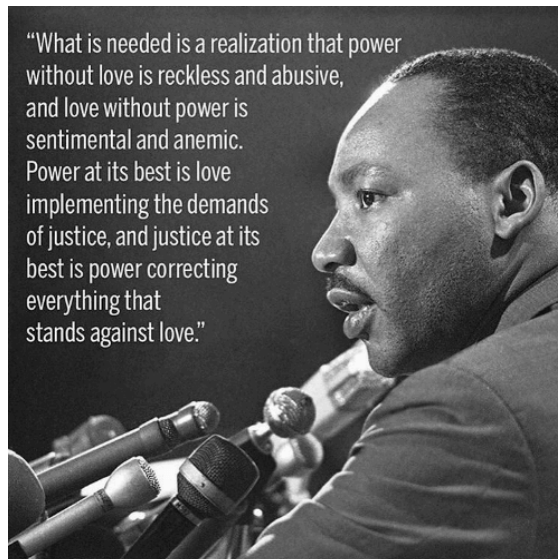SVP LOS ANGELES | REIMAGINING PHILANTHROPY SVP

Practicing Equity & Anti-Racism

1

"What is needed is a realization that power without love is reckless and abusive, and love without power is sentimental and anemic. Power at its best is love implementing the demands of justice, and justice at its best is power correcting everything that stands against love."
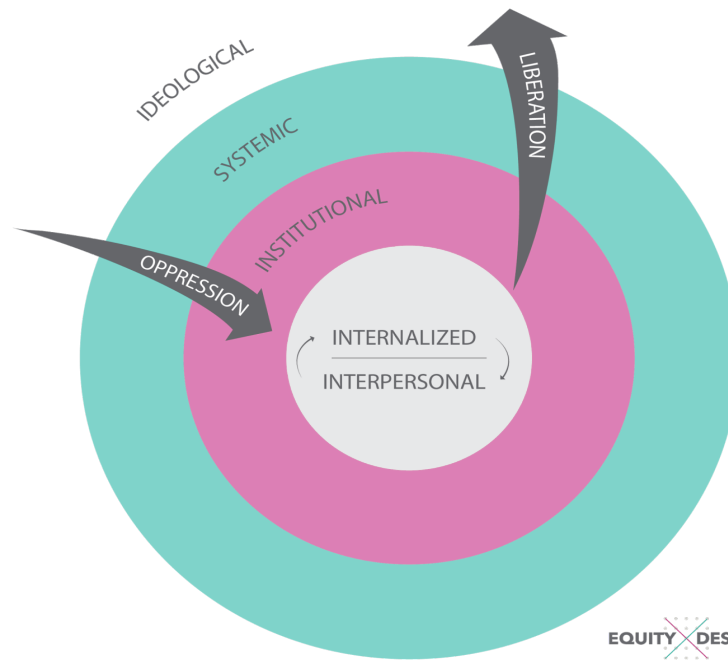
2

Grounding

Agreements

- We show up fully present
- We assume good intent & reflect on impact
- We open ourselves to learning, mistakes, connection
- Where we begin is not where we end
- Make space, take space

5

"We sometimes forget, and perhaps it is an intentional forgetting, that the racism we are fighting today was originally conjured to justify working unfree Black people, often until death, to generate extravagant riches for European colonial powers, the white planter class and all the ancillary white people from Midwestern farmers to bankers to sailors to textile workers, who earned their living and built their wealth from free Black labor and the products that labor produced."
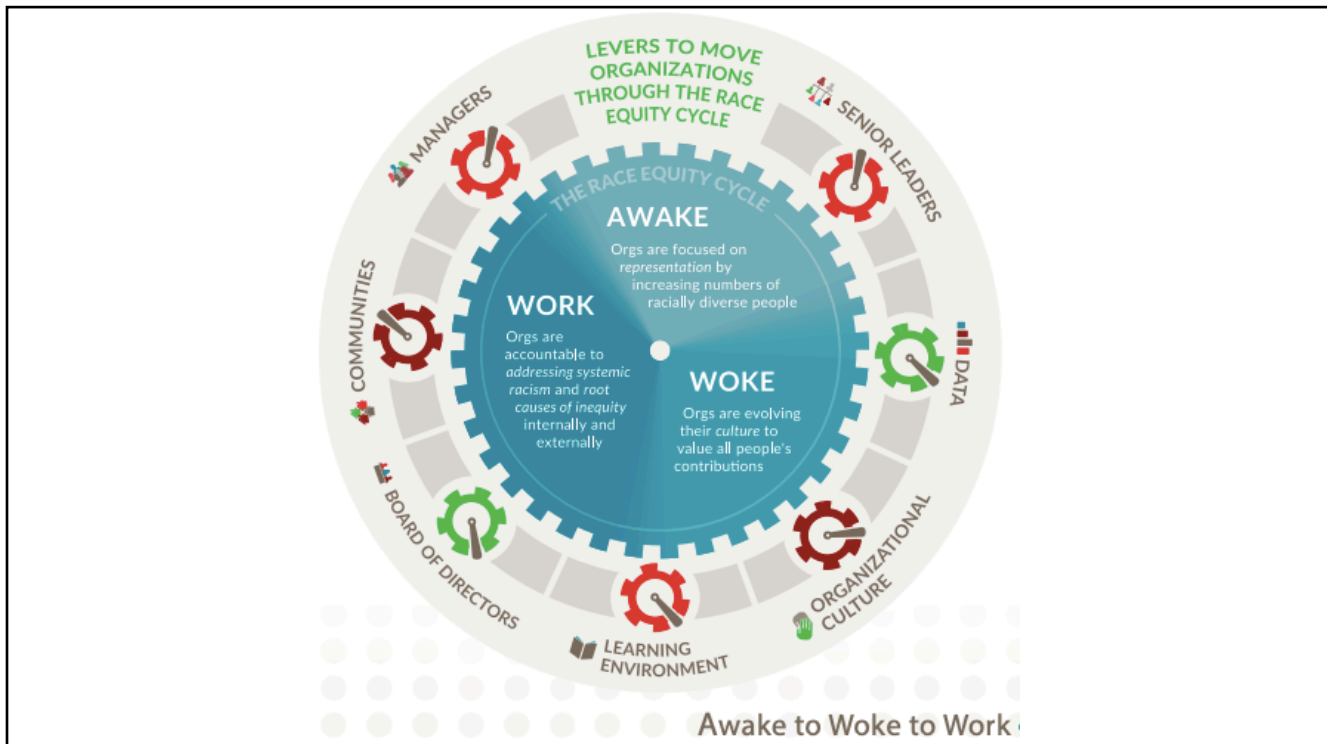
Nikole Hannah-Jones

6

What are two words you hope the community uses to describe your work?

7

**Three Steps to a More Inclusive, Equitable, Liberatory Space**

8

9

What's a Liberatory Space?

- **Representation**: Staff, Board, and volunteers represent the diversity of your community

- **Inclusive Culture**: Behaviors and practices are intentionally anti-racist and shift away from white supremacy norms

- **Systemic Equity**: Processes & policies are creating with an equity lens

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Step One: Tend to Representation

11
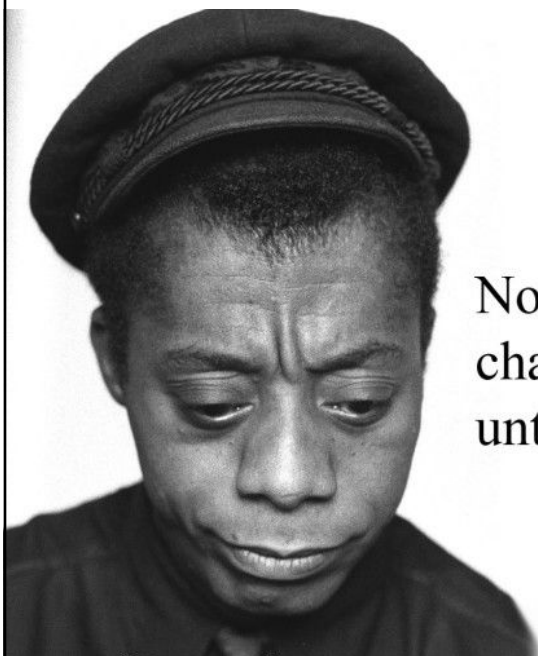
Not everything that is faced can be changed, but nothing can be changed until it is faced.

James Baldwin

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Representation
Representative workforce & Board

What are the demographics of your community, staff, & Board?

Where are you looking for new staff and Board members?
How are you defining "qualified?"

13

Step Two: Tend to Culture

14

Culture
Inclusion is goal

How can you shift from white supremacy norms to a more inclusive and liberatory space?

15

"To grow up in America is for racist ideas to constantly be rained on your head, and you have no umbrella. You don't even know that you're wet with those racist ideas because the racist ideas themselves cause you to imagine that you're dry."

Ibram X. Kendi

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White Supremacy

The existence of racial power that denotes a system of structural or societal racism which privileges white people over others, regardless of the presence or the absence of racial hatred. White racial advantages occur at both a collective and an individual level, and both people of color and white people can perpetuate white dominant culture, resulting in the overall disenfranchisement of people of color in many aspects of society.

from "Awake to Woke to Work"

17

White Supremacy Culture

Characteristics of white supremacy that manifest in organizational culture, and are used as norms and standards without being proactively named or chosen by the full group. The characteristics are damaging to both people of color and white people in that they elevate the values, preferences, and experiences of one racial group above all others.

from "Awake to Woke to Work"

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White Supremacy Culture

1. Perfectionism
2. Sense of urgency
3. Defensiveness
4. Quantity over quality
5. Worship of the written word
6. Only one right way
7. Paternalism
8. Either/or thinking
9. Power hoarding
10. Fear of open conflict
11. Individualism
12. I'm the only one
13. Progress is bigger, more
14. Objectivity
15. Right to comfort

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Antidotes

1. Perfectionism — Appreciation
2. Urgency — Realistic timelines
3. Defensiveness — Connect to fear
4. Quantity over quality — Process goals
5. Worship of written word — Alternate documentation
6. Only one right way — Many pathways
7. Paternalism — Partnership
8. Either/Or thinking — Complexity & Slow down

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Antidotes

9.	Power hoarding	Power sharing
10.	Fear of open conflict	All Communication
11.	Individualism	Collectivism
12.	I'm the only one	Value delegation
13.	Progress is bigger, more	Progress is sustainability
14.	Objectivity	Value contradiction
15.	Right to comfort	Discomfort is growth

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Step Three: Tend to Systems

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Systems
Integration of racial equity lens is goal – internal & external systems

Processes – Where do you spend resources?

Programs – Who shapes your programs? How are you defining success?

Policies – Who shapes your org policies? Do they further the wellbeing and thriving of team members?

23

Reflection

What power do you hold within the organization?

24

Reflection: Representation

What are the disparities between the composition of your community and your staff and Board?

What is one step you can take to improve representation?

25

Reflection: Culture

What norms and practices have you experienced as oppressive/conforming to white supremacy culture in your work?

What is one step you can take to shift this?

26

Reflection: Systems

What is one inequity you've identified in your processes, programs, or policies?

What is one step you can take to remedy this?

27

Do the best you can until you know better. Then when you know better, do better.

– Maya Angelou

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Pair & Share

What is one element of your organization's representation, culture, or systems you'd like to improve upon?

What's one concrete, actionable step you'll take?

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Commitments

30

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Q&A

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Thank you!

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