

CONFRONTING STRUCTURAL RACISM

in the

CHILD SUPPORT PROGRAM

Listening. Understanding. Taking Action.

NYC
Human Resources
Administration
Department of
Social Services

CHILD SUPPORT
SERVICES

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Understanding Structural Racism: Creating Change Through Awareness

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Agenda

- Welcome/Introduction
- Defining DEI
- Structural Racism (Systemic & Institutional)
- OCSS Advancements in Equity
- Our Collective Call to Action

Defining Terms

Diversity

Diversity includes all the ways in which people differ, it encompasses all the different characteristics that make one individual or group different from another.

Equity

To treat everyone fairly and justly. This is different than equality and emphasizes the need to adjust based on the circumstance, history, etc.

Inclusion

Involving traditionally excluded individuals and/or groups in processes, activities, and decision/policy making in a way that shares power.

Defining Terms

Systemic

Includes whole systems or complex interconnected units with common goals - for example, our political, legal, economic, health care, school, and criminal justice systems.

Structural

Internal elements of a system or institution including laws, policies, practices, norms, these elements hold up the system or institution.

Institutional

Discrimination and racist practices that covertly or overtly exist within institutions for example, our community organizations, or schools.



System = Education

Institution = City University of New York

Structures = Policies, procedures, norms, etc.

Advancements toward Equity:

- Equal Opportunity and Nondiscrimination policy/Discrimination and retaliation reporting portal
- Vision for enacting Diversity embedded in their mission, which includes developing “a community that is inclusive of all individuals and groups.”
- Diversity Calendar and a list of resources for discussing race and inclusion
- Three-year Workforce demographic comparisons from 2020—2022
- Advisory Council on Diversity
- Biennial Diversity and Inclusion Conference



System = Housing

Institution = Department of Homeless Services

Structures = Policies, procedures, norms, etc.

Advancements toward Equity:

- Client rights and code of conduct
- Policy on serving Transgender and non-binary individuals, committing to provide placements where clients “feel safe, and where staff can ensure appropriate, affirming, and culturally competent services”
- Maintains an DHS Office of Diversity & Equal Opportunity Affairs (DEOA)
- Access to materials in various languages
- Reasonable accommodation and Discrimination complaint resource links
- Material catering to specialized populations such as sexual assault, and harassment victims

How does Inequity show up within our Systems?

Educational System:

- Lack of funding
- Lack of resources
- Segregated schools/district boundaries
- Poverty
- Lack of representation in school leadership
- High student to teacher ratios
- Bias and stereotypes related to Race/Sex/Class

How does Inequity show up within our Systems?



Housing System:

- Segregation/Redlining/Steering
- Lender restrictions/Predatory lending
- Market price outs
- Zoning restrictions
- Dense homogeneous populations
- Homelessness
- Eminent domain and Gentrification



What do we do?



The Gardener



Levels of Racism: A Gardener

these three levels of racism let's go
back to the story so

Jones C. Levels of Racism: A Theoretic Framework and a Gardener
Public Health 2000;90(8):1212-1215.



Imagine this garden...

Flower Box: Child Support System

Seeds: Clients/Staff

Sun, air, and water: Current policies, laws, norms, biases, stereotypes, etc.

Gardener: You



What kind of gardener are you?

Actively Anti-racist:

1. Name it
2. Ask how racial inequity is occurring or operating/showing up
3. Work with others to dismantle racism specifically those that are impacted

Office of Child Support Services

Established in 1975

Transitioned from cost recovery to a family focused program.



Office of Child Support Services: Advancements in Equity



- Reduce child poverty
- Bring more services into communities
- Build on successful partnerships across NYC
- Develop policies with research, data & community input
- Better serve young parents

Office of Child Support Services: Advancements in Equity



- Connect eligible families to the child support system to help close wage gaps
- Provide various methods of contact for ease of access i.e., phone, email, in-person, virtual appointments, and the ACCESS HRA Mobile App
- Dual parent involvement and improved outcomes for children

Office of Child Support Services: Advancements in Equity



- Assist Non-custodial parents in avoiding debt accumulation
- Connect non-custodial parents to debt reduction resources, job placement, and other resources
- Promote mediation and parental agreements

Our Collective Call to Action

1. Name it
2. Ask how racial inequity is occurring or operating/showing up
3. Work with others to dismantle racism, specifically those that are impacted
4. Listen to your audience
5. Think outside of the box
6. Collaborate
7. Consider cultural and historical implications





Meditation







Questions/Thoughts/Comments

Please email me at
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THANK YOU

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