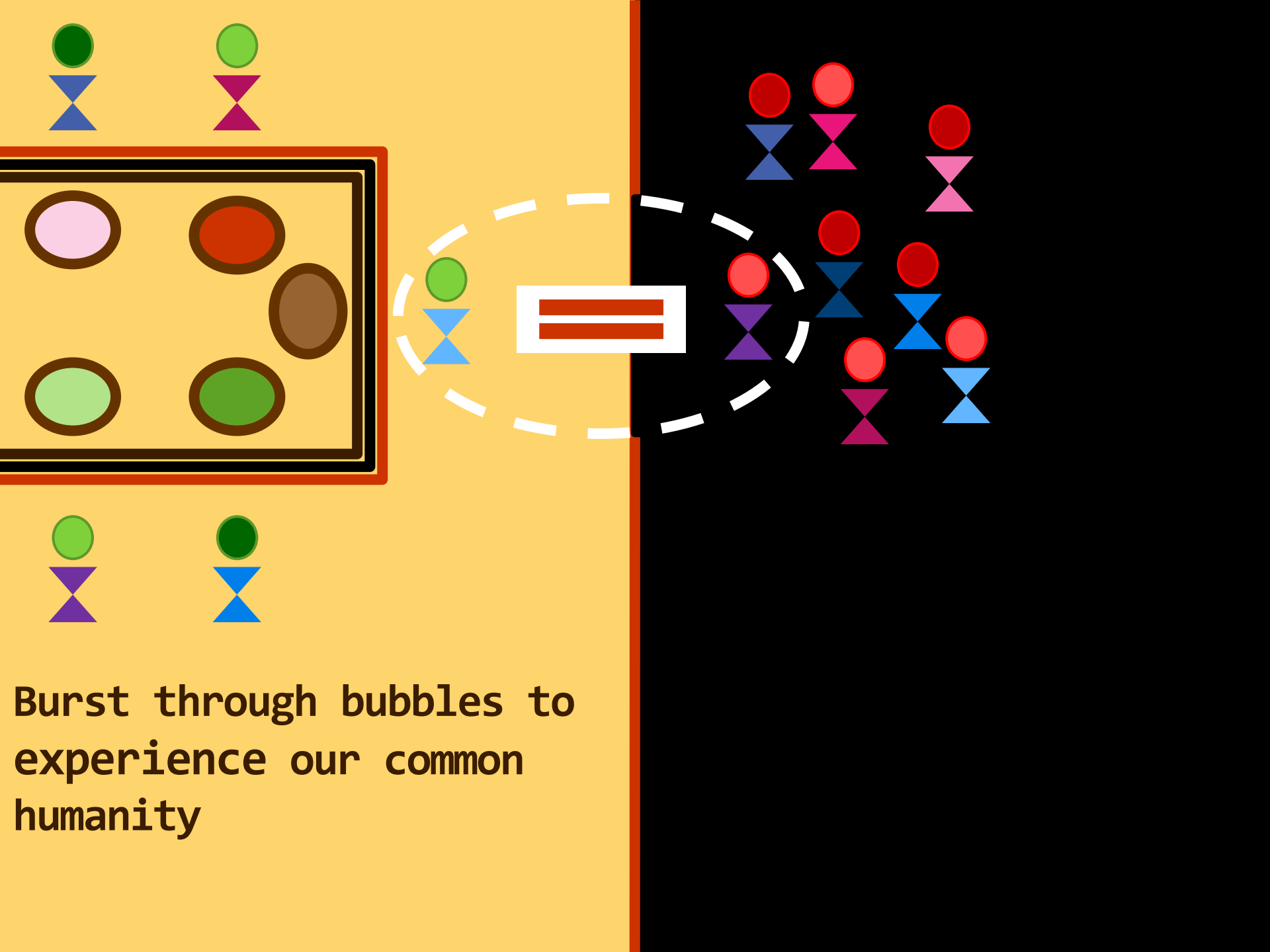
Equity principles



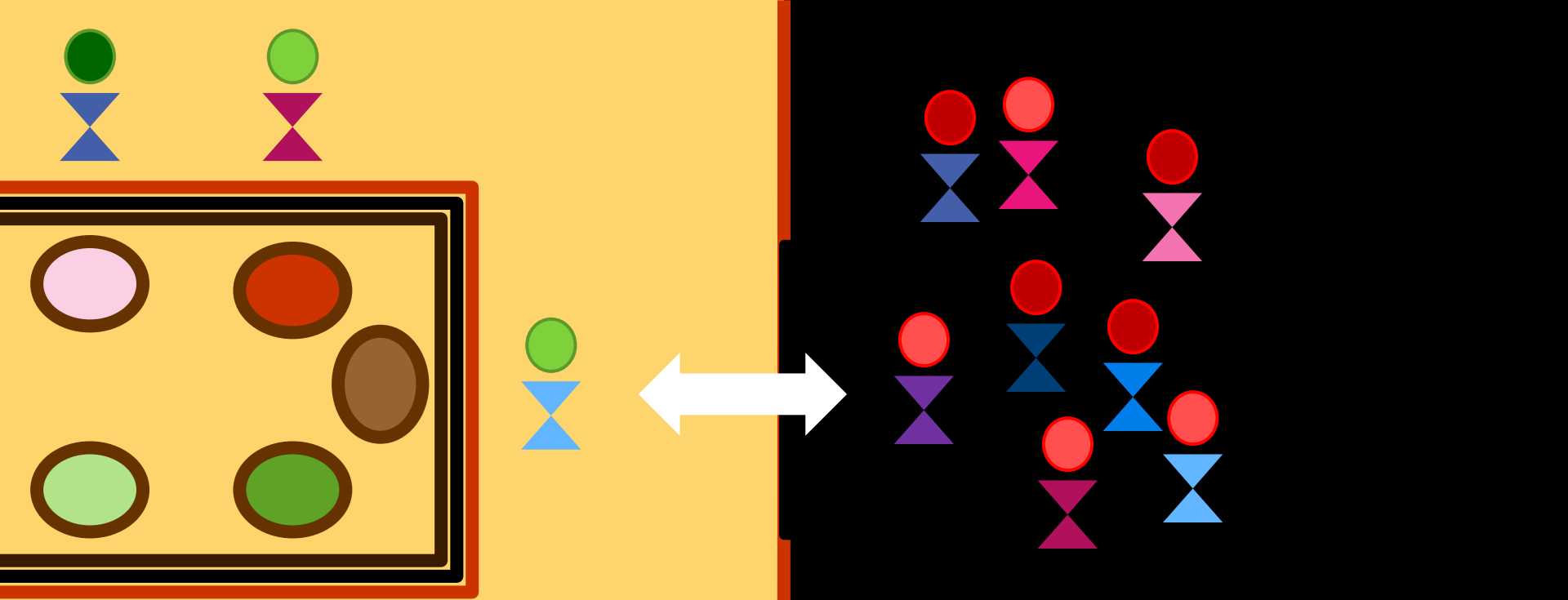
What can we do today?



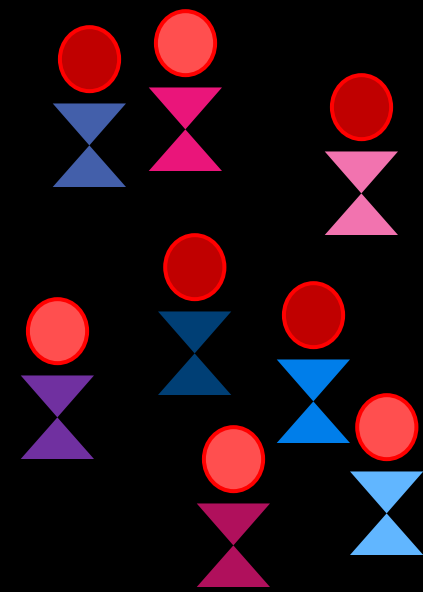
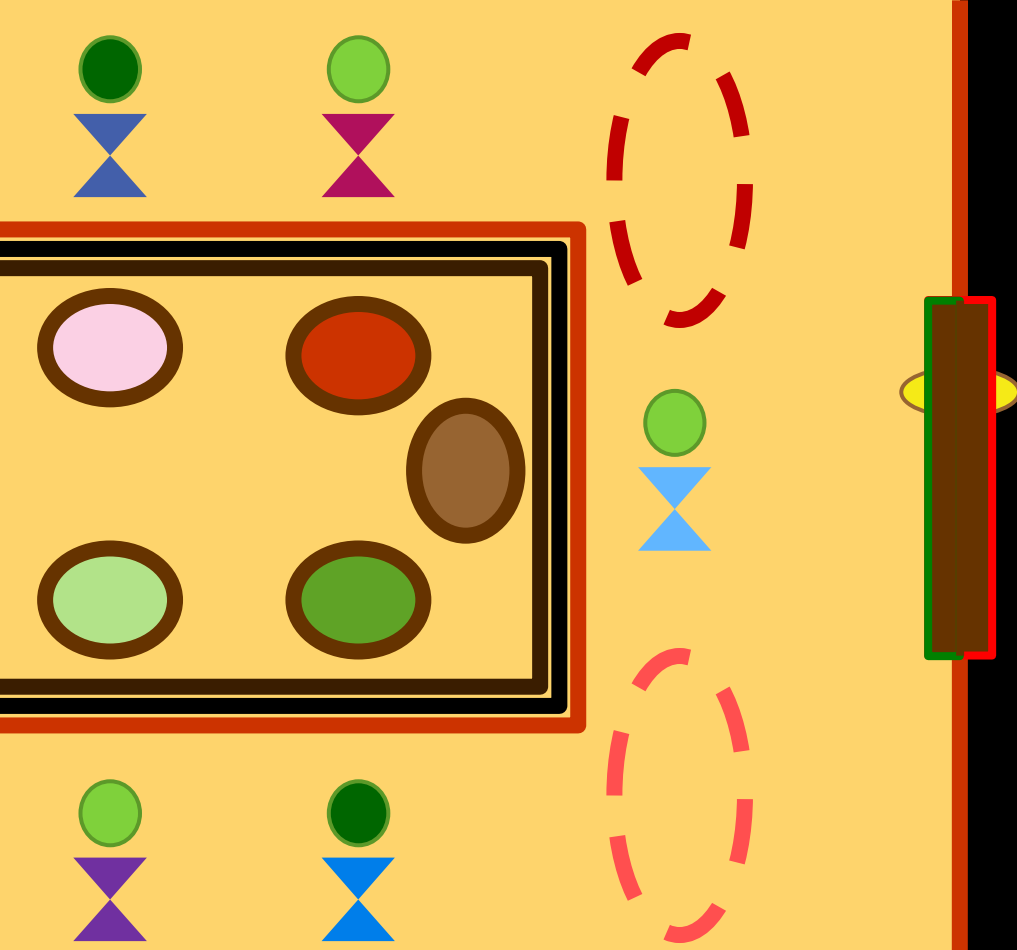
Look for evidence of two-sided signs



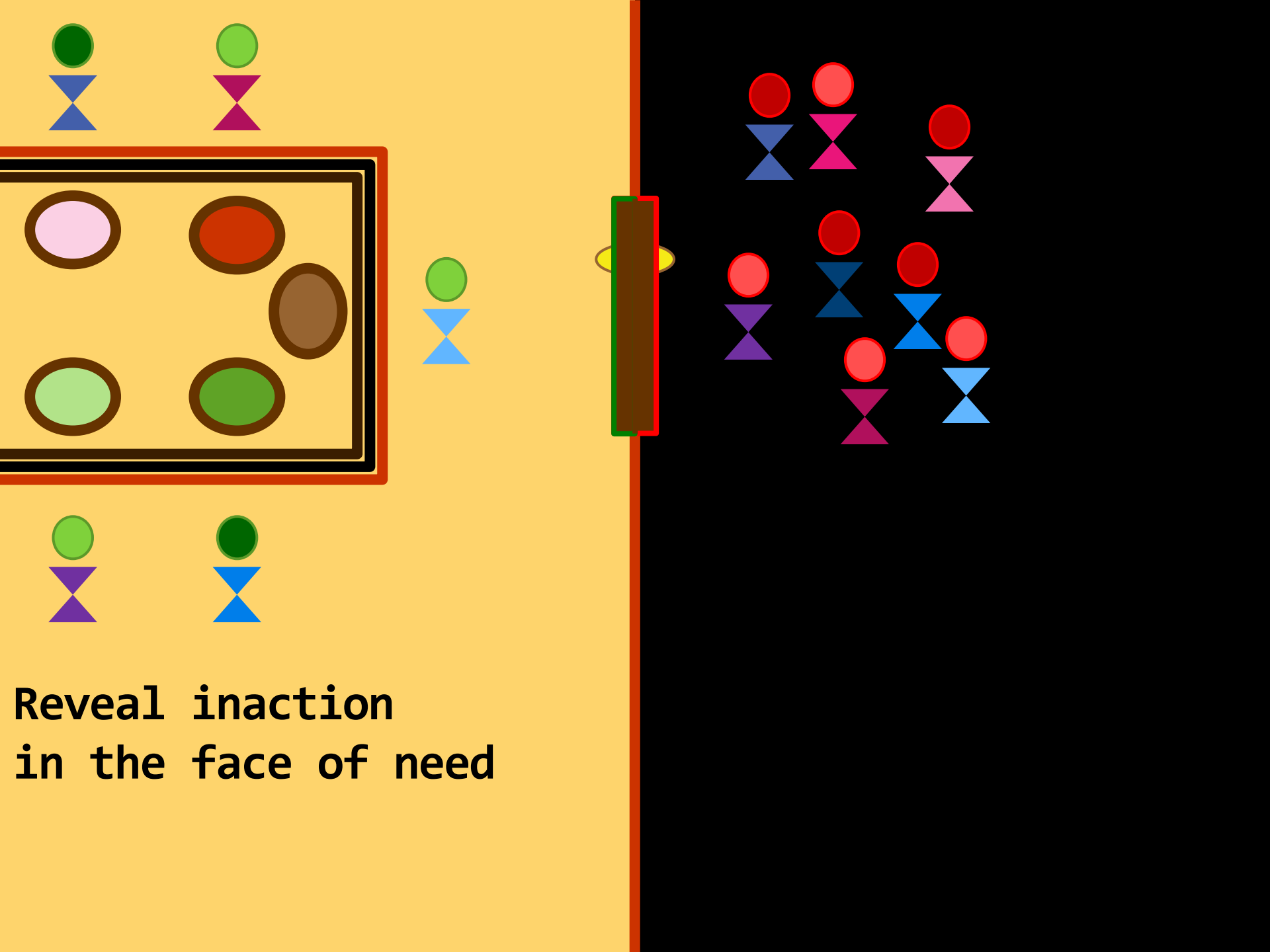
Burst through bubbles to
experience our common
humanity



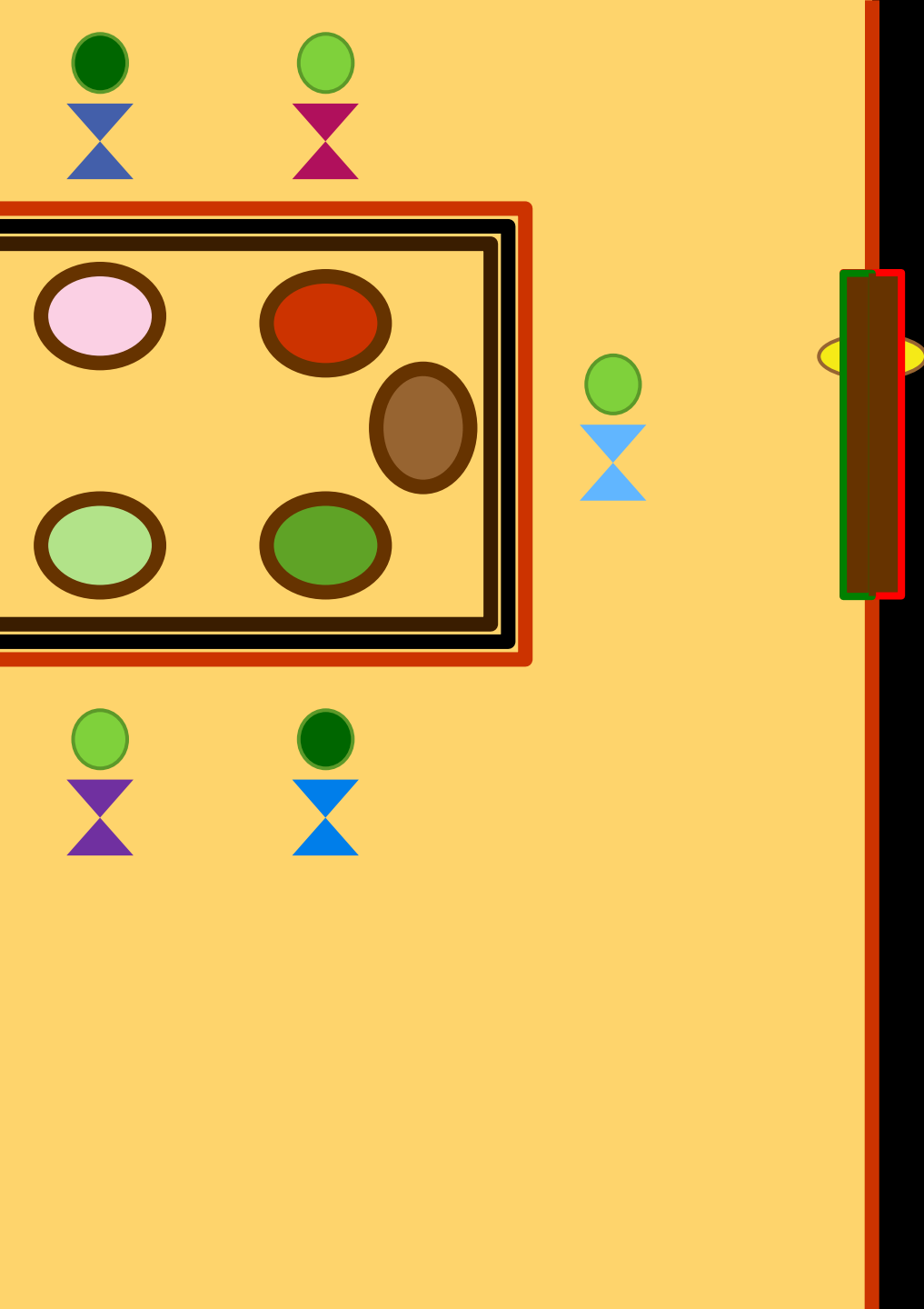
Be interested
Believe
Join in
The stories of others



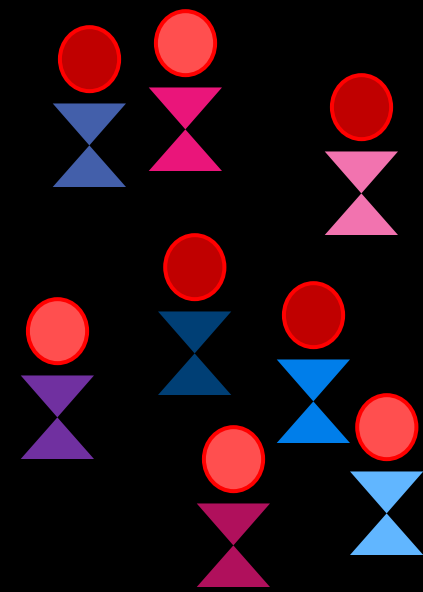
See “the absence of”



Reveal inaction
in the face of need



Collective action is power



Camara Phyllis Jones, MD, MPH, PhD

2021-2022 UCSF Presidential Chair

University of California, San Francisco

Past President

American Public Health Association

2021 Presidential Visiting Fellow

Yale School of Medicine

2019-2020 Evelyn Green Davis Fellow

Radcliffe Institute for Advanced Study at Harvard University

Adjunct Professor

Rollins School of Public Health at Emory University


Senior Fellow and Adjunct Associate Professor

Morehouse School of Medicine

cpjones@msm.edu

(404) 374-3198 mobile

@CamaraJones



CELEBRATING
30 YEARS

Healthforce Center at UCSF

<https://healthforce.ucsf.edu/>