



**Welcome to the 28th Annual
AB 1058 Child Support
Training Conference**

Inequity Implications: Discretion and Implicit Bias Awareness

Dr. Gabriela Cázares

Dr. Andre J Lockett


Paul Johnson

Moderator: Kristen Donadee

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Introductions

- Dr. Andre J Lockett, Chief Equity Officer, CA Department of Child Support Services
 - Dr. Gabriela Cázares, Diversity, Equity and Inclusion Manager with the County of Ventura
 - Paul Johnson, Managing Attorney, Sierra-Nevada Regional DCSS
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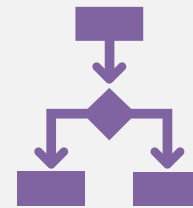
Learning Objectives



A DEEPER UNDERSTANDING OF THE
COMPLEXITIES OF RACE AND
SYSTEMS OF BIAS



A DEEPER UNDERSTANDING OF
DISCRETION AND CONTEMPLATION
OF POWER DYNAMICS



MITIGATING BIAS WITHIN
DISCRETION-BASED PRACTICES AND
DECISION-MAKING

Disclosure

- This workshop discusses racism and bias. We understand this can be a difficult and real topic.
- Expect non-closure: Not every conversation will lead to a resolution and that is okay.



Icebreaker: Name Activity

- Who named you? Who chose the spelling of your name?
- Does your name hold any special meaning for you or your family?
- Do you have any memories or stories about your name?
- If this is a name you chose for yourself, why did you choose this name in particular?



WOOCLAP POLL

How often do you think about race/racial identity?

How to participate?

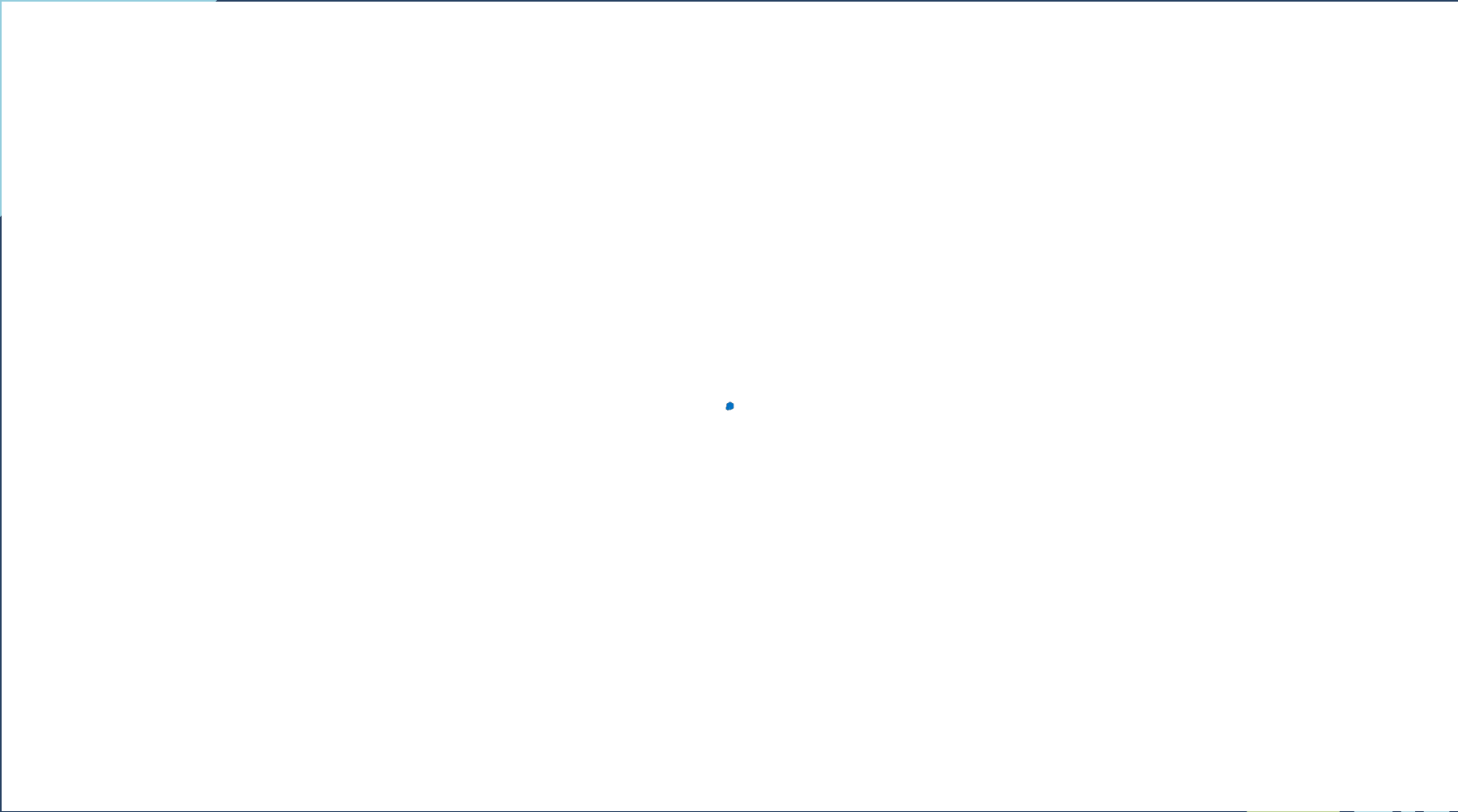


1 Go to wooclap.com

2 Enter the event code in the top banner

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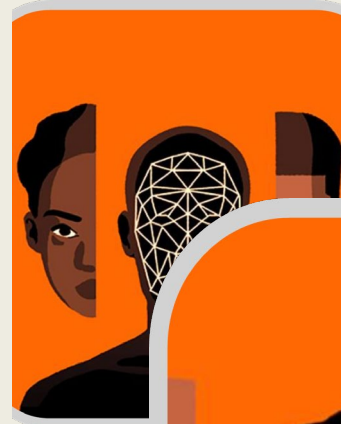
What is Race?

Race is a Social Construct

Brief History of "Race" in the US

- Race as categorization for humans first emerges in late 16th C.
- First enslaved African people arrive at Point Comfort in 1619. Virginia Colony census of 1620 indicates these folks to be “Others not Christians in the Service of the English.” (Hampton History Museum)
- Prior to 17th C. labor in English colonies, comprised of enslaved and indentured individuals to work plantations. This included folks of African and European descent who comingled socially as a servant class.
- Those of African descent securing freedom and owning land.

Importantly, "race" as an inherited condition for lifelong servitude had not congealed yet.



Brief History of "Race" in the US

- **Bacon's Rebellion, Jamestown, VA.**
 - Failed rebellion against Colonial Governor of Virginia: Multiracial militia comprised of indentured and enslaved individuals of African and European descent.
 - Historically viewed as class rebellion against wealthy landowners.
- **Wealthy Colonists fearing Second Uprising:**
 - Pass laws eliminating rights of enslaved Africans such as right to marry, carry arms, and effectively eliminated manumission.
 - Prohibit commingling of people of African and European descent.
 - Codify Slavery for African descendants as an inherited condition.
 - Deem status of child to follow condition of mother.



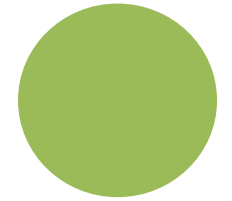
Labor force in colonies shifts to an inherited condition of lifelong servitude for people of African descent.



Brief History of "Race" in the US

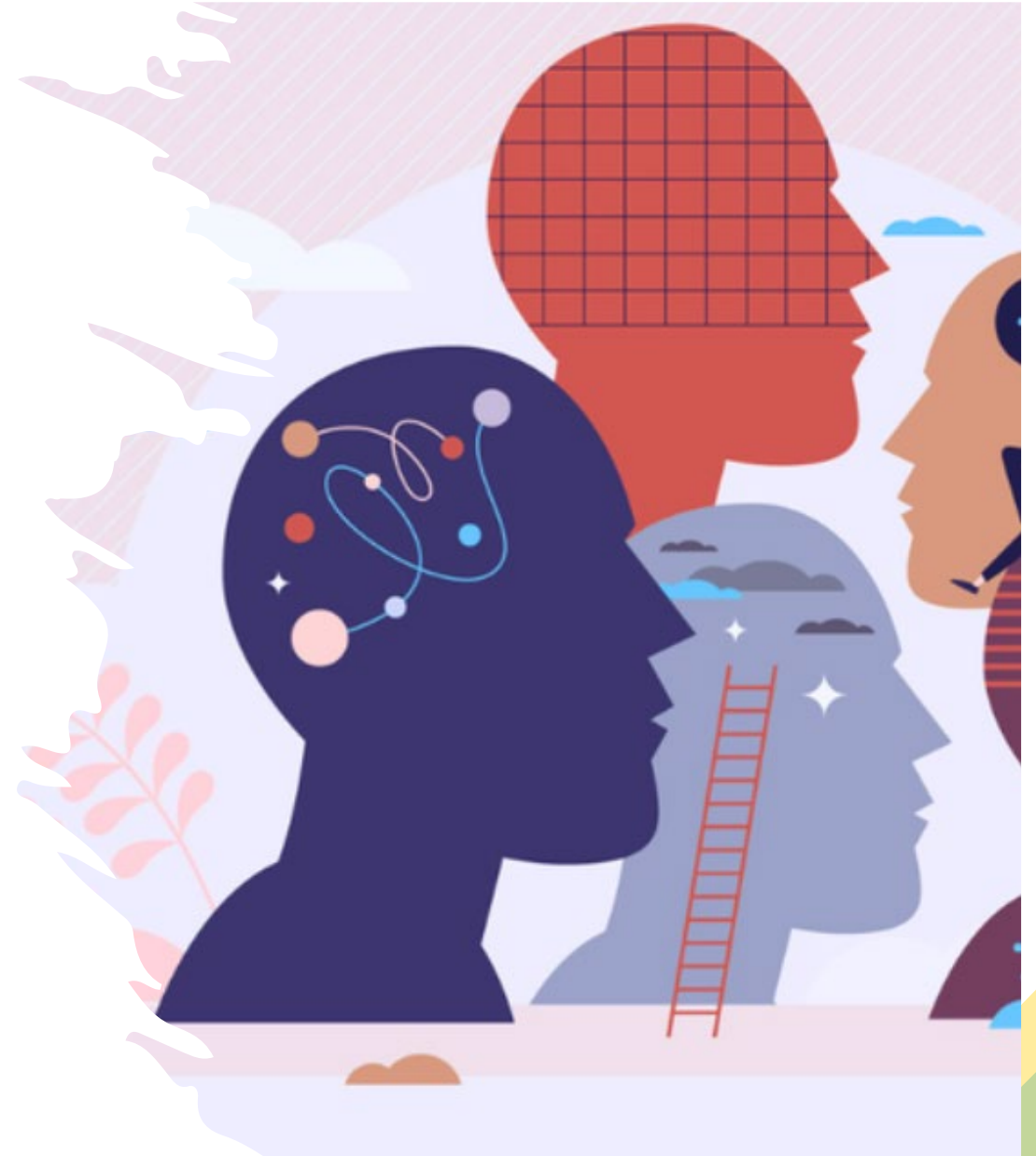
Enlightenment

- Natural law challenges belief of divine right.
- Locke and social contract, theories of self governance, "life, liberty, and property."
- Empirical evidence and rational thought informed political thought and approach to the natural world.
- Scientific ordering of natural world.
- Carl Linnaeus develops binomial (two-name system for ordering organisms, *lupis canus* for "dog.")



Brief History of "Race" in the US

- *Systema Naturae*
 - Linnaeus developed four types of humans based on skin color which incorporates behavioral traits and "humor."
 - Informed by "order" of good, with advanced species at top.
 - Those of African descent always at the bottom.
 - 10th Edition, translated into English as four subspecies of humans.
 - Lends a perceived scientific validity to existing ideas of white or Caucasian as superior race.



Brief History of "Race" in the US

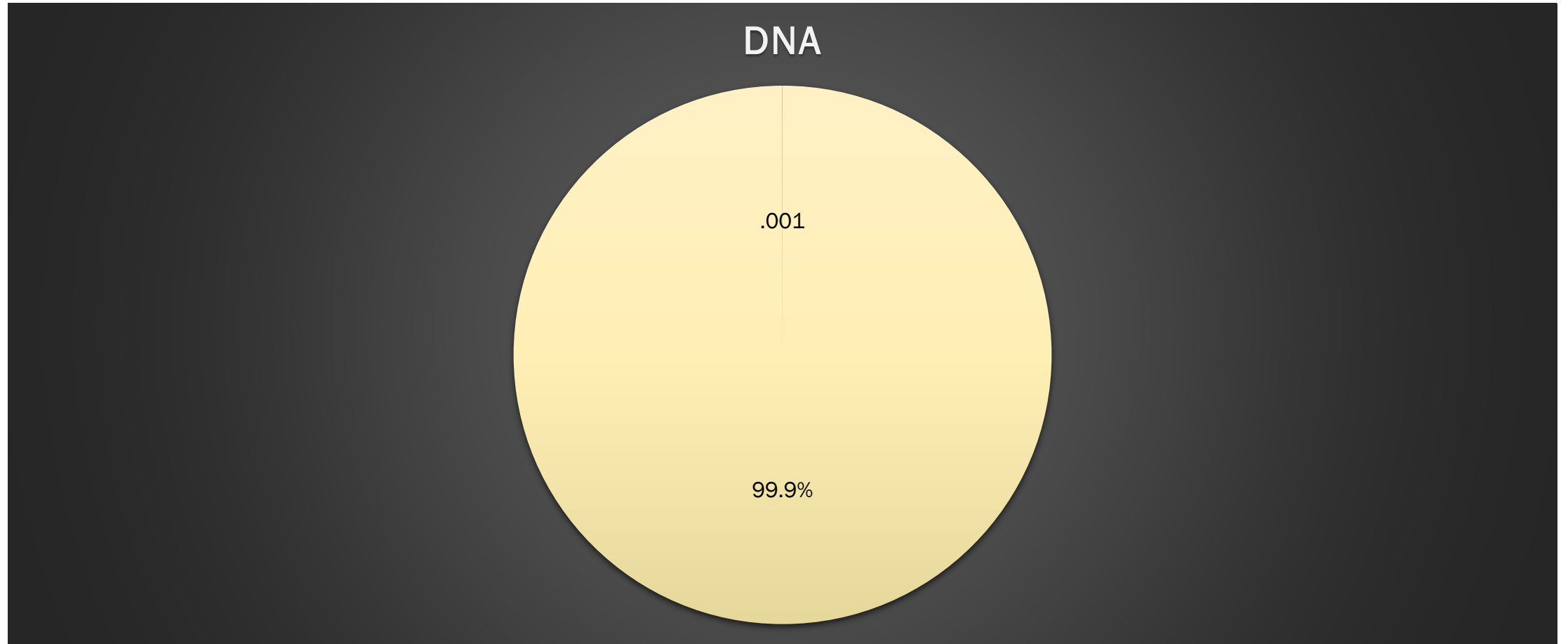
- Important to understand
 - How race was constructed to justify racism.
 - Science was used to dehumanize and justify slavery, Jim Crow, and segregation.
 - Racial profiling, redlining, discriminatory sentencing laws.
 - Led to holocaust and still holds sway with individuals that link "race" and intelligence.



Views so permeated our society, prior generations, of our parents and grandparents, that they can't help but inform the present and shape our thinking.



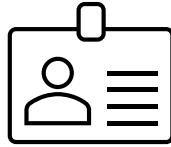
One-Tenth of One Percent



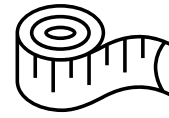
Examples:



Hand
Dominance



Names



Body Size



Accent



The Levels of Racism

Individual or Interpersonal Racism: Exists between individual actors

Institutional Racism: Policies and practices that seem neutral but produce unequal outcomes

The Levels of Racism

Systemic Racism: Broader than institutional and describes how racial inequities flow from one arena to another; spread into entire system

Structural Racism: Looks beyond a single system to how *entire* systems interact; encompasses all the other forms of racism, systemic, institutional and interpersonal

Source: Othering and Belonging Institute at UC Berkeley

An iceberg floating in blue water. The tip of the iceberg is above the water, and the much larger base is submerged. The iceberg is divided into five horizontal sections, each with a label. The labels from top to bottom are: Explicit Bias, Implicit Bias, Individual & Interpersonal Racism, Systemic Racism, and Structural Racism.

Explicit Bias

Conscious
disdain against
an identity
group

Implicit Bias

Unconscious
bias an identity
group

**Individual &
Interpersonal
Racism**

**Institutional
Racism**

**Systemic
Racism**

**Structural
Racism**

Structural Racism

Systemic and structural racism are often used interchangeably, but they are different. Systemic racism refers to the ingrained and pervasive practices, policies, and social structures that disadvantage certain racial groups and show up in outcomes. Structural racism describes how those societal structures, institutions, and policies intersect to support and reinforce racial inequities.

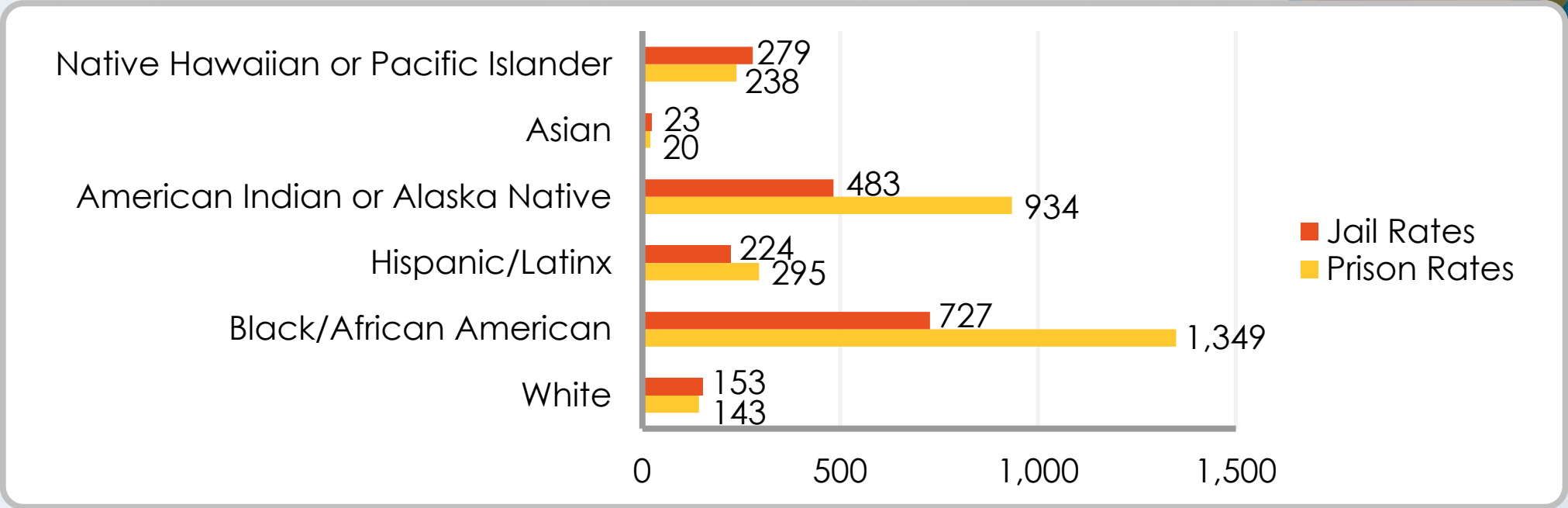




Connecting the Dots: Disparities Across Systems

Disparities Across Systems: Incarceration Statistics

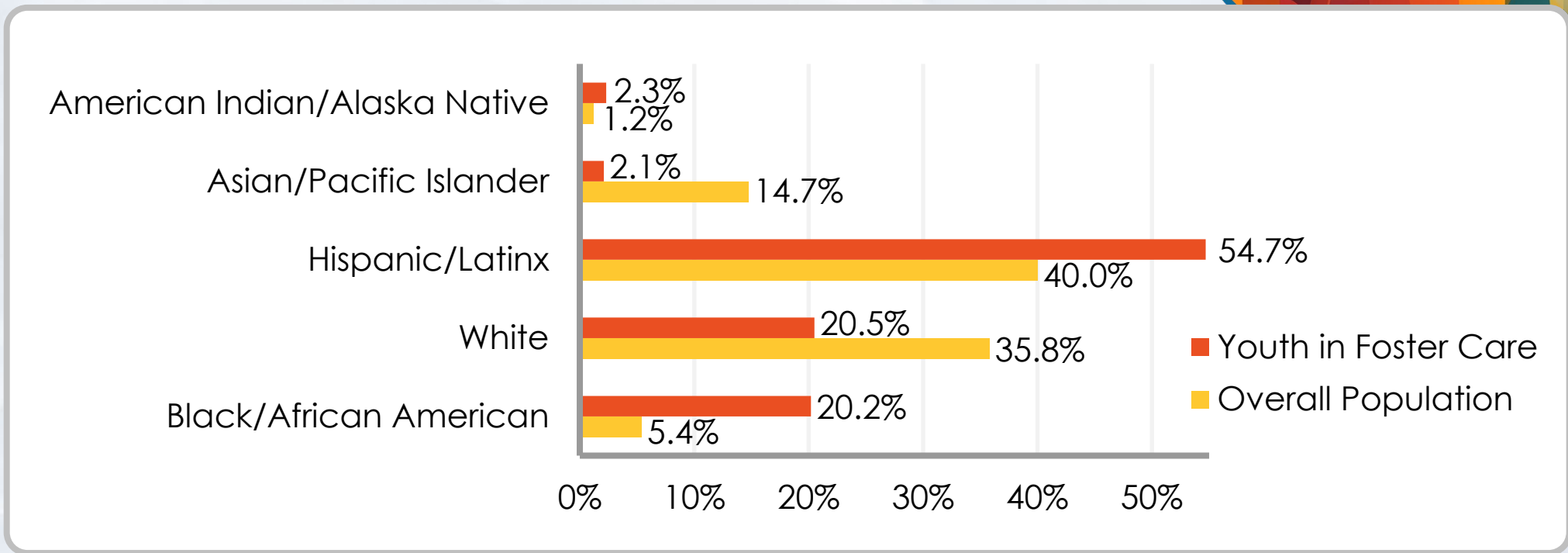
Number of individuals in jail or prison by race in California:



Source: Bureau of Justice Statistics and U.S. Census Bureau data.

Disparities Across Systems: Child Welfare

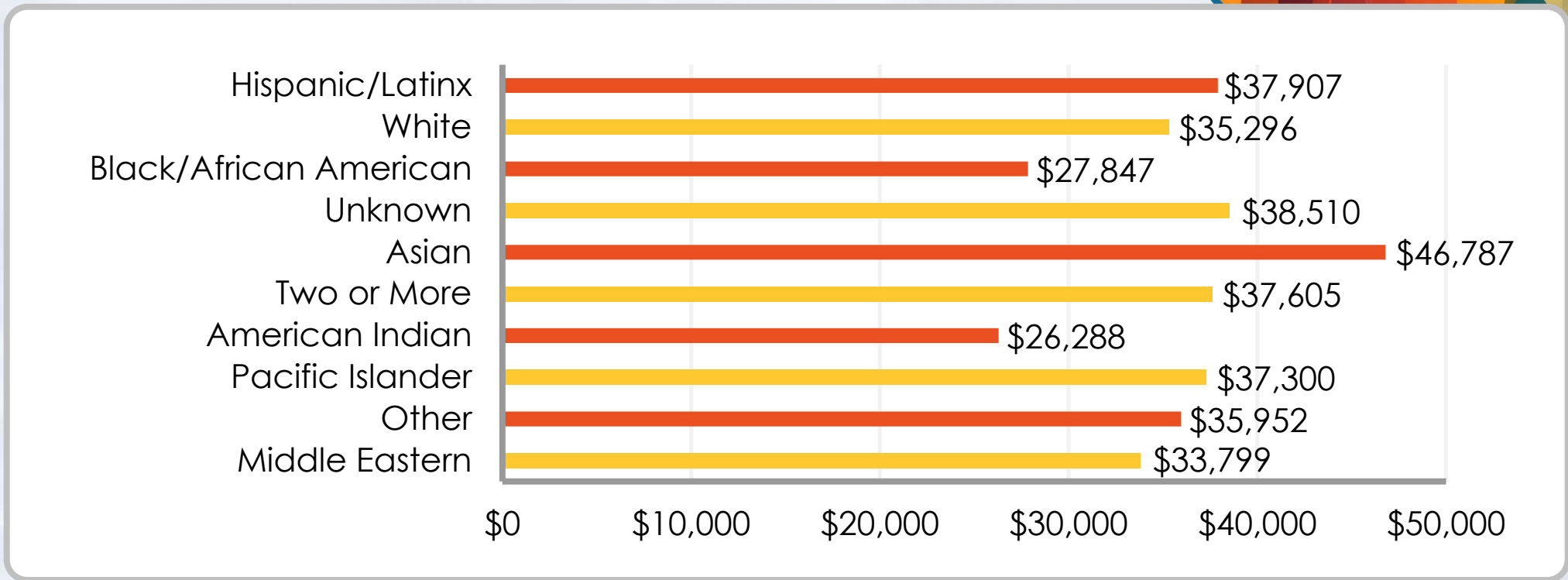
Percent of child welfare by race in California:



Source: University of California, Berkeley California Child Welfare Indicators Project (CCWP) reports

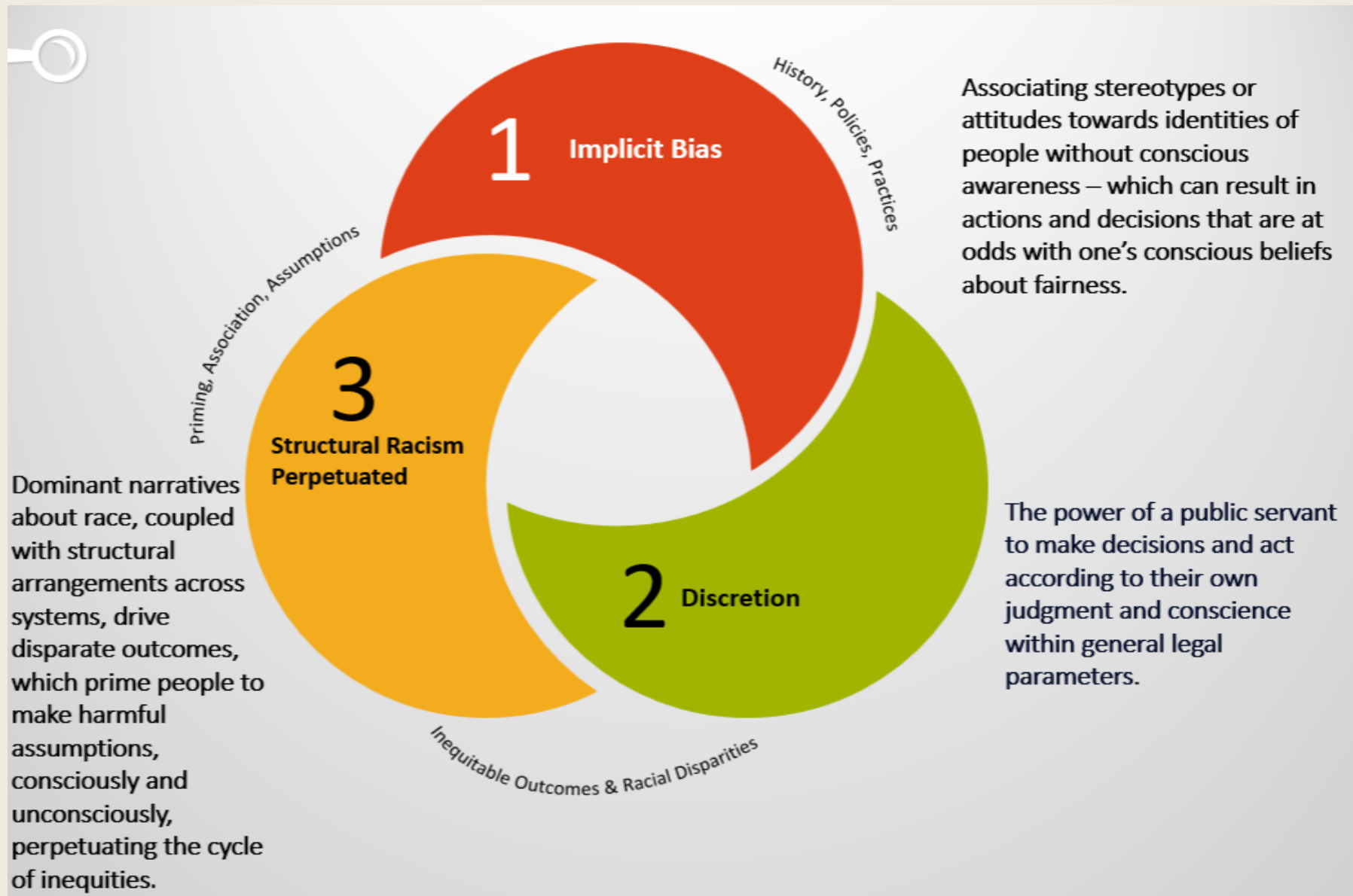
Disparities Across Systems: CA Child Support Program

Amount of median PPS incomes by race in CA:



Source: PDREP-QR00585 (5/7/2024)

Implicit Bias and Discretion





Activity: Circle of Trust

- **Directions:** Write down the names of 4-5 people they trust the most that are not family members. Emphasize that they do not at any point have to share this with anyone.

Name	Gender	Age	Level of Education	Nationality	Ethnic Background



Small Groups: Scenario Discussion

Please review the scenario and prompts in hard copy at your table.



Combating Implicit Bias: Understanding Risk Factors



Certain emotional states (anger, disgust, etc.)



Discretion **with** no accountability/feedback for its use



Low-effort cognitive processing



Distracted or pressured decision-making circumstances





Combatting Implicit Bias: Be the Change

- See people as individuals
- Increase your exposure (Circle of trust)
- Experiential learning

Asking Different Questions

FROM:



TO:

Blame

Who is racist?

Intentions

What did they mean?
What was their attitude?

Prejudice

What beliefs made them do it?

Grievance

How can we fix what just happened?

Causes

What's causing the
racial inequities?

Effects

What were the actions?
What are the impacts?

Systems

What institutions are responsible?

Solutions

What proactive strategies
and solutions?



Q/A



Closing Thoughts



References & Resources

- [California profile | Prison Policy Initiative](#)
- [Racial and Ethnic Disproportionalities and Disparities in California's Child Welfare System](#)
- [CLE Materials.pdf \(pace.edu\)](#)
- [What's The Difference Between Implicit Bias and Racism? \(amacad.org\)](#)
- [Introduction: Implicit Bias in the Context of Structural Racism | Daedalus | MIT Press](#)
- [Implicit Bias in Family Law: How it Presents and How You Can Mitigate It - Washington State Bar News \(wabarnews.org\)](#)
- [California's Child Welfare System: Addressing Disproportionalities and Disparities](#)

