

Workshop for the Watchung Borough Council on

CULTURAL AWARENESS AND DIVERSITY

ALFRED BUNDY



ABOUT THE WORKSHOP FACILITATOR, ALFRED BUNDY

- Bachelor's degree in Psychology and a Master's degree in Human Services from Montclair State University
- Specializes in Human Organization Process.
- Taught Cross Cultural Diversity classes and workshops for Seton Hall University, Montclair State, St. Peter's University, Essex County College and Rutgers University School of Social Work

CIVIL RIGHTS ACT

TITLE VI



Civil Rights Act

The **Civil Rights Act of 1964** is a landmark piece of legislation. It outlaws discrimination on the basis of race, color, religion, national origin and gender. It's organized into 11 sections, or Titles – each of which covers specific aspects of discrimination.

The Civil Rights Act states that “direct discrimination by Federal, State, or local governments is prohibited by the Constitution. But **indirect discrimination**, through the use of Federal funds, is just as invidious; and it should not be necessary to resort to the courts to prevent each individual violation.”

Title VI of the Civil Rights Act outlaws this discrimination through use of federal financial assistance, and it's what we'll be focusing on in this course.





Title VI Legislation

Title VI of the Civil Rights Act prohibits “discrimination on the basis of race, color and national origin in programs and activities receiving federal financial assistance.”

More specifically, the law states “no person in the United States shall, on the ground of race, color, or national origin, **be excluded from participation in, be denied the benefits of, or be subjected to discrimination** under any program or activity receiving Federal financial assistance.”

If an agency that receives federal assistance is found to have discriminated and voluntary compliance cannot be achieved, the federal agency providing the assistance will initiate fund termination proceedings or refer the matter to the Department of Justice for appropriate legal action.



Implicit Bias in the Spotlight

Implicit bias isn't a new topic, but recent media reports highlighting specific instances have illustrated the importance of recognizing how it affects our communities.

For example, two black men were sitting at a table in a Philadelphia Starbucks and hadn't made a purchase. Although people often linger in the chain without buying anything, a manager called the police when they refused to leave because they were waiting for an acquaintance. The police arrested the men and led them out in handcuffs. No charges were filed, but the manager lost her job, and the company later required all employees to receive training on implicit bias.





A Matter of Survival

Implicit bias refers to the beliefs and attitudes that affect our understanding, actions and decisions in an unconscious way. It can help us decide who is friend or foe, or determine whether a situation is dangerous or just coincidental.

Unlike explicit bias, where individuals are fully aware of their prejudices and are overt in their attitudes about others, implicit bias stems from subtle cognitive processes that are developed through experiences – whether actual or perceived.

Negative Consequences of Implicit Bias

Implicit bias can also have negative connotations when we make assumptions about people that help create or maintain stereotypes, like assuming a minority student must be an athlete or was only accepted to college because of affirmative action.

We must recognize and acknowledge our implicit biases or they can hinder our interactions with people from different ethnicities, religions, sexual orientations or gender identities, races or even political affiliations.



Microaggressions

As a result of implicit bias, people often exhibit microaggressions – subtle comments or actions that unconsciously show prejudice against marginalized communities.

Some microaggressions look like compliments on the surface, but are actually jabs. For example, telling a gay man, “But you don’t act gay,” makes the assumption that gay men must present a certain way. Or saying “Wow, I never would have guessed you used to be a woman,” to a trans man.

Intentional or not, they can invalidate, demean or communicate to people that they are lesser human beings, and they show a lack of awareness.





Microaggressions on a Daily Basis

People in marginalized communities experience microaggressions on a daily basis.

Hearing negative messages over and over again begins to have a psychological impact on those who hear them. Microaggressions are like a thousand paper cuts – they hurt.

Otherness

Oftentimes, ethnic and racial minorities are made to feel like they aren't welcome in their own country or of value to society. This "otherness" can be debilitating. Otherness is something that continues to challenge those on the fringes of society.

Some will say that no one can make you feel inferior unless you give him or her that power, but the reality is that when you are told something often enough, you begin to question yourself and your capabilities. When people see the group they identify with in negative images, it begins to take a toll on the psyche.



Microaggressions: Actions

Microaggressions can be actions or words.

For example, one university hosted a women in math event that only included male panelists. A faculty member at another school hosted a daytime potluck meant to showcase students' culture during the month of Ramadan, when Muslim students fast from sunrise to sunset.



Federal Funding Agency Methods to Evaluate Compliance

The federal agency that provides the financial assistance is primarily responsible for enforcing Title VI as it applies to its recipients. Agencies have several mechanisms available to evaluate whether recipients are in compliance with Title VI, and additional means to enforce or obtain compliance should a recipient's practices be found lacking.

Check with your respective government agency on specific evaluation materials and procedures that may be required.



Posters

Federal agencies require recipients, where feasible, to **display posters** – prominently in reasonable numbers and places – which state that the recipients:

- operate programs subject to the nondiscrimination requirements of Title VI
- summarize those requirements
- note the availability of Title VI information from recipients and the federal agencies
- explain briefly the procedures for filing complaints

WIDER & AFFIRMATIVE ACTION

Need to conduct a Disparity Study and then outlined a course of action to make the Municipality public contracting and procurement policies and procedures more inclusive of small, women and minority-owned businesses.

WIDER & AFFIRMATIVE ACTION

GOALS & OBJECTIVES

- Increased outreach to small, women and minority owned businesses,
- Provided technical assistance to help small, women and minority owned businesses obtain necessary certification, financing, bonding and knowledge of the procurement process,
- Developed strategic partnerships with private sector actors involved in financing and insuring small, women and minority-owned businesses.
- Organized a series of Procurement Expos to inform business owners about the products and services the uses.
- Worked closely with the Office of Purchasing to ensure opportunities are communicated to small, women and minority business and contracting and subcontracting goals are established, monitored and met.

****Work with Urban League in your area**

Q & A

Resources

Federal Agencies: Specific Title VI Regulations

www.justice.gov/crt/fcs/Agency_Regulations

Title VI Enforcement Guidelines

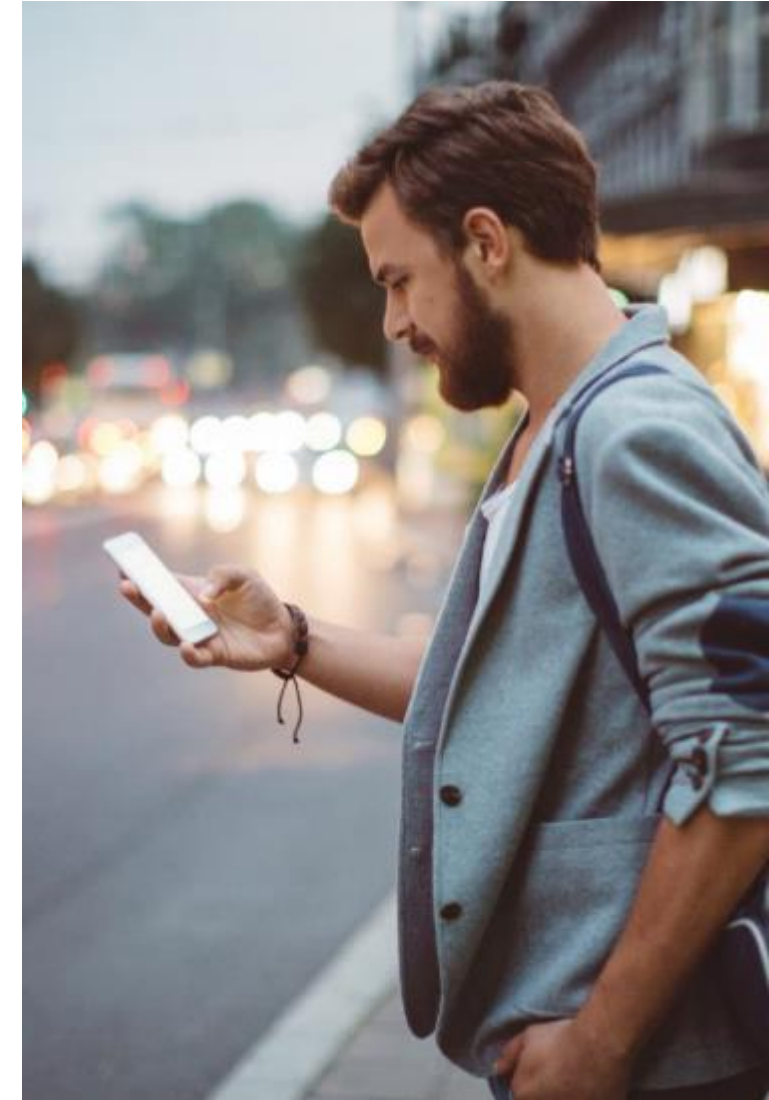
www.govinfo.gov/content/pkg/CFR-2011-title28-vol2/pdf/CFR-2011-title28-vol2-sec50-3.pdf

Title VI Coordination Guidelines

www.govinfo.gov/content/pkg/CFR-2011-title28-vol1/pdf/CFR-2011-title28-vol1-part42-subpartF.pdf

Department of Justice - Federal Coordination and Compliance Section

www.justice.gov/crt/fcs



THANK YOU

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