Diversity: Going Beyond Talking the Talk

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Why is racial equity important to non-profits?

- 1 in 10 Americans work in the non-profit sector\(^1\)

- 82% of Non-profit workers are white, 10% African Americans, 5% Latino

- A recent study by the Level Playing Field Institute and Common Good Careers further noted that people of color in nonprofits are “significantly more likely to be an organization’s clientele” than members of the organization’s leadership team.

Why is racial equity important to the movement to end violence?

- Those experiencing domestic violence often experience other forms of oppression.

- According to the Bureau of Justice Statistics, African American females experience intimate partner violence at a rate 35% higher than that of white females, and about 2.5 times the rate of women of other races. According to the CDC’s National Intimate Partner and Sexual Violence Survey, 23.4% Hispanic/Latino females are victimized by intimate partner violence (IPV) in a lifetime, defined by rape, physical assault or stalking. Project AWARE’s (Asian Women Advocating Respect and Empowerment) 2000-2001 survey of 178 API women found that 81.1% reported experiencing at least one form of intimate partner violence in the past year.
Goals for Today

Identify ways you can personally engage in racial equity work prior to engaging in an assessment of your organization’s racial equity.

Identify a pathway to do a deeper analysis of how systemic oppression, racism, and power dynamics show up in your organization.

Identify one action step you will take to bring equity and inclusion to your life and/or organization.
Ground Rules

- Assume best intentions
- Work through the discomfort
- Request and be open to receiving learnings about language
- Listen with respect
Assumptions

- We live in a white supremacist society
- All of us are affected by racism
- White culture defines what is “normal” and creates standard for judgement on values
- White people cannot be complicit in white supremacy. Instead, we have work to do with other white people (in connection with building authentic relationships with leaders of colors) to dismantle systems of oppression
Starting with oneself

Pick one and share with your neighbor

Who are you?
Who are your people?
How do you define yourself?
How are you seen by others?
Which of your stories is hyper-visible? Which is less visible?
Where and how does your story intersect with racism? Which forms of oppression?
Where and how does your story intersect with privilege? How does your privilege show up in the various aspects of your life? Work, home, relationships, etc.

*From the Move to End Violence: Racial Equity & Liberation
Racial Leadership Gap research

Key Findings:

1: It’s NOT about Differences in Background or Qualifications
2: It’s NOT about a Lack of Aspirations
3: It’s NOT about Skills and Preparation
4: It IS an Uneven Playing Field
5: It IS the Frustration of “Representing”
6: It’s NOT Personal, It IS the System

What does racial leadership gap research mean for your organization?

▸ What is the racial makeup of your organization? Who leads and who provides the direct services?

▸ What is the racial makeup of your board? What is the makeup of your funders and donors?

▸ What is the racial makeup of the population you serve?
Organizational Assessment Resources

- www.Racialequitytools.org
- www.Movetoendviolence.org (Move to End Violence)
- www.aecf.org/ (Annie E. Casey Foundation)
- www.westernstatescenter.org/ (Western States Center)
Laying the groundwork for Your organization’s journey

- Build Trust across the organization first! Be transparent and authentic!
- Create a safe environment by creating ground rules
- Strength-based, inclusive language and listening
- Identify the best way to solicit honest feedback from staff
  - Anonymous Survey
  - Journaling that is shared afterwards
  - Small group discussions
  - Large group discussions
  - Video/Webinars/Required Reading prior to discussion
Questions for Staff

Can you think of any experiences you have had in the organization where race played an important part in the outcome? Explain.

Can you identify anything the organization is doing to create equity among staff? Create equity among key stakeholders (staff, board, community members, donors)?

Is white culture treated as the norm in our organization? Are people of color expected to assimilate into the existing organizational culture? What does this look like?

Do you believe decision making in the organization is transparent, understood, and open to input from all staff?

How do you think the organization is viewed by the community? Is there a difference in how we are viewed by whites in our community versus people of color?

Do you believe that every staff member has access to growth and leadership opportunities?

Are there any barriers for new leadership to emerge? What are the characteristics of leaders which are most affirmed?
Next Steps

Who is privy to the information staff shared and how will it be used?

Is your organization ready to move forward? If not, how do you get them there?

How will you extend the conversation further?

What action can you take personally and professionally?

Take bold steps.
Love is an action, never simply a feeling.

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