

DENTON COUNTY
 **WORKFORCE SUCCESS**
LEADERSHIP TEAM

Next Steps



**RACIAL EQUITY
AWARENESS &
REFLECTION**



**UWDC 5 DAY RACIAL EQUITY
CHALLENGE**



**ADVANCE TOGETHER PLANNED
ACTIVITIES**

UWDC 5 Day Racial Equity Challenge



Racial Equity Awareness & Reflection

- Take yourself on a “noticing adventure”
- Some of what you might look for:
 - Who is and is not represented in ads?
 - What are the last 5 books/articles you read? What is the racial mix of the authors?
 - Who is filling what kinds of jobs/social roles in your world?
 - As you move throughout the day, what’s the racial composition of the people around you?

UWDC 5 Day Racial Equity Challenge

Sign up to join: unitedwaydenton.org/Racial-Equity-Challenge

Begins next Monday, June 20th

Advance Together Racial Equity Work

- Development of Racial Equity Council
- Creation and ongoing management of data dashboard
- Creation of a Equity Policy for DCWSLT
- Integration of Racial Equity Lens into DCWSLT work
- BIPOC Community Engagement & Outreach
 - Three part-time positions focused on engagement with Black, Hispanic, & Chin communities

DENTON COUNTY



WORKFORCE SUCCESS

LEADERSHIP TEAM

Next Meeting

Racial Equity Training

August 21st, 2020



Denton County

LatinX Cultural Competencies:

Meeting The Community Where They Are At!

Bellann Morales Hyten
&
Roxanne Del Rio

July 17, 2020

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Latinx Culture Awareness

Agenda

- About Latinos/Hispanics
- Core Latino/Hispanic Values
- Latinx Businesses

According to U.S. Census Bureau Hispanics account for 18% of America's population, and are projected to make up 28% by 2060.



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Denton County

Population: 887,207 (2019)

Race and Hispanic Origin	
<i>i</i> White alone, percent	75%
<i>i</i> Black or African American alone, percent (a)	11%
<i>i</i> American Indian and Alaska Native alone, percent (a)	0.8%
<i>i</i> Asian alone, percent (a)	9.7%
<i>i</i> Native Hawaiian and Other Pacific Islander alone, percent (a)	0.1%
<i>i</i> Two or More Races, percent	2.7%
<i>i</i> Hispanic or Latino, percent (b)	19.6%
<i>i</i> White alone, not Hispanic or Latino, percent	57.6%

<https://www.census.gov/quickfacts/fact/table/dentoncountytexas/PST045219>

21 Countries Speak Spanish

- Mexico
- Colombia
- Spain
- Argentina
- Perú
- Venezuela
- Chile
- Ecuador
- Guatemala
- Cuba
- Bolivia
- Dominican Republic
- Honduras
- Paraguay
- El Salvador
- Nicaragua
- Costa Rica
- Panama
- Uruguay
- Puerto Rico
- Equatorial Guinea

All population stats from worldometers.com

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Latinx Culture Awareness

- What do we call You?

Hispanic Vs Latino or Latinx



Just Ask!

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About Latinx Families



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Core Values of the Latinx Culture



Religion/Faith

- Fate/Destiny

Family

- Machismo & Caballerismo - Protector
- Marianismo – Mary Like
- Ambi-Cultural

Interpersonal Relationships

- Hospitable/Neighborly
- Dignity/Nobleness
- Humility/Humble
- Respect/Worthy

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Core Latinx Values

Religion/Faith Religion is central to the Latino life and community.

- God & Divinity which active and present.
- God & Faith interprets one's life, suffering and future.



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Core Latinx Values

Fate/Destiny the belief that things happen for a reason

- What happens in beyond one's control
- People have their destiny
- Everything that happens is not subject to one's influence.



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Core Latinx Values

Family is the Commitment and loyalty to the family as the key social institution.

- The family is the source of strength, meaning and pride.
- Generally, Latinos will likely have pictures of their families in their work area as opposed to diplomas or certificates.
- Deferring to Grandparents.
- Family is a Refuge!



Core Latinx Values

Manhood/Machismo (Role of Gentleman)

Men have a duty and obligation to:

- Protect
 - Support
 - Defend their family.



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Core Latinx Values

Marianismo/(Mary Like): Women hold a special place in many ways superior.

- Women may have to suffer just like Our Mother Mary.
- “Women have to sacrifice for their family.”
- Women are more pure and less easily tempted and corrupted.



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icy

Ambi-Cultural

“The ability to functionally transition between two cultures”

Regular Day:

- Starts at Home = Speak only Spanish, eat a burrito for breakfast
- Spend 8 hours at Work = Speak only English, eat burger for lunch
- Check on Aunts = Speak only Spanish, Watch Univision
- Back Home w/Kids, Family = Speak Spanish to Elders and English to the kids



Core Latinx Values

Interpersonal Relationships Value of people rooted in the interpersonal relationships they create.

- Generally Latino will work distance is 14 – 15 inches
- Latinos maintain Relationships
 - Loyalty
 - Indirect communication is more comfortable for us because it is a way to maintain harmony with colleagues and supervisors.
 - Humor
 - Latinos use humor to build relationships and break down perceived barriers
 - Trust
 - Latinos tend to reveal their life stories as way to build trust in business relationship. We will usually make eye contact to establish trust
 - Considerate



Core Latinx Values

Hospitable/Neighborly Recognition of the importance of being social & hospitable and linked to:

- Warmth
- Patience
- Generosity
- Openness



Core Latinx Values

Dignity/Nobleness One's sense of self-worth informs one's purpose.

- Revering relationships and conducting one's self in way to honor people.
- We hate conflict
- The ability to maintain composure in the "face of indignity."



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Core Latinx Values

Humility/Humble Belief of the Service to other

- Never boasting about one's self
 - Money
 - Fortune

The biggest motivator for Latinos to work is family.
We view money as a “means to an end”.

It is important the Latinos have a sense of purpose
and duty in their job.



Selena
Latino Vocalist

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Core Latinx Values

Respect (Respect for one & all people)

- Valuing people regardless of their social status.
 - For the Work place: Latino do not like direct communication because of the risk of conflict
- Upholding people rather than degrading
- Belief that all people have inherent worth

Job or Classroom

- Latinx find it difficult to ask questions

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Core Values of the Latinx Culture

Personalismo

Fatalismo

Respecto

Fe

Dignidad

Sympatia

Humildad

Machismo

Marianismo

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Racial Equality for Black / African Americans

CASSANDRA BERRY, MLS

JULY 17, 2020

FOR UNITED WAY - DENTON COUNTY



Our ability to reach unity in
diversity will be the beauty and the
test of our civilization.

Mahatma Gandhi

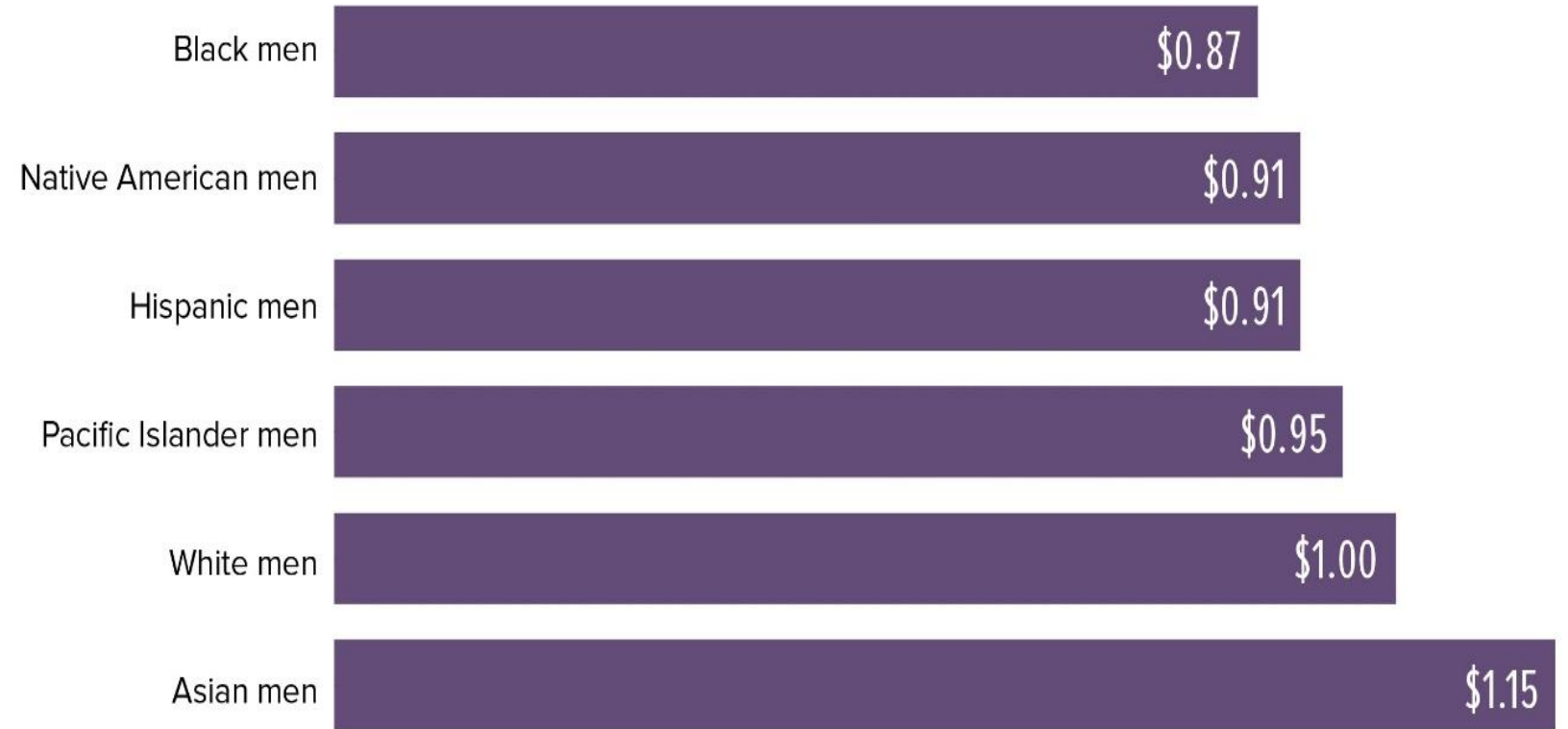


VANTAGE CIRCLE



Black Men Earn Less on the Dollar Than Male Workers of Other Races

On average, black men in the U.S. earn 87 cents for every dollar earned by white men, based on data from a sample of 1.8 million employees surveyed between January 2017 and February 2019.

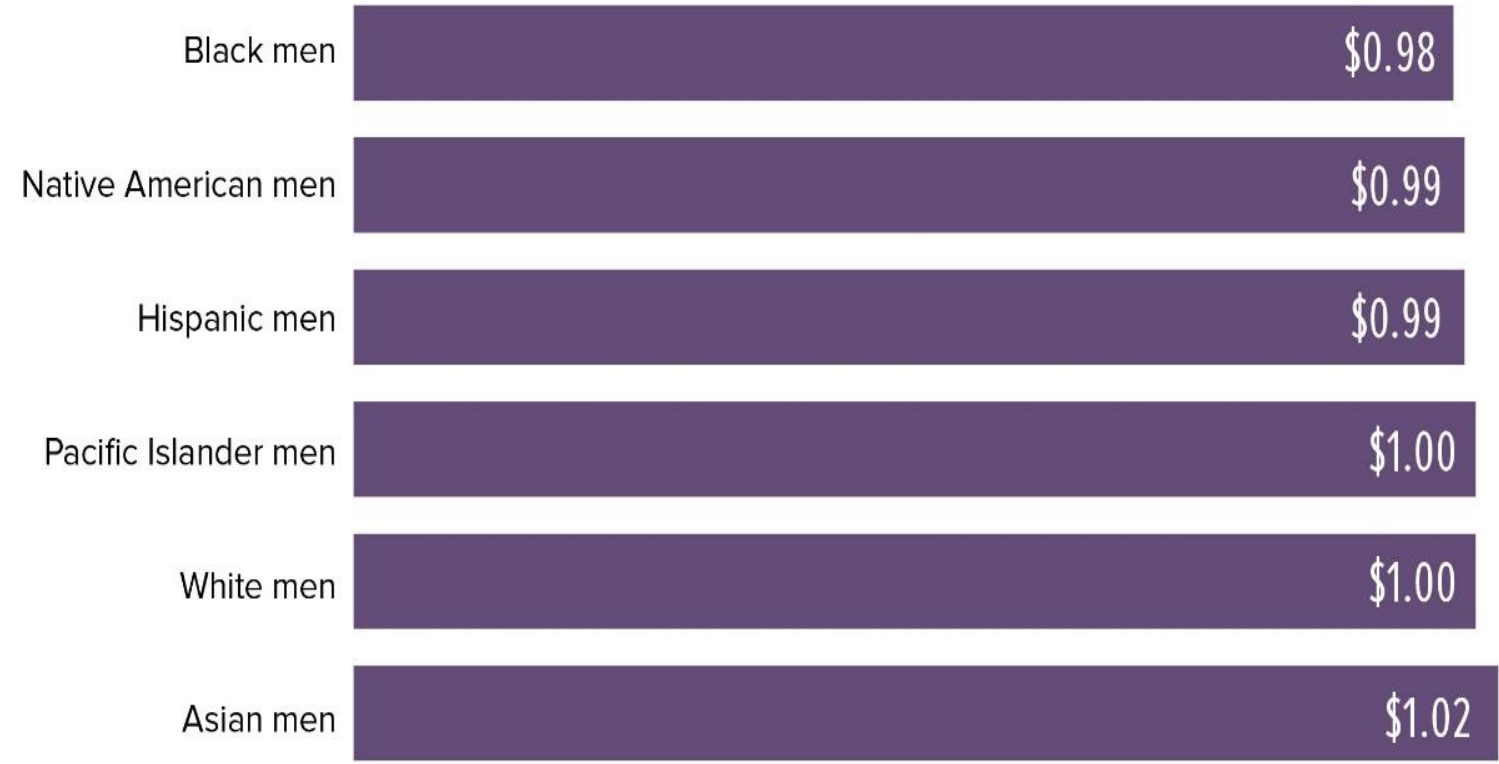


Source: PayScale.



Black Men's Earnings Trail Others with Similar Positions and Qualifications

On average, black men earn 98 cents for every dollar earned by men of other races with the same experience and education doing the same job in the same location.

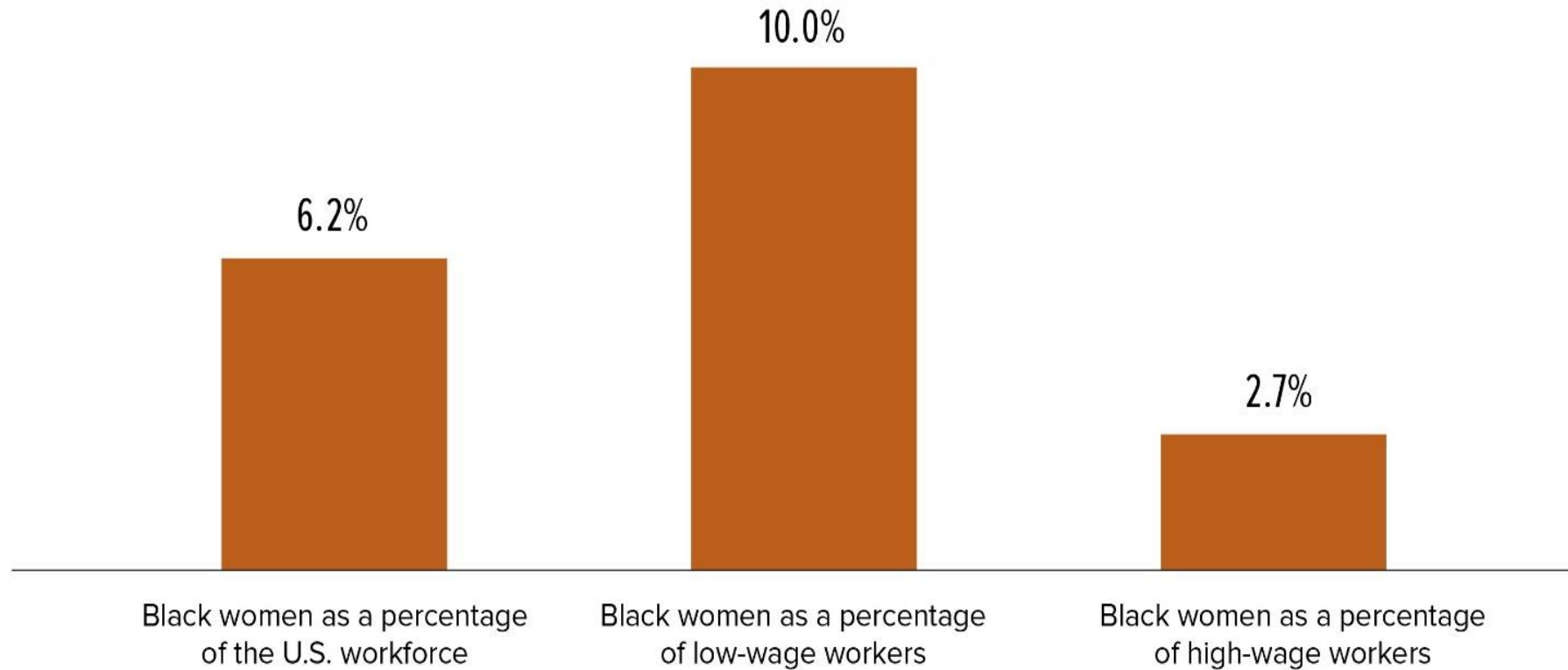


Source: PayScale.



Black Women's Share of Low-Wage and High-Wage Jobs

Black women are overrepresented in low-wage jobs, and underrepresented in high-wage jobs, based on data from the U.S. Bureau of Labor Statistics.



Source: NWLC calculations based on U.S. Census Bureau's 2016 American Community Survey.



Median Annual Earnings for Workers with Bachelor's Degrees

Black and Hispanic workers with bachelor's degrees earn nearly a quarter less than Asian and white workers with equal levels of education.



Source: ThinkNow Research's analysis of the Current Population Survey (CPS), a joint effort between the U.S. Bureau of Labor Statistics and the Census Bureau. Data based on information collected in the 2018 CPS Annual Social and Economic Supplement.



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Median Annual Earnings for Workers with Advanced Degrees

Annual compensation for those who hold advanced degrees, such as doctors, lawyers, dentists and pharmacists.

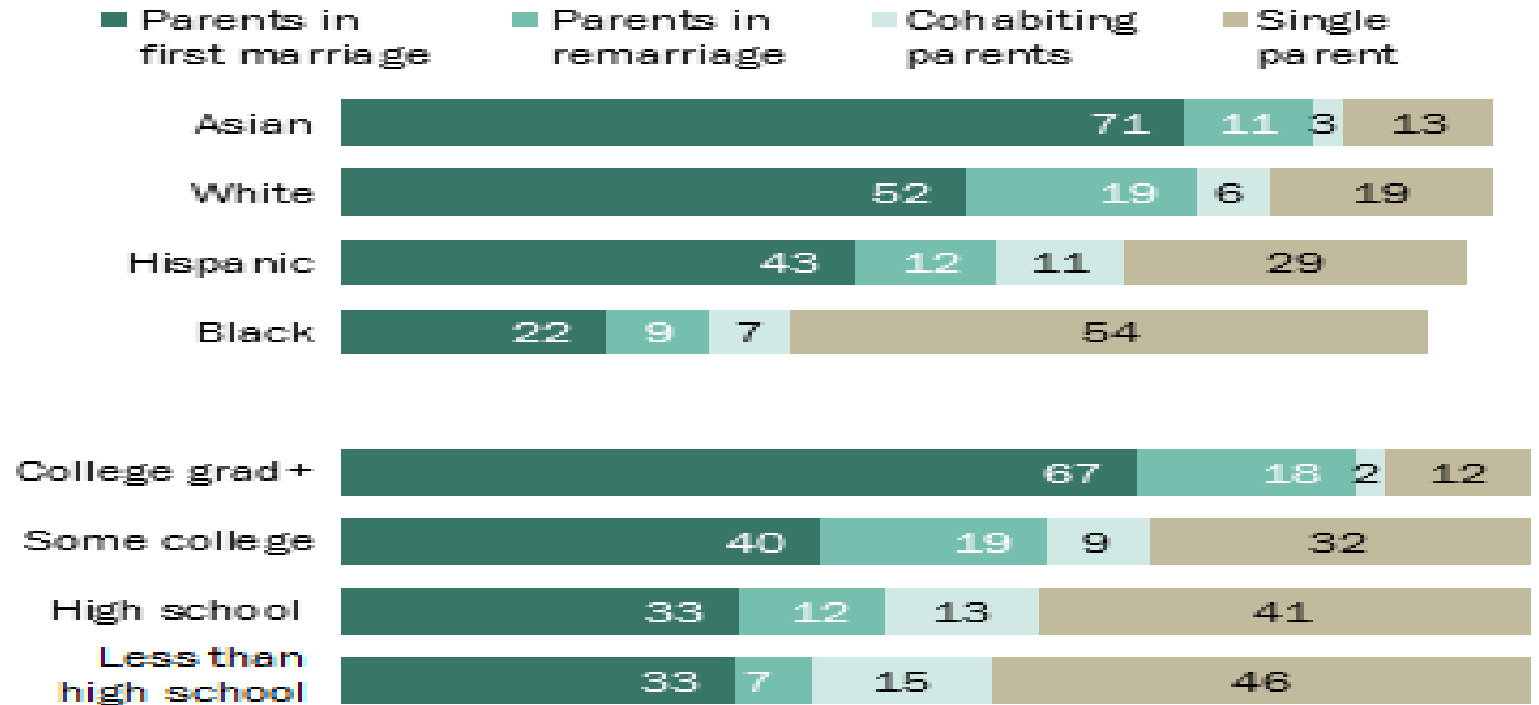


Source: ThinkNow Research's analysis of the Current Population Survey (CPS), a joint effort between the U.S. Bureau of Labor Statistics and the Census Bureau. Data based on information collected in the 2018 CPS Annual Social and Economic Supplement.



Black children and those with less educated parents less likely to be living in two-parent households

% of children living with ...



Note: Based on children under 18. Race and ethnicity are based upon the child's characteristics. Whites, blacks and Asians include only single-race non-Hispanics. Hispanics are of any race. Educational attainment is based upon the characteristics of coresident parents. For analysis by race and ethnicity, children living apart from both parents are not shown. For educational analysis, children living apart from both parents are excluded from analysis. Figures may not add to 100% due to rounding.

Source: Pew Research Center analysis of 2014 American Community Survey (IPUMS)

PEW RESEARCH CENTER



Equality



Equity



Justice





Shared ownership

Belonging

Inclusion

Respect

Acceptance

Tolerance



Steps Toward Racial Equity & Justice for Black/African Americans





Identified Solutions

Current Activities (or activities in development)	Previously Identified Next Steps	Suggested Next Steps
<ul style="list-style-type: none"> • Racial Equity Data Collection & Analysis (ALICE, WSNCT, Partner Agencies, UWDC Programs, Social Explorer, etc.) • WFS Pilots (NCTC, Cumberland, & Pathways) • Financial Coaching • Family Child Care Network • Educating Educators Monthly Child Care Trainings • Child Care Availability Directory • Child Care Substitute Pool • Community Engagement Specialists* 	<ul style="list-style-type: none"> • Racial Equity Training in July • Racial Equity Education & Awareness • Expansion of NCTC Financial Coaching • NCTC Case Management Program • Comprehensive ALICE Narrative • Workforce Asset Map • Digital Inclusion 	<ul style="list-style-type: none"> • Develop Racial Equity Advisory Council • Team Racial Equity Assessment • Develop Racial Equity Policy & Lens • Develop Community Engagement Plan for communities of color • Creation of UWDC position dedicated to Workforce & Racial Equity data



The "Black-ish" clip that every American should see

<https://www.youtube.com/watch?v=SwcychAm--s>



YouTube

proctor and gamble the talk



Procter and Gamble talks "The Talk," its ad about racial profiling

https://www.youtube.com/watch?v=nk_2GIJ-QVs



 YouTube

the story of access



https://www.youtube.com/watch?v=lghpTEp_VpI



Top 10 **benefits** of workplace diversity





Racism is bad for business on all fronts. Not only does it place a company in legal jeopardy, but it also fosters a divisive work culture that undermines morale, teamwork and productivity. It makes it harder to recruit, engage and retain diverse talent, and it tarnishes an organization's reputation and brand.

To get the best results from a bias training effort, Kim offered the following guidelines:

1. Use an experienced facilitator who is comfortable managing difficult conversations and people.
2. Make it voluntary. People who are forced to participate can become hostile, resentful and defensive.
3. Set ground rules so that participants feel safe to explore uncomfortable topics.
4. Make learning interactive and experiential. "No one likes to sit and listen to someone blab for two hours," Kim said.
5. Provide practical, actionable steps that people can use to help them overcome unconscious biases.
6. Arrange to continue the discussion. Training is not a silver bullet; it's the beginning of an ongoing discussion.



ENHANCE THE ORGANIZATION'S CULTURAL COMPETENCE

Define Your Vision and Goals for Cultural Competence

Conduct a Cultural Audit

Build a Culturally Competent Organization

Build a Culturally Inclusive Community





PROMOTE INDIVIDUAL CULTURAL HUMILITY

Cultural humility is a humble and respectful attitude toward individuals of other cultures that pushes one to challenge their own cultural biases, realize they cannot possibly know everything about other cultures, and approach learning about other cultures as a lifelong goal and process.

Lifelong self-critique.

Challenge of power imbalances.

Affiliation with advocacy groups.

<https://study.com/academy/lesson/cultural-humility-definition-example.html>



McKinsey's report looked at 366 companies throughout the Americas and the United Kingdom and found that there's a strong correlation between a company's higher-than-average diversity (racial/ethnic and gender) and higher-than-average profits, as compared to similar organizations.



Back to Dr. Ling Hwey Jeng



Let's Talk Racial Equity

Cassandra Berry, Roxanne Del Rio,
Bellann Hyton & Ling Hwey Jeng

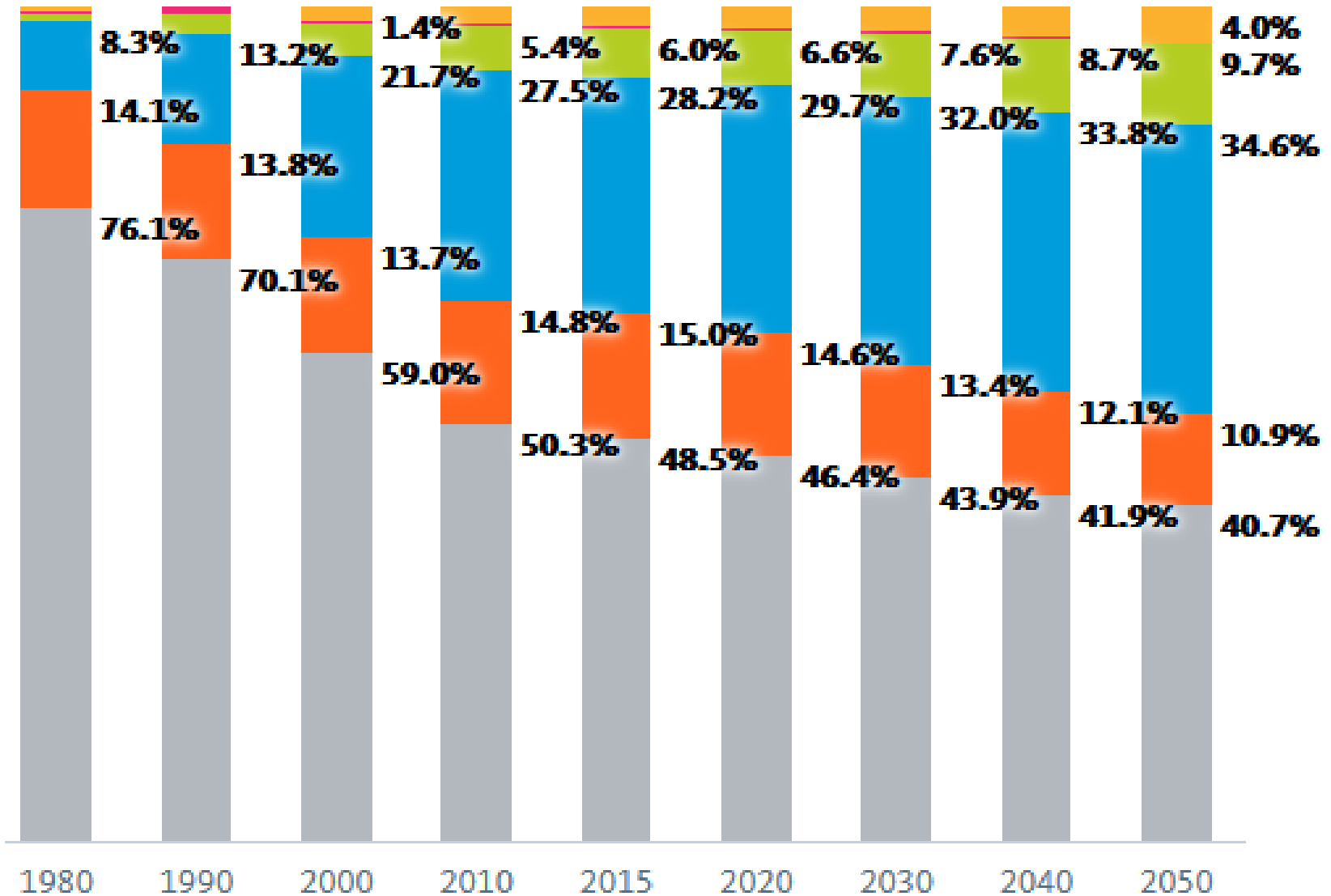


Vision All individuals in Denton County achieve financial stability

Mission ... to create and promote a holistic community approach to the workforce that provides every individual and family with the opportunity to increase earning potential, succeed, and thrive ...

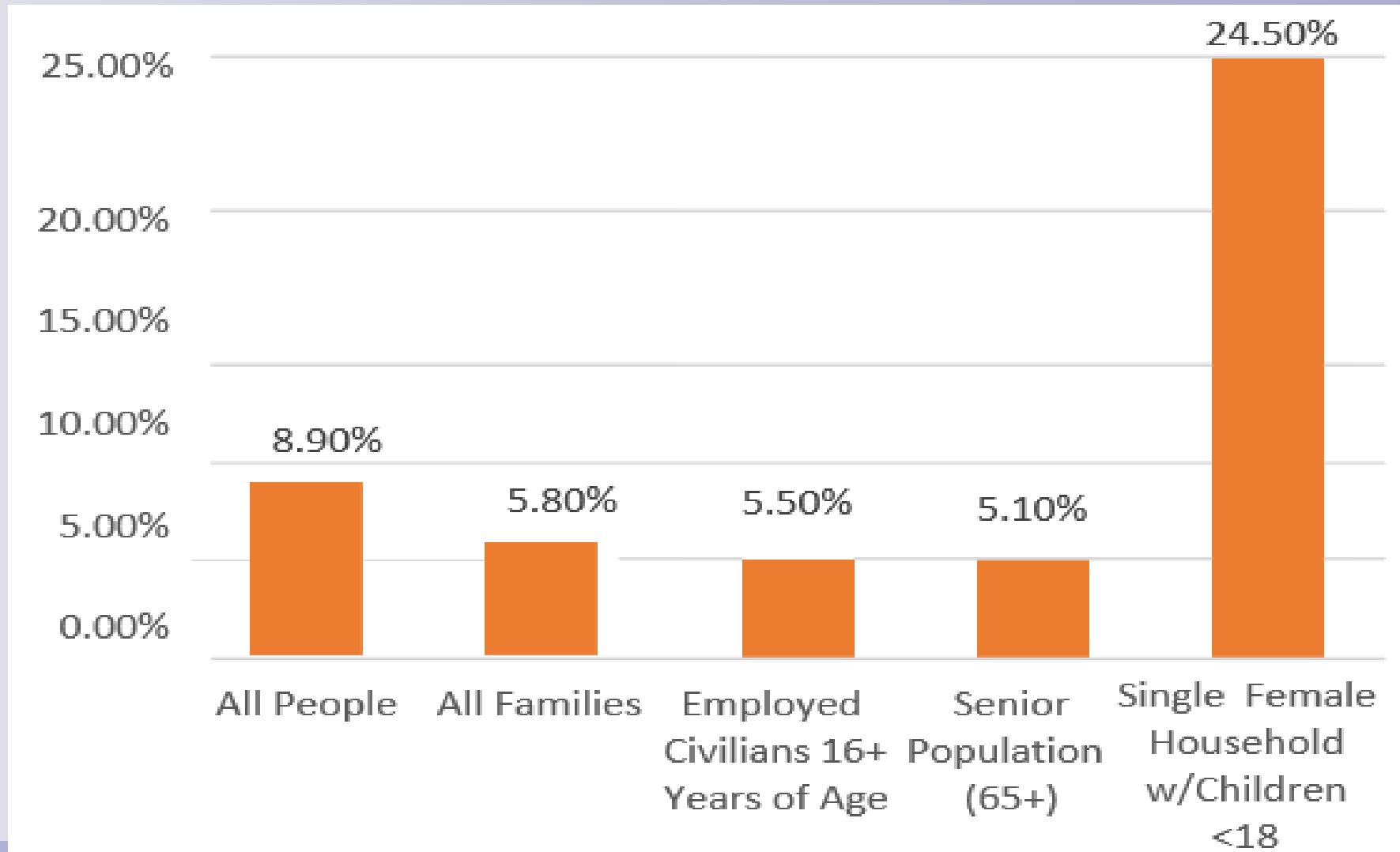
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Population Diversity in DFW

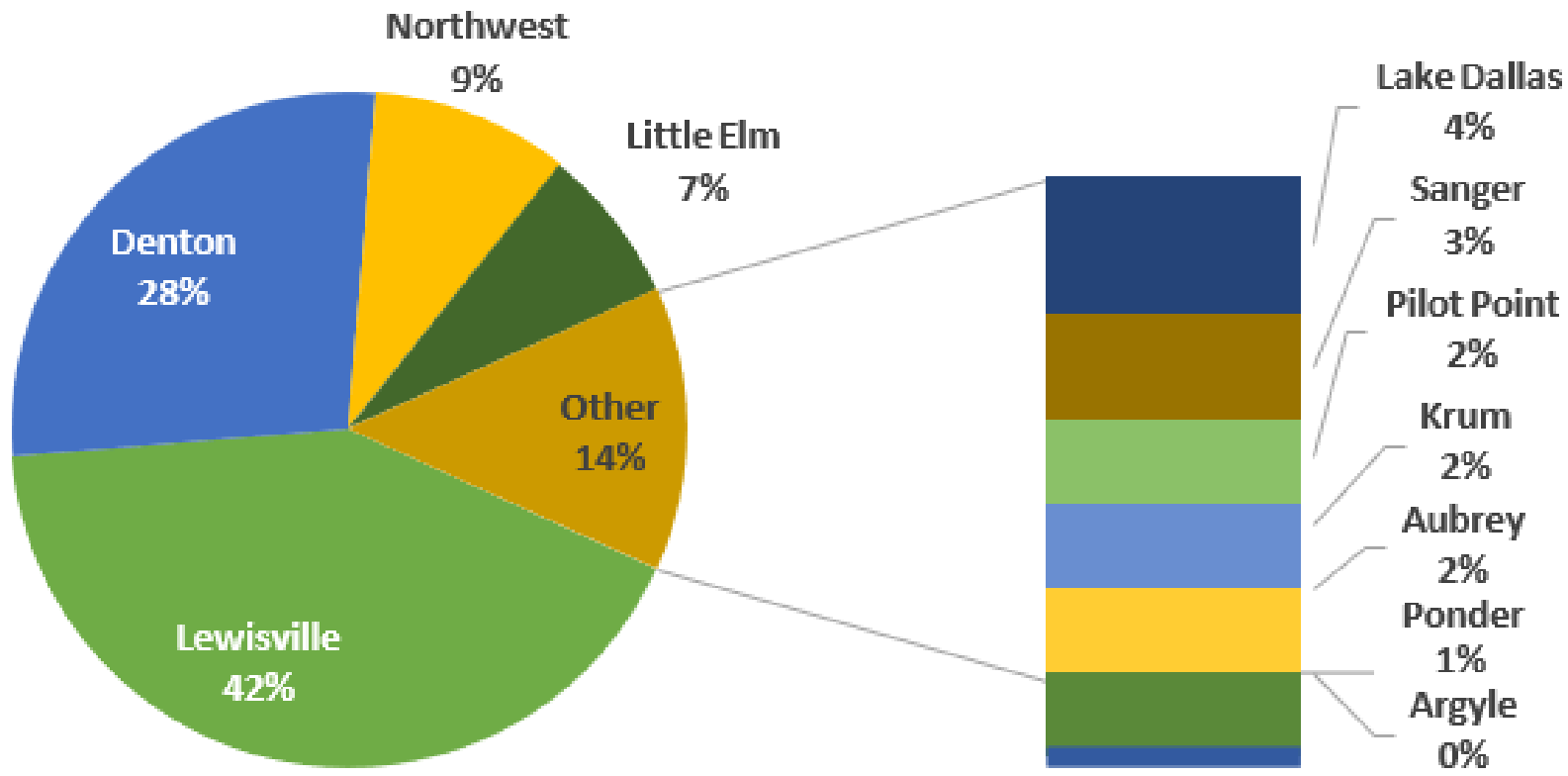


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Poverty Rate by Characteristic (2015)

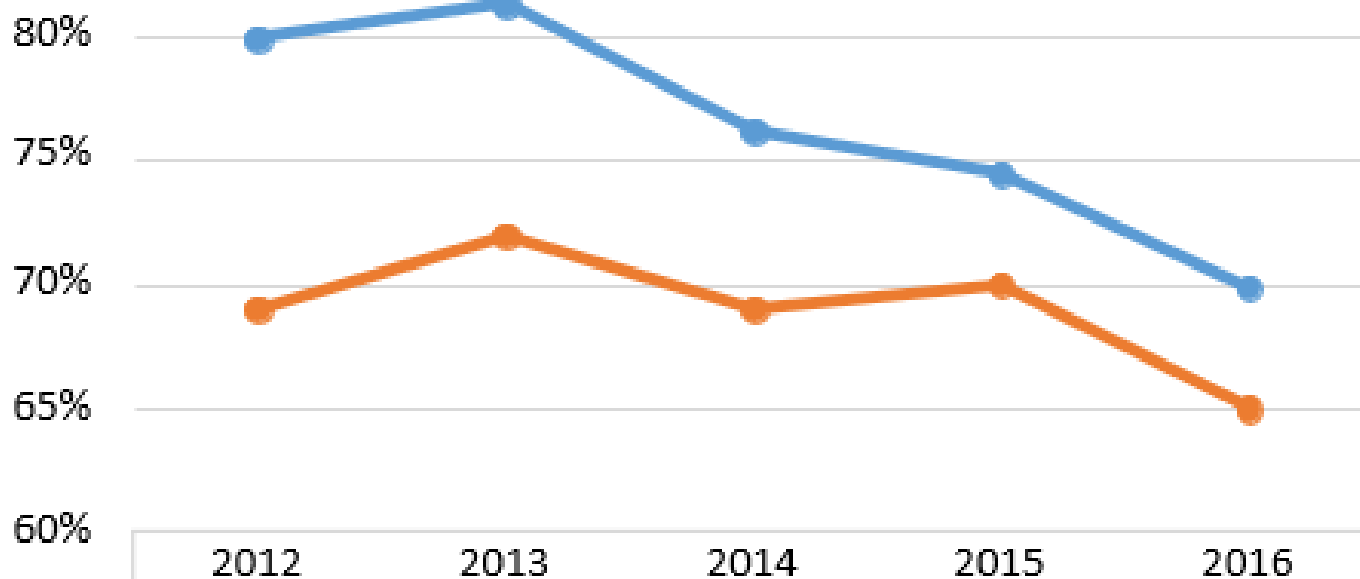


% Economically Disadvantaged Students by ISD



Countywide, 41,544 students qualified for low and reduced-cost meals. The majority of these students live in the Lewisville and Denton school districts.

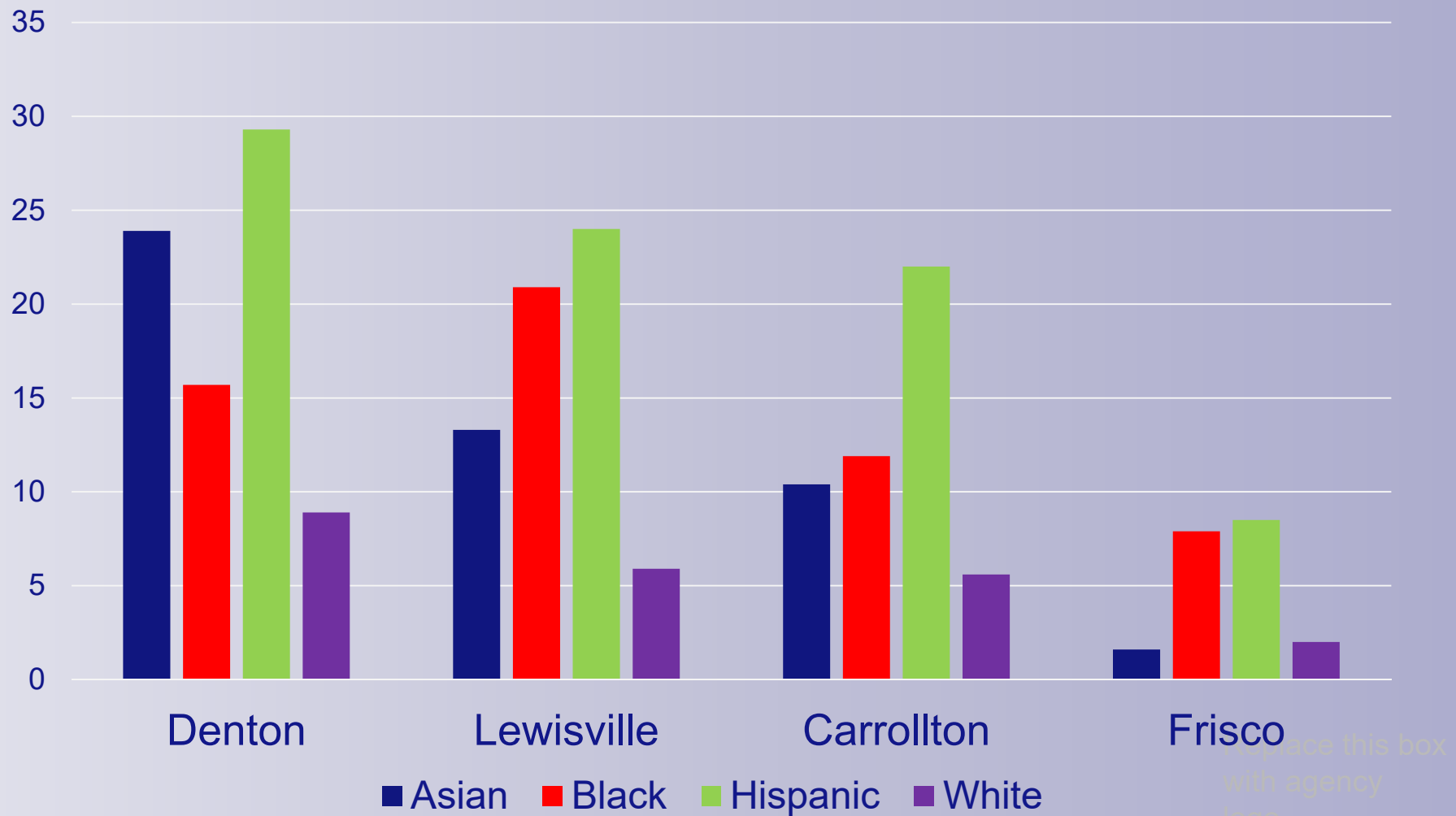
% Economic Disadvantaged 3rd Graders Reading at Grade Level



	2012	2013	2014	2015	2016
Denton County	80%	81%	76%	74%	70%
State of Texas	69%	72%	69%	70%	65%

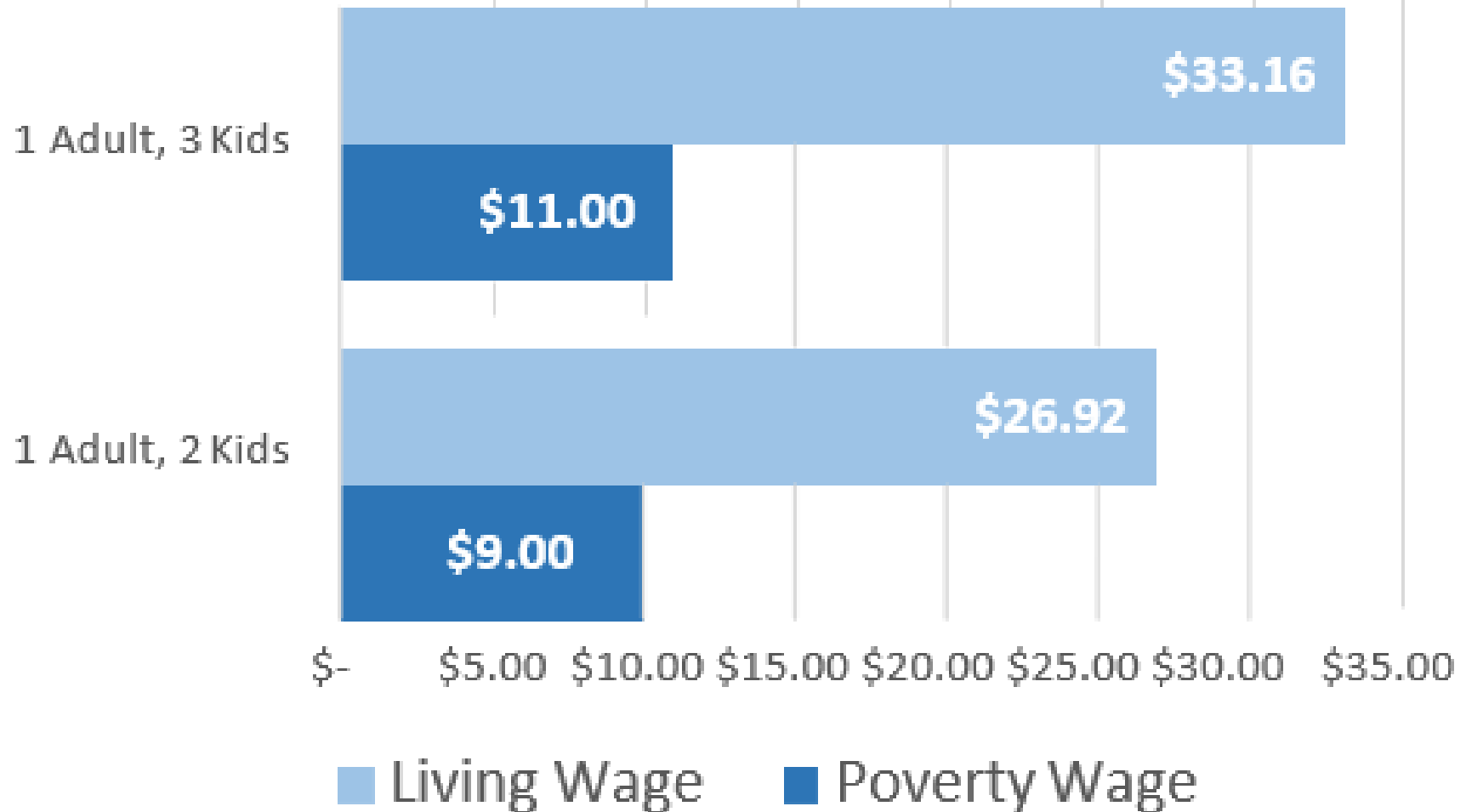
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Denton County Children in Poverty (%)

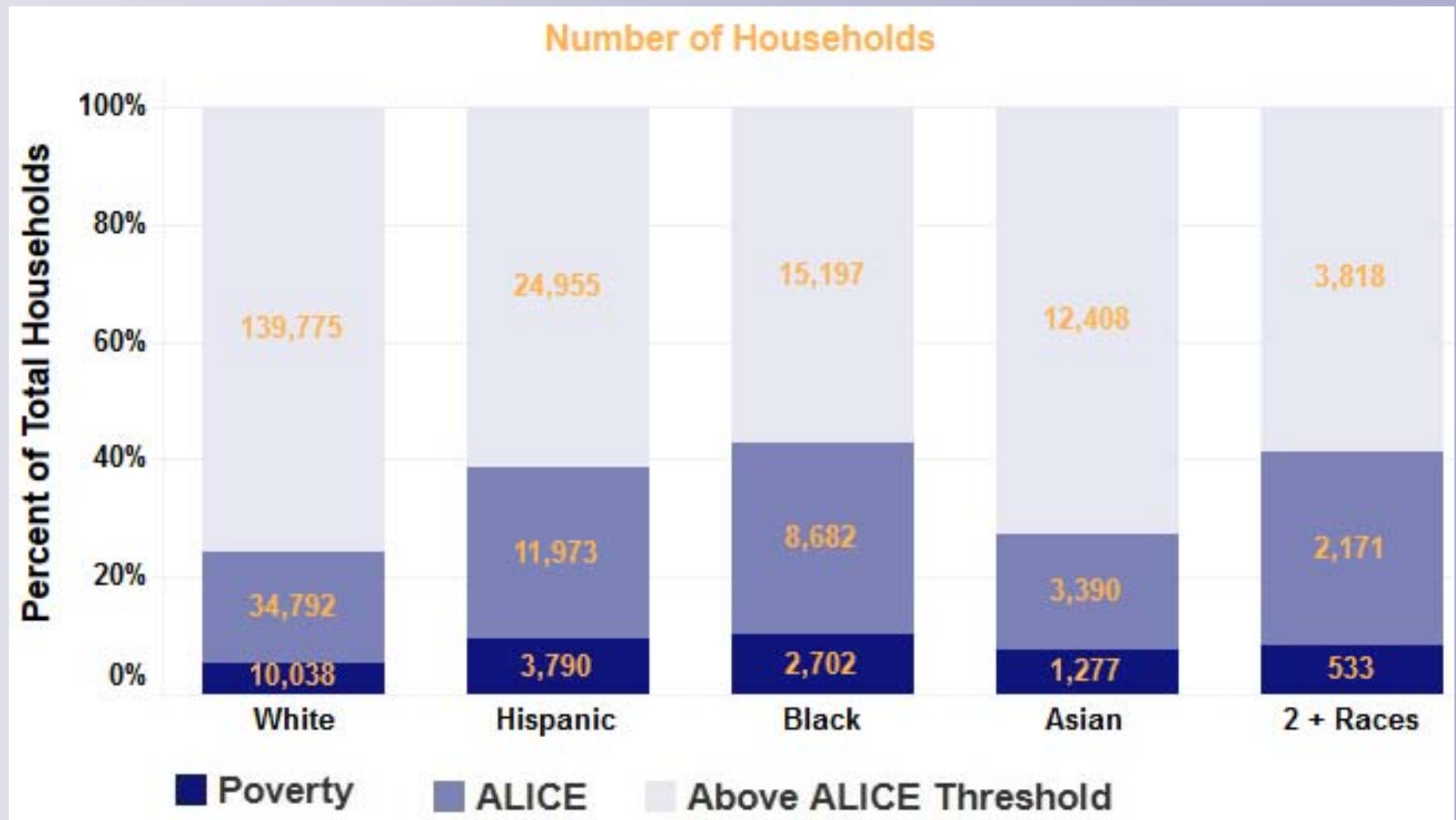


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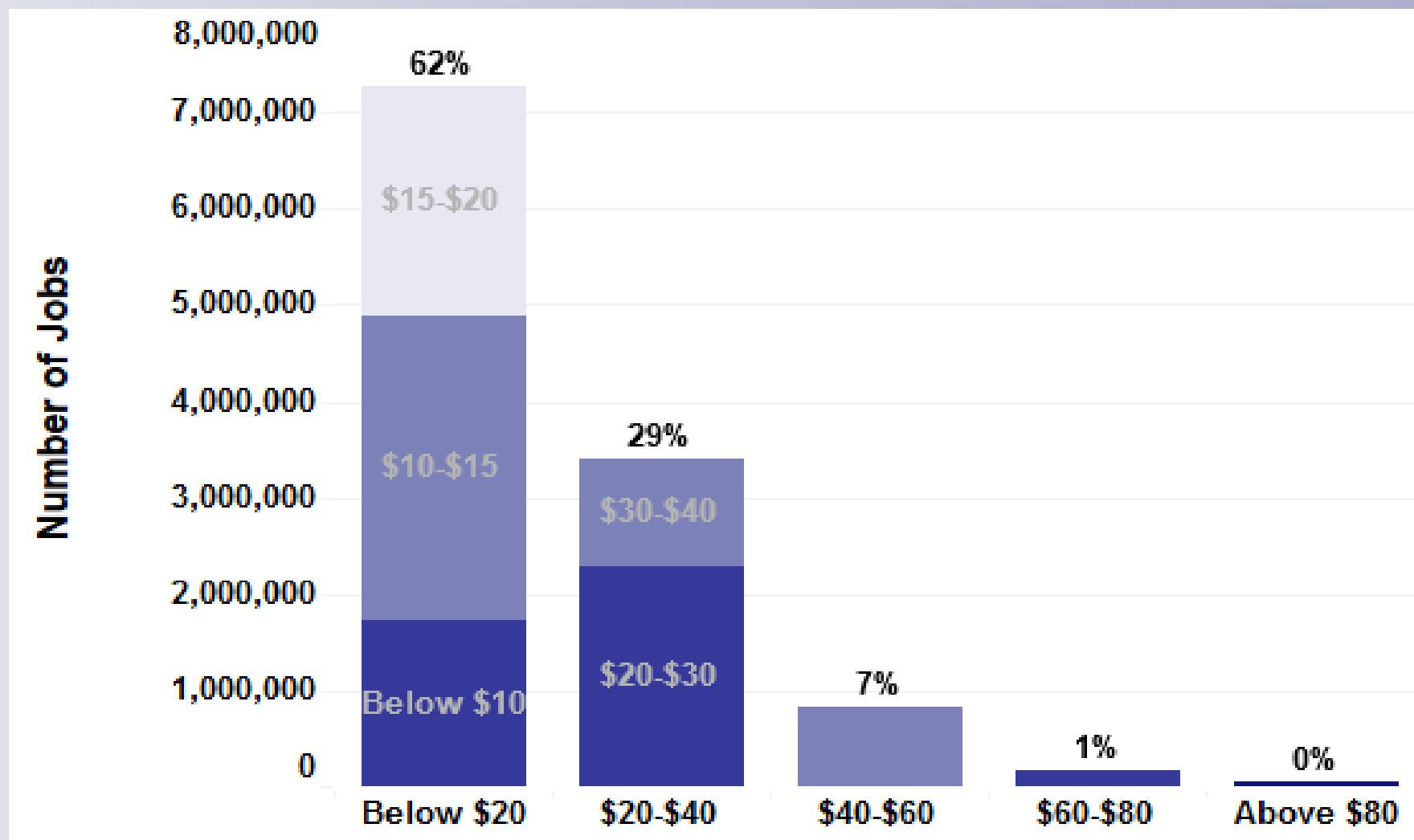
Living Wage for Single Family Household in Denton County



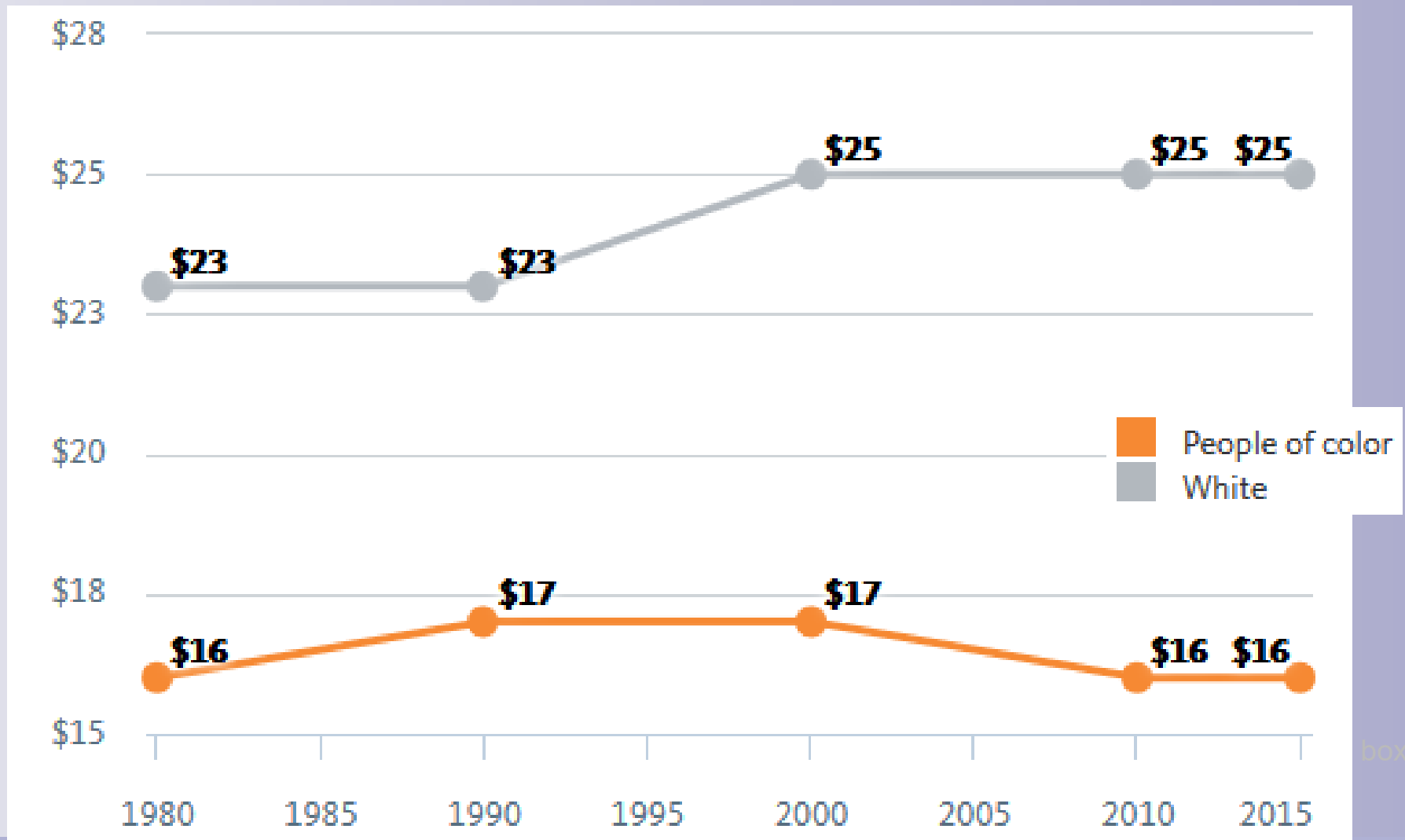
ALICE Household by Race and Ethnicity in Denton County



Jobs by Hourly Wages in Texas

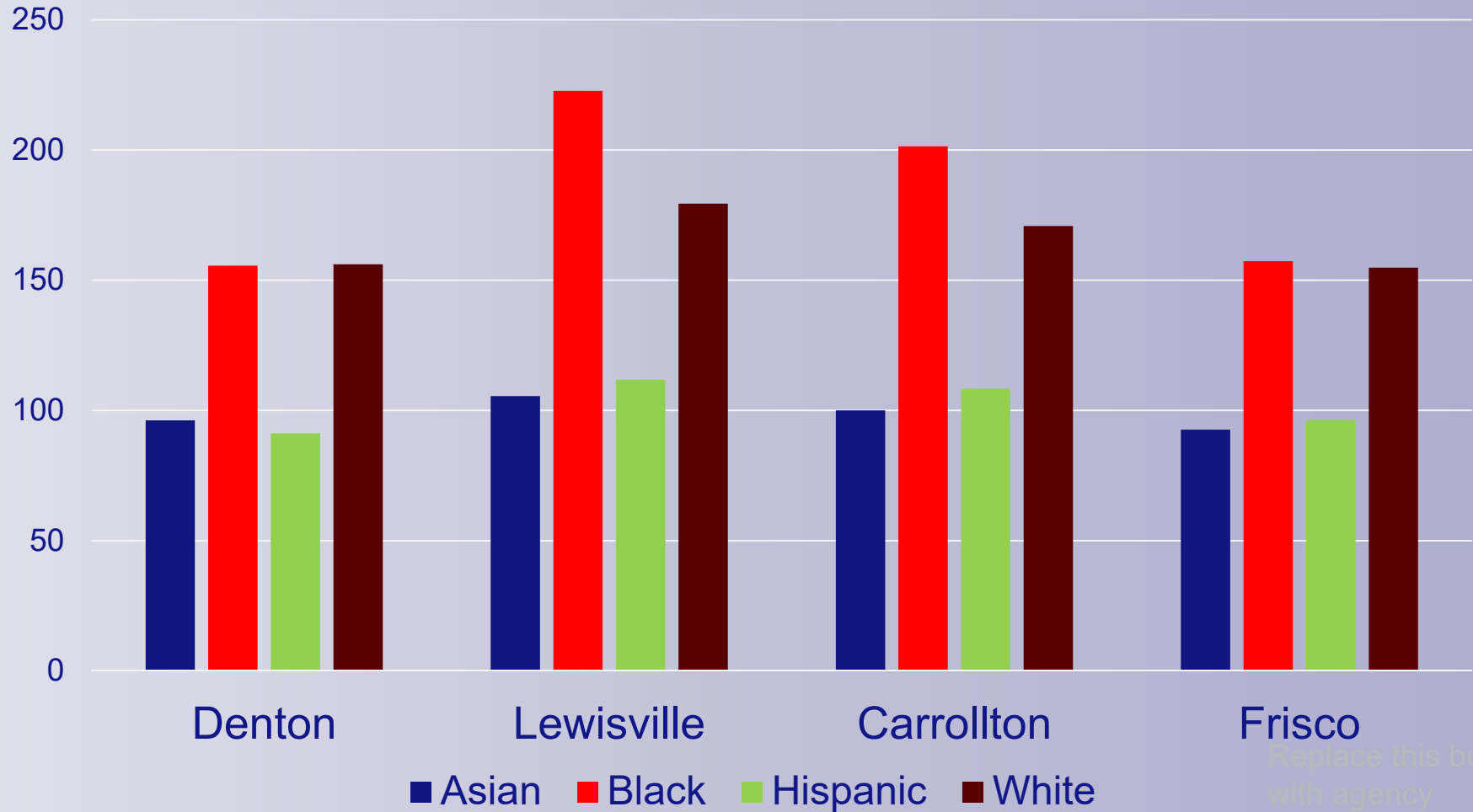


Racial Economic Gaps in DFW



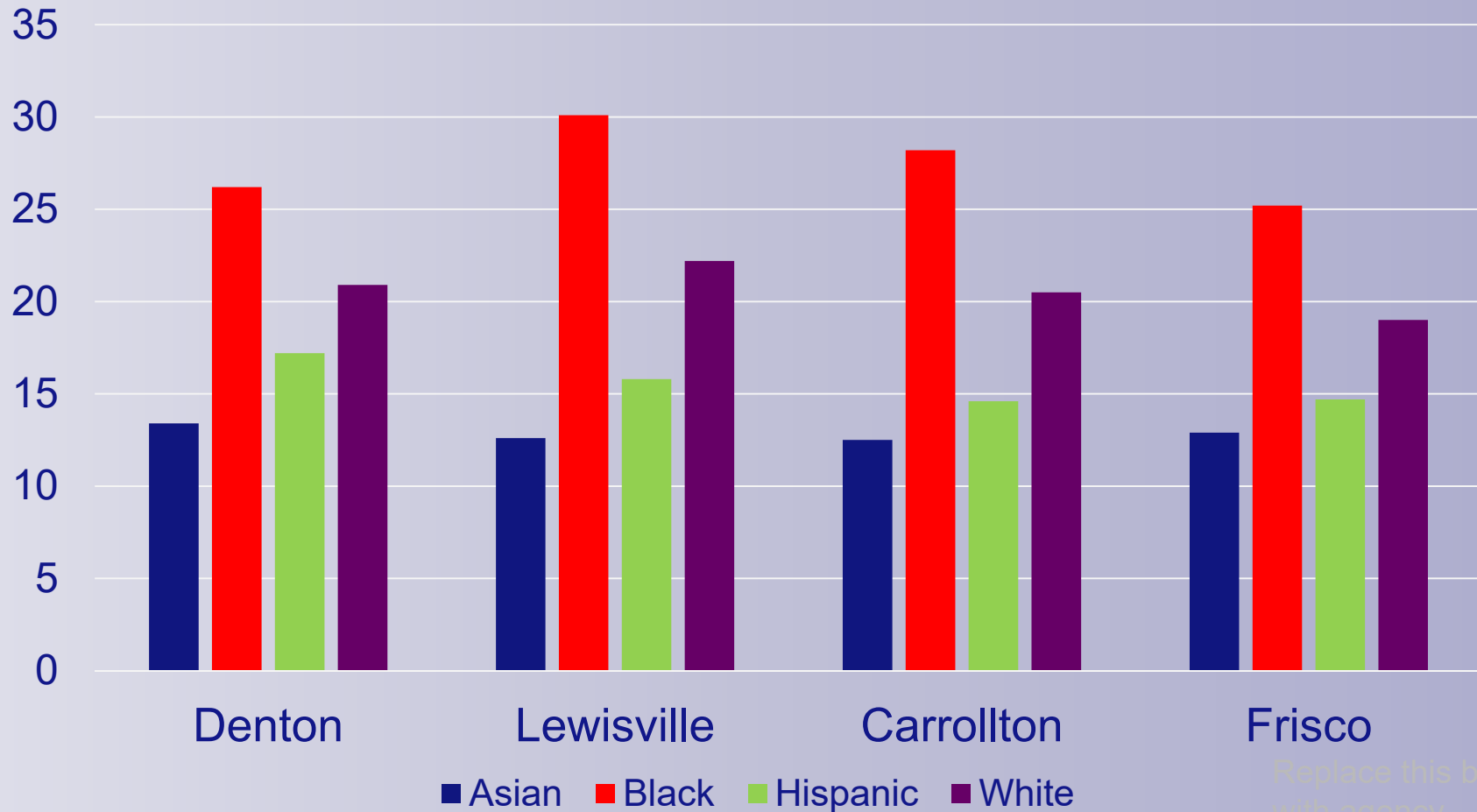
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Cardiovascular Disease Death per 100,000



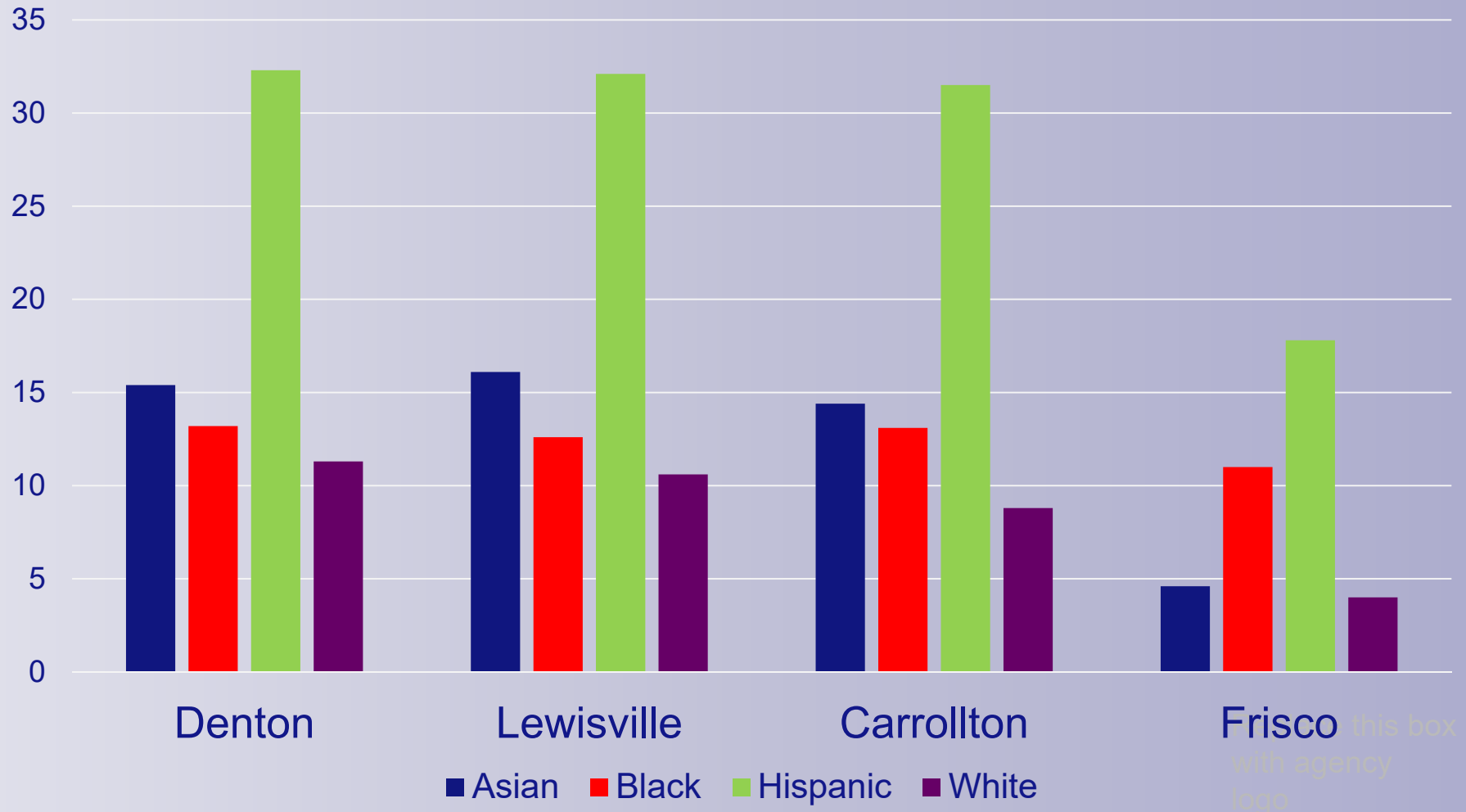
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Breast Cancer Death per 100,000

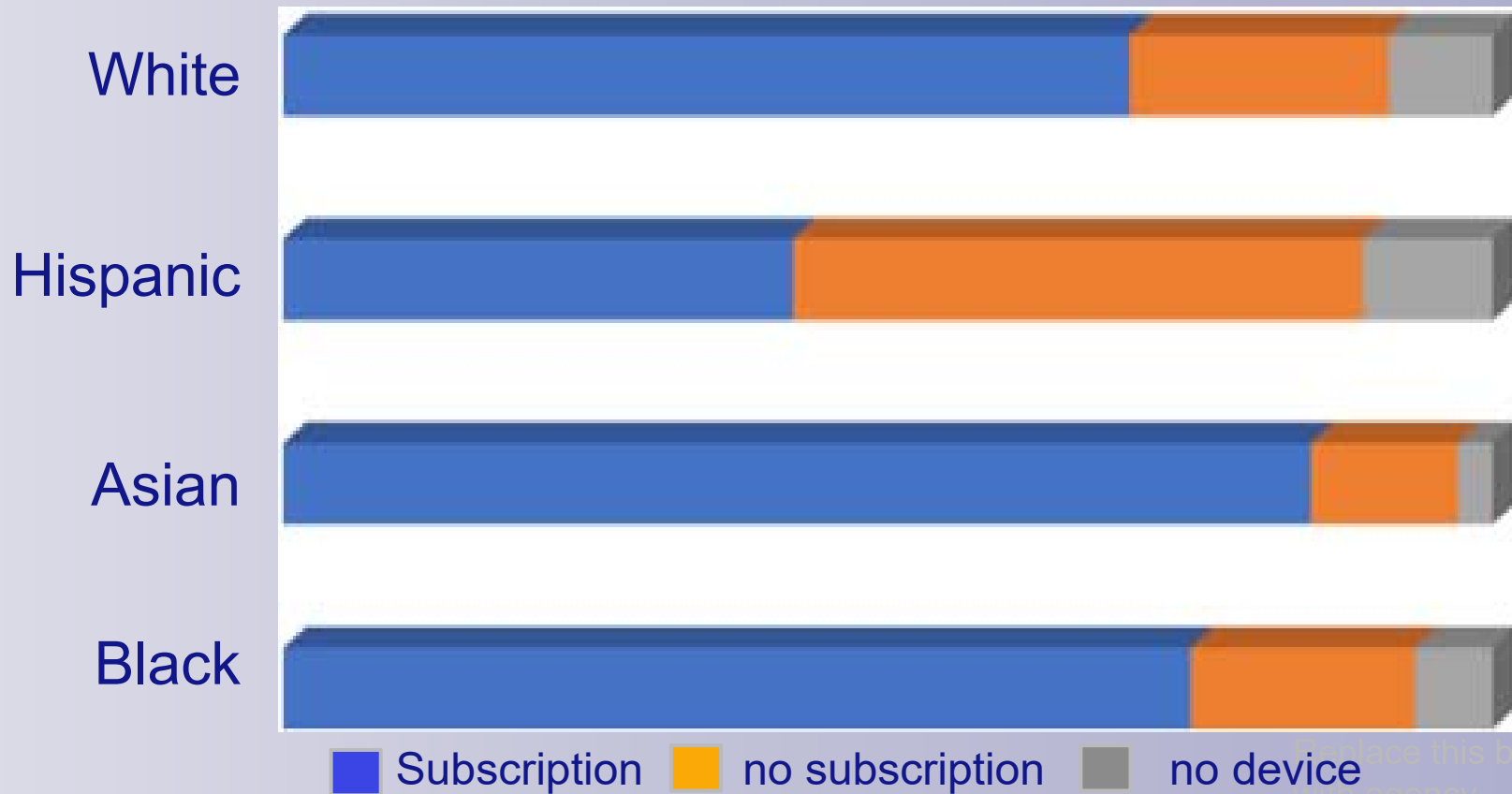


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Uninsured Population (%)



Denton County Broadband Access by Race and Ethnicity, 2018



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Justice

Equality

Equity



Shared ownership

Belonging

Inclusion

Respect

Acceptance

Tolerance

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FOX NEWS

Liam Neeson says he walked the streets hoping to 'kill' a black man after family member was raped

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White privilege

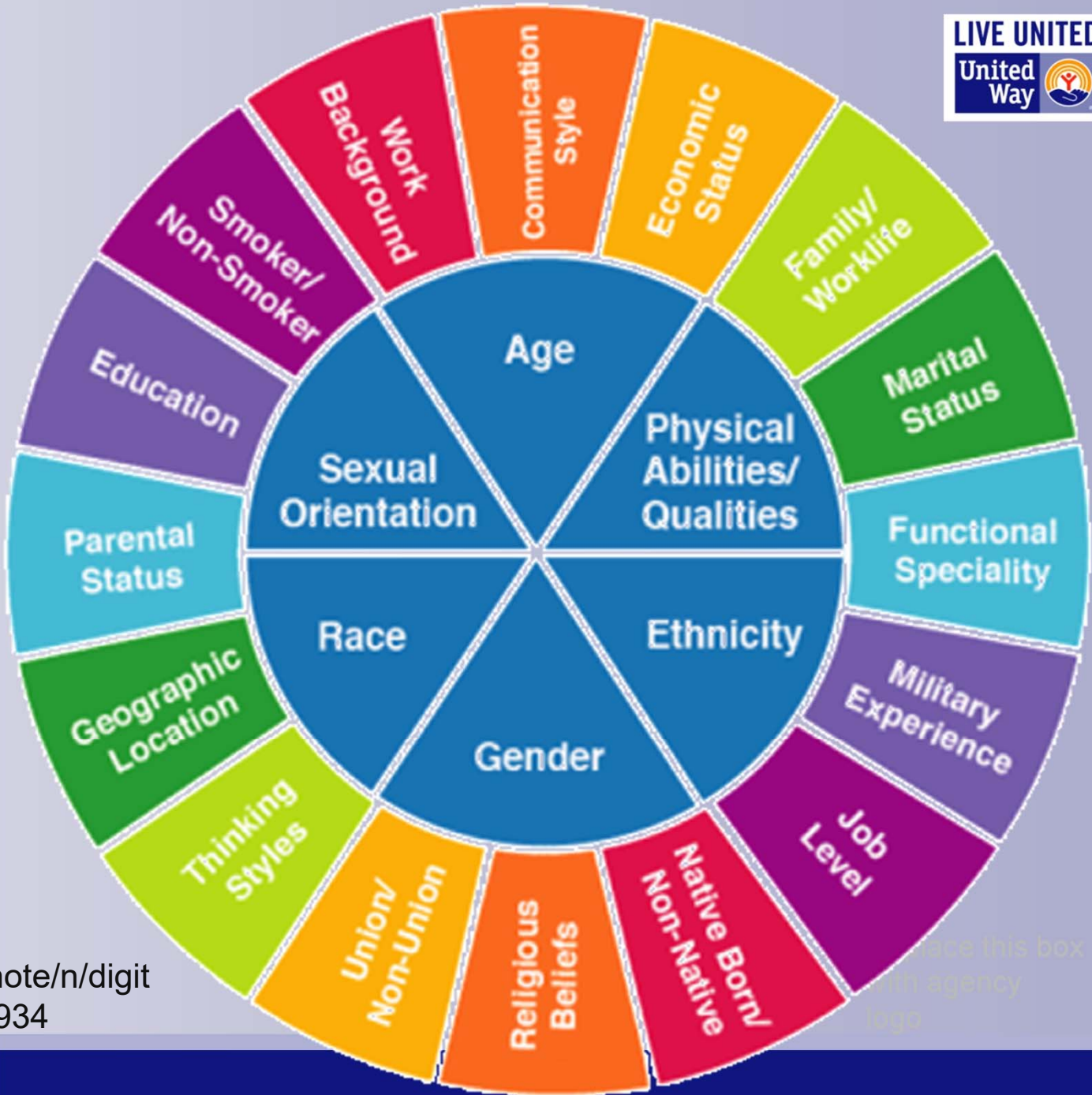
“There was one main piece of cultural turf; it was my own turf, and I was among those who could control the turf.

My skin color was an asset ... I could think of myself as belonging and making systems work for me.”

-- Peggy McIntosh, *Associate Director of the Wellesley College, Center for Research on Women.*

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Identity Wheel



Source:

studyblue.com/notes/note/n/digital-diversity/deck/9030934

Multiple Identities of a Person

Dominant Identities

- Heterosexual
- Right-handed
- Upper middle class
- Educated

Subordinate Identities

- Asian
- Female
- Old
- Short
- Foreign accent

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Personal Guilt v. Social Responsibility

“The concept of guilt should be applied to an individual only when that person has committed a crime, for the term carries with it all the connotations of legal guilt, namely guilt of crime.”

Daniel Goldhagen (1997) *Hitler's Willing Executioners: Ordinary Germans and the Holocaust.*

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Cultural competencies & cultural humanities

Cassandra Berry, Roxanne Del Rio
& Bellann Hyten

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One Hundred Dollars. Or 64?



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“If a culture does not expect human maturity from its women, it does not see its lack as a waste.

As a nation we only noticed that something was wrong with women when we saw its effects on their sons.”

-- Betty Freidan, *The Feminine Mystique*, 1963



If an agency does not expect participation from its underserved population, it does not see its lack as a waste ...



If a community does not see its members as assets, it does not see its lack as a waste ...

Cultural heritage
Caring networks
Human capacities
Untapped resources



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Racial Equity Is about Economy



It is about utilizing all human resources to achieve more and better results.

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