



let's talk about race

Webinar presented by two brown girls consulting cooperative

February 11, 2019

meet aja taylor

co-conspirator | facilitator

superpowers include:



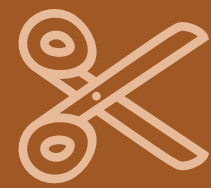
BIG PICTURE THINKER

long term visioning and
implementation wizard



SYNTHESIS

distilling long discussions into
salient points and themes
(code name: the sensei of
summary)



CUTTING TO THE CHASE

helping groups cut through the noise
and have the right conversations



REFLECTION

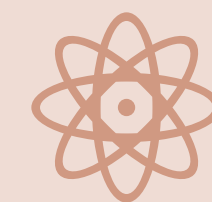
asking questions that encourage
critical reflection and truth telling
(even when it's hard)





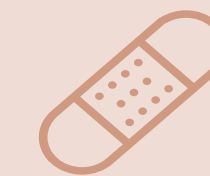
meet nicole newman

co-conspirator | facilitator
superpowers include:



IDEATION

quickly able to
brainstorm and develop
ideas



MOVING THROUGH CONFLICT

comfort with and ability
to lead through conflict



INTUITION

strong intuition and
ability to read situations



COACHING

experienced facilitator
and coach

setting the tone

Presented by Members of the EEFA Equity Working Group

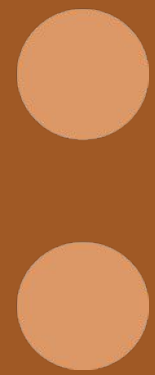
Raisa Johnson

Public Policy Associate, National Housing Trust



Faith Graham

Managing Director, NEWHAB



by the end of this webinar
participants will...

- ❑ Have a framework to understand and assess their work through a racial equity lens
- ❑ Be able to articulate definitions to key terms
- ❑ Begin to think about how key concepts impact their work
- ❑ Have a better understanding of why EEFA is engaging in racial equity work

agenda

who are we, and where are we?

so let's talk about power

why are eeefa & newhab looking at racial equity in particular?

time to practice with concepts

breaking down racism--what is it, and how does it operate?

q&a and close



why racial equity?

"We start with RACE, the most taboo and unreconciled American subject, so that when racial or other inequities surface we can recognize, disrupt, and REBUILD."

Michelle Molitor, The Equity Lab

"When you allow racial disparities and institutional inequity to impact one part of the country, eventually its coming back to get everyone."

Tim Wise, Author

what have we done? what are we finding out?

- Interviewed leads / partners in regions about their perceptions of EEFA's racial equity work
- A day long working meeting with the equity working group focused on getting on the same page about definitions, developing a shared assessment of EEFA's racial equity work thus far and developing the agenda to for the EEFA quarterly.
- Developed some preliminary tools including a starting glossary in conjunction with equity working group members

we found:

1. there is tension between having staff with technical expertise and trusting the lived experience expertise of impacted people;
2. there is agreement that there's a commitment to racial equity but, there's a lack of both a shared understanding a explicit declaration around racial equity;
3. people desire clear metrics for assessing the impact of racial equity work, and;
4. there is a lack of clarity about how to get member and regions to buy into racial equity work.

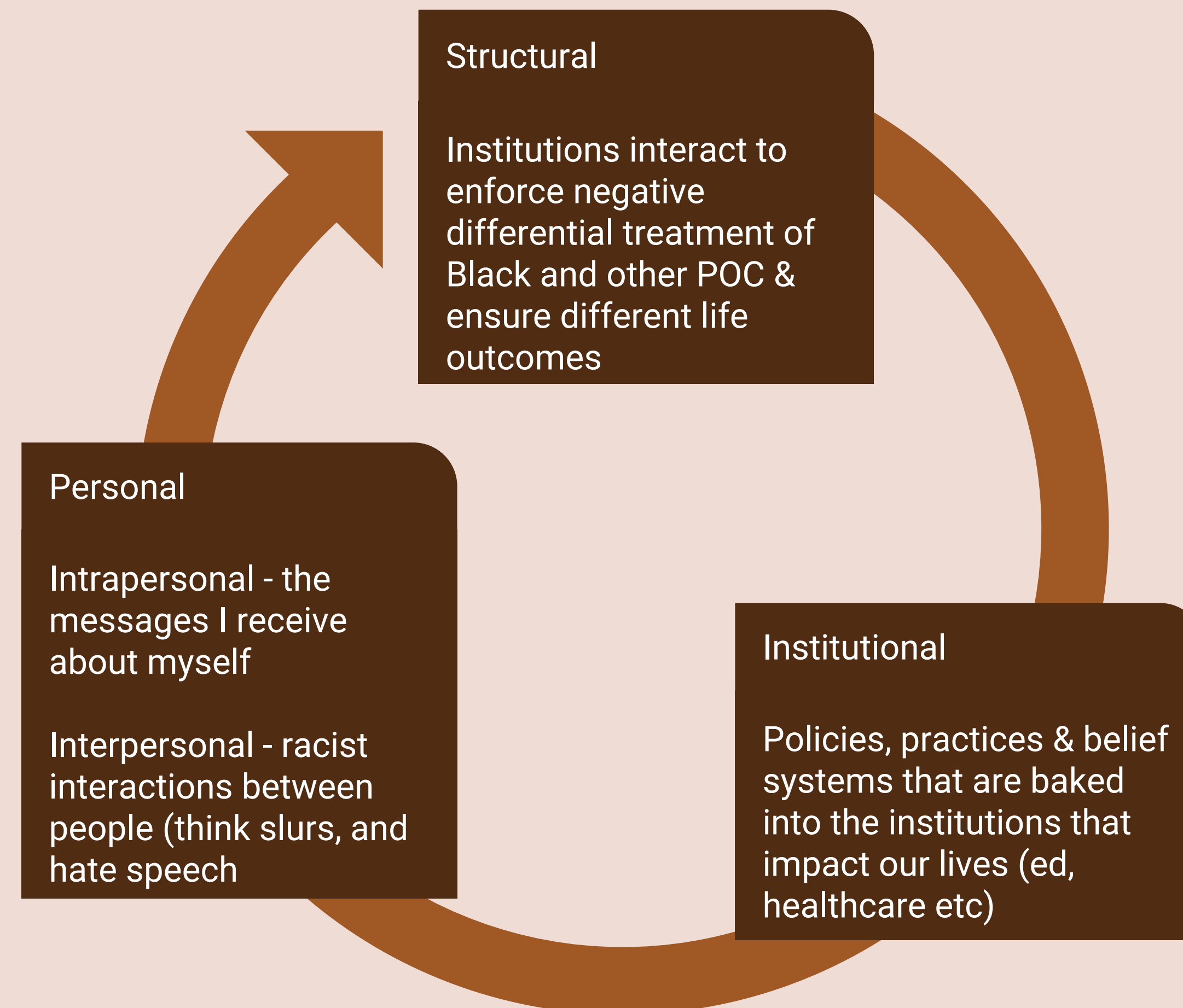
what is racial equity?

the condition where one's racial identity has no influence on how one fares in society. racial equity is one part of racial justice and must be addressed at the root causes and not just the manifestations. this includes the elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race.

(Equity in the Center)



a racial equity framework



Adapted from the Applied Research Center toolkit (RaceForward)



power



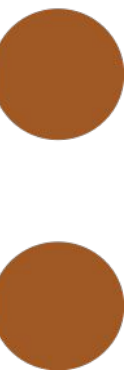
wait...wrong power...



power



&



what is this?

who decides?

who gives the power to decide?

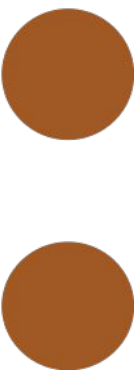
how do we generate meaning?

what do we do when that is challenged?

how does this relate to systemic oppression?



Definitions



breakout rooms

[Link to Glossary Terms](#)



power



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so where does that leave advocacy organizations?



Advocacy and organizing and direct services, oh my...

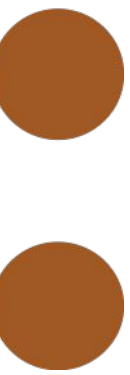
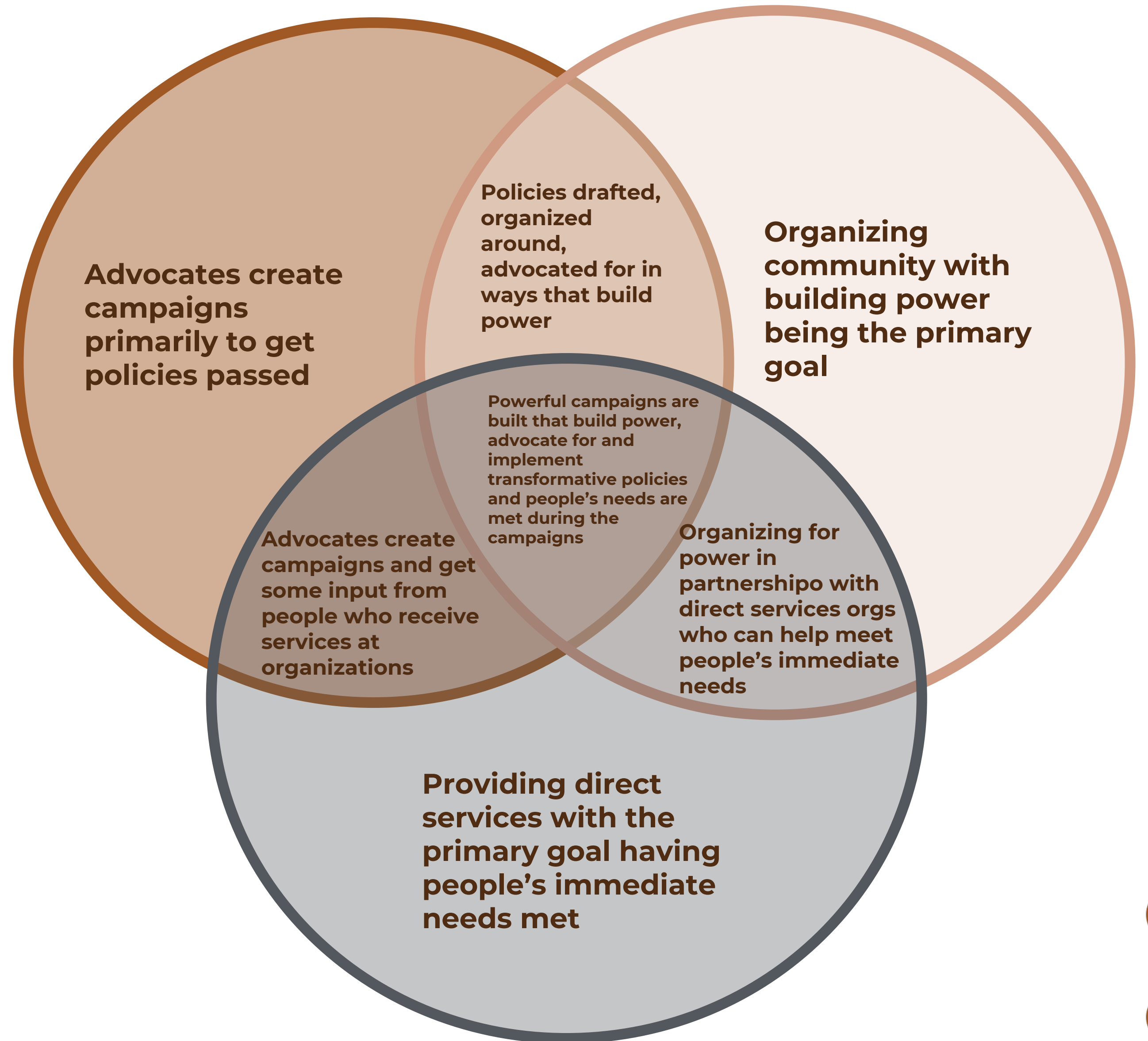
advocacy - speaking or arguing on behalf of others

community organizing - coordinated, cooperative efforts carried out by local residents to achieve a common goal & promote the interests of their community

direct services - providing a service directly to people



at their best, advocacy, organizing and direct services *work together* to build community power, create policies that change people's material conditions and provide the direct services that the community articulates they want and need.



choice points



what is a choice point?

A choice point is a moment in time when it is possible to consciously choose whether to do something congruent or incongruent with your values. In terms of racial equity, a choice point provides an opportunity to do (or not do) something that is value aligned and moves the goal of racial equity forward.



Possible EEFA/ NEWHAB Choice Points

- Campaign priorities
- Position on an issue
- Hiring/Firing
- Deciding who groups partner with

.





q&a



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