

# Dialogues About Race Week 2 Understanding Systems, Systemic Racism, & Intersectionality

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Supported by an “APPIC Call to Action on Equity, Inclusion, Diversity, Justice, and Social Responsivity” grant awarded to VA Northern California’s Psychology Training Program; Co-PIs: Delmira Monteiro, Psy.D., Larry E. Burrell II, Ph.D., & Matthew J. Cordova, Ph.D.

# Overview



Biases, Prejudice, Discrimination, & Racism



Multi-Level Approaches to Addressing Racism



Discussion: Systemic Racism



Intersectionality



Discussion: Intersectional Identities

# Biases, Prejudice, Discrimination, & Racism

**Biases:** inclinations or preferences in favor or against a group, idea, thing, etc.

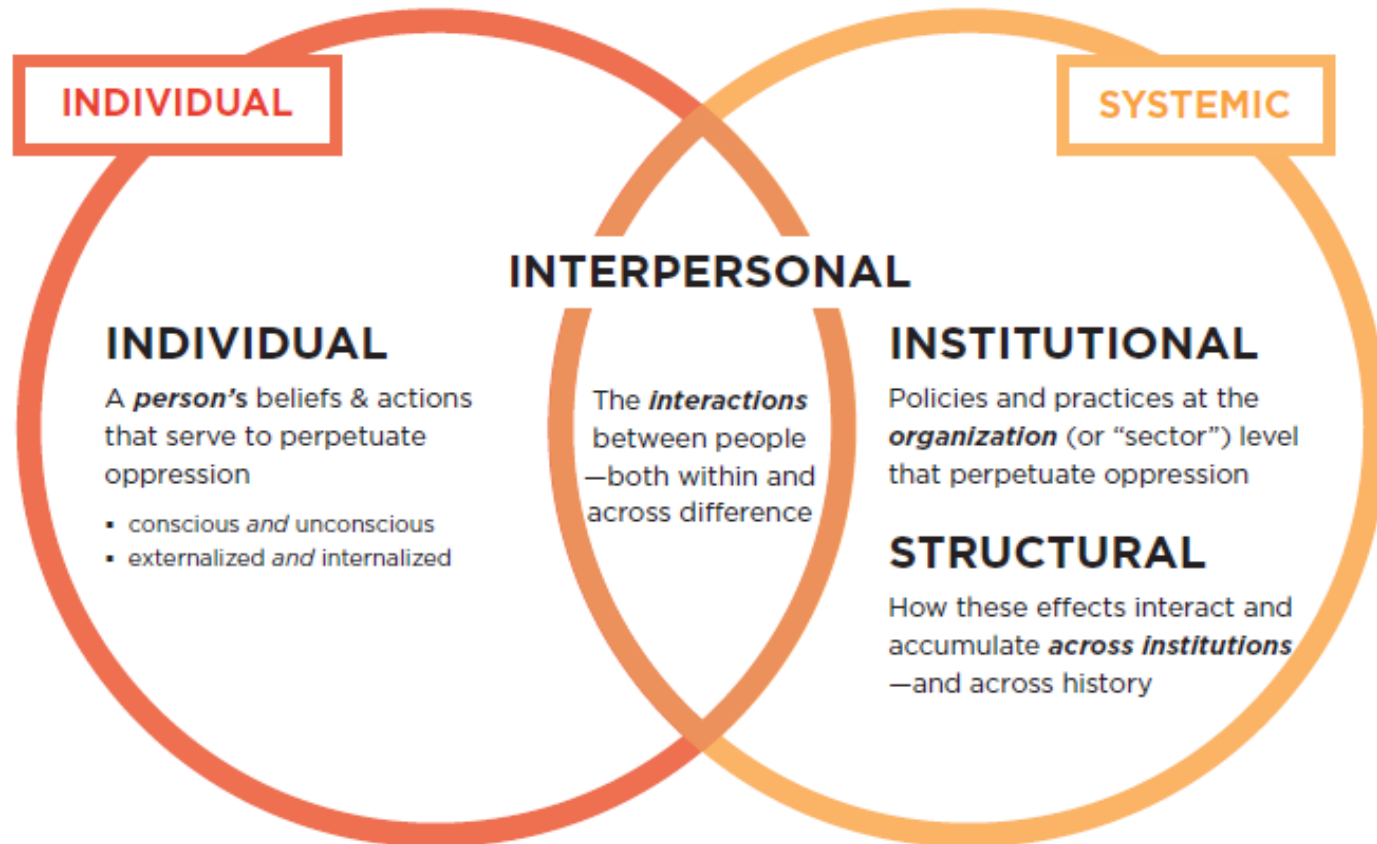
**Prejudice:** thoughts or emotions towards people based on their group membership(s)

**Discrimination:** biased behavior or treatment toward a group or its members

**Racism:** the merging of racist ideas and racist policies which produces and normalizes racial oppression and inequities



## THE LENS OF SYSTEMIC OPPRESSION



Multi-Level  
Approaches  
to Addressing  
Racism

## Discussion: Systemic Racism

**What messages were you taught about race and racism?**



**In what ways can racist biases and prejudices impact patient care?**



**How does your understanding of systemic racism impact your work with patients?**

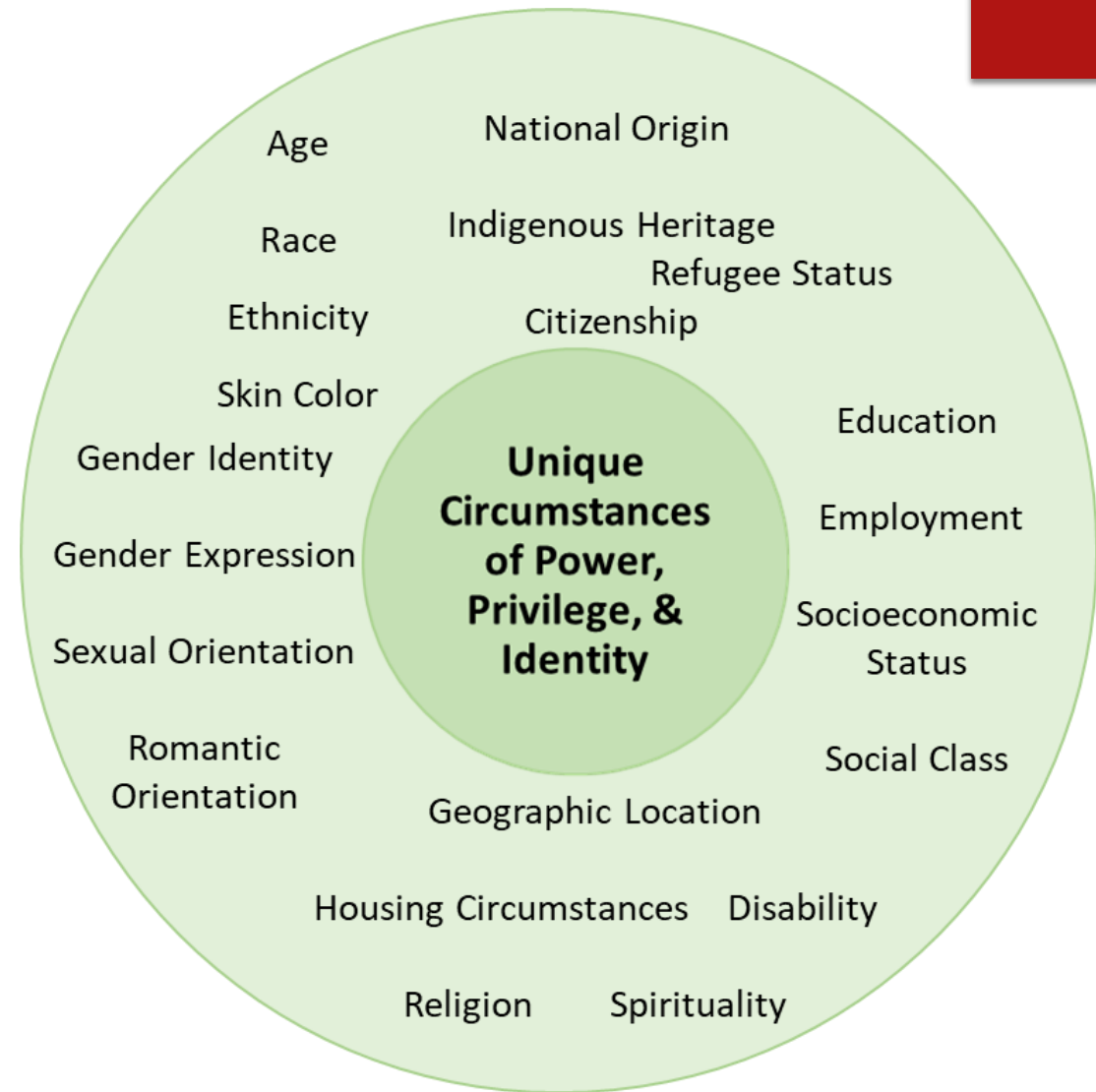
# Intersectionality

- ▶ Kimberlé Crenshaw is credited for coining the term intersectionality (1989)
- ▶ **Intersectionality:** a framework that considers the compounding and interconnected nature of cultural identities and systems of oppression, as well as the power, privilege, and marginalization that may result



# Intersectional Framework

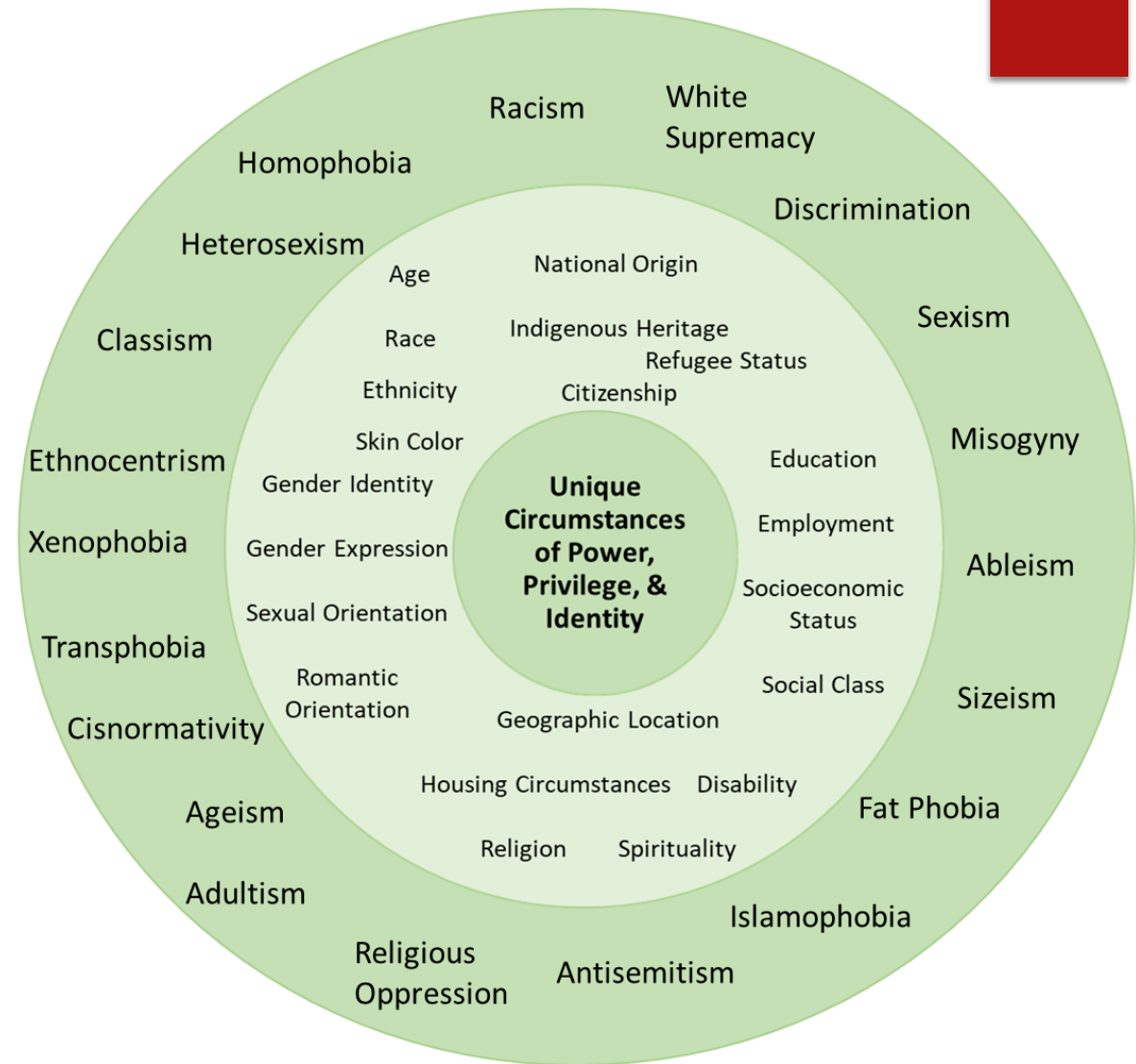
- ▶ Centering race and ethnicity with an intersectional perspective
- ▶ Intersectionality in the Context of Individual Identities
  - ▶ **Innermost circle & Second layer**



# Intersectional Framework I

- ▶ Intersectionality in the Context of Systems & Systemic Oppression

- ▶ **Third Layer**





# Intersectional Framework II

- ▶ Intersectionality in the Context of Systems & Systemic Oppression
  - ▶ **Final Layer**



# Discussion: Intersectional Identities

**Consider the following:  
“There is no such thing  
as a single-issue  
struggle because we  
do not live single-issue  
lives.” – Audre Lorde**

**In what ways does this  
quote speak to the  
concept of  
intersectionality?**

**From an intersectional  
framework, how can  
we as providers treat  
our patients in a  
culturally sensitive and  
informed manner?**



Wrap-Up

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# References & Additional Resources