

COVID19 Webinar Notes – 6/1/20

These notes capture what was shared on this webinar. Information is changing quickly. We'll share updated information during the webinars and in future webinar's notes as it becomes available.

Question	Answer	State Staff Follow-up
Opening remarks from Paul Throne		
<p>Paul shared remarks about the past week's events, part of Secretary John Weisman's message for DOH, how WIC is part of the solution and what we each can do.</p>	<p>I watched over the weekend, as I'm sure many of you did, the pain and anguish that is enveloping our country. I strive to avoid offering political opinions in my role, but institutional racism and intergenerational trauma are facts, not opinion. It is grievous to see the suffering of our brothers and sisters as yet another tragedy has taken someone's life.</p> <p>Secretary Wiesman shared a message to the agency and I thought I'd read two paragraphs that stood out for me:</p> <p><i>DOH must continue to respond and lead with racial equity and social justice. This type of leadership can be uncomfortable yet necessary. It requires that we center, honor, and prioritize the health, wellbeing, and lived experience of historically marginalized and oppressed communities—including Black, Indigenous and People of Color, individuals with disabilities, and the LGBTQ+ community, to name just a few.</i></p> <p><i>I implore that each of us, and in particular my white colleagues, take the time to read, learn, and understand how systemic racism, white supremacy, and white privilege work in conjunction and in intersectional ways. In ways that uphold practices and policies that perpetuate intergenerational harm and trauma and disproportionately impact communities of color and other marginalized groups.</i></p>	<p>See DOH of Health Secretary John Weisman's media statement in English and Spanish languages (distributed to media organizations 5/31/20). Statements attached to Memo 2020-67.</p> <p>See additional resources offered at the end of today's notes.</p>

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	<p>I know that WIC is a part of the solution. You help ensure that everyone has a chance at optimal nutrition, which is a major building block in optimal health, and therefore, opportunity. But we need to ask ourselves if and how the way we operate our program reinforces privilege, and we'll be asking that repeatedly going forward. One of the ways we'll do that is by raising and responding to the voices of our participants, through feedback, and through outreach. We will ensure that communities of color are present at our coming WIC Advisory Committee, and I will work on building relationships with communities of color to be sure I continue to listen and learn.</p> <p>I've also learned an important lesson from online anti-racism groups led by people of color: when people like me, who enjoy unearned privilege, ask, "What can I do?," we should not place the burden of answering that question on the people living daily with the consequences of racism. The internet is a vast resource, and putting that question into a search box brings up a wealth of good ideas and resources for self-learning and for contributing.</p> <p>The phrase I hear most frequently on the groups I follow is, "I'm tired." I echo Secretary Wiesman's request that those of us who receive privilege invest the time in listening and learning, and in undoing the systems, behaviors, and practices that reinforce that privilege. We need to do better.</p>	
<p>PHSKC staff person shared the following articles and resources.</p>	<p>Articles : Privilege 101: A Quick and Dirty Guide https://everydayfeminism.com/2014/09/what-is-privilege/</p> <p>White Fragility: Why It's So Hard to Talk to White People About Racism https://goodmenproject.com/featured-content/white-fragility-why-its-so-hard-to-talk-to-white-people-about-racism-twlm/</p>	

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	<p>DETOUR-SPOTTING for White Anti-Racists https://www.racialequitytools.org/resourcefiles/olson.pdf</p> <p>How White Caucuses Contribute To Racial Justice https://arrow-journal.org/going-to-the-root-how-white-caucuses-contribute-to-racial-justice/</p> <p>Why People of Color Need Spaces Without White People https://arrow-journal.org/why-people-of-color-need-spaces-without-white-people/</p> <p>Books:</p> <ul style="list-style-type: none"> • <i>So You Want to Talk About Race</i> by Ijeoma Oluo Video of her talking about her book is here: https://www.youtube.com/watch?v=TnybJZRWipg • <i>The New Jim Crow</i> by Michelle Alexander • <i>Between the World and Me</i> by Ta-Nehisi Coates • <i>Uprooting Racism; How White People Can Work for Racial Justice</i> by Paul Kivel 	
Overview of NWA virtual conference		
2020 NWA virtual conference	Reviewed the agenda for the 2020 NWA’s Virtual Conference. Be sure to note that session times are Eastern Time. NWA is recording all conference sessions and you can begin listening to the session 20 minutes after the presentation and until July 31 st .	
Polling questions about NWA conference	<p>Are you registered or planning to register for the 2020 NWA Virtual Conference? Yes - 72% No - 28%</p> <p>If yes, are you sending: All of my staff - 30%</p>	

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	Most of my staff - 12% Some of my staff – 58%	
Monitoring – overview of the process for program and fiscal monitoring		
Could we get a copy of the slides?	Yes, we will send out the slides with the webinar notes tomorrow.	
Questions and answers		
Is there an update on the waivers?	At this time, we don't have an update on the waivers. We are talking with FNS this week; if we learn of anything on these calls, we will let you know. The current waivers were extended through June 30 th .	We will share updates about FNS waivers as soon as we hear more.
Please send out resources that Paul mentioned that was in John's email.	John Weisman's email had resources for state DOH staff. Please see John Weisman's media statement emailed with these notes (see attached English and Spanish statements). We're also sharing the following resources that DOH shares with our supervisors and staff: Diversity & Inclusion Awareness & Appreciation Activities Start the conversation: video viewing and facilitated discussions <ul style="list-style-type: none"> • Diversity & Inclusion at Work (5:16) • Improving your Diversity IQ (9:50) • Diversity Challenges – What would you do? (7:00) • Do one thing for Diversity and Inclusion – Different (1:00) • Cultural Diversity Examples: Avoid Stereotypes while communicating (1:50) • Inclusion Starts With I (3:27) Hiring DOH requires all individuals who are involved in any aspect of the selection process to watch the Countering Bias in the Interview (video). DOH strongly recommends redacting candidate names during the screening process . To learn more about this, check out the following articles:	See attached Media Statements by John Weisman, Secretary of Health in English and Spanish languages. See Memo 2020-67

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	<ul style="list-style-type: none"> • Blind Recruitment: Remove Bias From Your Hiring Process (recruiterbox) • Can Blind Hiring Improve Workforce Diversity? (SHRM) • Is Blind Hiring the Best Hiring? (NY Times Magazine) <p>Implicit Bias Blind Spot: Hidden Biases of Good People By Mahzarin R. Banaji and Anthony G. Greenwald Bantam, August 16, 2016 These self-perceptions are challenged by leading psychologists Mahzarin R. Banaji and Anthony G. Greenwald as they explore the hidden biases we all carry from a lifetime of exposure to cultural attitudes about age, gender, race, ethnicity, religion, social class, sexuality, disability status, and nationality. “Blindspot” is the authors’ metaphor for the portion of the mind that houses hidden biases. Banaji and Greenwald question the extent to which our perceptions of social groups—without our awareness or conscious control—shape our likes and dislikes and our judgments about people’s character, abilities, and potential. Audio Book: https://binged.it/2lgGUUe</p> <p>Project Implicit Project Implicit was founded in 1998 by three scientists – Tony Greenwald (University of Washington), Mahzarin Banaji (Harvard University), and Brian Nosek (University of Virginia). Project Implicit Mental Health launched in 2011, led by Bethany Teachman (University of Virginia) and Matt Nock (Harvard University). The Project Implicit site hosts tests that measure implicit bias. https://implicit.harvard.edu/implicit/takeatest.html</p> <p>Overcoming Implicit Bias and Racial Anxiety Fighting subconscious bias takes effort—but it can be done By Linda R. Tropp and Rachel D. Godsil</p>	

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	<p>Psychology Today https://www.psychologytoday.com/us/blog/sound-science-sound-policy/201501/overcoming-implicit-bias-and-racial-anxiety</p> <p>Bias Quizzes</p> <p>Project Implicit – Harvard.edu https://implicit.harvard.edu/implicit/takeatest.html</p> <p>Understanding Prejudice Exercises and Demonstrations http://www.understandingprejudice.org/demos/</p> <p>Implicit Association Test: Black and White Race http://www.understandingprejudice.org/iat/racframe.htm</p> <p>Teaching Tolerance (Tolerance.org) – A Project of the Southern Poverty Law Center Test Yourself for Hidden Bias http://www.tolerance.org/activity/test-yourself-hidden-bias</p> <p>MTV’s Look Different (lookdifferent.org) http://www.lookdifferent.org/what-can-i-do/implicit-association-test</p> <p>Are You Actually Racially Biased? http://www.playbuzz.com/sammccarty10/are-you-actually-racially-biased</p> <p>Recommended Educational Videos</p> <ul style="list-style-type: none"> • "Say what?! Small slights...big impact!" (DSHS) • "We Shall Remain" • "One Connection at a Time" (DSHS) • "Richie Parker: Drive" • "We Are America" • "Our Spirits Don't Speak English: Indian Boarding School" • "Inclusion Starts with I" • "What does my headscarf mean to you?" 	

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	<ul style="list-style-type: none"><li data-bbox="730 240 1283 264">• "How To Tell Someone They Sound Racist"	