Advancing Racial Equity
Management & Leadership Training Conference
January 9, 2020

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Introductions

Say your name, position, how long you have been at the agency, and share your favorite dessert
(Pair Up)
THE PROMISE OF COMMUNITY ACTION

Community Action changes people’s lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community and we are dedicated to helping people help themselves and each other.
Agenda

Starting with Race: Making the Case
   – Why This Work is Important

The Partnership’s Racial Equity Journey
   – Recalling the History of CAP
   – Timeline of Our Efforts

Tools that We are Using
   - Racial Healing Circles
   - Staff Racial Equity Conversations
   - Resources and Publications
Centering Ourselves In The Work

Pair up with someone and share...(3 min per story)

Talk about a person who influenced or shaped you into the person you are or are becoming.

(Pair Up)
Born and raised in rural NC

About Me…

CAA Services Recipient to Leading National CAA Network Transformation
The Promise of Community Action

Community Action changes people’s lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community and we are dedicated to helping people help themselves and each other.
State of Poverty

The nation is finally seeing poverty rates return to levels comparable with those before the great recession. This is improvement; however, more needs to be done to ensure a thriving economic future for EVERYONE.
Why Are We Here Today?

Community Action believes in the promise that everyone should have access to the opportunity for success.
What is Equity?

A condition whereby **ALL PEOPLE** have access to a thriving reality and belonging regardless of race, culture, gender, religion, economic status or social location.
Equity Vs. Equality

**EQUALITY VERSUS EQUITY**

In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.

In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.

In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.
Vital Conditions For Health + Well Being (EQUITY)

• Basic Needs for Health & Safety
• Life Long Learning
• Meaningful Work & Wealth
• Humane Housing
• Reliable Transportation
• A Healthy Environment
• Belonging & Civic Muscle

Well Being Legacy
"Othering is a set of processes, structures, and dynamics that engender marginality and persistent inequality across any of the full range of human differences. Othering and marginality can occur on a group basis or at the individual level."

--The Haas Institute For A Fair and Equitable Society
What is Racial Equity?

A condition whereby **ALL PEOPLE** have **access** to a thriving reality and belonging regardless of race or culture.
Why Are We Starting With Race?

We are all ONE Human Family. We are all connected through shared ancestry.
Why Are We Starting With Race?

Racism (attitudes and belief systems) and Structural Racism (systems and policies) are deeply imbedded in American Society.
Poverty and Race

“The intersection of poverty and racism is one of the greatest threats to stability in modern day society...”

--john a. powell
Why Are We Starting With Race?

Child poverty rates for Black, Hispanic, and American Indian children are much higher than for White or Asian children. They are also much higher for children living in single-parent families than those in two-parent families and for children in families with no workers than those in families with part-or full-time workers.
Race and Poverty

“Growing up in poverty undermines healthy child development and can perpetuate negative impacts for a lifespan.”
Our Future

The future social and economic security for all of us is at stake...
Research reveals that these inequities cost our nation almost $2 trillion annually in lost purchasing power, reduced job opportunities, and diminished productivity for college graduates of color.
Race and Poverty

“While projected to be the majority by 2043, children of color are disproportionately impacted by poverty, resulting in the lack of access to the opportunities, resources, and support they need to thrive...”
Race and Poverty

“Children of color are disproportionately impacted by poverty, resulting in the lack of access to the opportunities, resources, and support they need to thrive. This is due in large part to a wide array of racialized national, state, and local policies and practices that undermine their well-being and success...”
Othering

“There are also existing powerful, harmful narratives that fuel the reality of “othering” which have physical, emotional, and socioeconomic effects....”
“The problem of ‘Othering’ is the problem of the 21st century”

john a. powell, The Haas Institute For A Fair and Equitable Economy
Othering

From housing, education, health and well-being, job access, the environment, food systems, to the criminal justice system, “othering” impedes access to the “American Dream” for a disproportionate number of individuals, families and communities.

--The Haas Institute For A Fair and Equitable Society
Dimensions of “Othering”

CLASS
RACE
GENDER
ETHNICITY
SKIN TONE
SEXUALITY
ABILITY
AGE

--The Haas Institute For A Fair and Equitable Economy
Poverty and Social Exclusion

“In a wealthy and mature democracy, poverty is largely about social exclusion and the lack of belonging, not material inequality. As an excluded group increases in size, the realities of exclusion seriously affect not only the target group, but the overall society as well.”

--john a. powell, The Haas Institute For A Fair and Equitable Economy
Opportunity and Access

Opportunity is often defined as **access** to:

- EDUCATION
- ECONOMY
- TRANSPORTATION
- FOOD
- HOUSING
- JUSTICE
- HEALTHCARE
- COMMUNICATIONS

However, according to John Powell, this is an issue of **membership** and **belonging**.
Race and Place

People of color are far more likely to live in opportunity deprived neighborhoods and communities with limited access to infrastructure, healthy environments, and social capital.
WHAT IS IMPLICIT BIAS?

Four Key Characteristics

• Operate at the **subconscious level**. We are NOT aware that we have them.

• **Run contrary to our conscious beliefs and attitudes.** We can say that we believe in fairness and equity (and truly believe it). But then behave in ways that are biased and discriminatory.

• **Triggered through the rapid and automatic mental association** of people/groups/objects and our attitudes AND stereotypes about them.

• Operate at both the **individual and institutional levels** including the areas of education, health care and criminal justice

Source: Kirwan Institute
YOUR BRAIN ON BIAS
The “Stroop Effect”

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“The world is complicated. But does every problem require a complicated solution?”

- Stephen J. Dubner
Improved Decision-making

Slowing down; being more deliberative; removing discretion and ambiguity from decision-making:

Example: Courts Catalyzing Change “bench card” or checklist for judges. See excerpt below:

- What assumptions have I made about the cultural identity, genders, and background of this family?
- What evidence has supported every conclusion I have drawn, and how have I challenged unsupported assumptions?”
Counter Stereotypic Imaging

The subconscious power of pictures, images and symbols to create “identity safety” and reduce negative biases.

Example: The Pauli Murray Murals Project in Durham, NC—Six murals in key places in the community used for storytelling.
Individuating

• Using regular, one-on-one conversations to see people for their individual qualities and attributes versus seeing them as part of a stereotypic group.

Example: American Federation of State, County and Municipal Employees (AFSCME) AFSCME Strong campaign – training 5% of its members to engage another 80% “one conversation at a time”
Perspective Taking

• Walking in the shoes – taking on the first-hand perspective -- of others (or the perceived other)

Examples:

• Federal Judge Mark Bennet spending time in solitary confinement;
• Former Newark Mayor Cory Booker living on food stamps for a week
Inter-group Contact

- Using the power of positive, sustained dialogue across different identity groups to support individuation, perspective taking and group re-categorization.

Example: National Park Service (NPS) Allies for Inclusion Program; training NPS staff to be dialogue facilitators; using 60-90 minute monthly "brown bags" as vehicle.
Designing and Implementing with an Equity Lens Inside the CAA

• Recognize Institutional, Systemic and Structural Barriers that Perpetuate Inequity
• Co-Creation and Co-Ownership of Solutions
• Exploration of Environmental Changes that Promote Customer Success
• Staff Reflect the Diversity of the Communities Being Served
• Seek to Design and Deliver Strategies that Bridge and Build Knowing, Relationships, and Mitigate Structural Bias Problems
Incorporating an Equity Lens

Annie E. Casey Foundation REI guiding principles:

• We believe in engaging families based on their strengths
• We believe in the primacy of parent, family and community voice
• We believe in and foster co-creation and co-ownership of solutions
• We acknowledge that there are institutional, systemic and structural barriers that perpetuate inequity
• We commit to transparency and to sharing accountability for the results we seek


Resources:
Collective Forum Equity Resources: https://collectiveimpactforum.org/sites/default/files/Equity%20Resources_August_2016.pdf
Building A Racial Equity Culture
www.equityinthecenter.org
ProInspire
Moving Beyond Conversation!

START WITH YOUR OWN BELIEF SYSTEMS

- In your heart of hearts what will you do
- Be honest about implicit bias and move beyond them
- Start a movement internal and external to the agency we are interested in advancing equity
- You don’t have to be an expert; however, you do have to have open hearts and minds
Moving Beyond Conversation!

Hire for Racial Equity Sensitivity

• **Strengths Based** approach to building team
• Consider candidates that understand systemic racism, and strategies to achieve racial equity
Moving Beyond Conversation!

Building A Racial Equity Team and Culture

• Demonstrated Racial Equity skills, Initiatives are preferred for promotions or management roles (ask HR how to word this!!)
• Evaluations reflect Racial Equity impact
• Racial Equity is part of the organizational STORY
• Design positions and programs that are OPT OUT rather than OPT IN for Racial Equity
• Bake Equity into everyday practice
Moving Beyond Conversation!

Organizational Racial Equity Values

• Be transparent with availability of vendor contracts and other organizational opportunities

• Do such contracts fairly represent your business community? If not, WHY?

• Does your management team reflect your community?
Data and the Question “Why”

Disaggregate the data and ask the question “Why” every step of the way

- Evaluating how specific groups are doing
- Considering participants perspectives & program delivery methods
- Reveals patterns
- Identifies needs so resources can be directed towards them
Looking to the "North Star"

In the early 1960's though Community Action was born amidst various social tensions, we learned to look towards the "North Star" as we sought the path of opportunity and stability for our families and communities who were being held captive by poverty.

Collectively the Network will continue to look in the right direction towards the path of opportunity a thriving reality for EVERYONE in our communities.
Uprooting Poverty

• As **CAA LEADERS**, we have long history of moving individuals and communities forward
• Still we can and we must do more
• We must dismantle, forces that are pulling our communities apart along social and economic lines
• We have an opportunity to empower more low-income persons to thrive and become active members of their communities
A Promise

Community Action believes in the promise that EVERYONE should have access to opportunity
A New Reality

If we are truly going to cultivate a new reality for our families and communities where everybody thrives and has access to opportunity, we must name othering in all its forms, and begin the work of dismantling its impact on attitudes and systems in our society.
### Racial Equity Milestones

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| 2008-2010 | Ford Foundation  
Making the Connection  
Racial Equity and Economic Security (REES) |
| 2016  | W.K. Kellogg Foundation  
Truth, Racial Healing, and Transformation (TRHT) Initiative         |
| 2017  | - Partnership National Board and Staff engage in racial equity capacity trainings  
- National Racial Equity Advisory Committee Established |
| 2018  | - Partnership National Board engages in a new strategic planning process  
- Strategic Communications Plan released |
|       | - Dr. Manuel Pastor Annual Convention Keynote Speaker |
Honor Our Past
Grow Our Strengths
Embrace Our Future
Mission Statement

The mission of the Community Action Partnership is to ensure the causes and conditions of poverty are effectively addressed and to strengthen, promote, represent, and serve the Community Action Network.
Values

*Equity* • Respect • Commitment • Excellence • Hope
Community • Caring • Innovation • Opportunity
Value Statements

We believe all people should be treated with dignity and respect and recognize that structural race, gender, and other inequities remain barriers that must be addressed.

We believe that this nation has the capacity and moral obligation to ensure that no one is forced to endure the hardships of poverty.

We believe that with hope, adequate resources and opportunities, everyone can reach their fullest potential, and we are committed to achieving that vision.

We pledge ourselves to creating an environment that pursues innovation and excellence through multi-sector partnership and collaboration.
WHERE ARE WE?

• We are committed to Racial Equity
• This is urgent for us; However, we are not going to hurry this work
• We are intentionally leading with race – “race explicitly, but not exclusively”
• We are “Baking Racial Equity” into our work and policy/procedures going forward
RACIAL EQUITY MILESTONES

2019
- 2019 MLTC
  Dr. Gail Christopher Keynote Speaker
  Multiple panel discussions on various aspects of equity
- 2019 Immigration Summit
- Staff Development and Training
  Othering and Belonging Conference (The Haas Institute)
  Rx for Racial Healing Facilitation Training
- National Impact Report
- Building Opportunities for All Podcast Series
- 2020 Census Get Out the Count
- John Powell to return as Annual Convention Keynote Speaker

2020
2020 MLTC
San Juan, Puerto Rico

Continuation of 2020 Census Effort

More Opportunities in the works....
Tools that We are Using

*Racial Healing Circles*

A conversational experience that prioritizes perspective taking, empathy, and compassion though calling on our innate need as humans to connect and feel part of a larger “whole”

– *Developed in close partnership with Dr. Gail Christopher and her team*

– *Facilitated at the 2019 Annual Convention and MLTC convening*

• *A session will occur during Annual Convention in Chicago in August*
Immigration Summit Recap and Next Steps

• Was April 3-5, 2019 in El Paso, TX
• Check out the 2019 National Community Action Immigration Summit Video Recap
Immigration Summit Recap and Next Steps

• We encourage you to also utilize these immigration Resources.
Tools that We are Using

Staff Racial Equity Conversations

Over the course of the last three years, the Partnership staff has used everything, from formally scheduled meetings to general down-time, to engage in conversations on various aspects of racial equity.

And I’ll share an example...
2020 Census Engagement

- Community Action Census Webpage Launch
- Get Out the Count
- Small amount of funds received to develop Train the Trainer curriculum
- Advisory Committee from states with largest number of hard to count individuals
- Videos, scripts, toolkits, workshops
Other Racial Equity Resources

- Race to Lead: Confronting the Nonprofit Racial Leadership Gap
- Racial Equity Toolkit: An Opportunity to Operationalize Equity
- Engaging Parents, Developing Leaders (Annie E. Casey Foundation)
- Race Matters: Organizational Self-Assessment (Annie E. Casey Foundation)
- Family-Centered Coaching: Assessing Organizational Readiness & Creating Partnerships
- White Supremacy Culture
- Building A Racial Equity Culture
Resources You Can Use

Rising Out of Hatred
Rising Out of Hatred

Stamped from the Beginning
Stamped from the Beginning
2019 Othering and Belonging Conference by the Haas Institute for A Fair and Inclusive Society at UC Berkeley

April 8-10
Oakland, CA

RESOURCES
RESOURCES

http://conference.otheringandbelonging.org/

VIDEOS
Explore video recordings of sessions from all past Othering & Belonging conferences. Conference sessions available on video can be found on our 2019 Othering & Belonging playlist.

EXPLORE VIDEOS

PRESENTATIONS
Speaker slides and presentations can be found here.

EXPLORE PRESENTATIONS

CURRICULUM
The Haas Institute has released a new set of learning materials to serve as a creative exploration and deeper engagement with core topics of Othering and Belonging. Lessons can be used as a stand-alone experience or combined to create up to 10 hours of comprehensive study.

EXPLORE CURRICULUM
Resources You Can Use

ADDRESSING IMPLICIT BIAS, RACIAL ANXIETY, AND STEREOTYPE THREAT IN EDUCATION AND HEALTH CARE

POVERTY AND RACE THROUGH A BELONGINGNESS LENS
https://www.law.berkeley.edu/files/PolicyMatters_powell_V4.pdf
Resources You Can Use

National Equity Atlas

Racial Equity Resource Guide for Community Action
Resources You Can Use

Color of Law
Resources You Can Use

**Cost of Segregation**

Metropolitan Planning Council and the Urban Institute project trends of the Chicago region’s racial and economic segregation by 2030 without interventions.

**Equity, Growth and Community**

What the Nation Can Learn From America’s Metro Areas

CHRIS BENNER | MANUEL PASTOR
Resources You Can Use

Truth Racial Healing and Transformation Implementation Guide

The Ever-Growing Gap: Without Change, African-American and Latino Families Won't Match White Wealth for Centuries
Resources You Can Use

Inclusiveness Index 2018: Measuring Global Inclusion and Marginality

Under Our Skin
Resources You Can Use

America Divided
Questions
Save the Date

MLTC 2020

San Juan
Puerto Rico
Staff Contact Info

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