Serving Equity & Impartiality with Child Meals

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Disclosure

THE PRESENTER OF THIS PROGRAM HAS NO DISCLOSURES TO REPORT
Learning Objectives

1) Define Social Determinants of Health & systemic racism and explore their impact on equity and on the behaviors and mindsets of those we serve
2) Examine how implicit bias, racial colorblindness, microaggressions, and the concept of “polite discrimination” influence our interactions
3) Summarize methods to provide optimal service and care throughout child nutrition environments

Progression of School Nutrition Programs

- 1946: National School Lunch Act
- 1966: Child Nutrition Act
- 1975: School Breakfast
- 1989: Summer Food Service Program
- 1998: After School Snack Program
- 2004: Fresh Fruit & Vegetable Program
- 2008: CACFP Supper Program
Civil Rights Movement Milestones

- 1954: Brown v. Board of Education
- 1955: Montgomery Bus Boycott
- 1957: Little Rock Nine School Integration
- 1960: Greensboro Four Sit-In Movement/Ruby Bridges Integration
- 1963: Birmingham Demonstrations/March on Washington
- 1964: Civil Rights Act
- 1965 Malcolm X Death/Selma March
- 1968: MLK, Jr. Death
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Free Breakfast for Children: Black Panther Party
Mass Incarceration

School-to-Prison Pipeline
Serving Equity & Impartiality w/Child Meals

School-to-Prison Pipeline

Figure 2: Representation of Students Who Received Disciplinary Actions Compared to Overall Student Population, by Student Race or Ethnicity, School Year 2013-14

This chart shows whether each racial or ethnic group was underrepresented or overrepresented among students who received various types of discipline. For example, while students of color were underrepresented in students suspended out of school by approximately 10 percentage points, as shown in the chart, because they make up about 50% of the overall K-12 student population, but 52% of the students suspended out of school.

Out-of-school suspension:
- Underrepresented
- Overrepresented

In-school suspension:
- Underrepresented
- Overrepresented

Referral to law enforcement:
- Underrepresented
- Overrepresented

Exclusion:
- Underrepresented
- Overrepresented

Corporal punishment:
- Underrepresented
- Overrepresented

School-related arrest:
- Underrepresented
- Overrepresented

Percentage point difference

Source: U.S. Department of Education, Civil Rights Data Collection, 2013-14

School-to-Prison Pipeline

Figure 3: Representation of Students Suspended Out of School Compared to Student Population, by School Type, School Year 2013-14

This chart shows whether each racial group of students were underrepresented or overrepresented among students suspended out of school based on type of school and school year. For example, while students of color were underrepresented among students suspended out of school in traditional schools by nearly 20 percentage points, as shown in the chart, because they make up about 40% of the student population, but 50% of the students suspended out of school in traditional schools.

Traditional schools:
- Underrepresented
- Overrepresented

Charter schools:
- Underrepresented
- Overrepresented

Alternative schools:
- Underrepresented
- Overrepresented

Special education:
- Underrepresented
- Overrepresented

Percentage point difference

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The Academy’s Code of Ethics

“The primary goal is the protection of the individuals, groups, organizations, communities, or populations with whom the practitioner works and interacts.”

Social Determinants of Health

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Structural Humility

Social Determinants of Health

Structures
- Policies
- Economic systems
- Racism (etc.)

Poverty/Inequality → Poor health outcomes

“Structural determinants of the social determinants of health”

Food Desert? Or Food Apartheid...?
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Systemic Racism Explained

Covert Racism

Overt White Supremacy
(Socially Unacceptable)

Lynching
Hate Crimes
Blackface
The N-word
Swastikas
Neo-Nazis
Burning Crosses
Racist Jokes
Racial Slurs
KKK

Covert White Supremacy
(Socially Acceptable)

Calling the Police on Black People
White Silence
Colorblindness
White Parents Self-Segregating Neighborhoods & Schools
Eurocentric Curriculum
White Savior Complex
Spiritual Bypassing
Education Funding from Property Taxes
Discriminatory Lending
Mass Incarceration
Respectability Politics
Tone Policing
Racist Mascots
Not Believing Experiences of BIPOC
Paternalmism

“Make America Great Again”
Blaming the Victim
Hiring Discrimination
“You don’t sound Black”
“Don’t Blame Me, I Never Owned Slaves”
Bootstrap Theory
School-to-Prison Pipeline
Police Murdering BIPOC
Virtuous Victim Narrative
Higher Infant & Maternal Mortality Rate for BIPOC
“But What About Me?”
“All Lives Matter”
BIPOC as Halloween Costumes
Racial Profiling
Denial of White Privilege
Prioritizing White Voices as Experts
Treating Kids of Color as Adults
Inequitable Healthcare
Assuming Good Intentions Are Enough
Not Challenging Racist jokes
Cultural Appropriation
Eurocentric Beauty Standards
Anti-Immigration Policies
Considering AME “Uneducated”
Denial of Racism
Tokenism
English-Only initiatives
Self-Appointed White Ally
Exceptionalism
Fearing People of Color
Police Brutality
Fetishizing BIPOC
Mentorship Myth
“You’re So Articulate”
Celebration of Columbus Day
Claiming Reverse-Racism
Paternalmism
Weaponized Whiteness
Expecting BIPOC to Teach White People
Believing We Are “Post-Racial”
“But We’re All One Big Human Family”
“There’s Only One Human Race”
Housing Discrimination

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Implicit Bias

Dominant narratives about race (family, media, society) are coupled with racialized structural arrangements and differential outcomes by race all prime us to believe that people of color are inferior to white people, create and maintain harmful associations, and lead us to make harmful assumptions, consciously and unconsciously, about people of color.

Implicit Bias

Structural Racism

Inequitable outcomes and experiences resulting from policy decisions in health, housing, employment, education, and life expectancy reinforce white supremacist beliefs and ideologies; dominant narrative uses disparate outcomes as evidence of white superiority, promotes whiteness as "normal" and desirable and justifies inequality.

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Colorblindness

I’ve often been a little concerned by people who say they are color-blind, people who claim, in some ways, not to be aware of race, and I hope that those who will be looking for a vision of the future will be a little more honest, and say race actually does matter.

Desmond Tutu

Microaggressions & “Polite Discrimination”

Socioeconomic status
Physical & mental ability
Race & ethnicity
Size
Age
Education

Microaggression:
A term used for brief and commonplace daily verbal, behavioural, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative prejudicial slights and insults toward any group, particularly culturally marginalized groups.
Saviorism vs. Empowerment

The Way Forward: Practice Applications

Humility is not thinking less of yourself, it’s thinking of yourself less.

C.S. Lewis

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The Way Forward: Practice Applications

Skills Strengthened by Empathy

- Creativity
- Feeling safe
- Emotional Connection
- Collaboration
- Negotiation
- Identifying Needs

The Way Forward: Practice Applications

CALVIN AND HOBBS

When a person pauses in mid-sentence to choose a word, that’s the best time to jump in and change the subject!

It’s like an interception in football! You grab the other guy’s idea and run the opposite way with it!
Take a Look, It’s in a Book!

How to Be an Anti-Racist – Ibram X. Kendi
White Fragility - Robin Diangelo
The New Jim Crow – Michelle Alexander
Between The World And Me – Ta-Nehisi Coates
*The Autobiography of Malcom X* - Alex Haley & Malcom X
Coretta Scott King Book Award Winners: Books For Children And Young Adults

Take a Look, It’s in a Book!

31 Children's Books To Support Conversations On Race, Racism And Resistance
Citizen – Claudia Rankine
Why It's Not Enough To Admit When You're Being Racist: "Challenge Those Racist Ideas"
The Death of George Floyd in Context
I was the Mayor of Minneapolis and I know Our Cops Have a Problem - R. T. Rybak
Take a Look, It’s in a Book!

- The 1619 Project
- For Our White Friends Desiring To Be Allies
- How to Make this Moment the Turning Point for Real Change - Barack Obama
- PBS's Teaching Your Child About Black History Month
- Your Kids Aren’t Too Young To Talk About Race: Resource Roundup From Pretty Good
- Detour-Spotting

Listen Up!

- Code Switch (NPR)
- 1619 (New York Times)
- About Race
- Parenting Forward Podcast Episode 'Five Pandemic Parenting Lessons With Cindy Wang Brandt'
- Fare Of The Free Child Podcast
- Intersectionality Matters! Hosted By Kimberlé Crenshaw
- Momentum: A Race Forward Podcast
More Movie Nights!

The 13th
When They See Us (Ava Duvernay) - Netflix
I Am Not Your Negro
Eyes on the Prize: America's Civil Rights Movement
Roots
The Hate U Give (George Tillman Jr.) - Hulu With Cinemax
Black Feminism & The Movement For Black Lives: Barbara Smith, Reina Gossett, Charlene Carruthers (50:48)
See You Yesterday (Stefon Bristol) - Netflix
Selma (Ava Duvernay) - Available To Rent
The Black Panthers: Vanguard Of The Revolution - Available To Rent

“If you have knowledge, let others light their candles in it.”
—Margaret Fuller
Acknowledgments

All who came before me, and who are here now, willing to risk it all in the fight for equity and justice.

Thank you. Have a Wonderful Day! #BeAntiracist 😊

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#NutritionIsLife
#DevotedToDietetics
#JusticeIsLife
#DevotedToJustice
#ThereIsNothingYouCannotDo

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