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# Ending Racism Water Equity

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# Thank you

- Ms. Alicia Smith
- Fresh Water Future Team
- Esteemed Doctors
- Attendees
- Opportunity







# White People Myths

- Racism isn't our problem.
- Racism is about hateful words and actions.
- Racism doesn't impact my friends of the global majority.
- Racism has to do with intentions.
- Racism happens in the south.
- I'm not racist.

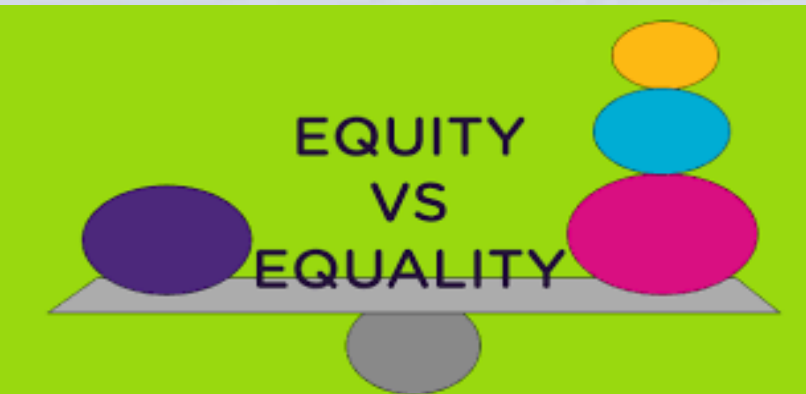


# Equity: the quality of being fair and impartial



**FAIR ISN'T**  
everybody getting the  
same thing.....

**FAIR IS**  
everybody getting  
what they need  
In order to be  
**SUCCESSFUL.**



# White People

- Opportunity End Racism with Each Other
- Face
- Feel
- Heal
- Build New Associations





# Implicit Racism

- Jennifer Eberhart, PhD
- Stanford University, MacArthur Genius Grant Awardee
- All have implicit bias pertaining to race
- Implicit bias—subconscious, not deliberate, from cultural messages
- Biases/stereotypes due to brains' effort to make sense of the world by finding patterns
- May be in complete opposition to our chosen values & beliefs

# Racism

- NOT born
- Aggressively, thoroughly taught
  - Family
  - Neighborhood
  - Faith community
  - Story books
  - TV
  - School
  - Health care
  - Sports
  - Arts



- Created, embedded in culture, institutions, minds for generations



# White People

- Research shows NOT permanent
- Takes intention, attention, and time
- Changes with personal and group effort



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[Arielle Gray](#)  
[Twitter](#)  
Arts Engagement  
Producer for  
The ARTery.  
She manages  
social media,  
events and  
curated content



# Find Your People

- Assimilation seed bed for oppression
  - Who are my people?
  - What is their story?
  - Share with other white people



# Act with White People

## YWCA

- Mission to End Racism and Empower Women
- Work with other white women committed to end racism
- Back Black women leading
- Facing Whiteness NBC News clip <https://youtu.be/-LK-hTPjFV0>



# Thank You

