2021 GEAR Group:
Not Racist is Not Enough: Journey towards Anti-Racism

About NACDD GEAR Groups
GEAR Groups explore their topic through case presentations, short didactic presentations, and active discussions throughout four 90-minute video conferences. A facilitator and strategist guide each discussion to explore opportunities for improvement through partnerships, promising interventions or policies, data, and evaluation. The 2021 GEAR Groups focused equity as a foundation and community voice at the center.

About: Not Racist is Not Enough: Journey towards Anti-Racism
This GEAR Group explored the frameworks and application of anti-racism to chronic disease prevention and health promotion and elucidated the distinction between anti-racism and “not racist.” The national awakening around racism, catalyzed by the 2020 death of George Floyd, has propelled many institutions and organizations, including health departments, on a journey toward becoming anti-racist. Case presentations or proposals highlighted efforts to elevate anti-racist work by chronic disease units and programs. Meetings were held in 2021 on May 4, 11, 18, and 25.

Participating states
- Arizona
- Colorado
- District of Columbia (DC)
- Louisiana
- Minnesota
- New York
- Ohio
- Pennsylvania
- Utah
- Vermont

Resources and References
Participants shared the following resources during the four-week GEAR Group in May 2021. The linked articles or resources do not necessarily represent the official views of individual participants, participants’ respective organizations, or NACDD.

Anti-Racism & Systemic Racism
1. NPR Podcast: ‘Not Racist’ Is not Enough: Putting In The Work to Be Anti-Racist
3. The Imperatives of Anti-Racism in Leadership by Dr. Marcia Anderson
4. The Difference between being not racist and antiracist w/Ibram X. Kendi
5. The Path to Ending Systemic Racism in the US
6. 26 Charts That Show How Systemic Racism Is in the US (businessinsider.com)

The linked articles or resources do not necessarily represent the official views of individual participants, participants’ respective organizations, or NACDD.
7. Toward the Science and Practice of Anti-Racism: Launching a National Campaign Against Racism by Dr. Camara Phyllis Jones
8. The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together
10. CDC: Racism and Health

Moving to Action
11. Intend 2 Lead: Moving from Awareness to Action
12. Unconscious Bias: How to Move from Awareness to Action
13. World Health Organization: Move Audiences to Action
14. Beyond Bias: Move from Awareness to Action
15. Awake to Work to Work: Building a Race Equity Culture
16. Minnesota’s Eliminating Health Disparities Initiative
17. Racial Equity: Getting to Results
18. REI Training & Consultation Organizing and Hosting Racial Equity Institute Workshops

Equity Tools
19. Community Toolbox from Kansas State University
20. Racial Equity Impact Assessment
21. Health Equity Impact Assessment
22. NACDD’s Moving To Institutional Equity Tool
23. Racial Equity Tools
24. Neighborhood Atlas
25. CDC/ATSDR Social Vulnerability Index
26. Racial Equity: Getting to Results

COVID-19 Impact
27. We Still Don’t Know Who the Coronavirus’s Victims Were
28. The Impact of COVID-19 on Underserved Communities: Charlestown, MA and the Charlestown Coalition
29. Greater than Covid: The Conversation
30. The Center for Black Health and Equity: COVID 19 Toolkit

Infusing Equity
31. Harriet A. Washington: Medical Apartheid: The Dark History of Medical Experimentation on Black Americans from Colonial Times to the Present
32. Child Trends: Equitable Research Communication Guidelines
33. Racial Equity in Public Policy
34. Harvard Business Review: How to Promote Racial Equity in the Workplace
35. Urban Institute: Principles for Advancing Equitable Data Practice

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36. Elevating Health Equity Through Parks and Recreation: A Framework for Action
37. Considerations for Conducting Evaluation Using a Culturally Responsive and Racial Equity Lens
38. More Opportunities for Infusing an Equity Lens into our SNAP-Ed Work Plan
40. The Planner’s Playbook: A Community-Centered Approach to Improving Health & Equity
41. Equitable Evaluation Initiative
42. REI Training & Consultation Organizing and Hosting Racial Equity Institute Workshops

Public Health Resources
43. Public Health 3.0: A Call to Action for Public Health to Meet the Challenges of the 21st Century
44. Health in All Policies | AD for Policy and Strategy | CDC
45. APHA – Advancing Racial Equity Discussion Guide
46. Theory at a Glance: Application to Health Promotion and Health Behavior

Trust Based Philanthropy
47. Trust Based Philanthropy (Website)
48. Exploring Trust Based Philanthropy (YouTube)

Community Involvement
49. Community Voice Is Expertise
50. Community Voices for Health
51. Praxis Project
52. Community, service, and policy strategies to improve health care access in the changing urban environment
53. A Values Based Approach to Participatory Engagement of BIPOC Communities
54. To be Truly Anti-Racist, Community Development Needs a Reckoning
55. Community Partnership Principles Guide

Racism as a Public Health Crisis
56. APHA Resources on Racism and Health
57. New AMA policy recognizes racism as a public health threat
58. It’s Time to Declare Racism a Public Health Issue
59. Declarations of Racism as a Public Health Issue

Health Equity Frameworks
60. Action Framework by Robert Wood Johnson Foundation
61. National Institute on Aging Disparities Research Framework

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