



Leading for
Racial Equity



Today's Objectives

- Develop a shared understanding of racial equity
- Understand how homelessness is a racial equity issue
- Share strategies to advance racial equity and social justice



Group Norms

- The goal is not to agree but to gain a deeper understanding
- We will be discussing race in the context of the United States
- Center people of color
- Embrace growing edge/liberated zone



Race

A specious classification of humans created by Europeans (Whites), using White as the model of humanity and the height of human achievement for the purpose of establishing and maintaining power and privilege.



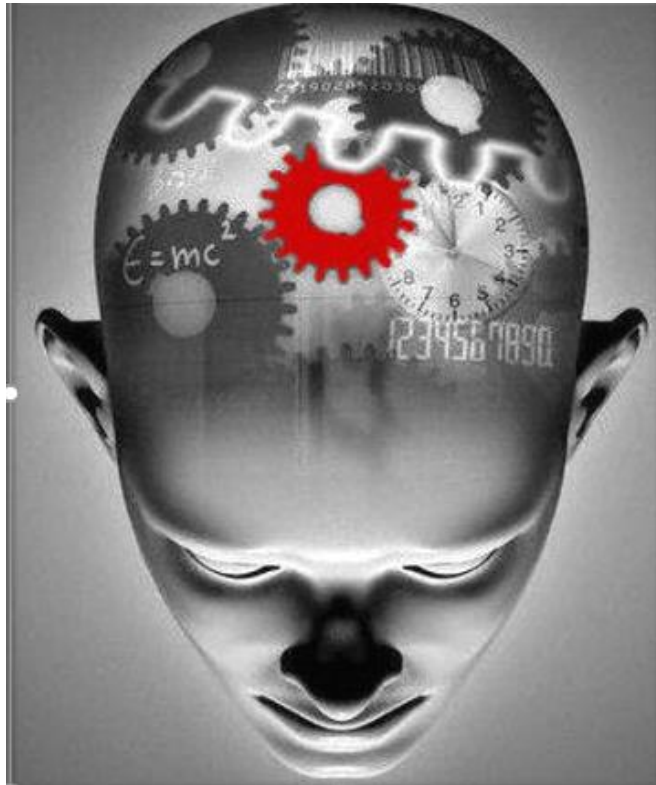
Historical & Contemporary Power Hierarchy

Agent/Privileged Group	Target/Oppressed Group	Oppression
White	People of Color	Racism
Non-native	Native Indigenous	Colonialism
Non-trans Men	Women & Trans People	Sexism
Non-Disabled	People differently abled	Ableism
Christian	Other religions or ways of being	Christian Hegemony
Heterosexual	Lesbian, Gay, Bi, Queer, etc.	Heterosexism
Adult	Youth/Elder	Ageism
Wealthy	Poor and Working Class	Classism
Citizen	Non-Citizen	Nationalism
Formally Educated	Non-formally Educated	Elitism

Other Key Terms

- Internalized Racial Oppression
 - Internalized Racial Superiority
 - White Supremacy/White Privilege/White Dominant Culture
 - White fragility/White Anxiety
 - Microaggressions
 - Internalized Racial Inferiority
 - Trauma
 - Stereotype Threat
 - Ethnocentrism
 - Model Minority Myth
- Liberation & **Cultural Pluralism**

Unconscious Bias



The human brain can take in 11 million pieces of information in any one moment.

We're only consciously aware of maybe 40 of these – at best.

Only 2% of emotional cognition is available to us consciously

Bias tends to reside in the unconscious network

Messages can be **framed** to speak to our unconscious (Dog Whistle Politics)

Mirror Neurons & Empathy

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



The Evolution of Race Relations

*Genocide
Enslavement
Bordering*

*Assimilation
Segregation*

Colorblindness

*Diversity
Multiculturalism*

***Anti-Oppression
Racial Equity***

Continuum on Becoming an Anti-Racist Multicultural Organization

MONOCULTURAL ==> MULTICULTURAL ==> ANTI-RACIST ==> ANTI-RACIST MULTICULTURAL

Racial and Cultural Differences Seen as Deficits ==> Tolerant of Racial and Cultural Differences ==> Racial and Cultural Differences Seen as Assets

1. Exclusive An Exclusionary Institution	2. Passive A "Club" Institution	3. Symbolic Change A Compliance Organization	4. Identity Change An Affirming Institution	5. Structural Change A Transforming Institution	6. Fully Inclusive Anti-Racist Multicultural Organization in a Transformed Society
<ul style="list-style-type: none"> Intentionally and publicly excludes or segregates African Americans, Native Americans, Latinos, and Asian Americans Intentionally and publicly enforces the racist status quo throughout institution Institutionalization of racism includes formal policies and practices, teachings, and decision making on all levels Usually has similar intentional policies and practices toward other socially oppressed groups such as women, gays and lesbians, Third World citizens, etc. Openly maintains the dominant group's power and privilege 	<ul style="list-style-type: none"> Tolerant of a limited number of "token" People of Color and members from other social identify groups allowed in with "proper" perspective and credentials. May still secretly limit or exclude People of Color in contradiction to public policies Continues to intentionally maintain white power and privilege through its formal policies and practices, teachings, and decision making on all levels of institutional life Often declares, "We don't have a problem." Monocultural norms, policies and procedures of dominant culture viewed as the "right" way" business as usual" Engages issues of diversity and social justice only on club member's terms and within their comfort zone. 	<ul style="list-style-type: none"> Makes official policy pronouncements regarding multicultural diversity Sees itself as "non-racist" institution with open doors to People of Color Carries out intentional inclusiveness efforts, recruiting "someone of color" on committees or office staff Expanding view of diversity includes other socially oppressed groups <p style="text-align: center;"><i>But...</i></p> <ul style="list-style-type: none"> "Not those who make waves" Little or no contextual change in culture, policies, and decision making Is still relatively unaware of continuing patterns of privilege, paternalism and control Token placements in staff positions: must assimilate into organizational culture 	<ul style="list-style-type: none"> Growing understanding of racism as barrier to effective diversity Develops analysis of systemic racism Sponsors programs of anti-racism training New consciousness of institutionalized white power and privilege Develops intentional identity as an "anti-racist" institution Begins to develop accountability to racially oppressed communities Increasing commitment to dismantle racism and eliminate inherent white advantage Actively recruits and promotes members of groups have been historically denied access and opportunity <p style="text-align: center;"><i>But...</i></p> <ul style="list-style-type: none"> Institutional structures and culture that maintain white power and privilege still intact and relatively untouched 	<ul style="list-style-type: none"> Commits to process of intentional institutional restructuring, based upon anti-racist analysis and identity Audits and restructures all aspects of institutional life to ensure full participation of People of Color, including their world-view, culture and lifestyles Implements structures, policies and practices with inclusive decision making and other forms of power sharing on all levels of the institutions life and work Commits to struggle to dismantle racism in the wider community, and builds clear lines of accountability to racially oppressed communities Anti-racist multicultural diversity becomes an institutionalized asset Redefines and rebuilds all relationships and activities in society, based on anti-racist commitments 	<ul style="list-style-type: none"> Future vision of an institution and wider community that has overcome systemic racism and all other forms of oppression. Institution's life reflects full participation and shared power with diverse racial, cultural and economic groups in determining its mission, structure, constituency, policies and practices Members across all identity groups are full participants in decisions that shape the institution, and inclusion of diverse cultures, lifestyles, and interest A sense of restored community and mutual caring Allies with others in combating all forms of social oppression Actively works in larger communities (regional, national, global) to eliminate all forms of oppression and to create multicultural organizations.



How do we Lead to advance Racial Equity?

Major Developmental Stages

- Focus on Diversifying Organization and Systems → PEOPLE
- Focus on creating an inclusive internal environment by transforming behavior, policies, and practices → CULTURE
- Focus on integration of internal racial equity work by joining with others externally to transform whole systems → SYSTEMS

How to get started...

1. Establish a shared understanding and vocabulary around race equity and structural racism
2. Identify race equity champions at all levels including board and senior leadership levels and establish interdepartmental team or taskforce to lead this work
3. Assess where you are and develop SMART Plan
4. Name race equity as a strategic imperative for your organization
5. Open a continuous dialogue about race equity work
6. Disaggregate Data

Key Levers to Propel Racial Equity...

1. Senior Leadership
2. Management
3. CoC, Boards
4. Communities Most Impacted
5. Learning Environment
6. Organizational Culture
7. Data



Theory of Change

To achieve functional zero :

- People experiencing homelessness, particularly people of color, contribute to policy development and funding decisions
- Local capacity is built through targeted training and technical assistance provided by leaders and trainers of color
- Racial equity principles are integrated in all funding and policy decisions
- System performance data is disaggregated by race and evaluated by outcomes for people of color experiencing homelessness
- Policies and services are developed and implemented through a targeted universalism framework



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Thank You!