

# DEVELOPING ANTIRACISM LEADERSHIP COMPETENCIES TO ACHIEVE INCLUSIVE PRACTICES FOR HEALTH EQUITY



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## **Brief Curriculum Summary:**

This course introduces healthcare and biomedical leaders to anti-racist strategies, resources, and tools to achieve racial equity at both levels of organizational change and individual leadership practices. Participants engage in interactive exercises to evaluate their own biases and examine how they fit into the larger cultural experience in the United States. Through engaging multiple partners, participating in a series of small and large group discussions and activities, and watching and reflecting on videos, participants are empowered to explore the layers of assumptions, stereotypes, and biases, and systemic and institutionalized ideologies that lead to biased attitudes and discriminatory behavior. Participants partake in institutional and organizational problem-solving scenarios to build antiracism and racial equity competencies. This course is an essential starting point for anyone seeking to expand their knowledge on the complexities of race, gender, and class.



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## **1.) Exploring the Origins and Development of American Racism and Racial Caste: Whiteness, and Anti-Blackness in Colonial and Post-Colonial America**

This session examines the development of Whiteness, White culture, and White identity in North America. It explores the impacts Anglo-European religious philosophies and belief systems had on establishing both legality and religion, and the ways these two guiding tools shaped the psychology of Whiteness. In addition, this course focuses on the developments and intersections between White capitalism (economics), White religion, the enslavement of Black peoples, White legality, White politics, and the beginning of White governance in 16<sup>th</sup> century America. This course also begins the process of detailing the ways in which anti-Blackness was developed through the legislative and judicial processes, facilitating a negative orientation, and the positioning of Blackness in North America. This session explores the construction and propagation of Whiteness and anti-Blackness to White people, Indigenous, and Black people during this period and beyond. It also explores the ways in which White solidarity and White benefits (mentally, emotionally, and spiritually) indoctrinated, enabled, and incentivized White people to normalize complicity in anti-Black terror and subjugation. The years covered are 1550 – Present.

## **2.) Examining the Origins and Development of Anti-Blackness in American Law and Institutions and their Impacts on Shaping American Culture**

This session examines the American legal, economic, and religious institutions of anti-Black rape (arranged primarily against Black women), pedophilia, human sex trafficking, and enslavement. This course content, in an explicit and provocative fashion, examines the ways in which sexualized legal violence through pedophilia and rape were infused into White legal, political, economic, and governmental systems backed by academic scholarly philosophies and scientific theories, and highlights the emergence of Black rage and anger as the result of White terror. One focal point is amplifying and elevating anti-Blackness as the underlying principle for these institutions, rather than focusing on enslaved Black persons – as free Black persons, free Indians (as they were referred to in laws) were terrorized in many ways that are defined within the legal context. This session explores the teaching and reinforcing of Whiteness and anti-Blackness to White people, and Indigenous and Black people during this period and beyond. It also explores the ways in which White solidarity and White benefits (mentally, emotionally, and spiritually) indoctrinated, enabled, and incentivized White people to normalize complicity in anti-Black terror and subjugation. This session examines deeply the premise of anti-Blackness/anti-Black racism as psychopathic and sociopathic. The years covered are 1550 – Present.

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## **3.) Confronting White Fragility, Nice Racism and Anti-Blackness & Applying Racial Literacy through Practice to Develop Antiracism Leadership Strategies and Practices for Health Equity**

This session introduces leaders and practitioners through walk-through's of several case studies and skills practices to evaluate and solve for anti-Blackness. It will provide opportunities to leaders and practitioners to demonstrate anti-racism strategic thinking, leadership competencies, skills, and practices at the organizational/systems change, cultural, and personal levels in multiple areas. Leaders and practitioners will work collaboratively to discuss, develop, and share solutions to address pro-White, anti-non-White, and anti-Black non-inclusive cultural dynamics at all levels, with a focus on developing solutions to enhance organizational culture and patient health through policies, procedures, and practices that move towards racially equitable outcomes.

**Note:** [Robin DiAngelo](#) will be featured as a guest lecturer for this session.

## **4.) Antiracism Frameworks, Models, and Tools for Healthcare and Biomedical Leaders and Practitioners**

This session introduces leaders to anti-racist strategies, resources, and tools to achieve racial equity at both levels of organizational change and individual leadership practices. Provides coaching in the areas of recruitment, hiring, culture/employee engagement, pay, performance development and support, promotions, retention, and all other areas of the employee life cycle with emphasis on healthcare and biomedical practices.

Leaders and practitioners will be introduced to and provided fully-developed antiracism policies and programmatic models and strategies that directly target and address institutional and cultural inequities and outcomes. They will also be coached and mentored while participating in an antiracism/racial-equity policy development exercise. Leaders will partake in institutional and organizational problem-solving scenarios to build antiracism and racial equity competencies.