



### Using Your Power and Privilege

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- The goal of this presentation is threefold: to identify ways and solutions in using collective power as a voice of those less privileged; to help participants explore their roles, positions, and responsibilities as citizens; and to address poverty, oppression, and repression by first considering racism, sexism, and historical perspectives.
- Institutionalized racism is normative across most sectors of society, including the military, schools, government, business, healthcare, and the media.
- The current healthcare system does not support or reflect the needs, experiences, and history of families of color.
- Tangible solutions for hiring practices, the culture of organizations, marketing strategies, and intentional partnerships are needed to counter institutionalized racism and combat the current system that does not reflect communities of color.
- Racial equity needs to be a systemic solution to dismantle these imbalanced systems. Those in positions of power specifically need to listen and trust providers that work within communities of color.
- Answers and solutions already exist within communities of color. We must trust, listen, and invest in people of color to find the answers located within these communities.
- Stringent hiring practices that limit the number of qualified candidates of color are outdated and inequitable.
- Organizations must strive to build a culture that both retains talent and reflects the communities they serve.
- Marketing strategies must be done through a lens of transparency and diversity. Representation matters and images must create a sense of connection without exploitation. Imagery ultimately belongs to the community.
- Genuine partnerships are built on forthright intentions that seek to diversify and expand knowledge, people, and systems.
- The answer to any problem is within the community and investment must be made to implement these solutions.

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