

**As you settle in,
please share
your responses
to the warm-up
poll questions.**



WELCOME TO

Preparing yourself to facilitate racial equity work

December 8, 2020 2:00 PM - 3:30 PM EDT



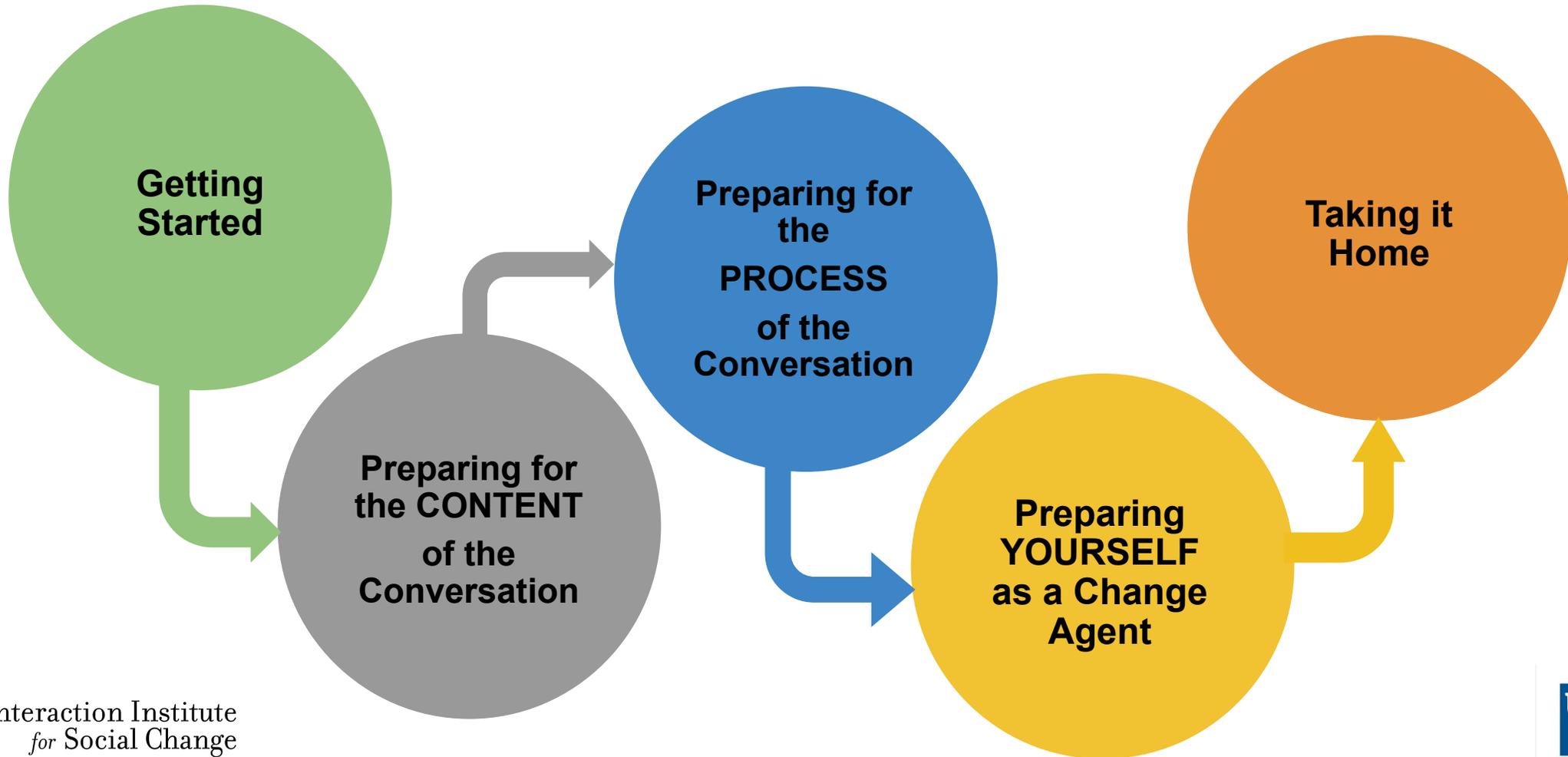
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Today's Agenda



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Norms for Collaboration

Practices

- Listen deeply
- Make “I” statements
- Take space/make space
- Keep it here; share learnings without identifiers
- Use “ouch” and “oops”
- Address intent vs. impact
- Enable empathy and compassion

Mindsets

- Be present
- We don’t have to agree
- Be willing to be uncomfortable
- Expect and accept a lack of closure
- Recognize the partial nature of our truths



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Meet Your Trainers

The Interaction Institute for Social Change (IISC) works for social justice and sustainability.

We ignite the power of collaboration by building leadership capacity, fostering connectivity, and facilitating concerted action.



Geniro Dingle
*Manager, Diversity,
Equity & Inclusion*
UWW



Miriam Messinger
Director of Practice
IISC



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Advancing Equitable Change Webinar Series - Which did you attend?

Ground The Case for Change in Your Mission and Values	September 22
Leveraging Fundraising, Resource Allocation and Grantmaking & Local Capacity Building to Advance Equity	October 8
Leveraging Policy & Advocacy to Advance Equity	November 5



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United
Way 

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September Webinar:

Ground the case for change in your mission and values

1. Clarify how focusing on race, equity and inclusion enables you to achieve your mission, vision, and values.
2. Explore how focusing on race, equity and inclusion will strengthen the fabric of your community.
3. Explain how focusing on race, equity and inclusion will strengthen your United Way.



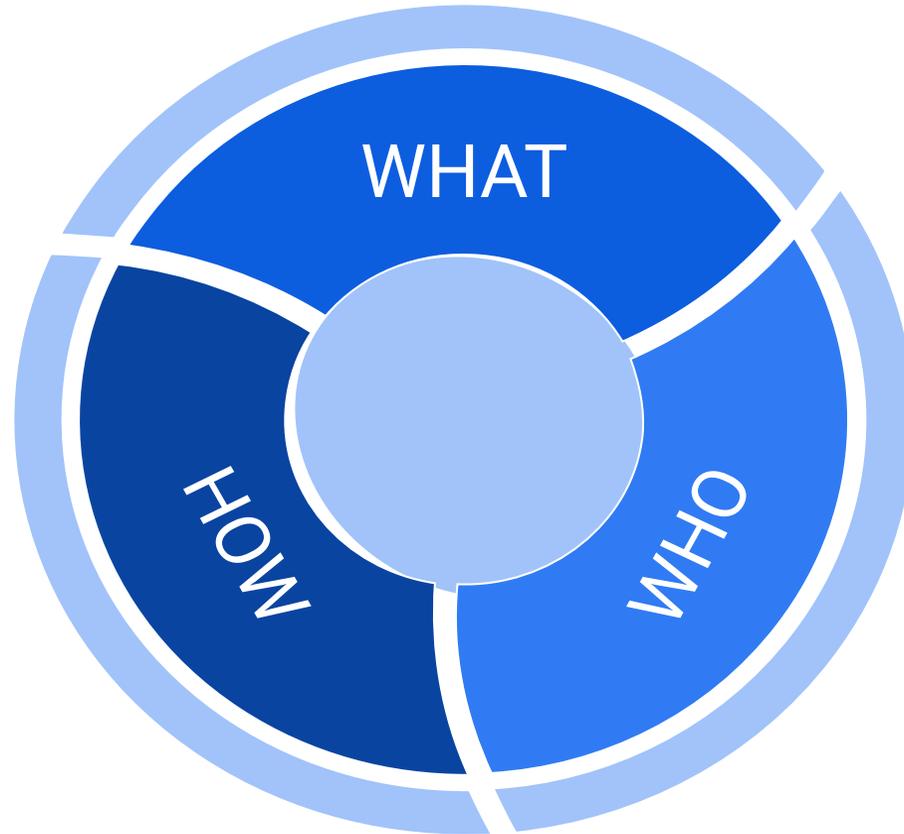
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Preparing Yourself to Facilitate Racial Equity Work



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**With whom are
you collaborating
to advance racial
equity?
(Check all that
apply.)**



PREPARING FOR THE CONTENT OF THE CONVERSATIONS

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WHAT: Preparing for the Content

1. Define terms and use teachable moments

2. Make assumptions visible and testable

(Remember last week: LISTEN, ASK, SUPPORT, CHALLENGE)

3. Understand who's in the room and their experiences with the issues

4. Anticipate typical dynamics and questions

5. Know the history of racism and racial justice work in your community

6. Avoid typical groupthink pitfalls



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Race

A **sorting of people** based on skin color and features, with no scientific or biological basis.

Race is made up.



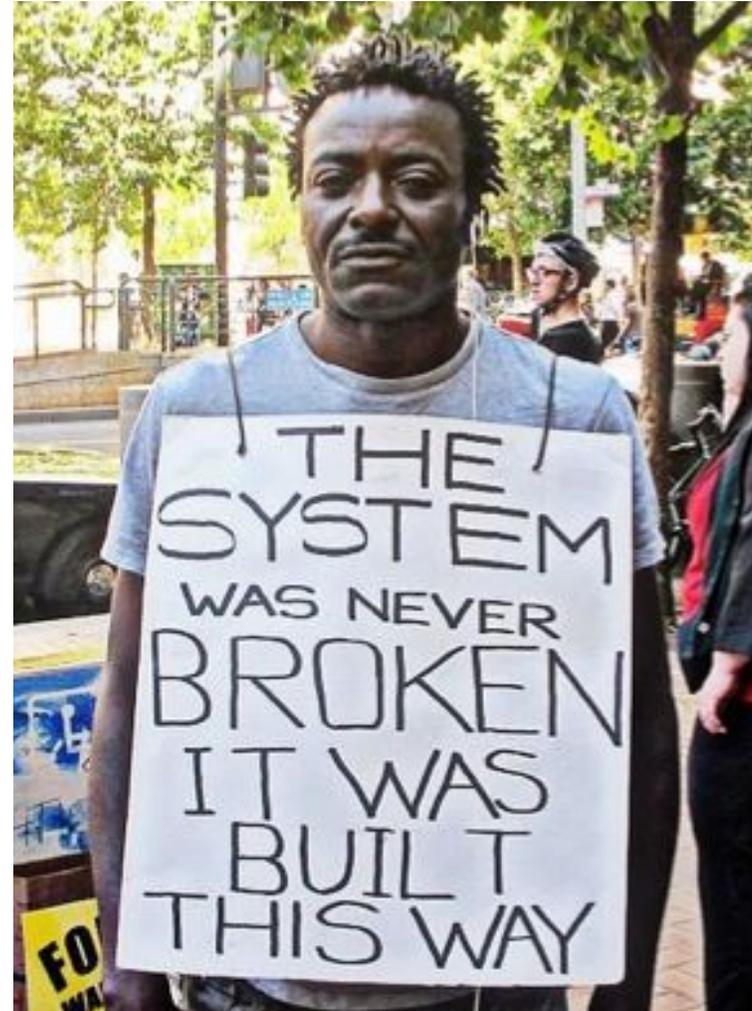
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Racism is a System

A system is a **set of elements** that is organized in a way that **achieves some purpose**.

Systems self-organize and self-correct **to resist change**.



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Four Levels of Racism

MACRO
LEVEL

INSTITUTIONAL



STRUCTURAL



MICRO
LEVEL

INTERNALIZED



INTERPERSONAL



What equity isn't

Diversity

Variety

Equality

Sameness

Inclusion

Meaningful participation

Multiculturalism

Pluralism

Cultural Competency

Cultural Humility

Equity

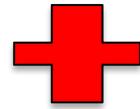
Targeted and differentiated treatment to meet a need/ achieve an outcome



EQUITY

PROCESS

all groups have
access to the
resources and
opportunities
necessary to
improve the quality
of their lives



OUTCOMES

differences in life
outcomes cannot
be predicted
on the basis of
race, class, or
other dimensions
of identity

Equity is a practice that

Centers leadership, voice, and experiences of people of color

Names and frames racism and white supremacy explicitly

Engages in habitual, iterative, and deep inquiry, learning, reflection, and action

Meets the need ... through targeted and differentiated treatment

Removes barriers.. to opportunity and access

Looks beyond ... just numerical, quantitative representation



The work is not just the workshop or the paperwork!

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WHAT: Preparing for the Content

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- 2. Make assumptions visible and testable
(LISTEN, ASK, SUPPORT, CHALLENGE)**
- 3. Understand who's in the room and their experiences with the issues**
- 4. Anticipate typical dynamics and questions**
5. Know the history of racism and racial justice work in your community
6. Avoid typical groupthink pitfalls



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What are some hot-button issues or typical dynamics you've experienced or anticipate?



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Hot Button Issues

- It's class not race.....
 - Do your homework.
 - Notice your intentions.
 - Remember that narrative overrides numbers.



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WHAT: Preparing for the Content

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(LISTEN, ASK, SUPPORT, CHALLENGE)
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- 6. Avoid typical groupthink pitfalls**



Prevent Groupthink

AVOID

INSTEAD

Globalizing or
Overgeneralizing

- Pressure-test emerging consensus by inviting disagreement and concerns.

Seeking the
Authoritative Voice

- Invite a variety of voices into the conversation.
- Expect people to share their experiences; not represent their entire identity groups.

Compartmentalizing

- Invite perspectives from multiple dimensions of life (e.g., home, community, work)
- Offer data and ideas that no one else is bringing up

PREPARING FOR THE PROCESS OF THE CONVERSATIONS

**What helps you to
prepare for
facilitating
conversations about
racial equity? (1:1 or
groups)**



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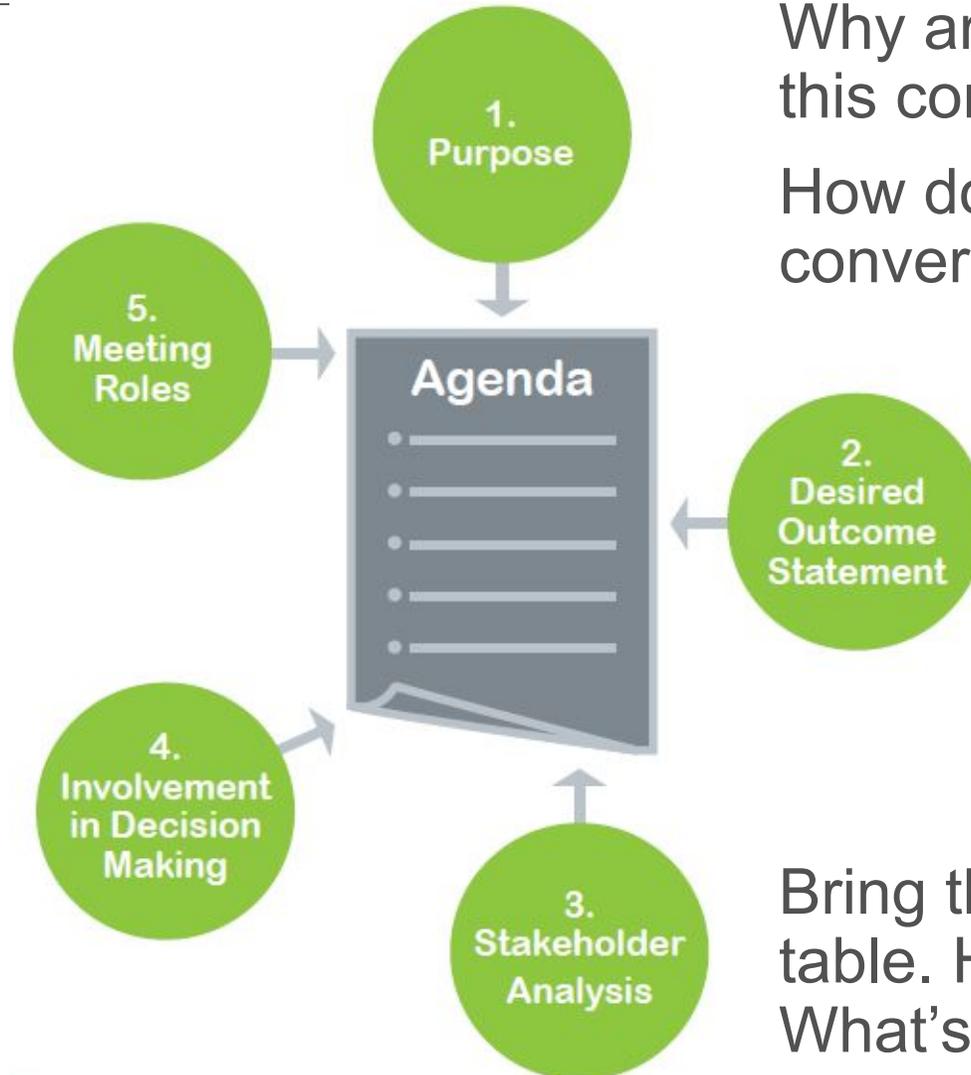
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Before the Conversation

Who's facilitating, taking notes, presenting, and playing other roles?

Who's deciding what?

What other power dynamics might emerge?



Why are we meeting? How does this connect to overall strategy?
How does it connect to conversations before/after today?

What are our goals and focus for today?

Bring the right people to the table. How ready are they?
What's on their minds?



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During the Conversation

Create the Container

- Norms
- Relationship building
- Normalize discomfort

Facilitate the Conversation

- Maintain focus
- Intervene as needed
- Attend to intent vs. impact



Challenges and peer coaching



TOGETHER WE ARE UNLIMITED

PREPARING YOURSELF AS A CHANGE AGENT



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Rules of the Road for Change Agents

1. Stay alive, literally and figuratively.
- 2. Start where the system is.**
- 3. Never work uphill.**
4. Innovation requires a good idea, initiative, and a few friends.
5. Load experiments for success.
6. Light many fires.
7. Keep an optimistic bias.
8. Capture the moment.
- 9. Keep doing your own work.**

Journaling

What will it take for me to capture the moment?

What will I do to invest and support others?



**Commitments:
one thing I commit
to doing at my
LUW**



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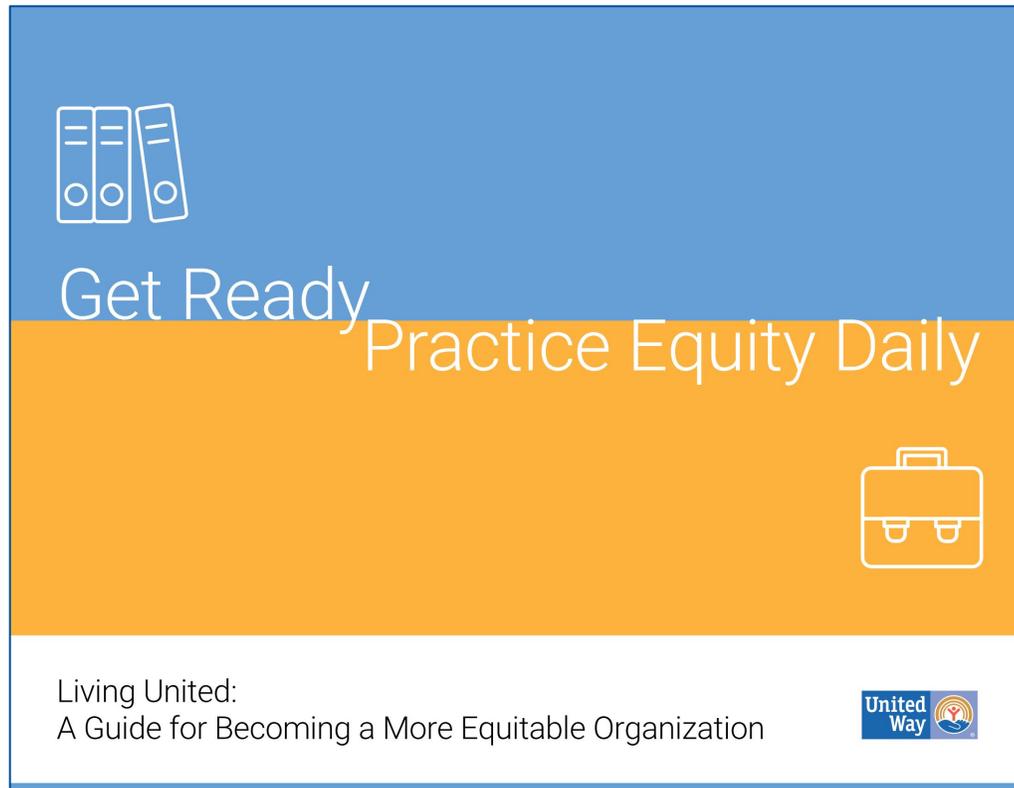
TAKING IT HOME

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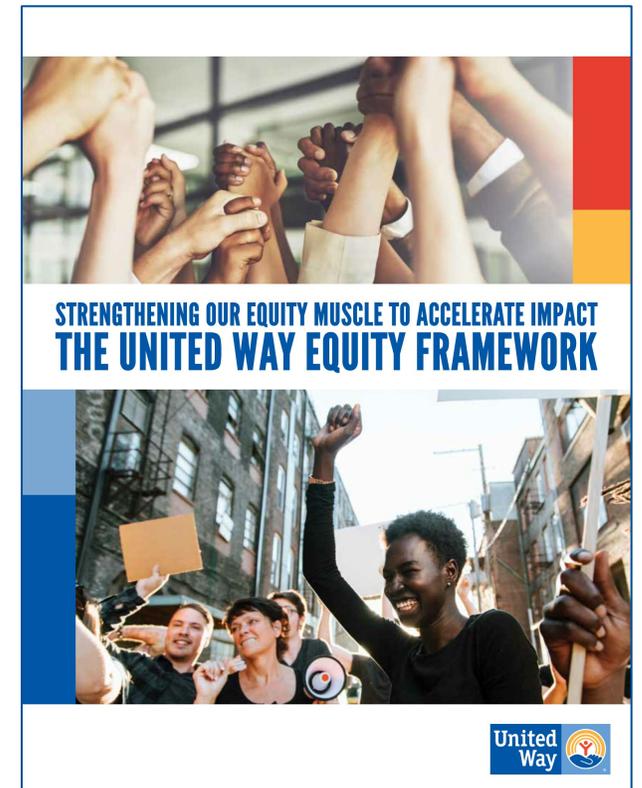
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Your Guides

Equity Toolkit



Equity Framework



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Feedback is food back!

Please complete the brief evaluation at the end of the webinar.

Thanks in advance for sharing your insights.

**THANK
YOU!**



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Breakout Groups

What will it take for me to capture the moment?

What will I do to invest and support others?

1. Turn on your microphone.
2. Ask for a timekeeper.
3. Give each person 1 minute to share a highlight from the journaling questions. (No interruptions or cross-talk please.)
4. Once everyone has spoken, reflect as a group on what you heard.

EXTRAS AND TEMPLATES



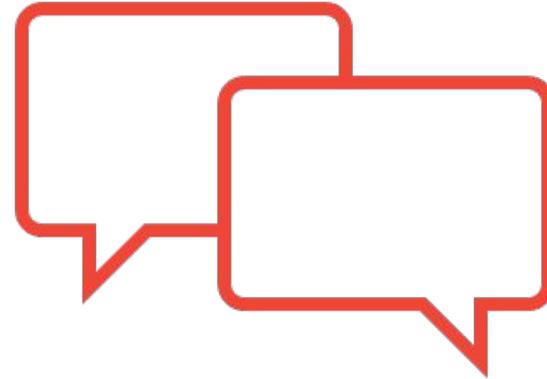
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slide title

1. questions in the chat



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question?



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United Way Equity Definition & Vision for Discussion

United Way's Equity Definition: “Equity is the intentional inclusion of everyone in society. Equity is achieved when systemic, institutional, and historical barriers based on race, gender, sexual orientation, and other identities are dismantled and no longer predict socioeconomic, education and health outcomes.”

United Way's Vision for Equity: “We recognize structural racism and other forms of oppression have contributed to persistent disparities which United Way seeks to dismantle. Our United Way network strives to engage community members, especially those whose voices have traditionally been marginalized. We work with residents and public and private partners to co-create solutions that ensure everyone has the resources, supports, opportunities and networks they need to thrive. We commit to leveraging all of our assets (convening, strategic investments, awareness building, advocacy) to create more equitable communities.”

Equity-focused

Section A

My organization

- Understands and communicates that reducing racial inequities is mission-critical.
- Collects, breaks out, and analyzes data by race/ethnicity in programs and operations.
- Proposes strategies that have been processed through a racial impact analysis.
- Values diversity and inquires about the cultural competence of staff to work with diverse groups.
- Has mechanisms for management accountability around racial equity, diversity and inclusion.
- Has mechanisms for staff accountability around racial equity, diversity and inclusion.
- Supports the efforts of internal groups to work on issues of equity, diversity and inclusion.

In Section A, I checked _____ boxes

Race-tentative

Section B

My organization

- Has some recognition that expanding opportunity and closing racial gaps are important to its work.
- Collects and breaks out data by race/ethnicity in programming but is not sure what to do with it.
- Has gone through trainings about race but is unclear about what to do next.
- Needs a better understanding of the distinctions between equity and diversity/inclusion.
- Has no mechanisms for management accountability around equity, diversity and inclusion.
- Has no mechanisms for staff accountability around equity, diversity and inclusion.
- Has an internal group working on issues of equity, diversity and inclusion.

In Section B, I checked _____ boxes

Diversity-only

Section C

My organization

- Does not collect, break out, or analyze data by race/ethnicity in programming.
- Proposes strategies that are presumed to work for all children.
- Looks for staff, consultants, and vendors with racial/ethnic backgrounds similar to the community.
- Sees diversity as an important organizational consideration.
- Has accountability mechanisms around diversity and inclusion, but not around equity.
- Offers cultural competence training and opportunities for cross-cultural conversations and learning.
- Supports the efforts of internal groups to work on issues of diversity and inclusion.

In Section C, I checked _____ boxes

Color-blind

Section D

My organization

- Does not collect, break out, or analyze data by race/ethnicity in programs or operations.
- Proposes strategies that are presumed to work for everyone.
- Presumes that all staff can work with all groups.
- Does not see diversity as an important organizational consideration.
- Believes that lifting up issues of race/ethnicity will only create conflict.
- Has no accountability mechanisms around equity, diversity and inclusion.
- Discourages the formation of internal groups to focus on race/ethnicity.

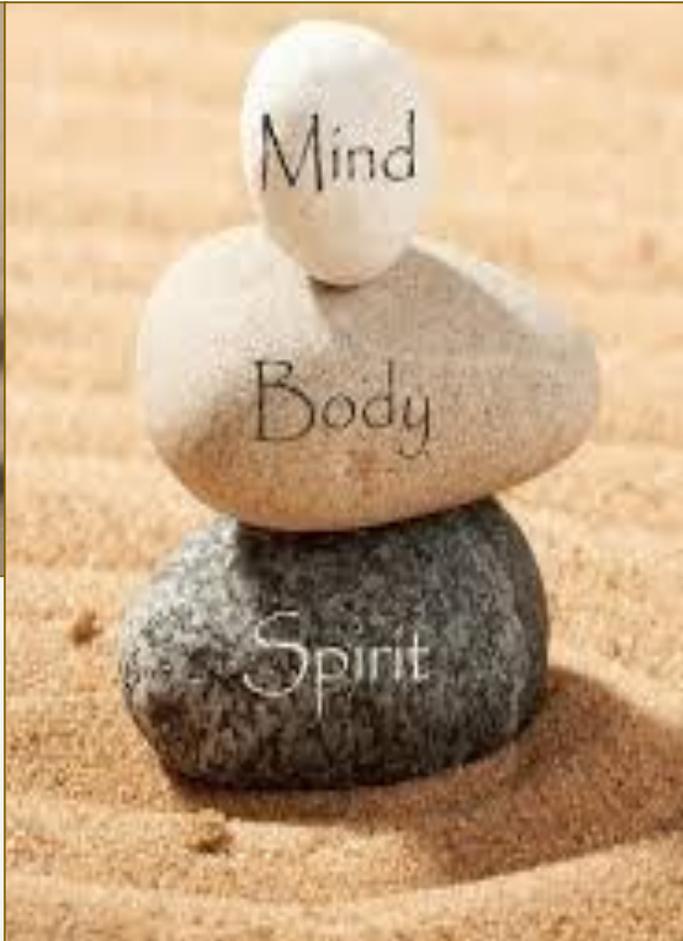
In Section D, I checked _____ boxes



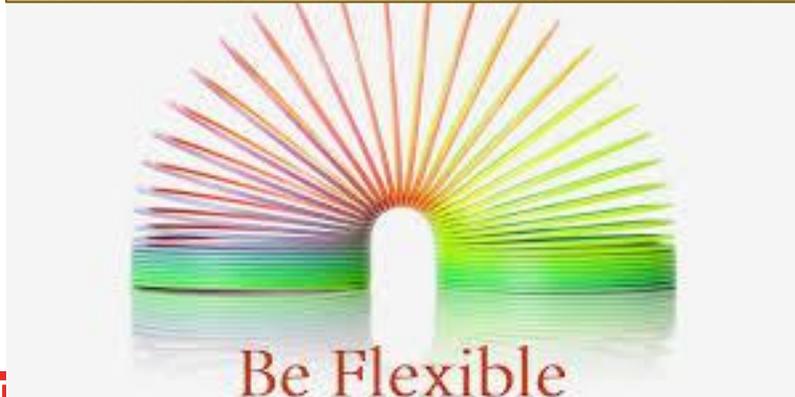
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Design Principles



POWER



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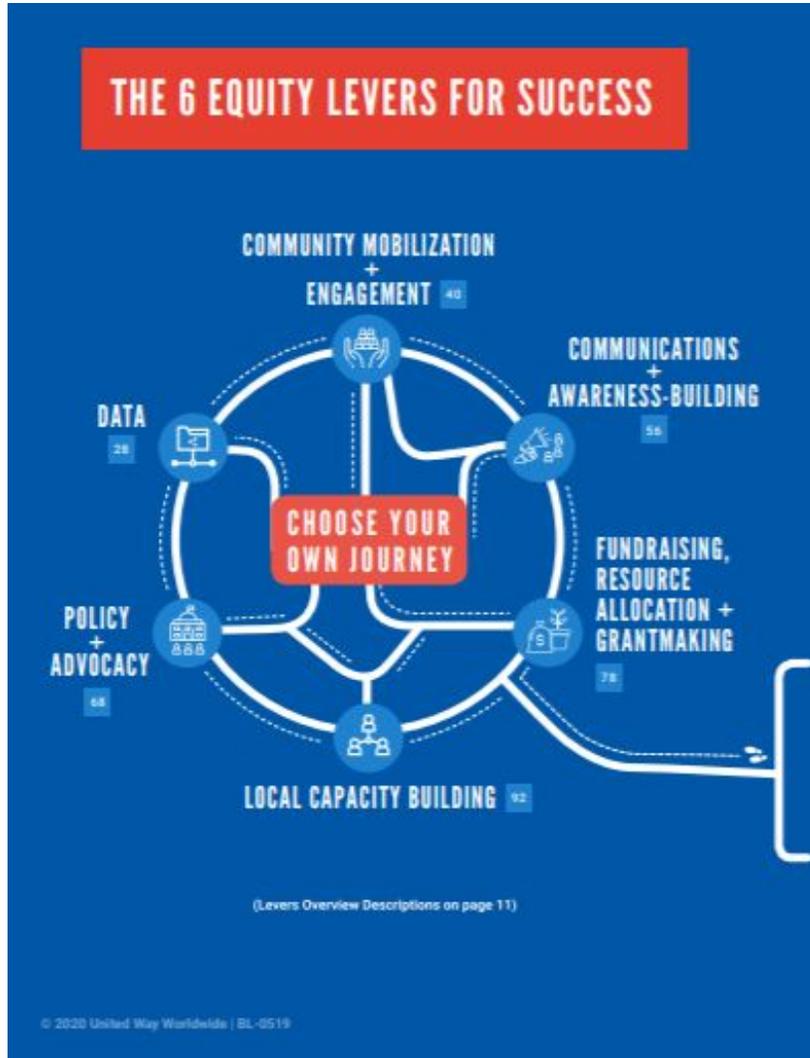
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Six Equity Levers for Community Impact



- Data
- Community Mobilization & Engagement
- Communications & Awareness Building
- Policy & Advocacy
- Fundraising, Resource Allocation & Grantmaking
- Local Capacity Building