

Michigan Child Support Anti-Racism Transformation (ART) Team Statement of Purpose

The Michigan Child Support Anti-Racism Transformation (ART) Team exists to oppose racist practices and promote and sustain racial equity in Michigan's IV-D Child Support Program. The ART Team will develop the strategies the program will implement to achieve our goals by:

- Intentionally disrupting current policies and practices that produce disparities and inequitable outcomes for systemically marginalized and oppressed groups.
- Establishing and enacting antiracist policies and practices that eliminate disparities and produce equitable outcomes.
- Ensuring that others are held accountable for implementing antiracist change.

The ART Team must lead by example and model empowerment for all Child Support Program partners (Office of Child Support, Friend of the Court, Prosecuting Attorney offices, Attorney General, and State Court Administrative Office). Our entire organization should reflect the diversity of all the communities we serve. We live our values by:

- Promoting more diversity in management.
- Promoting more diversity in hiring.
- Removing barriers for both employees and the families we serve.
- Providing ongoing antiracist and diversity, equity, and inclusion training opportunities for child support program staff.
- Partnering with and engaging community members.
- Collaborating with other diversity, equity, and inclusion teams within MDHHS and within the child support program.

Self-Reflection

The following scenarios are intended for self-reflection as you assess your interest in applying to the Michigan Child Support Anti-Racism Transformation (ART) Team. This exercise is completely optional and there are no right or wrong answers.

1. How comfortable or uncomfortable would you be in each of the following situations?
 - Your best friend starts dating a Black Latino-American.
 - You enter a Japanese restaurant where all the patrons and employees are Asian.
 - You realize you are the only person of your race when you visit a community.
 - The assigned judge on your court case is Black/African American.
 - A person of Southwest Asian/North African (SWANA) descent sits next to you on a crowded bus.
 - Your new doctor is Black/African American.
2. At the gym yesterday, there was a fight between two men, one Black and one white. The owner of the gym – a white woman – said she saw the whole thing. She ended up

revoking the gym membership of the Black man, saying he had instigated the fight. In your mind, was race a factor in this outcome?

3. Last evening, I boarded a plane and sat in first class. A Black man was seated next to me, and a white man was sitting across the aisle. The flight attendant, who was also Black, politely asked the Black passenger if she could check his seat assignment again before takeoff. In your mind, was race a factor in this interaction?
4. Yesterday, I was on the downtown bus. I saw a young white woman occupying a side-facing bench seat. A Black couple boarded and sat down next to her. Shortly after, the young white woman got up and walked down the aisle, holding the handrail. She did not get off at the next stop. In your mind, was race a factor in this interaction?
5. A week ago, I dined in a very busy restaurant. At another table I saw a Black couple sit for thirty minutes before being served. Three white couples were served before them, two of which had come into the restaurant after the Black couple. Over the noise I overheard their waiter, who was Black, tell the hostess that another server was supposed to be covering that table. In your mind, was race a factor in this interaction?
6. What is your first memory of racism?
7. Have you ever experienced or witnessed a lack of inclusion in the workplace? If so, how did you address the situation?