



Priceless Development Consulting

Dismantling Race Based Oppression: Our Role

October 26, 2022-February 8, 2023

Presented by Daicia Price, PhD, LMSW

Introduction

To continue the efforts of “Advancing Racial Equity in Washtenaw County”, a series of workshops were delivered to Pittsfield Township employees in groups of approximately 25. Each cohort participated in five sessions (twelve hours) of professional development. The series sought to share information with municipal employees to “*Dismantle Race Based Oppression*”. Daicia Price, PhD, LMSW was the primary facilitator and was joined by Erin Cox, BSW as a co-facilitator.

Training Evaluation

An anonymous pre and post survey was given to all attendees (N=76) electronically. Respondents were asked to utilize a unique identifier to maintain anonymity. Respondents were asked to respond using a Likert scale using a range of strongly agree to strongly disagree. The response rate for completing the pre training evaluation is 55% (N=42) and post training evaluation survey is 39% (N=30). Survey questions were intended to gather respondents’ self-reported knowledge and abilities. No demographic information was collected from participants.

Results

Knowledge and Abilities

Evaluation items were tabulated and results are presented in the two tables that follow. Table 1 presents participants affirmative (agree or strongly agree) related to knowledge of concepts.

Table 1: Percentage of Respondents that Agree or Strongly Agree

Statement	Pre	Post
I understand the four categorical tools of oppression	42.5%	100%
I have language to describe racism	77.5%	96.6%
I have tools to engage with others that present with oppressive behaviors and attitudes.	47.5%	100%
I feel I have the tools to hold others accountable with respect and support	72.5%	100%

At least 95% of all respondents strongly agreed or agreed to gaining the identified knowledge and having tools to engage and hold other accountable with respect and support after the Dismantling Race Based Oppression series.

At the conclusion of the series, participants were able to share concerns and apprehensions they had about the ongoing work of dismantling racism. Themes emerged specific to needs of individuals and within the organization. Participants shared the need to have a safe and affirming space to practice and learn without fear of consequences, blame, and shame. Themes specific to organizational structure included:

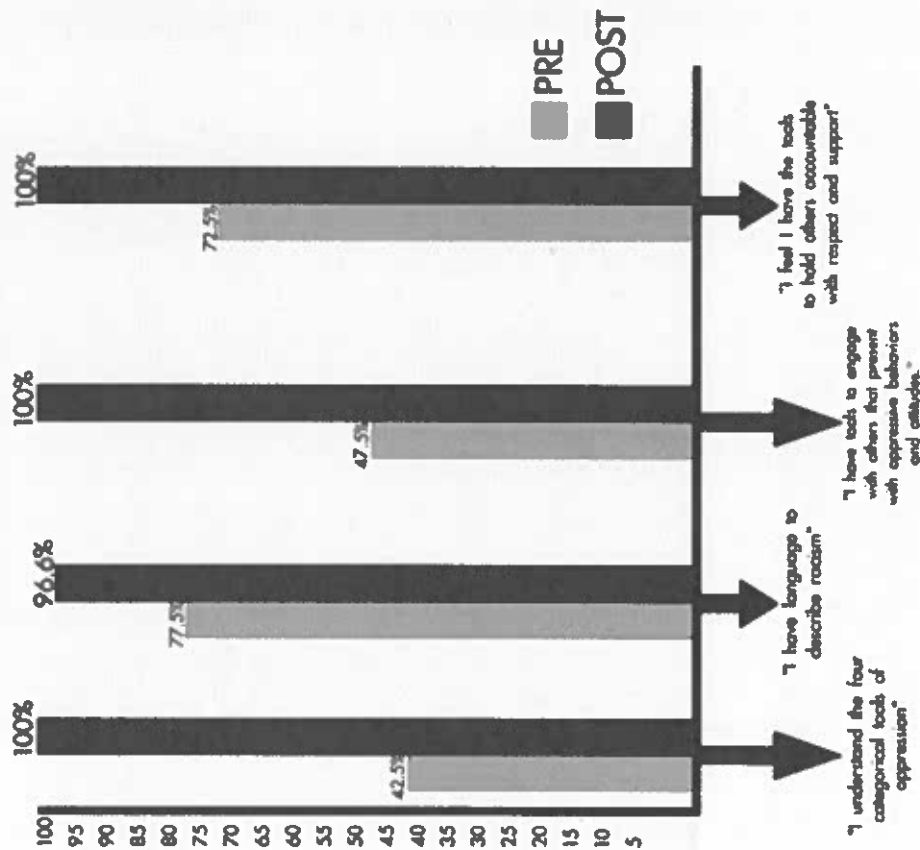
- Concerns about the authenticity of DEI efforts
- Skepticism that changes will occur
- Navigating difficult conversations and situations
- Doubts about support from workplace culture and leadership
- Need for a welcoming environment for diversity and inclusion

Recommendations for next steps:

- Training session for elected officials to receive foundation knowledge of series content: I recommend that you start by organizing a working session for elected officials to receive foundation knowledge of series content. This session would provide an overview of ways to incorporate anti-racist strategies in their respective roles.
- Adopt usage of common agreements to utilize in dialogue throughout the organization: It is important to adopt a set of common agreements that can be utilized in dialogue throughout the organization. These agreements should be designed to promote respectful communication and create a safe space for all employees to share their thoughts and ideas.
- Utilize employee intranet to maintain content, tools, and resources for new employees and for refresher trainings: Utilize the employee intranet to maintain content, tools, and resources for new employees and for refresher trainings. This will ensure that all employees have access to the information and resources they need to promote diversity, equity, and inclusion (DEI) within the organization.
- Develop a DEI focused council/workgroup with a specific charge to develop a three-year strategic plan focused on people, processes, and products: I recommend that you develop a DEI focused council/workgroup with a specific charge to develop a three-year strategic plan focused on people, processes, and products. This workgroup should prioritize the review of organization/department policies and procedures utilizing an anti-racist framework, incorporate a restorative practice process for incidents that don't meet qualifications for immediate dismissal, and incorporate monthly opportunities for staff to problem solve, practice, and implement strategies learned within departments/teams.

By implementing these recommendations, there will be an observed commitment and action to foster an environment that values diversity, promotes equity, and encourages inclusivity. I am confident that with the right approach and a commitment to change, you can achieve a more equitable and inclusive organization.

PERCENTAGE OF RESPONDENTS THAT AGREE OR STRONGLY AGREE



- At least 95% of all respondents strongly agreed or agreed to gaining the identified knowledge and having tools to engage and hold other accountable with respect and support after the Dismantling Race Based Oppression series.
- At the conclusion of the series, participants were able to share concerns and apprehensions they had about the ongoing work of dismantling racism. Themes emerged specific to needs of individuals and within the organization. Participants shared the need to have a safe and affirming space to practice and learn without fear of consequences, blame, and shame. Themes specific to organizational structure included:
 - Concerns about the authenticity of DEI efforts
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Percentage of Respondents that Agree or Strongly Agree



"I have tools to engage with others that present with oppressive behaviors and attitudes"

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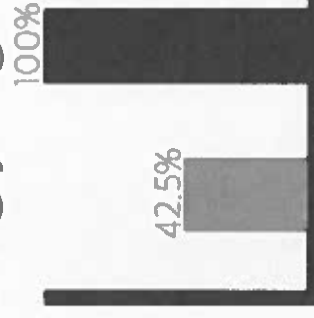
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"I have language to describe racism"

PRE
POST



"I understand the four categorical looks of oppression"



"I feel I have the tools to hold others accountable with respect and support"