



Aligning Our Values with Our Actions

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Shared Values

If you really understood racial equity, what would become possible?

If you never integrated racial equity into your philanthropy, what would then be true?

Project Linked Fate: Our Approach

An Invitation: Race work is hard work. It is as anxiety ridden as it is deeply rewarding.

Multiple Paths: There are many ways to work on race and to embed a race analysis into your work.

Ask Questions: Since race constantly evolves, so must our understanding. Asking questions is an important practice.

Experiment: By learning with each other, we increase our chances of finding interventions and strategies that work.

Recognize tensions: We acknowledge that there are inherent tensions, contradictions & constraints in philanthropy, as in life.

This workshop aspires to. . .

- Develop a shared vocabulary for talking about race
- Jumpstart constructive conversations about race and philanthropy
- Practice collaborative problem solving on issues imbued with race
- Pique your curiosity about race
- Begin to shed light on collective next steps

Agenda

Circle of Human Concern

Racialization

Structural Inequity & Structural
Opportunity

Implicit Racial Bias

Dog Whistle Racism

Aligning Our Values with Our Actions

Philanthropy & Situatedness

- Access to big picture overview of field
- Broad network of relationships
- Our work is indirect
- Influence flow of financial resources
- The kinds of power available to us vary
 - our relationship to the resources we distribute
 - the amounts we distribute
 - 501c3 & 501c4 limitations

Othering and Belonging

The Circle of Human Concern

When we think of who or what should be included inside of the circle of human concern, what comes to mind?



Othering & Belonging

Belonging or being fully human means more than having access. It means having a meaningful voice, and being afforded the opportunity to participate in the design of social and cultural structures.

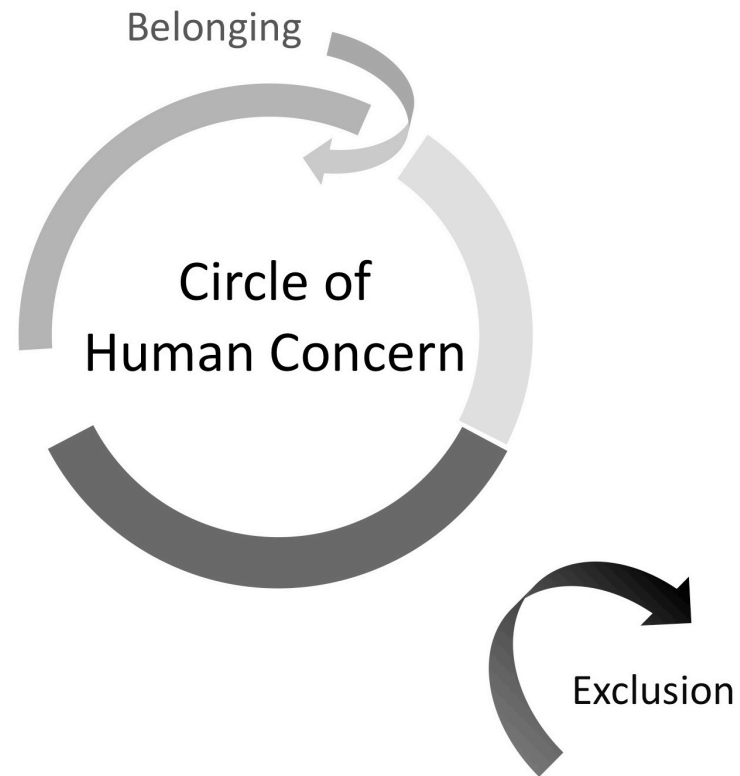
Belonging entails being respected at a basic level that includes the right to both contribute and make demands upon society and political institutions.

Othering means to dehumanize a person or a group of people thought to be different from oneself or from the norm. People who are othered lack meaningful voice and experience interlocking barriers to participation in the design of social and cultural structures—both in terms of being able to contribute and make demands.

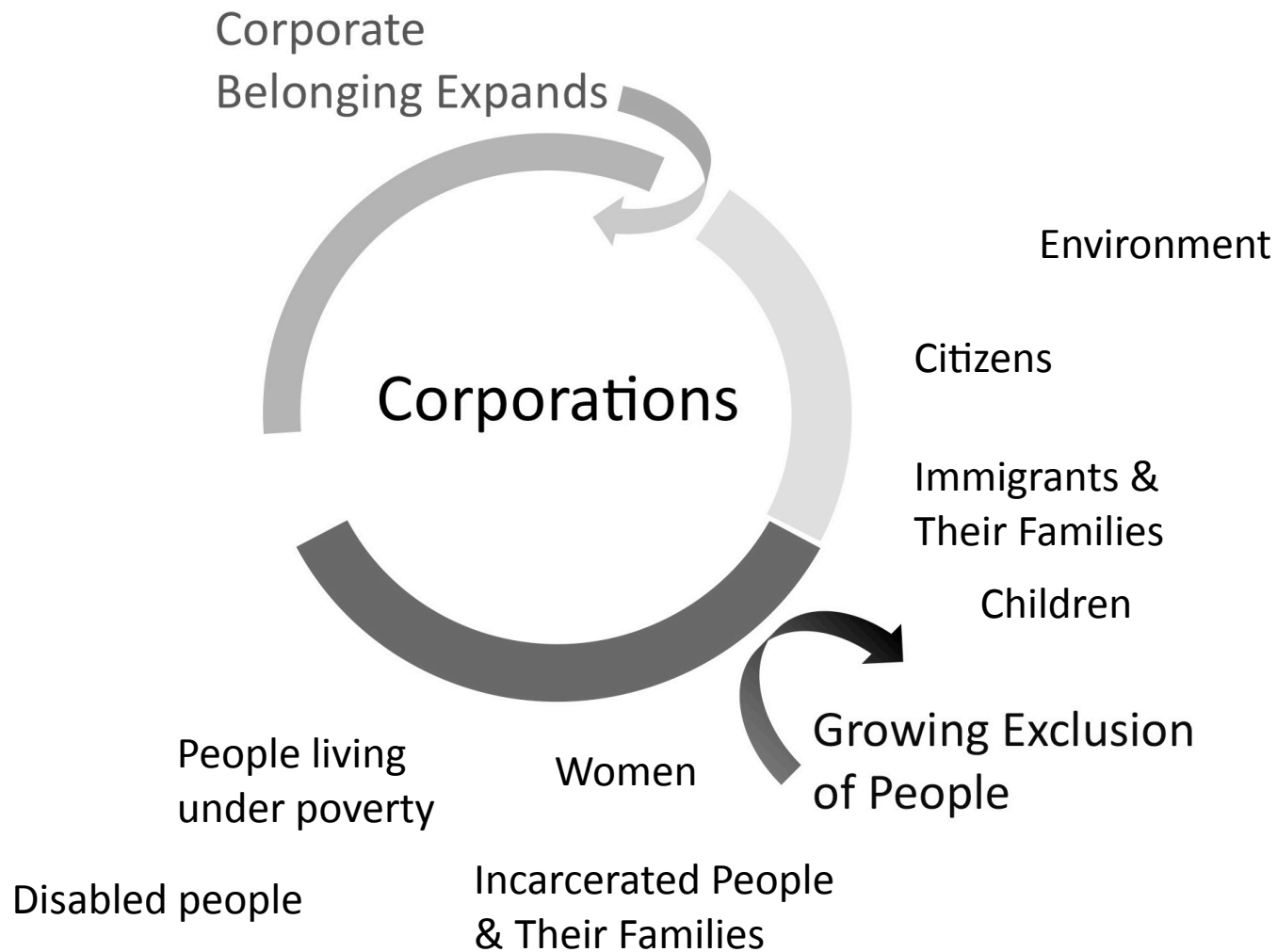
Othering and Belonging are created

How do societies demonstrate that someone or a particular group of people belongs?

How do you know when someone or a particular group does not belong?



Growing Exclusion



What are the implications of the othering & belonging framework for Philanthropy?

Implications for Philanthropy

Support interventions to promote belonging (not othering)

Support authentic relationships across difference (what are best practices for doing this?)

Move resources to help bring partners together in ways that recognize and value each partners' particular & distinct contributions

Racialization

Race is a *social* construct. . .

or idea that

- has been **built** over time
- continues to **evolve** and change
- has **concrete** ramifications for people's lives, and
- has many interconnecting sides or **facets**

Racialization is the dynamic process that creates inequalities correlated with race.

It is *one* way that our society sorts communities and people to allocate resources and access to resources.

It is helpful to shine light on it

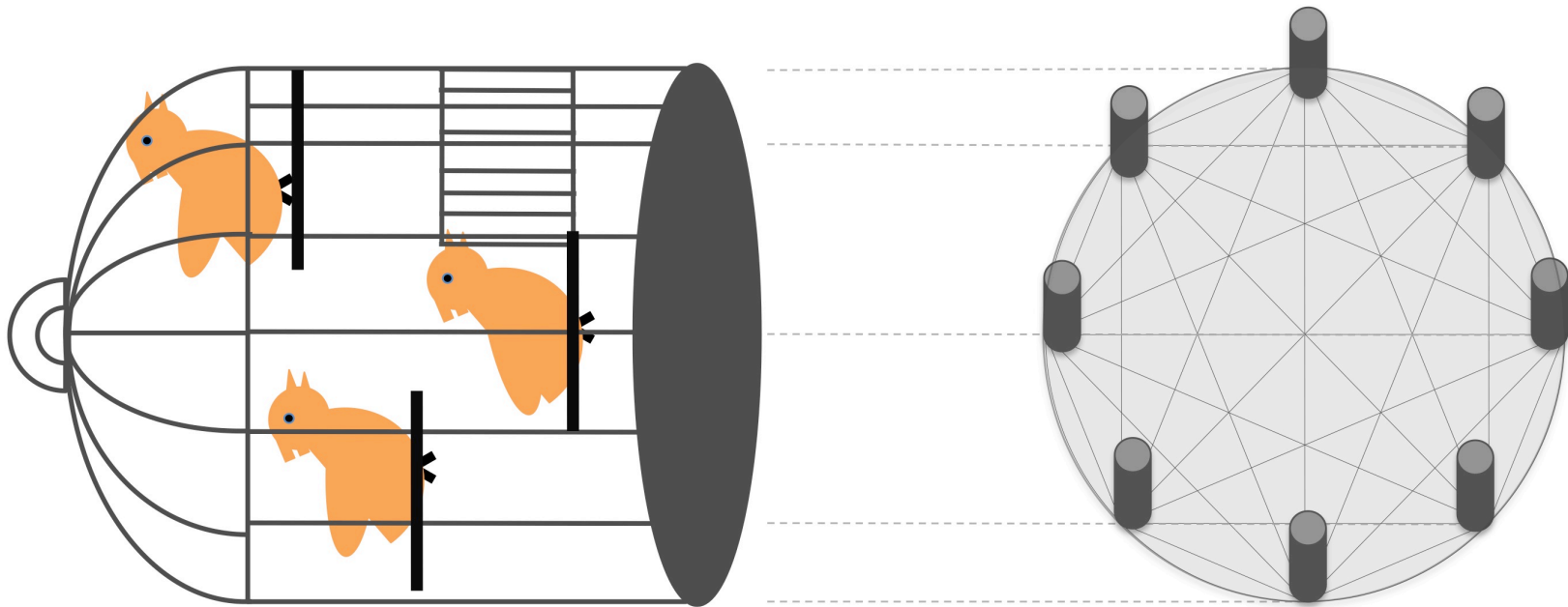


Why don't the caged birds fly away?



Is it a lack of desire, hard work, imagination, or role models?

The cage is built



to be virtually impossible to escape

How structures are built matters




Separation




Permeable



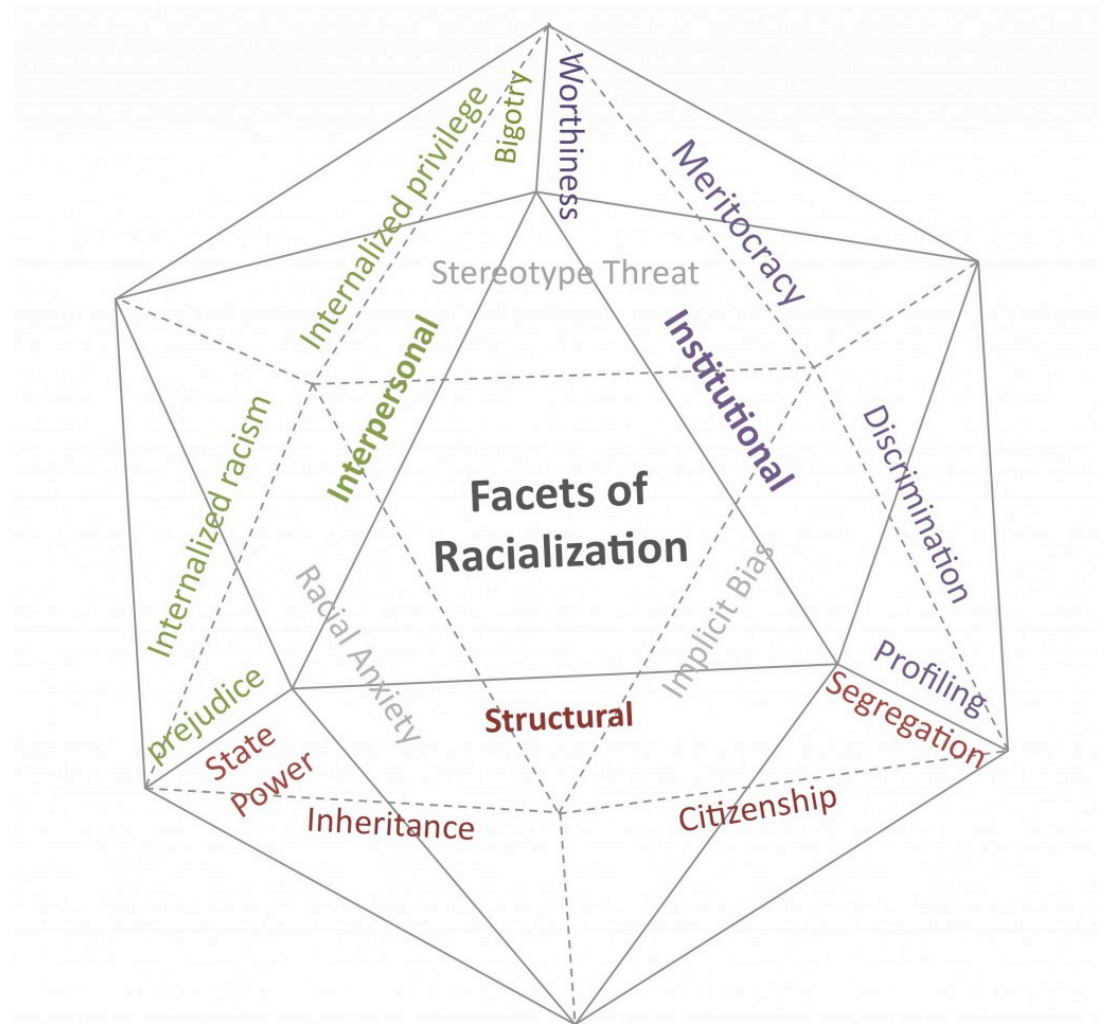

Connection

If we want different outcomes, we need different relationships between structures.

Racialization has many facets

In order to understand the work that race does, we need to look at the different ways race reveals itself to us.

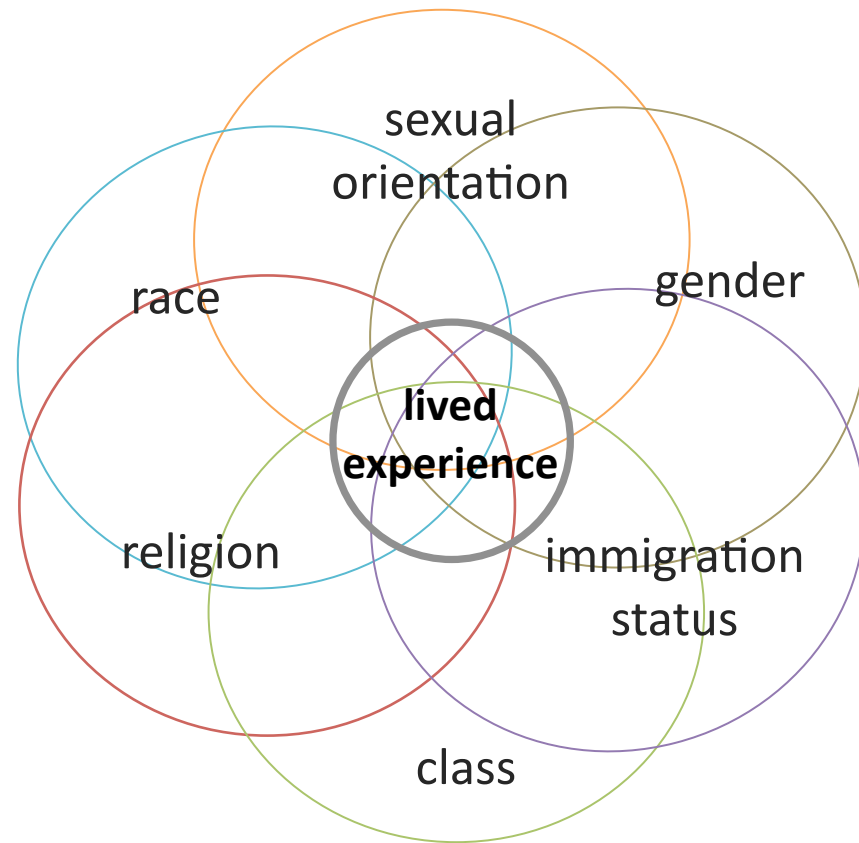
Similar to other forms of 'othering', different aspects of race occur *simultaneously* with each other and with other modes of othering.



Intersectionality

An **Intersectional Analysis** takes into account the *simultaneous* axes of identity that contribute to systemic social inequity.

The term is most often used to describe the intersection of race, class and gender.

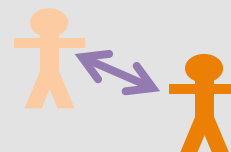


Basic Forms of Racialization



INTERNALIZED

Beliefs within individuals
Stereotype Threat



INTERPERSONAL

Bigotry between individuals,
Racial Anxiety



INSTITUTIONAL

Bias within an agency, school. . .



STRUCTURAL

Cumulative among institutions,
durable, multigenerational

Based on Racial Justice Leadership handout, Terry Keleher, Race Forward, 2008

Examining Facets of Race

Using your own experience, give one example of each of these types of racialization:

- Internalized
- Interpersonal
- Institutional
- Structural

Examining Facets of Racialization¹

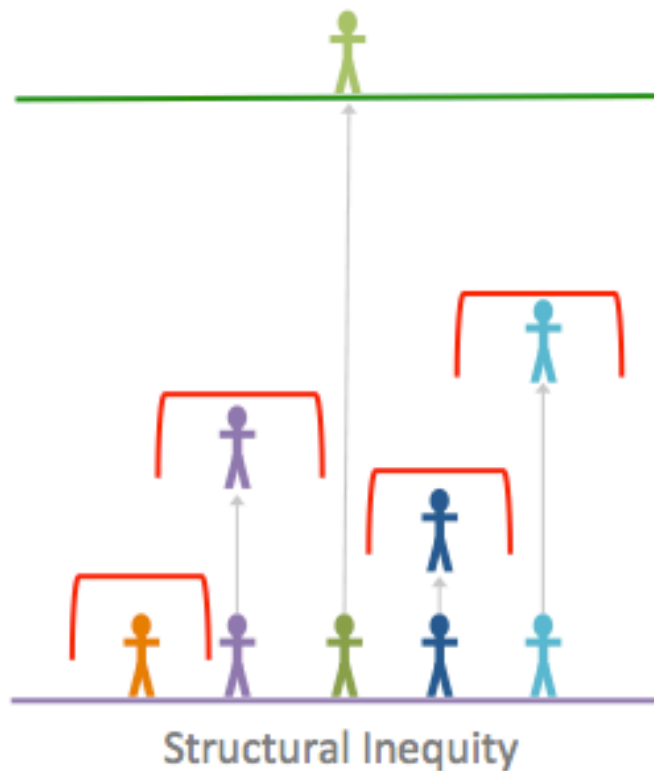
Instructions: Using your own experience, give one example of each of these types of racialization. Notice which examples are easier for you to think of and which ones are more hidden and harder to identify.

INTERNALIZED - Beliefs within individuals
INTERPERSONAL - Prejudice between individuals
INSTITUTIONAL - Bias within an agency, school, etc
STRUCTURAL - Dynamic and cumulative among institutions

Structural Opportunity
Structural Inequality

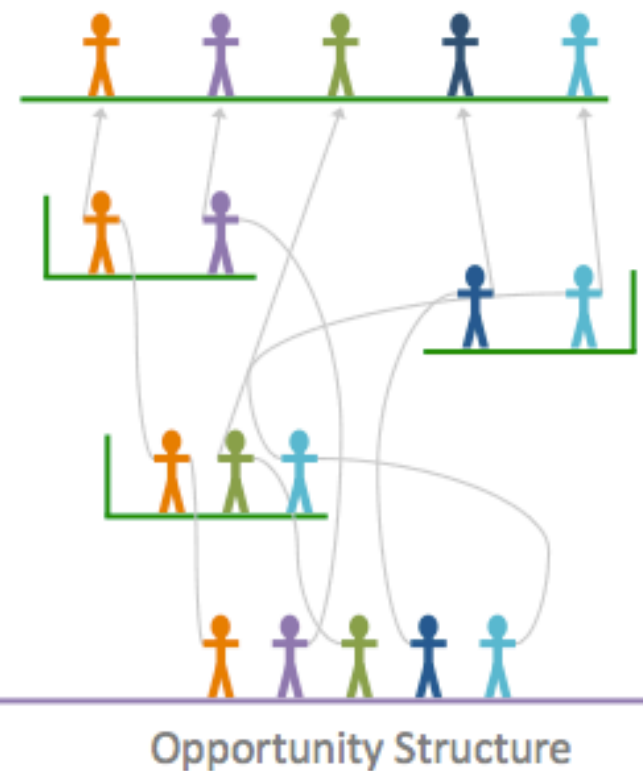
Pathways to belonging

Structural Inequity produces consistently different outcomes for different communities.



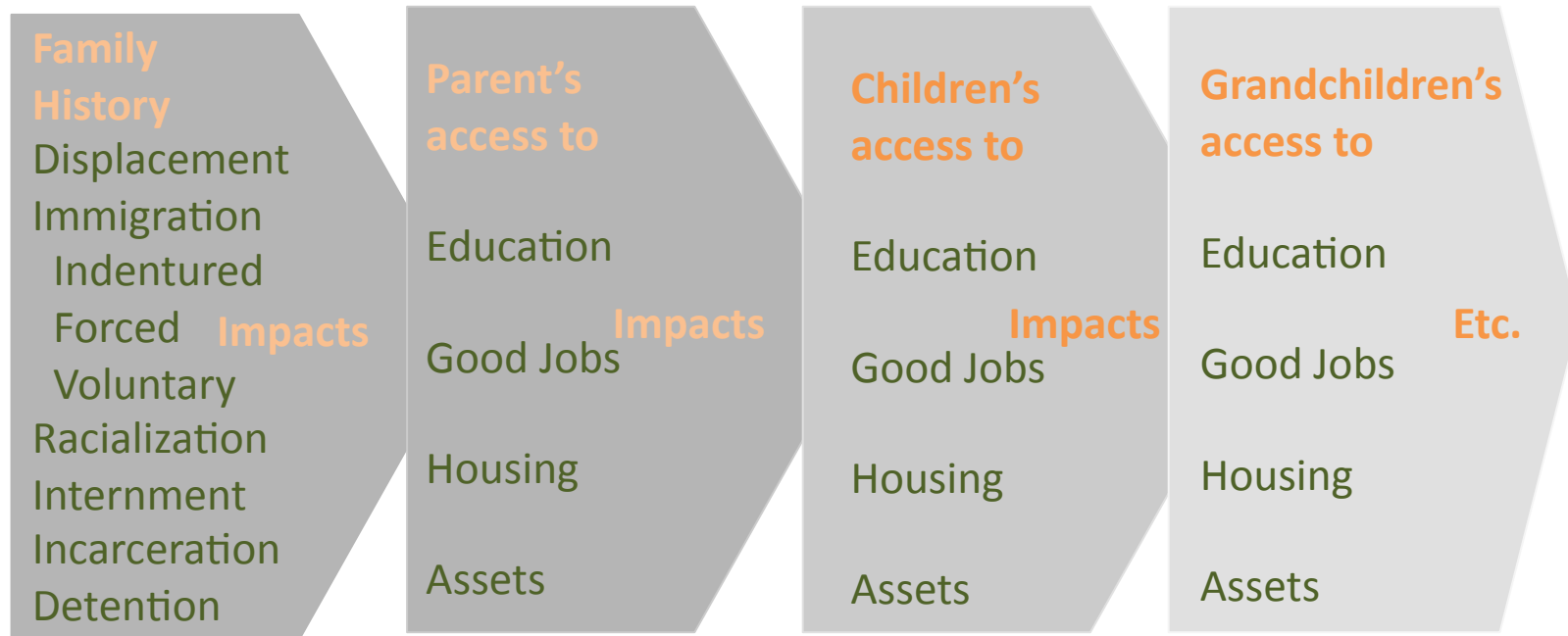
VS.

Opportunity Structures respond with necessary resources and multiple paths needed for different communities & individuals to thrive.



Structural Inequity

is the dynamic process that creates *cumulative* and *durable* inequalities correlated with race, gender, class, orientation, immigration status, incarceration history, etc.



Source: Systems Thinking and Race: Workshop Summary, john a. powell, et al.

World War II

Women moved into the workforce



Work places started to be racially integrated

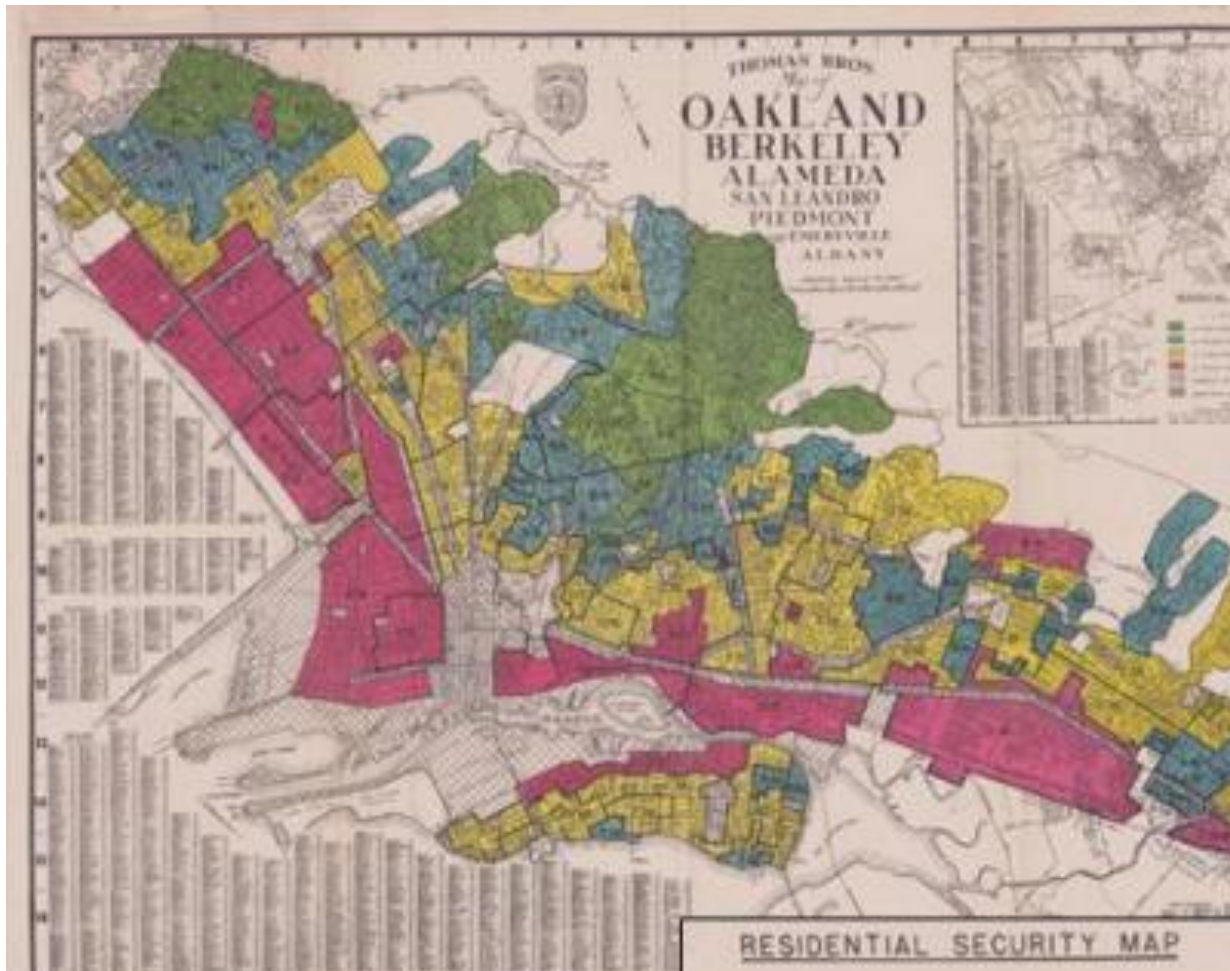


Post WWII: Suburbanization

Federal housing subsidies catalyzed massive expansion of suburbs



Structural Racism: FHA “Redlining”



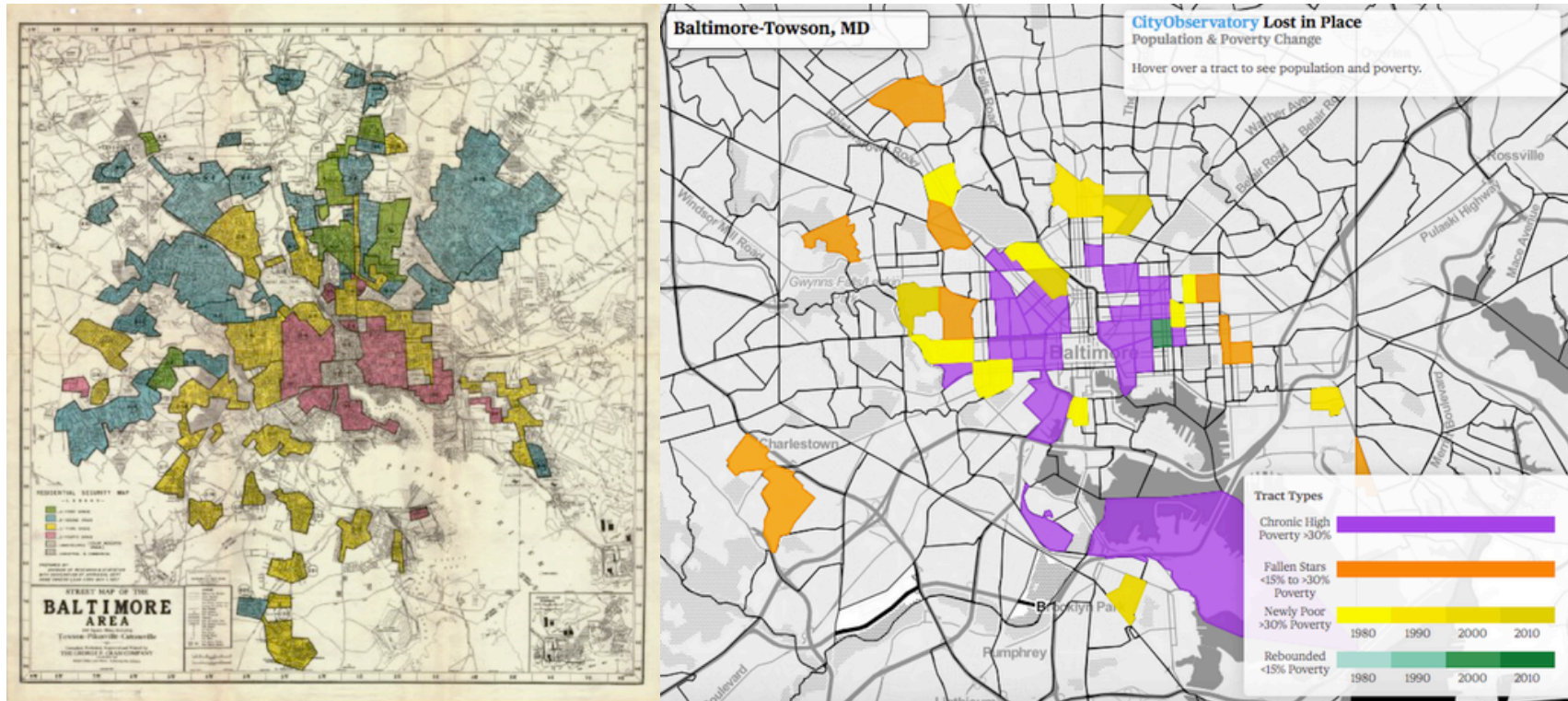
Federal Housing Authority Underwriting Manual:

"Red areas ... are characterized by detrimental influences in a pronounced degree, undesirable population or infiltration of it. . . Some mortgage lenders may refuse to make loans in these neighborhoods and other will lend only on a conservative basis."

FHA Map of Oakland, 1937

Source: FHA <http://salt.unc.edu/T-Races/mosaic.html>

Impact continues. . .



NPR: How Some Baltimore Neighborhoods Reflect Segregation's Legacy



Examining Patterns of Racialization

List all of the ways redlining and suburbanization have impacted different groups of women in different ways.

What are the implications for philanthropy?

Examining Patterns of Racialization

Instructions: Using the collective knowledge of your small group, explore how redlining and suburbanization have impacted different groups of women in different ways. Write down as many examples as you can.

Black Women
Asian Women
White Women

Implicit Racial Bias

Power of our unconscious mind

1. Vqeb peow
2. Cvur zxyq
3. Vhrn wwte
4. Xoc jbni oew
5. Zre ytu vee

Power of our unconscious mind

1. sky
2. grass
3. dirt
4. Sunshine
5. Stop sign

Power of our unconscious mind

1. Dirt
2. Sunshine
3. Sky
4. Grass
5. Stop sign

Power of our unconscious mind

1. Green
2. Blue
3. Brown
4. Red
5. Yellow

Power of our unconscious mind

1. Green
2. Brown
3. Yellow
4. Red
5. Blue

Unconscious & Implicit Bias

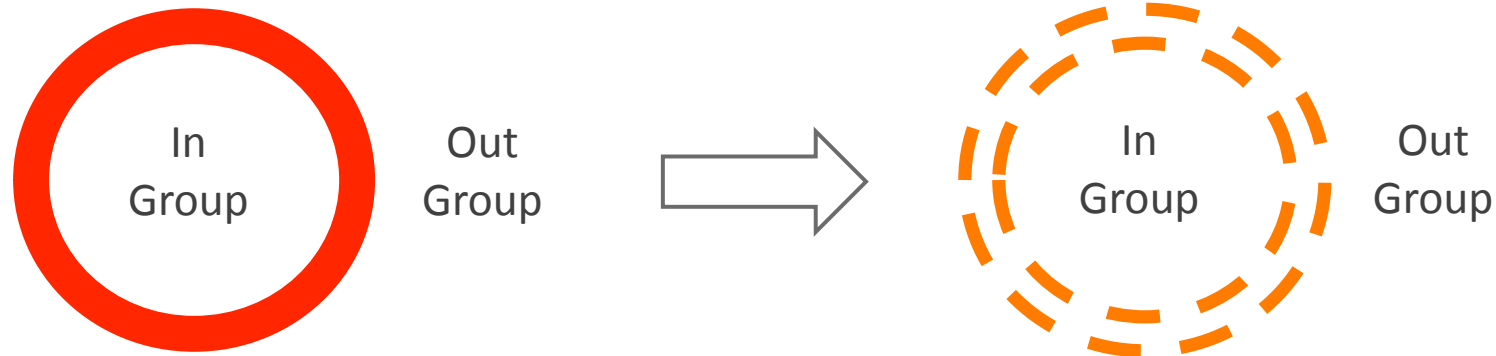
Defined **Unconscious bias** is when a person's actions or decisions are at odds with their intentions or conscious values.

Implicit bias is a *social* phenomenon in which a society or culture shares biases that are strongly associated with particular groups of people.

Science Conscious values and beliefs only play a small role in decision making

Impacts How we analyze problems
How we communicate about issues

Schemas, Boundaries & Belonging



Schemas help us sort information

Humans are hard wired for the concept of in group and out group

The boundaries of who is in or out change and evolve

The importance or significance of being in or out is social

Boundaries change and evolve. . .

Stereotype Threat & Racial Anxiety



Stereotype Threat is a situational predicament in which people feel that they are at risk of confirming negative **stereotypes** about their social group.

Asian Women & Stereotype Threat

Racial Anxiety is a feeling of uneasiness about race, or fear of doing something that might be perceived as racist.

White Americans & White Racial Anxiety



Interventions

In the classroom: Popsicle sticks

Orchestra auditions: Blind auditions

Conference planning: Check lists

Media and other forms of communications:
Strategies that make unconscious thoughts
and actions, conscious

Implications for Philanthropy?

What are prevalent biases and stereotypes that impact your issue area?

Do any of these biases prevent you from seeing the structural, non-individual, basis for different outcomes?

What does this suggest for identifying problems and developing solutions in your work?

Getting A Second Opinion

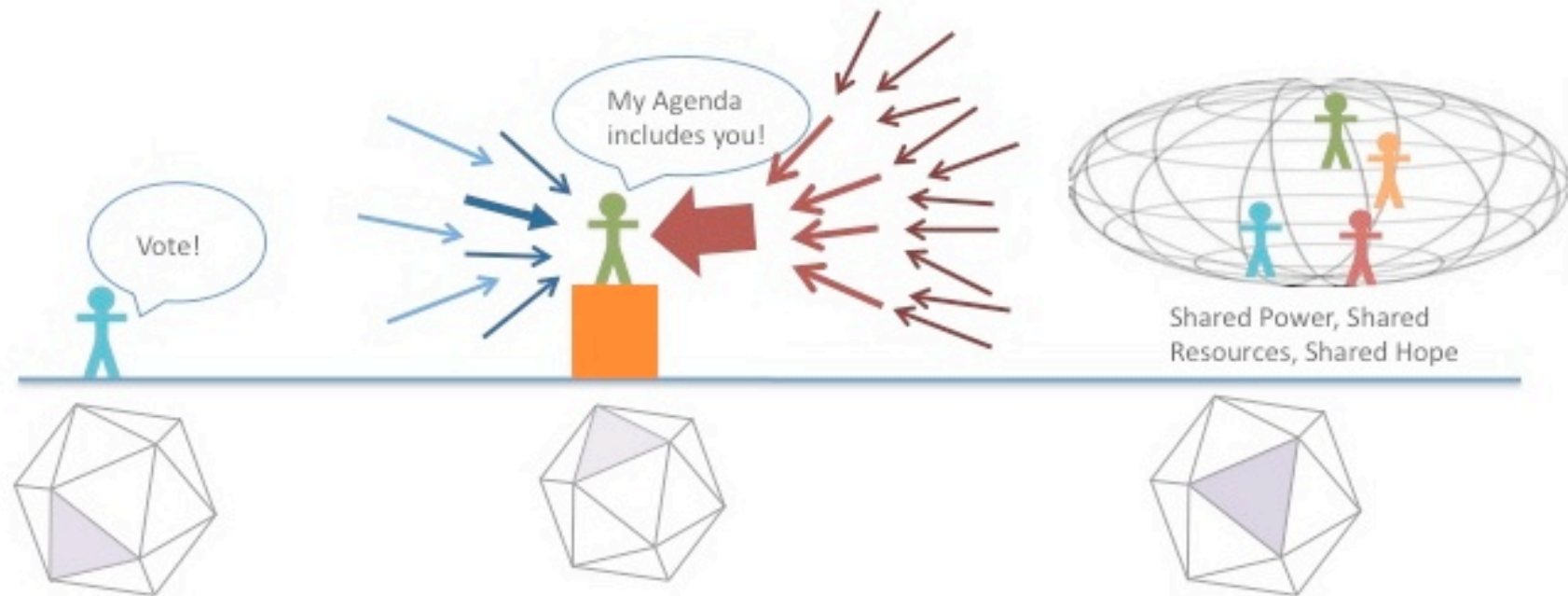
A. What are prevalent biases and stereotypes that impact your issue area?

B. Do any of these biases prevent you from seeing the structural, non-individual, basis of differential outcomes?

C. What does this suggest for identifying problems and developing solutions in the work that you do?

Dog Whistle Racism

Facets of Power



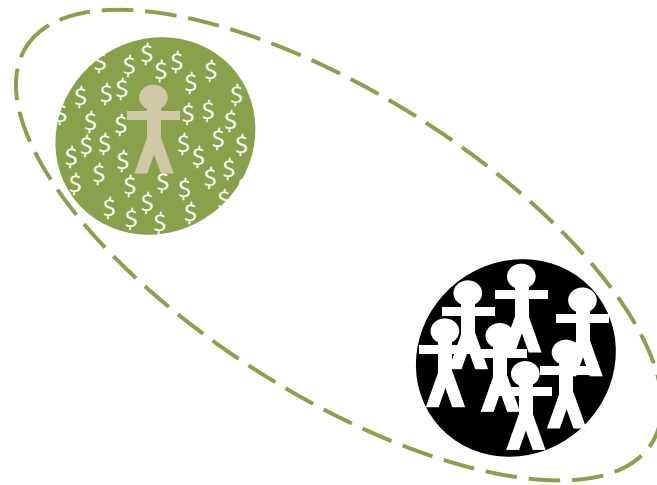
Power is the capacity or ability to direct or influence the behavior of others or the course of events.

Racial Bribe

A Racial Bribe refers to an Elite strategy to divide workers along racial lines by creating a façade of aligned interests between white elite and 'white' workers.

In return, white workers execute the elite's bidding to receive nominal economic benefit and significant social benefit.

Who is raced 'white' changes, but as a group, whites consistently have preferential access to paid work, and have their property and civil rights protected.



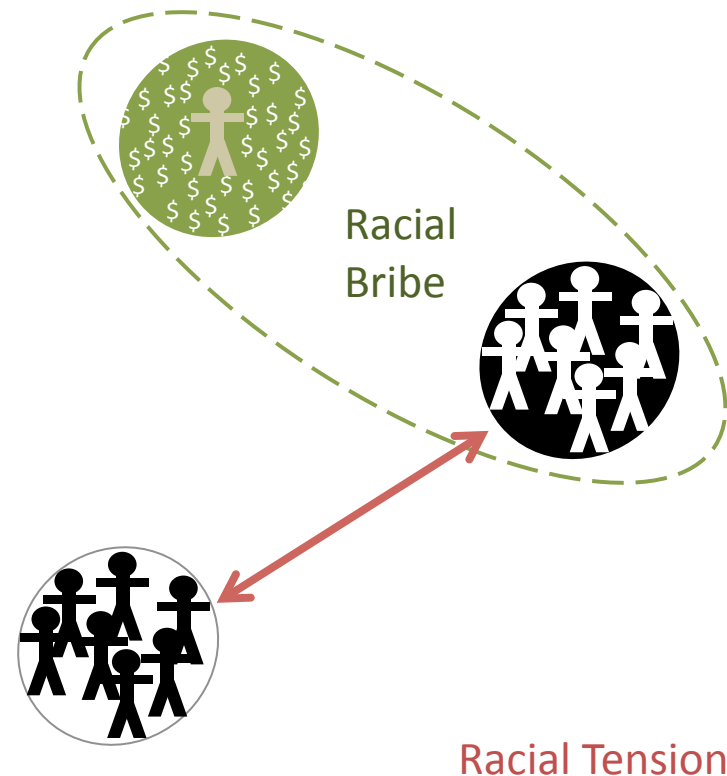
Façade of shared interest

Racial Other

This privileged white identity requires the existence of an oppressed, criminalized racial 'other'.

Without the racial other, defined by systematic exclusion from well paying work, civil rights, and property rights to serve as the contrast to whiteness, white identity would not exist.

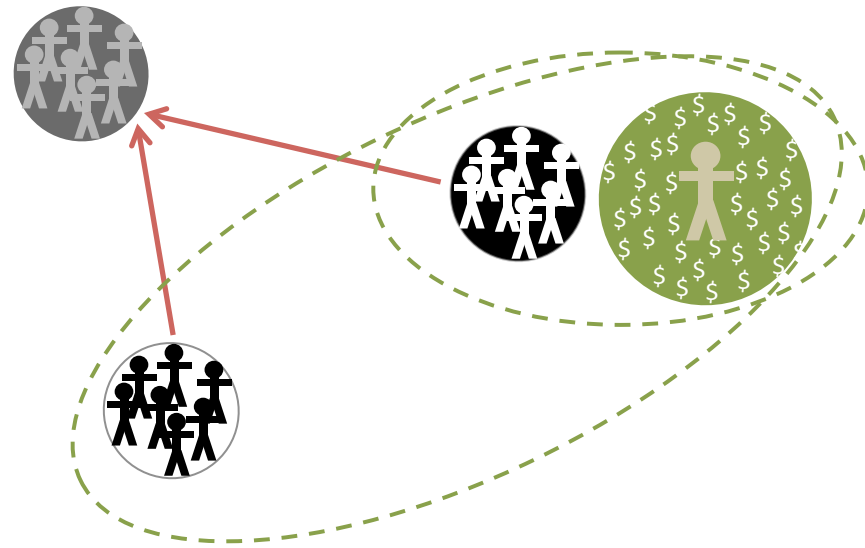
Who occupies this space of racial other and to what degree changes and adapts to maintain Elite power.



Racial Triangulation

What is the role that non-black non-white racial groups play?

When labor demands higher wages or land isn't freely given, Elite interests need a scapegoat. A non-black non-white racial group is then targeted and excluded, in order to unify other racial groups through targeted attacks.



Racialized
Xenophobia

Dog Whistle Racism

Is a political strategy that uses coded racial appeals to fuel racial anxiety. It offers 'plausible deniability' while also sending a message that says minorities are a threat.

Example: "welfare queen"



Dog Whistle Racism is *Strategic Racism*.

- Used to achieve political goals by dividing the working class
- Draws on existing narratives that are used to explain and naturalize racialized outcomes
- Fuels racial anxiety to elicit particular decision making outcomes.

Impact on Democracy

Associates government with people who are “undeserving” to undermine support for a responsive, inclusive government that serves people

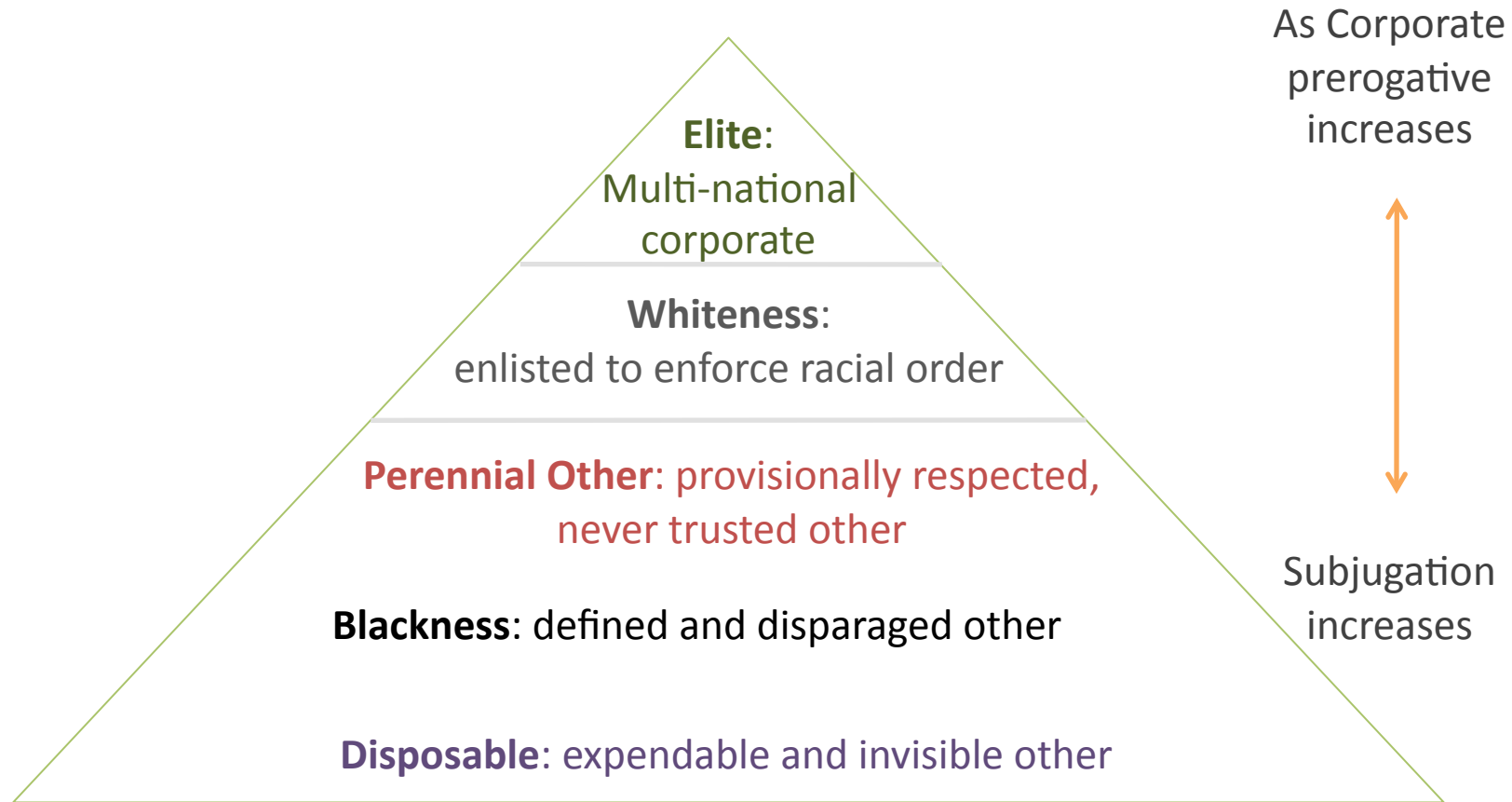


Without strong government, multi-national corporate influence expands, and exerts undue influence over public discourse and outcomes



Government is repurposed to constrain and police the rights of human beings

People Divided



Implications for Philanthropy?

What does the *strategic* use of race suggest for

- a) Who we need to work with
- b) The kinds of narratives we need to create
- c) The kinds of power we need to build

Philanthropic Strategies

Create belonging by building long-term cross race, cross class relationships and power to influence decision makers and hold them accountable,



Create new shared narratives that advance a vision of society in which everyone belongs,

Identify interventions that create pathways to belonging informed not only by our similarities, but also by the significance of our differences.



Aligning Our Values with Our Actions

Creative Intervention

Your group has been hired to make recommendations to a network of funders who would like their organization to become known for its sophisticated use of race analysis.

Your team brainstorms bold, creative ideas for each of the categories identified to ensure you offer a comprehensive plan.

Creative Interventions Team

5 people per group

- Reader
- Note Taker
- Reporter

We will collect these worksheets at the end of the exercise.

Next Steps Brainstorm

Assignment: Your group has been hired to make recommendations of next steps to a network of funders who would like to transform their organization into an organization known for its sophisticated use of a race analysis. To brainstorm potential recommendations, your team uses each of the categories identified below to be sure you can offer a comprehensive plan.

Roles: Be sure to select someone to take notes, someone to report out, and someone to read the definitions provided aloud. We will collect these worksheets at the end of the exercise.

<p>Systemic actions and activities Includes work the network could do around race that impacts the society at large. Examples: pool funds to impact policies that produce disparate outcomes for people of color; support the development and use of new narratives that counter racial anxiety; or support power-building strategies.</p>	<p>Institutional actions and activities Includes work the network could do with or among other institutions. Examples: encourage other networks to use an intersectional analysis (race & gender) in their work; or conduct workshops that benefit multiple organizations, while enhancing the network's partnership with them.</p>
<p>Interpersonal actions and activities Includes work to explore issues of race between individual members of the network. Examples: trainings on privilege and dismantling stereotypes; or starting a self-education group.</p>	<p>Institutional actions and activities Includes work the network's leadership or members might do to make changes within the institution. Examples: establish practices to insure people of color are represented on conference panels, on the Board and Staff.</p>

Wrap Up

What does it mean to 'take up the work of race' in philanthropy?

Race inflected philanthropy strives to recognize

both our similarities and the significance of our differences

how power and resources are allocated to different groups, and

the ways in which those power dynamics are *simultaneously*
gendered and racialized

Most significantly, it recognizes that while we each bring expertise, we must trust and rely on the expertise of others whose experiences are different from our own.

How do we take the work of race?

How each of us takes up the work of race will depend on how we are situated, what our constraints are, and what change we are trying to effect. It will include some combination of:

- Intentionally cultivating cross race, cross class relationships
- Recognizing the expertise brought by different lived experiences
- Collaborating in new ways across difference, despite differences
- Recognizing the limits to your own expertise and experience
- Learning how to talk about race effectively
- Supporting your colleagues to think and talk about race well

An Invitation

Race work is hard work. It can be demanding and unsettling. But it is deeply rewarding personally and professionally. Network spaces are excellent spaces for taking on the challenges race presents to achieving our shared goals.

- We have already come together and built relationships to achieve larger shared goals.
- We have already created structures for learning together.
- We can create spaces to collectively develop collaborative and creative interventions that recognize the different ways we are situated.