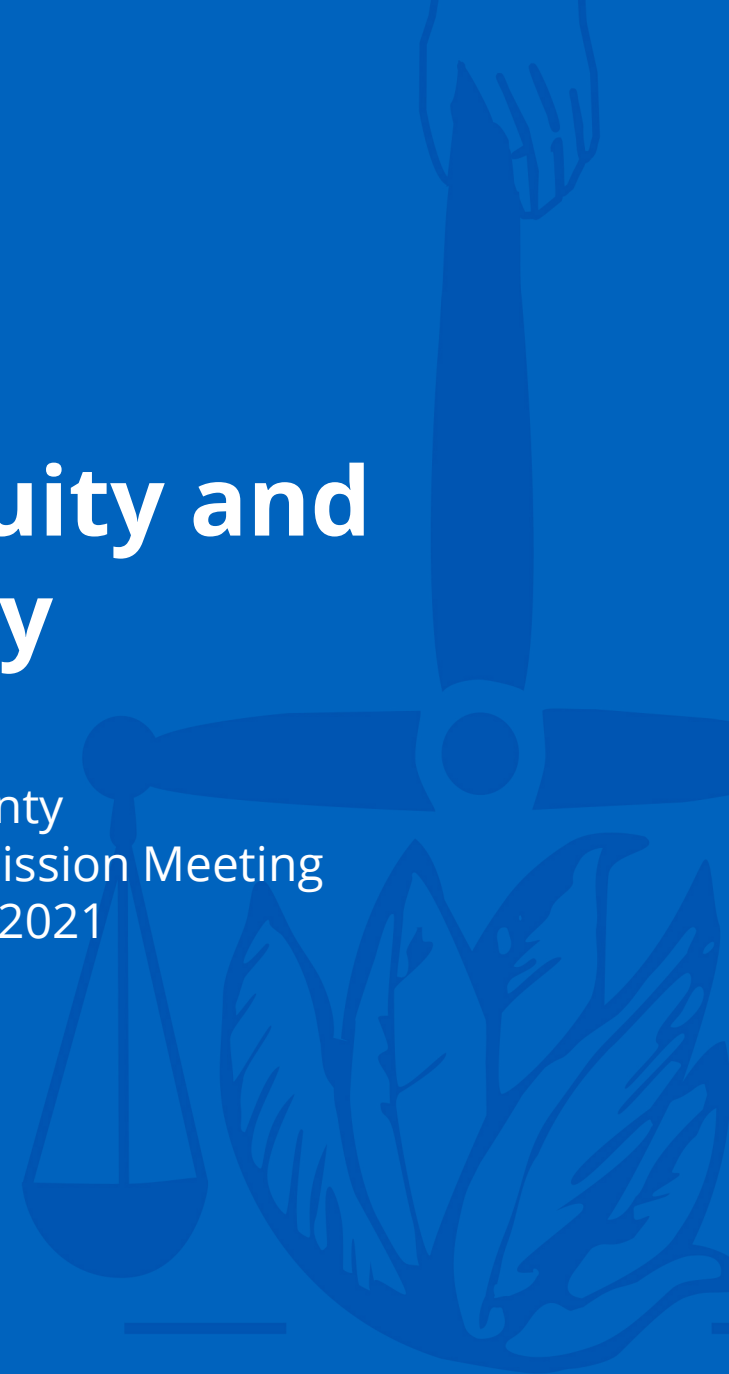




PRINCE WILLIAM
COUNTY

Empowering Equity and Inclusivity

Prince William County
Racial and Social Justice Commission Meeting
Thursday, March 18, 2021



Empowering Equity and Inclusivity as a Process

Step One:
Equity Pledge



Step Two:
Empower
Community
Voice



Step Three:
Examine
Community
Talks



Step Four:
Empower
Community
Groups



Step Five:
Identify
Experts

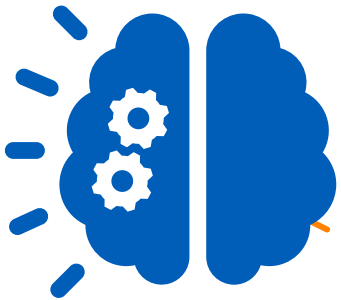


Step Six:
Utilize Equity
Impact Tools



Terms to Understand Racism

INTERNALIZED



INTERPERSONAL



INSTITUTIONAL



STRUCTURAL



Internalized Racism

Internalized racism is the personal conscious or subconscious acceptance of the dominant society and internalized biases of one's ethnic group.

- Internalized inferiority or racial oppression are the negative beliefs about oneself by BIPOC;
- Internalized beliefs about superiority or entitlement by White people.



Interpersonal Racism

Interpersonal racism include face-to-face or covert actions toward a person that intentionally express prejudice, hate or bias based on race. Examples include racial slurs, bigotry, hate crimes, and racial violence.

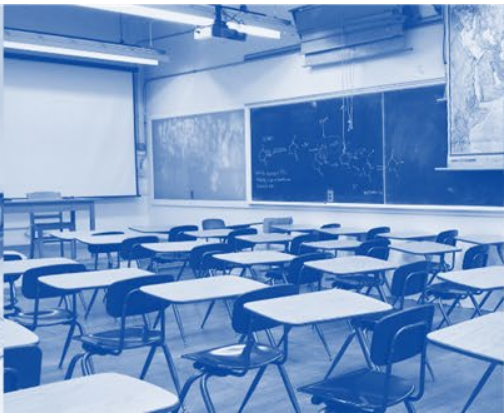
Interpersonal racism is the most common understanding of racism.



Institutional Racism

Institutional Racism refers to policies and practices within and across institutions that unintentionally or intentionally produce outcomes that chronically favor or place one racial/ethnic group(s) at a disadvantage.

The overlapping and intersectionality of personal characteristics, including race, color, national origin, ethnicity, religion, gender, sex, sexual orientation, gender identity, and disability, determine the degree of disadvantage.



Structural Racism

Structural racism is a system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing, ways to perpetuate racial group inequity.

Structural racism are cumulative and compounding effects of societal factors that have consciously and unconsciously allowed privileges associated with “whiteness” and disadvantages associated with “color” to endure and adapt over time.

Structural racism is not something that a few people or institutions choose to practice. Instead, it is complex social, economic, and political systems of power in which we all exist.

US Joint Military Chiefs of Staff

- All 8 are men
- 1 is Black

25 Top-Ranked Universities

- 0 Asian
- 0 Black
- 1 Hispanic president

25 Top-TV Network and Hollywood

- 0 Asian
- 2 Black
- 1 Hispanic

Top 10 Richest Americans

100% White and 7 are among the richest in the world

Racial Equity

Racial equity refers to what a genuinely non-racist society would look like.

Racial equity holds society to a higher standard. It demands that we pay attention not just to individual-level discrimination, but to overall social outcomes.

Racial equity requires all perspectives and all voices to work intentionally to create a globalized society in which all aspects of the human identity is heard and valued.



Empowering Equity and Inclusivity

Maria D. Burgos
Equity and Inclusion Officer
Prince William County Government
Office of Executive Management

