Collaboration NOT Competition

ALEXIS COBBINS, MSW
SOLAIRE SPELLEN, MPH

ALEXIS COBBINS

SOLAIRE SPELLEN

Birth justice advocates and leaders.

Guiding the work of the California Preterm Birth Initiative at UCSF.

Organizational change and development through diversity, equity, inclusion and belonging initiatives

Dedicated to advancing racial equity and racial justice to improve birth outcomes in our communities.

BLACK ANCESTOR APPRECIATION

We acknowledge the exploitation of our Black ancestors who toiled on this land building America's wealth and freedom and survived despite never being compensated and being denied their sovereignty. While our ancestors have survived, we also honor and remember those whose legacies were cut short due to genocidal, anti-Black violence.

We are committed to repairing the harms caused by individuals, institutions, and the U.S. government and we honor the gifts, resilience, and sacrifices of our Black ancestors by protecting our spirits, seeking light in laughter, leaning into love, and investing in our collective legacy.

LAND ACKNOWLEDGEMENTS

We would like to acknowledge the Ramaytush Ohlone people, who are the traditional custodians of this land. We pay our respects to the Ramaytush Ohlone elders, past, present, and future who call this place, the land that we reside in, their home. We are proud to continue their tradition of coming together and growing as a community. We thank the Ramaytush Ohlone community for their stewardship and support, and we look forward to strengthening our ties as we continue our relationship of mutual respect and understanding.

Native-land.ca

SAN FRANCISCO
HUMAN RIGHTS
COMMISSION

Adapted from the SF HRC: Nov. 12, 2020

Objectives

Shared understanding of anti-blackness and white supremacy

Approaches to combatting manifestations of anti-blackness and white supremacy

Moving from Power Hoarding to Collective Action & Community

Funding racial equity vs racial justice

Exercises to support continued learning and implementation

racism is a spectrum

Shared Understanding of Racism

Professor Koritha Mitchell

"**Intersectionality** is simply about how certain aspects of who you are will increase your access to the good things or your exposure to the bad things in life."

— KIMBERLÉ CRENSHAW

TIME.COM FEB. 20, 2020

SEMBRAMOS

THE NEW YORK WOMEN'S

Proximity to Whiteness: Anti-Blackness, People of Color and the Struggle for Solidarity

DR. NIMISHA BARTON

Acknowledge that you are a raced being.

Develop a nuanced awareness of your racialized identity.

Learn the unique history of anti-Blackness in this country, and the history of anti-Blackness specific to your community.

Attend to the ways in which your white privilege surfaces day-to-day.

Proximity to Whiteness: Anti-Blackness, People of Color and the Struggle for Solidarity
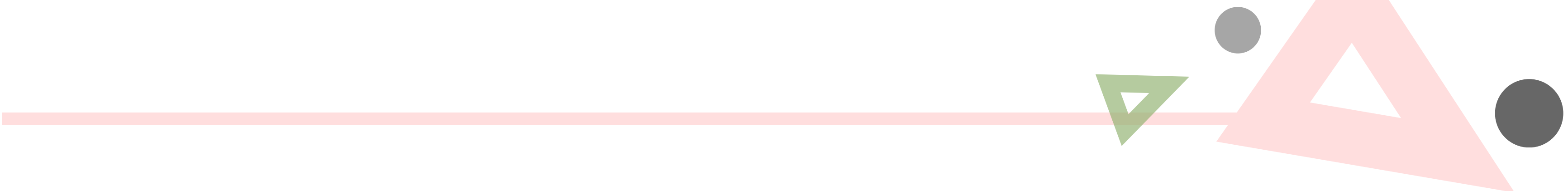
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Moving from Power Hoarding to Collective Action & Community

The Landscape of Racial Equity & Racial Justice Funding

RACIAL EQUITY	RACIAL JUSTICE

Reference: Philanthropic Initiative for Racial Equity (PRE) Mismatched, 2019

The Landscape of Racial Equity & Racial Justice Funding

RACIAL EQUITY	RACIAL JUSTICE
Analyzes data and information about race and ethnicity	Understands and acknowledges racial history
Understands disparities and the reasons they exist	Creates a shared affirmative vision of a fair and inclusive society
Looks at structural root causes of problems	Focuses explicitly on building civic, cultural, economic, and political power by those most impacted
Names race explicitly when talking about problems and solutions	Emphasizes transformative solutions that impact multiple systems

The Landscape of Racial Equity & Racial Justice Funding

Funding for racial equity and justice remains a small portion of overall funding and is inadequate

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Donors impose their own priorities, rather than supporting the priorities of movements
Funding for racial justice, grassroots organizing, and movement-oriented work remains low

The Landscape of Racial Equity & Racial Justice Funding

PERCENTAGE OF FUNDING FOR SPECIFIC RACIAL/ETHNIC GROUPS DEVOTED T O GRASSROOTS ORGANIZING, 2015-2018*

YEAR	AFRICAN DESCENT	ASIAN DESCENT	INDIGENOUS PEOPLES	LATIN AMERICAN DESCENT
2015	0.7%	0.4%	0.5%	0.3%
2016	1.9%	2.3%	1.5%	1.9%
2017	0.9%	1.9%	0.6%	0.9%
2018	0.6%	0.7%	0.8%	1.1%

*NOTE: LANGUAGE FOR EACH RACIAL/ETHNIC GROUP IS KEPT IN THE PRECISE LANGUAGE CANDID USES TO TRACK FUNDING FOR SPECIFIC POPULATIONS FOR ACCURACY, RATHER THAN PRE'S PREFERRED TERMINOLOGY.
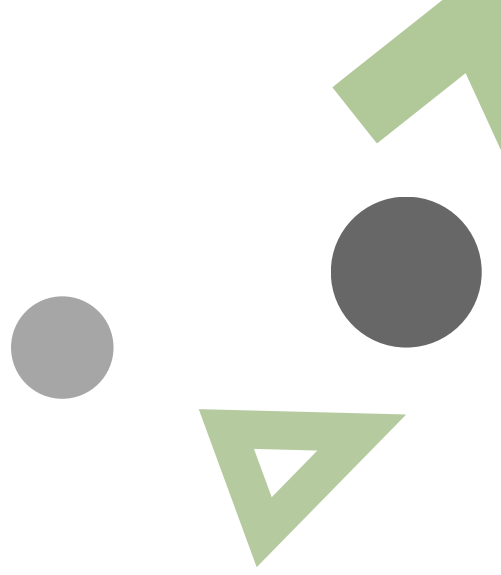
EXPECTATION VS REALITY

Funder A

FUNDER A

- Health disparities focus

- Required grantees have a racial equity component without required racial equity experience

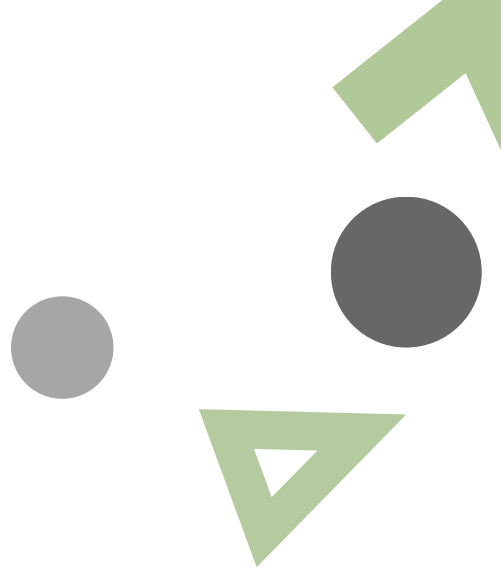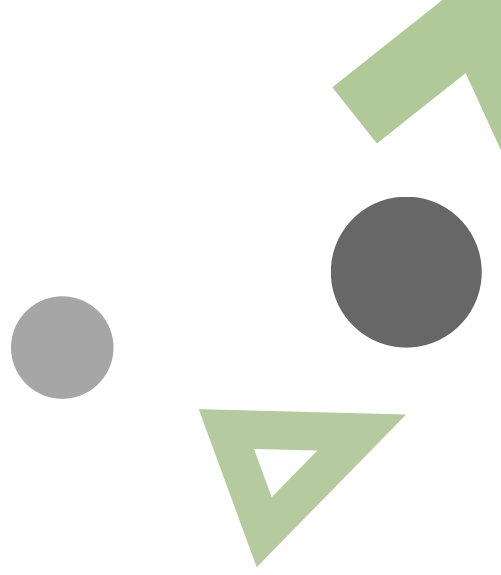- Little to no influence or accountability

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RISKS CAUSING HARM

Funder A, Funder B

FUNDER A

- Health disparities focus

- Required grantees have a racial equity component without required racial equity experience

- Little to no influence or accountability

FUNDER B

- Health disparities focus

- Required grantees have a racial equity component, required racial equity experience, and suggested resources

- Medium influence and accountability

RISKS CAUSING HARM
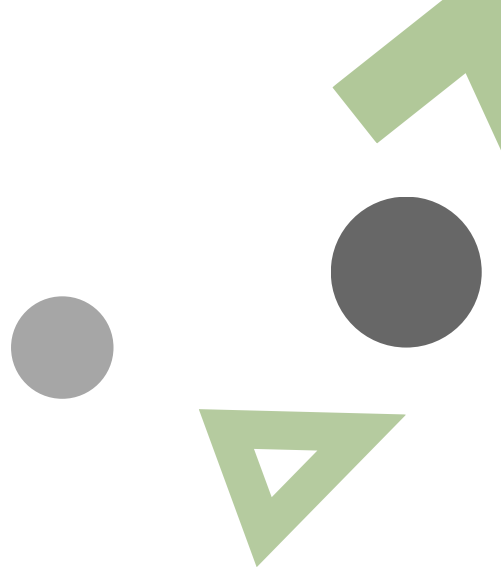
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RISKS CAUSING HARM

FUNDER B

- Health disparities focus

- Required grantees have a racial equity component, required racial equity experience, and suggested resources

- Medium influence and accountability

HIGH BURDEN ON GRANTEES

Funder A, Funder B, and Funder C

FUNDER A

- Health disparities focus

- Required grantees have a racial equity component without required racial equity experience

- Little to no influence or accountability

RISKS CAUSING HARM

FUNDER B

- Health disparities focus

- Required grantees have a racial equity component, required racial equity experience, and suggested resources

- Medium influence and accountability

HIGH BURDEN ON GRANTEES

FUNDER C

- Health disparities focus

- Required grantees have a racial justice component and required racial equity experience

- Medium influence and accountability

Funder A, Funder B, and Funder C

FUNDER A

- Health disparities focus

- Required grantees have a racial equity component without required racial equity experience

- Little to no influence or accountability

RISKS CAUSING HARM

FUNDER B

- Health disparities focus

- Required grantees have a racial equity component, required racial equity experience, and suggested resources

- Medium influence and accountability

HIGH BURDEN ON GRANTEES

FUNDER C

- Health disparities focus

- Required grantees have a racial justice component and required racial equity experience

- Medium influence and accountability

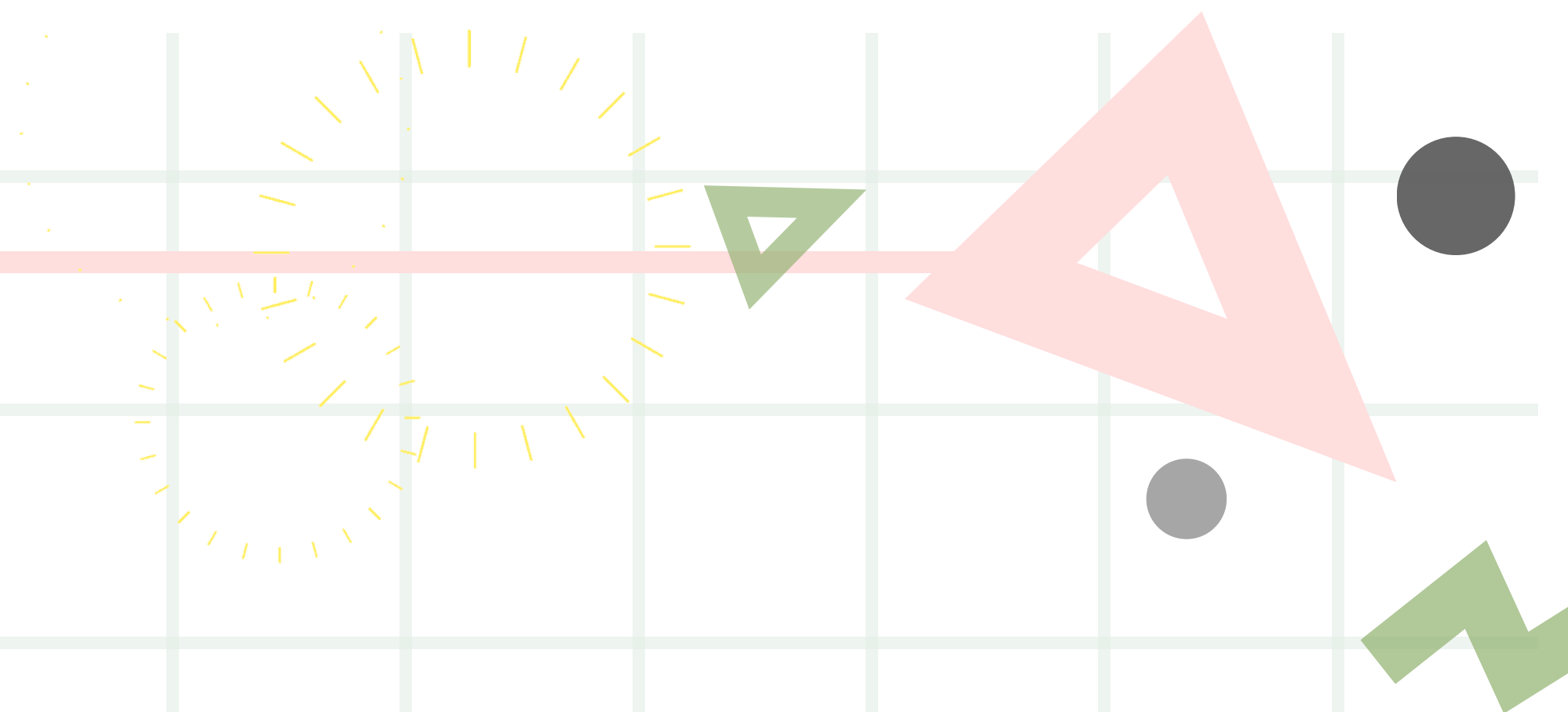**RISKS STAYING WITHIN EQUITY FRAMEWORK**

New Approaches

Racial Justice vs Racial Equity

Collaboration NOT Competition

De-mystify scarcity mentality and assess risk accurately

Challenge the status quo

BE BRAVE

EXERCISES TO SUPPORT CONTINUED LEARNING AND IMPLEMENTATION

What's Your Challenge?

- **ORGANIZATIONAL ANTI-RACISM RISK-ASSESSMENT**

- **CRUCIAL CONVERSATIONS**

- **NAMING THE ELEPHANT**

GUIDING QUESTIONS

- **Based on today's discussion, reflect upon the ways you and/or your organization is or isn't addressing anti-blackness or advancing racial justice (vs racial equity)**
  - **Specifically, consider how your organization may participate in the competition of resources?**

- **What are some fears, challenges, or barriers that come up when reflecting?**
  - **How does anti-black racism lead to feelings of scarcity in funding or competition for resources between community organizations seeking funding?**

- **What are some potential antidotes, solutions, or strategies to address the above?**

Organizational Anti-Racism Risk Assessment

Instructions

Often times, individuals within an organization fear the potential risks that may come from advancing racial equity and anti-racism work. These potential risks may include alienating partners, funders, or organizational leadership.

The purpose of this organizational risk assessment is to support us in assessing risk honestly, while also acknowledging organizational protective factors that help mitigate risk. This activity can be completed individually, or as a team (or both).

First, we invite you to place your organization's risk on the spectrum (high risk to low risk). Next, we have identified a range of organizational protective factors that reduce potential financial or political risks in advancing anti-racism. Please check all that apply.

After assessing these protective factors, we invite you to re-assess your organization's risk on the spectrum (high risk to low risk). Then, we have identified a range of potential community harms that may come from *not* advancing anti-racism. Please check all that apply.

After assessing both the protective factors, and the potential harms that may arise from not advancing anti-racism, we invite you to re-assess your organization's risk on the spectrum one final time.

Lastly, we have some reflection questions we invite you to respond to. We ask you to reflect both on the organizational responsibility for advancing anti-racism, as well as your own personal responsibility and commitment to this work.

Organizational Anti-Racism Risk Assessment

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

High Risk ← → Low Risk

Organizational Protective Factors in Advancing Racial Equity
(check all that apply):

- ☐ Leadership team annual salary ≥ $120k
- ☐ Have high-earning clients and/or partners
- ☐ Have clients and/or partners with a lot of social/political power
- ☐ Have had implicit bias or anti-racism training(s)
- ☐ Access to legal support (on staff/contract)
- ☐ Access to professional communications or PR support (on staff/contract)

- ☐ Leadership team < 50% people from racially marginalized backgrounds
- ☐ Leadership team < 50% people with other marginalized identities (low-income, informally educated, trans or non-binary, disabled)
- ☐ No program cuts due to lack of funds in the last two years
- ☐ Are an organization or program within a larger institution: i.e. government, university, or national non-profit

- ☐ Organization > 5 years old
- ☐ Have a stable funding stream
- ☐ Staff have access to professional development funds
- ☐ Have failed to address racism internally
- ☐ Have caused racial harm to communities of color (intentional/inadvertent)
- ☐ Have a mission that includes diversity, equity, and inclusion

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

High Risk ← → Low Risk

Potential Community Harm for NOT Advancing Racial Equity
(check all that apply):

- ☐ May alienate potential clients and partners that prioritize equity
- ☐ May have the same racial dynamics in 40 years that are present today
- ☐ May miss out on the improved productivity and efficiency of a diverse working team
- ☐ May lose credibility among partners and community members if you have a public facing commitment to equality and/or diversity

- ☐ May feel dissonance from not living your organizational or personal values/can't sleep well at night
- ☐ May create poor morale among staff of color and other people experiencing marginalization
- ☐ May be perceived as indifferent (and complicit) in the suffering of communities of color

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- ☐ May increase racism within the organizational culture
- ☐ May feel ashamed representing your organization in multi-racial spaces
- ☐ Will contribute to the racist culture that is harming this country and this country's future

Assess the risk honestly. Is it as risky as you initially thought?

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

High Risk ← → Low Risk

Solaire Spellen & Lydia Kwarteng
Developed for Expecting Justice, 2019

Organizational Anti-Racism Risk Assessment

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High Risk ← → Low Risk

Food for Thought

1. The economic success of this country has been built on the backs of people of color – most notably Black & Indigenous people. If your organization experiences financial success or successful fundraising, what is owed to these communities?

1. Are you happy with today's racial climate? If not, what are you willing to leverage to make it right?

3. What will action cost us a year from now if we do nothing?

4. What is your personal responsibility for advancing anti-racism work?

Solaire Spellen & Lydia Kwarteng
Developed for Expecting Justice, 2019
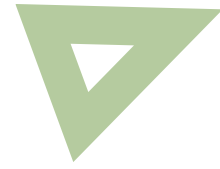
CRUCIAL CONVERSATIONS

- **Grantmaking with a Racial Justice Lens**

- **Naming the Elephant in the Room**

RESISTANCE AND RESPONSES

RESISTANCE AND RESPONSES

RESISTANCE CLAIM OR SUBTEXT	SUGGESTED RESPONSE
STRATEGIC "But is this really our mission?"	• Let the data prove the point. • Show examples from the field. • Name and work through scenarios. • Bring in foundation leaders who have gone through this process to share their stories.
TACTICAL "Won't that turn some people off?"	• Question assumptions about audience: Is it assumed to be white policymakers, partners, donors, impacted communities, or POC changemakers (and specific racial groups within those audiences)? • Recognize that supporters may not have the same access to foundation leadership as resisters do.
WORKLOAD "When will we have time?"	• Recognize existing choice points, and that seemingly deracialized processes are a choice to preserve the status quo. • Discuss what can be deprioritized. • Discuss how the process may seem a lot at first, but with time will be integrated into ongoing work and feel less overwhelming.
FEAR OF DISPLACEMENT "What does that mean for my area or role?"	• Provide space for honest discussion and exploration of concerns. • Work to recognize and realign roles; provide opportunities for training, development, and repositioning. • Recognize that transitioning staff or board members may be a necessary requirement if alignment can't be achieved.
FEAR OF RACIAL CONFLICT "Will I get called out? Will I have to call someone out?"	• Conflict is a natural part of this process. • Strengthen conflict-resolution muscles. • Prepare through training and coaching. • Build strong relationships with the racial justice field. • Name and work through scenarios. • Build individual confidence about talking about racial justice, and work toward normalizing the conversation within the organization by creating different opportunities.

Toolkit: Naming the Elephant in the Room
From 2018 MCAH Racial Equity Brown Bag Series

Barrier	Strategy

Tolerating Conflict	• Use the power of asking questions
	• Use non-violent communication (NVC) Techniques
	  □ Observation > Feeling > Need > Request
	  □ *I.e. I am noticing X. Are you feeling Y because you need Z? Would you like ZZ?*

All Lives Matter	• Familiarize yourself with disparity data • Familiarize yourself with peoples' history and literature
Power Imbalance	• Assess risk honestly • Find allies - accomplices or co-conspirators • Validate people of color's perspective
Fear/Stalling	• Communicate simple phrases such as "I disagree"; "I'm not with you" • Acknowledge the emotional labor that it takes to do this work • Just commit to addressing it even if it takes a while to figure out your approach

Questioning your Truth	• Send literature to educate the person
	• Understand the system creating the inequities
	• Acknowledge that it may not be intentional – we are actors in a bigger system
	• Acknowledge that we have all been told the same stories and are enacting this bigger system. It is not personal
	• NVC techniques:
	  □ *Would you tell me your understanding of my feelings and needs?*
	  □ *Would you be willing to listen to me talk about my experience?*

Emotional Responses	• Reflect and self-regulate our responses to stress. • Try to understand our emotions and operationalize them • Be focused on the journey, not the outcomes • Sit with discomfort and the expectation that you will be taken care of • Boundary-setting
All of the Above	• Write a letter (instead of saying it out loud) • Pick your battles (self care) • Reflect on who is responsible for addressing historical racism – who is on the hook and who is the "ally"? • Understand and accept that we're all in different places • Have compassion • Open it up for others to participate and provide allyship • Build solidarity between POC – no one wins the oppression Olympics

THANKYOU