

Centering Racial Equity in our COVID-19 Response

History has shown us time and again that communities of color are the most negatively impacted in times of disaster. That's why we, at Multnomah County, are committed to centering racial equity in our COVID-19 response. Learn more about why [Multnomah County leads with race](#).

As a volunteer for Multnomah County, your section lead / supervisor will share information about how our [Equity and Empowerment Lens](#) is guiding and informing decision making in your section.

Before you get started with your volunteer work, take some time to assess your knowledge and understanding of key racial equity concepts. If needed, we ask you to take time to increase your knowledge in these areas and have suggested a variety of videos, tools and materials to guide you in your learning. As part of your orientation, your volunteer supervisor will talk with you about how racial equity will be centered in the work of your section or location, give you an opportunity to ask questions and direct you to additional training resources as needed. This tool is intended for your own learning and will not be collected by your volunteer supervisor.

Key Concept	Limited I have limited knowledge and may be reluctant to educate myself	Basic I have basic knowledge	Proficient I take initiative to educate myself or others	Advanced I demonstrate and share knowledge	Expert I possess and share deep knowledge and/or have lived experience
Structural racism and equity					
Increasing cultural humility					
Eliminating bias					
Healing from racial oppression					
Interrupting acts of exclusion					

Structural Racism and Equity

[Dismantling Racism Workbook](#) - Created by DRWorks and includes key concepts around the history of race construct, cycles of oppression, expressions of racism and privilege.

[Unequal Opportunity Race](#) - 4-minute video about structural discrimination by the African American Policy Forum.

[The Urgency of Intersectionality](#) - TEDtalk with Dr. Kimberlé Crenshaw about the intersection of multiple forms of exclusion.

[Racial Equity Tools](#) - Website that offers tools, research, tips, curricula and ideas for people who want to increase their own understanding and to help those working toward justice at every level – in systems, organizations, communities and the culture at large.

Increasing Cultural Humility

[Cultural Humility: People, Principles and Practices](#) - Short documentary by San Francisco State professor Vivian Chávez that explains cultural humility.

[Characteristics of a White Supremacy Culture](#) - List of characteristics of white supremacy culture which show up in our organizations from Dismantling Racism: A Workbook for Social Change Groups

[Getting Called Out: How to Apologize](#) - Video on intention vs. impact and how to apologize by Chescaleigh.

[Safety vs. Comfort](#) - 2-minute video that explains “safety” versus comfort by Stephen Fowler.

Eliminating Bias

[Understanding Implicit Bias](#) - Definitions and characteristics of Implicit Bias from The Kirwan Institute for the Study of Race and Ethnicity

[Implicit Bias: Peanut Butter, Jelly and Racism](#) - short video on implicit bias with links to further exploration of bias from POV.

Healing from Oppression

[Recognizing Microaggressions and the Messages They Send](#) - Tool for recognizing Microaggressions from Diversity in the Classroom, UCLA Diversity & Faculty Development

[Racial Recognition and Racial Healing](#) - resources from Racial Equity Tools

Interrupting Acts of Exclusion

[Active Bystander Strategies](#) - Examples and tips from MIT for interrupting racism.

[Allyship \(& Accomplice\): The What, Why, and How](#) - article by Michelle Kim on allyship and common misunderstandings.