



**P.E.A.R.**

**Peer Education Against Racism**

# **P.E.A.R.**

**PEER EDUCATION  
AGAINST RACISM**



Only through education are we truly enlightened



# WHAT IS P.E.A.R.?

- **PEER:** A person with relatable attributes (white person to white person, mom to mom, professional to professional, etc.)
- **EDUCATION:** Giving knowledge or awareness to (perspective gain)



- **AGAINST:** A break of biased (limits)
- **RACISM:** “a belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race”

(Merriam Webster)



# WHY Initiate P.E.A.R.?



**RACISM** - has no positive place in the human race. When groups/individuals are divided, potential success is reduced.

**AGAINST** - Breaking the barriers for the means of joining and sharing the work.

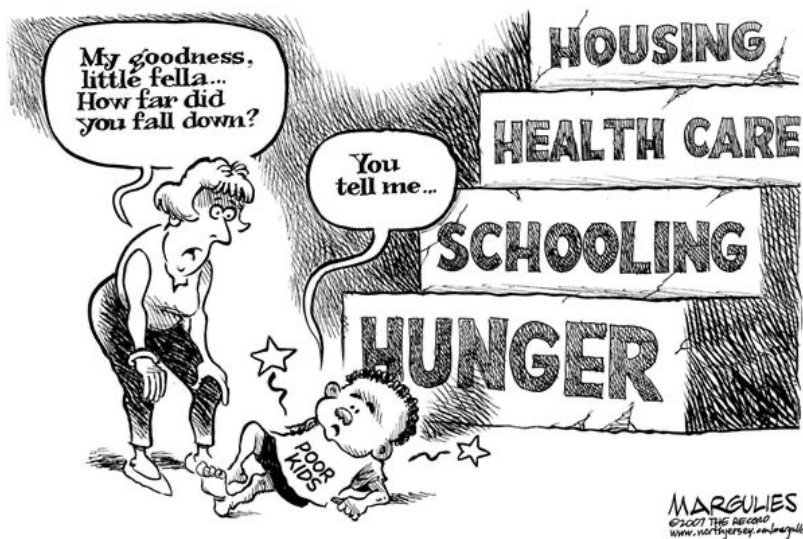
**EDUCATION** - Being aware and accepting our differences creates results that are genuine and sustainable long term.

**PEERS** - Engaging in collaborative goals with individual perspectives validated, facilitates belonging.



# WHO SHOULD P.E.A.R.?

- **Individuals:** Begin with you. Self reflection. Consider the why? Define your why?
- How diverse is your universe? How does that affect you?
- **Health Systems:** Implicit bias, Stereotypes: Does this affect how you treat?
- Do you consider ALL social determinants of health when you treat?
- **Agencies:** Workgroups, taskforces: "Do you need to check a box?" "Detokenize", Do it right! Make engagement meaningful.
- Is the quality of your work negatively affecting the quantity of your work?
- **School Systems:** Implicit Isolation or segregation, excessive consequence or criminalization of behaviors of children of color compared to peers.
- Blinders determined by limited perspectives and/or fear factors





# HOW DO WE P.E.A.R.?

**First, we must consider, understand & ACKNOWLEDGE:**

## Stereotypes

- Stereotypes are the internalized feelings, attitudes, opinions and assumptions that people hold. Stereotypes often lead to bias, so it is important to be aware and acknowledge these “snap judgements” that may gauge the way we interact towards others.
- Racial stereotypes are often influenced by non-marginalized/dominant groups.

## Microaggressions

- A microaggression is a subtle behavior – verbal or non-verbal, conscious, or unconscious – directed at a member of a marginalized group that has a derogatory, harmful effect.
- Microaggressions can lead to macroaggressions (harmful actions and impacts)



# HOW DO WE P.E.A.R.?

**First, we must consider, understand & ACKNOWLEDGE:**

## Implicit bias

- We use the term “implicit bias” to describe when we have attitudes towards people or stereotypes associated with them without our conscious knowledge.
- A fairly common example of this is seen in studies that show Black people are frequently associated with criminality without people even realizing they’re doing it.

## Explicit Bias

- Deliberately held beliefs about a person or thing.
- Expressed overtly.
- Much of the time these expressions occur after perceived threats



# HOW DO WE P.E.A.R.?

## Try to FLEX:



### Focus Within:

- Tune into your emotions
- Recognize how your experience has shaped your perspective
- Stick to facts, and don't make assumptions.
- Turn frustration into curiosity.

### Learn about others

- Recognize how their experiences have shaped their perspective
- Consider how they might see the situation and what is important to them
- Think about how your actions may have impacted them

### Engage in dialogue

- Ask open-ended questions
- Listen to understand, not to debate
- Offer your views without defensiveness or combativeness
- Disentangle impact from intent
- Avoid blame, think contribution

### "eXpand" the options

- Brainstorm possible solutions
- Be flexible about different ways to reach a common goal
- Experiment and evaluate
- Seek out diverse perspectives

- Image source: <http://workforcediversitynetwork.com>



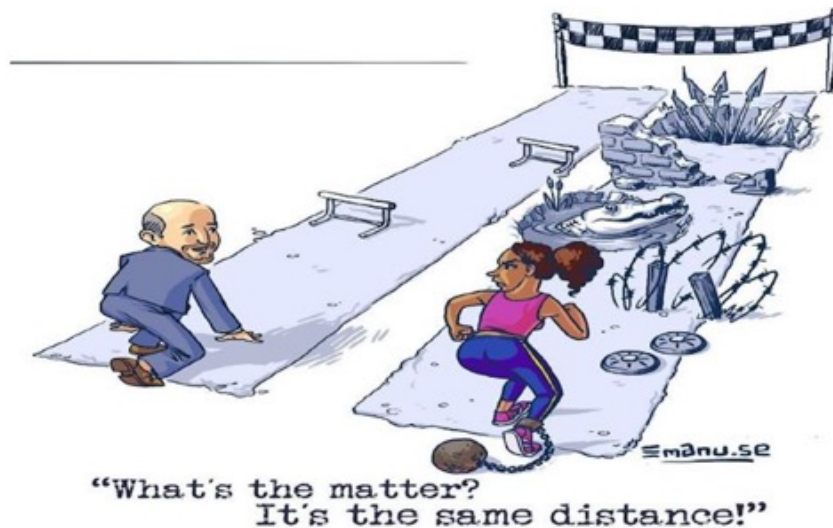


# HOW DO WE P.E.A.R.?

## Understanding Privilege

- **White Privilege** is defined as: Unearned access to social power based on membership in a dominant social group. As with any privilege it is important to recognize the term and why it exists.

## White Privilege



While white privilege is tied to the impact of systemic racism and implicit bias, the University of San Francisco's White Resource Guide, suggests that: "privilege should not be viewed as a burden or source of guilt, but rather, an opportunity to learn and be responsible so that we may work toward a more and just and inclusive world."



# HOW DO WE P.E.A.R?

## Reframing our language

- **Reframing** is restating a negative word or thought and making it more positive.
- **Reframing** is intentional and a major opportunity for peer education when done externally.
- **Reframing** is a powerful tool to help us begin changing our mindset by changing our language.

## Reframe the following words

1. They are unreasonable
2. They are in denial about their problem
3. They have too many kids
4. They are lazy

\* Find answers in Tool block: Cultural Awareness Tools



# Examples of when P.E.A.R. is needed

## Family



- Educating our children that words matter especially when in public.
- Words such as: “He is hurting me!” yelled by “Megan”, a white girl about her Black brother, “Joshua”, could lead to devastating consequences for him.

- In this scenario, brother and sister (from a blended multi-racial family) were rough-housing (as siblings typically do).
- Sadly, due to stereotypes and racial bias Black boys and men are typically perceived as threats.
- Black brother is big and tall and has faced many difficult encounters with law enforcement in their community. In every situation he was going about his daily routine.



# Examples of when P.E.A.R. is needed Community



“Rosa”, a non-white young woman, ordered her meal and sat at the food counter to wait. The waitress handed “Rosa” the bill to “Pay for her food”. An elderly white man sitting near spoke up and asked, “why are you making her pay before you give the order to the cook, while I’m sitting here eating my food and have yet to see the charge?”

- To lead difficult and often contentious community conversations that bring awareness to differences that would otherwise potentially pit groups against each other
- Create a brave space and speak out against prejudice



# Examples of when P.E.A.R. is needed Healthcare

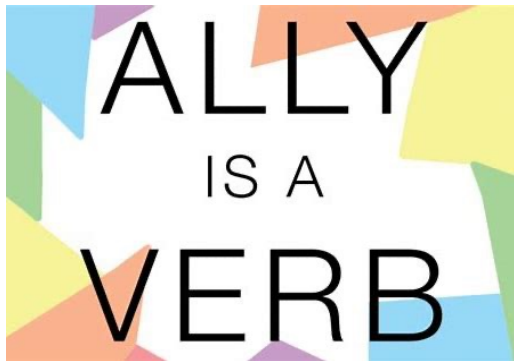
- Cultural competence goes beyond translation of materials.
- Cultural proficiency requires that we ensure that everyone has an equitable human experience in the healthcare setting.
- Implicit bias can lead to assumptions and can affect how treatment and care is provided.
- Therefore, it is important to identify and understand our own bias to avoid potentially negative impacts on others.





# P.E.A.R.

## How to be an authentic ally?



Using our privilege for good by:

- Working collaboratively with people of color & diverse ethnic backgrounds.
- Speaking out when we see prejudice & discrimination.
- Leading efforts to educate peers, especially those who may be resistant to hearing from those with unrelatable attributes.
- Leading efforts to affect community changes.



# CHOOSE P.E.A.R.

**Self-Identify  
your  
brave space!**

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# WRAP UP:

## Stand UP, Speak UP!



### RESOURCES:

Becoming trustworthy white allies

<https://reflections.yale.edu/article/future-race/becoming-trustworthy-white-allies>

Checklist for white allies against racism:

<https://www.powershift.org/sites/default/files/resources/files/checklist-for-white-allies.pdf>



# THANK YOU!!

TRAINING DEVELOPED IN COLLABORATION WITH JUDY KOBYLARZ-DILLARD

For more information on this and other  
Cultural Competence & Awareness Training

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