



## INTERFAITH COMMUNITIES FOR DIALOGUE (ICD)

### RACISM AND SYSTEMIC BIAS

*George Floyd's death at the hands of police in May 2020, galvanized an intense concern about **Racism and Systemic Bias** – how it is manifested in our community, what is currently being done about it, and what we, as individuals and groups, can do to advance equity. To illuminate these issues and engage with others in working toward their resolution, ICD embarked upon a series of educational workshops that were open to all who wished to participate.*

In **Workshop 1, [Understanding Racism](#)** (October 25, 2020), **Camara Phyllis Jones, MD, MPH, PhD**, Family Physician, Epidemiologist, and Past President of the American Public Health Association (APHA), offers real life scenarios and allegories to explain the societal forces that undergird racism and affect our perspectives and our reactions to situations and events. She describes racism as operating on three levels – *institutional or structural*, causing differential access to services, experiences, and opportunities; *personally mediated*, whereby assumptions about an individual's abilities, motives, or intents impact daily human interactions; and *internalized*, the tendency of stigmatized individuals to develop a diminished sense of self-worth. By putting ourselves in the shoes of “the other”, we can begin to appreciate the impact of these biases.