

Grand Challenge
Eliminating Racism

Anti-Racism Training, Facilitated Dialogue, Presentation and Media Summaries

University Service

Provost Scholars Staff and Teacher In-Service: *Part of the Solution: Identifying & Addressing Trauma in Students*: Discussed the impact of racism as trauma and ways to mitigate.

CWRU Frances Payne Bolton School of Nursing: *Redlining and Its The Lasting Impact* discussed the impact of redlining as a tool of racism and helpful ways to engage as service providers

CWRU School of Medicine *Becoming an Ally/Co-conspirator in the Battle Against Biases* discussed activities which lead to becoming an anti-racist ally and co-conspirator within the academy

CWRU Train the Champion *Combating Every Day Biases* will discuss ways to mitigate everyday biases personally and professionally

Community Service and Consultation

Safe Babies Court Team, Consultant, Reflective Consultation

Provides reflective consultation from a racial equity lens with members of the Safe Babies Court Team, which may include attorneys (prosecutors), guardian et litem, social workers, case manager, etc.

Cleveland Leadership Center *Emotional Intelligence, Empathy, Bias and Privilege*

Provides facilitated dialogue and training with a focus on race, racism, bias and privilege. for leaders in the greater Cleveland area

Wean Foundation

Provided consultation from a racial equity lens for the Wean Family Foundation racial equity organizational assessment

Rocky River Public Library

- Provided the facilitated Dialogue, *How to Talk to Your Children about Race*.
- Will provide a community discussion/facilitated dialogue on the book *Caste the Origins of our Discontent* by Isabel Wilkerson. Discussion title: *Is Caste Equal to Internalized Attitude? A Theoretical Discussion*.

Kentucky State Court Appointed Special Advocates (CASA)

Provided the presentation/facilitated dialogue: *Strategies for Building Dialogue in Everyday Advocacy*. This time of engagement with court appointed special advocates (a) sought to increase understanding of the historical underpinnings of division, and lack of belonging for Black, indigenous and people of color (BIPOC) within U.S. society; (b) sought to increase understanding of strategies which may improve belonging on a societal level; (c) Increase understanding of strategies which for building belonging in everyday

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advocacy for the court appointed special advocate; (d) Make a plan to implement strategies for building belonging within everyday advocacy

Wisconsin State Court Appointed Special Advocates (CASA)

Provides ongoing training/facilitated dialogue for court appointed special advocates regarding anti-racism.

- *Children of the Storm: Past, Present and Future* highlighted the historical experience and involvement of Black/African American children in the U.S. child welfare system, current trends in child welfare and future hopes.
- *Brave and Authentic Conversations About Race and Racism* co-created a common language in which to discuss race, racism and anti-racism.

House of Hope

Provided the following facilitated dialogues:

- *Emotional Intelligence, Empathy, Bias and Privilege Parts I & II*

Cleveland Neighborhood Resource and Recreational Center (NRRC)

- Provides expert content from a racial equity lens, resource acquisition, curriculum design and consultation for Research Associate who will work directly with Social Support Service Specialist who are employed by the City of Cleveland within recreation centers.

Ohio Association of Health Quality Keynote March 2021

Co-Provided Keynote Presentation: *Race and Bias in Health Care: Implications Interventions*

The City of Garfield Heights

Provided anti-racism training/facilitated dialogue for the all Garfield Heights city employees over a three month time period after the city declared racism a public health crisis.

Cleveland Metropolitan Bar Association

- *Opening “White” Spaces to Include all Faces-Fostering True Inclusivity in Women’s Groups*
- *Intersection of Professional Sports, Equity, Inclusion, and the Law*
- *William K. Thomas Inn of Courts – Eviction: The Plight of the Renter*
- *Empathy-A Core Component of Human Design*

CoverMymeds

Provided Keynote Presentation: *Creating a Socially Just Generation: Engaging Honestly and Boldly with our Children*. Discussed race, racism and anti-racism.

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Media Appearances

Guest Speaker, “Profiles of Excellence: Adrienne Crawford Fletcher, PhD. (SAS 05’),” African American Alumni Association and the OIDEO,
[Profiles of Excellence Adrienne M. Crawford Fletcher, PhD](#)

Guest Speaker, *Children and Race*, WKYC Television, Maureen Kyle, [A Necessary Conversation: Talking to Your Children About Race and Racism](#)

Featured, *Why Women are Partly to Blame for the Thick Glass Ceiling*, The Atlanta Journal-Constitution, Gracie Bonds Staples,
[The Atlanta Journal Constitution-Why Women are Partly to Blame for that Thick Glass Ceiling](#)

Television Appearance, “How to Talk to Your Children about Racism,” The List, E.W. Scripps,
[How to Talk to Your Kids About Race](#)

Featured Guest, “Blackface in America,” The Sound of Ideas WCPN, [Ideastream-Sound of Ideas: Blackface in America](#)

Scholarship:

Martinez, K. A., Keenan, K., Rastogi, J. R., **Fletcher, A.**, Rood, M. and Rothberg, M. B. (2020). The association between physician race/ethnicity and patient satisfaction: an exploration in direct to consumer telemedicine. *Journal of General Internal Medicine*, 35(9):2600-2606. doi:10.1007/s11606-020-06005-8. Epub 2020 Jul 6.

Fletcher, A. M. C., Akakpo, F. T. (2020). We can do better: Mitigating negatively, racialized attitudes in child welfare through self-awareness training. *Child Welfare Journal*, 98(3).

Chupp, M. G., **Crawford Fletcher, A. M.** & Gaulty, J P. (2021). Toward authentic university-community engagement: Beyond lip service: Bringing racial justice to black and brown communities. *Journal of Community Practice*. Accepted for Publication.

Lovell, R. E., **Fletcher, A. M.**, Overman, L., Luminais, M., and Flannery, D. J. (2020). Lasting Legacy of Redlining: Black Women’s Increased Risk of Sexual Assault While Walking or Waiting. *Handbook on Inequalities in Sentencing and Corrections among Marginalized Populations*. Accepted for publication.

Course Creation:

SASS 500: *Examining Implicit Bias and Everyday Language as Drivers of Racism: From Awareness Toward Racial Honesty*.

A 3-credit course, which will explore implicit bias and everyday language as interrelated lived experiences, and hidden drivers of racism, that operate on both the personal level and the societal level.