

**Conversations About
Victim Disparities
A Call for Equity**

Will you answer the call?



**SHEILA DISMUKE -WILLIAMS, MSW
EQUITY SPECIALIST, HHSC-CEDD**

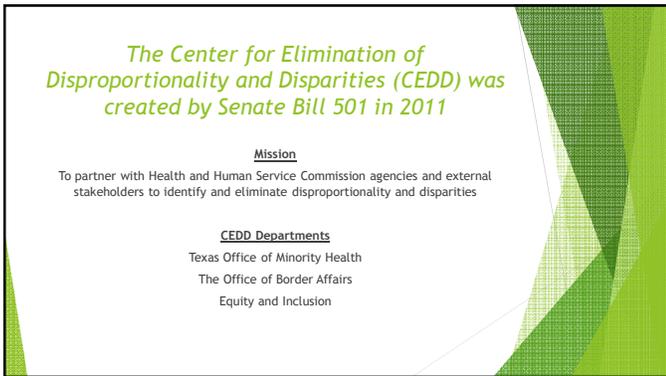


TEXAS Health and Human
Services Commission
Center for the Elimination of
Disproportionality and Disparities
Texas State Office of Minority Health

Today's Objectives

- ▶ **Develop a common language**
- ▶ **To discuss the importance examining data by race and ethnicity**
- ▶ **Discuss the significance of understanding the culture and cultural traditions of victims**
- ▶ **Value partnering and working together in diverse settings**
- ▶ **Examine your role in ensuring equity for the vulnerable citizens of Texas**





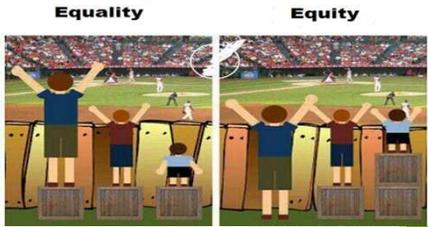


Establishing a Common Language

Term	Definition
Disproportionality	The over- or under- representation of a particular group or race in a public system (e.g. the child welfare or criminal justice systems) compared to their representation in the general population.
Disparity	The condition or fact of being unequal among specific population groups as compared to other groups, due to inequitable treatment or services.
Health Disparity	Preventable differences in the burden of disease, or availability of opportunities to achieve optimal health that are experienced based on gender, race or ethnicity, education or income, disability, or living in various geographic localities.
Disproportionate Minority Contact	The disproportionate number of minority youth that come into contact with the juvenile justice system.
Achievement Gap	The observed disparity on a number of educational measures between the performance of groups of students
Equality	The concept that everyone should be treated in exactly the same way.
Equity	The concept that everyone should have a fair opportunity to attain their potential.
Equity Lens	The "lens" through which conditions and circumstances are viewed, to understand who receives the benefits and who bears the burdens of any given program, policy, or practice.

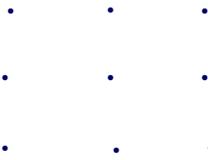
Source: 1. Myers, 2010 (See Don Baumgart for complete citation). 2. Ibid. 3. dhs.gov/ncj/214141, "Disproportionality: Inappropriate Identification of Culturally and Linguistically Diverse Children."

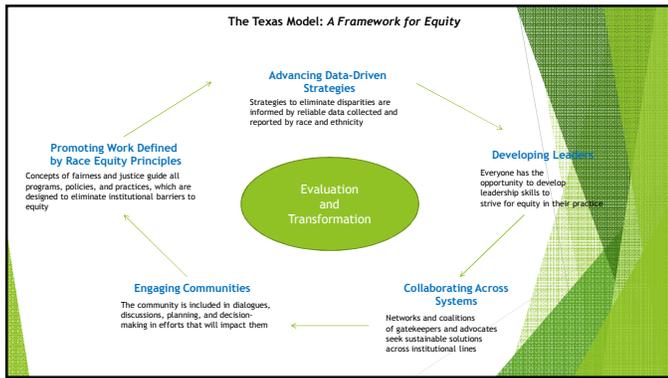
Equity Versus Equality

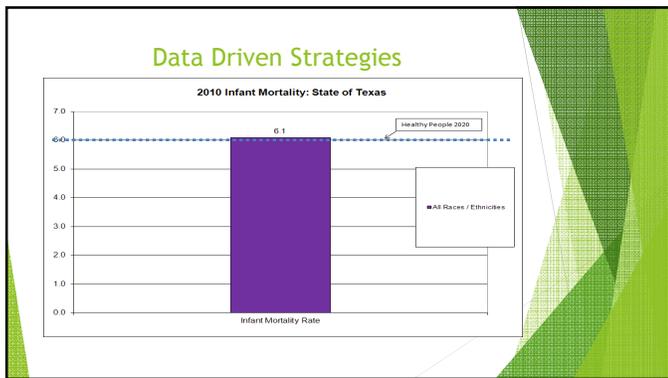


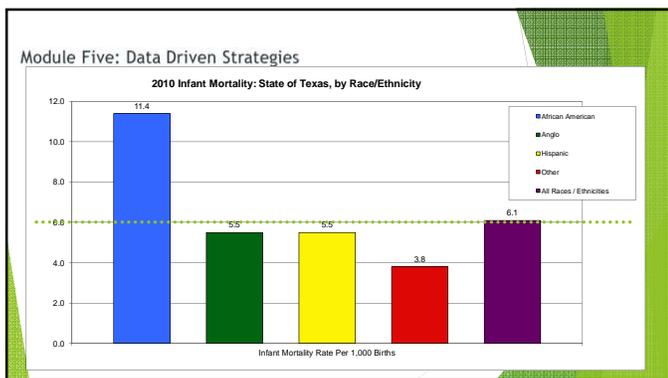
Activity

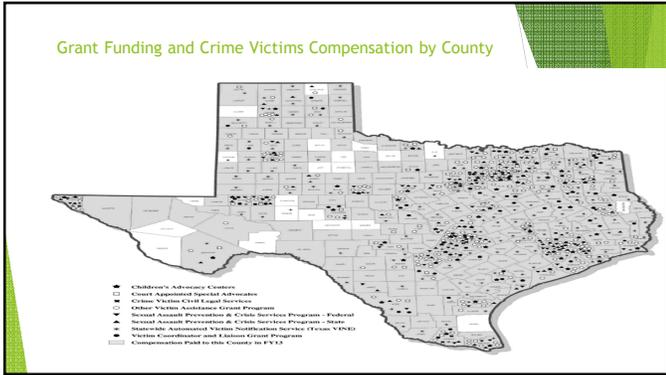
Dot Exercise











Conversations.....

- ▶ On one side of your card briefly describe why conversations focusing on race and culture are important.
- ▶ On the other side... what is a common racial or cultural misunderstanding that people have about your culture?

Why do you think such conversations are important as crime victim providers?

Courageous Conversations

Who Am I?

- If someone asked you to share your racial and ethnic background, what would you tell them?
- What influences have affected your racial and ethnic identity? What has the impact been for you?
- What is one thing that brings you pride about your racial and ethnic identity?
- What do you wish others knew about your racial and ethnic identity?

Casey Family Programs

What Can I Do To Ensure Victims Receive Equitable Services?

Check Yourself!

Be aware of your biases and perceptions

Examine All Data By Race and Ethnicity

It lets you know who you are serving and helps to identify possible trends and patterns

Helps to identify overrepresentation or underrepresentation in your system

Community Engagement

Involves community (including the faith based community) and individuals that have experienced your services when developing new programs or policies

Why? It will impact them.

What Can I Do To Ensure Victims Receive Equitable Services?

Systemic Examination

Have a continuous examination of your systems policies and practices

Know the history of your system

(History finds a way of repeating itself, whether right or wrong)

Participate in trainings focused on culture, race and racial inequities

Unpack the why

Examine the language of your system

(The language you use in working with victims should not blame the victim)

Ensure grants are given in an equitable manner

Ensure grantees are providing services using a racial equity lens

Thank You!

Sheila Dismuke-Williams, MSW

Texas Health & Human Services

Center for Elimination of Disproportionality and Disparities

Lead Equity Specialist, Region 8

11307 Roszell

San Antonio, Texas 78217 MC: 279-4

(210) 619-8039; CELL# (210) 542-6455

E (210) 619-8088

Sheila.Dismuke-Williams@hsc.state.tx.us
