W. Clement & Jessie V. Stone

FOUNDATION

October 2019 Grantee Convening

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CONTEXT

- Regardless of where we work and what age group we work with, we face **histories of oppression and systems that were designed to sift and sort, rather than achieve excellent outcomes for all.**

- **To get to a place where outcomes are not determined by race,** we must adapt to and overcome environments shaped by personal biases and structural racism.

- Stone's grantee partners **approach the issues in different ways – through research, practice or policy, and work with a diverse group of stakeholders- our youngest learners, K-12 students, teens, families, educators, policymakers, etc.**

CONTEXT

Regardless of differences, we grapple with some common questions:

- How do we build organizations that are staffed and funded to authentically engage the **communities** we serve?

- How do we raise and sustain funding that allows us to be nimble and address the **shifting landscape** that presents obstacles to equity?

- How do we **create a message** that can be heard by all in an environment that is polarized and where deficit language predominates?

- How do we **nurture leadership** internally and externally that is prepared to advance equity?

LEADING A CHARGE FOR EQUITY

Keynote: Candace Moore

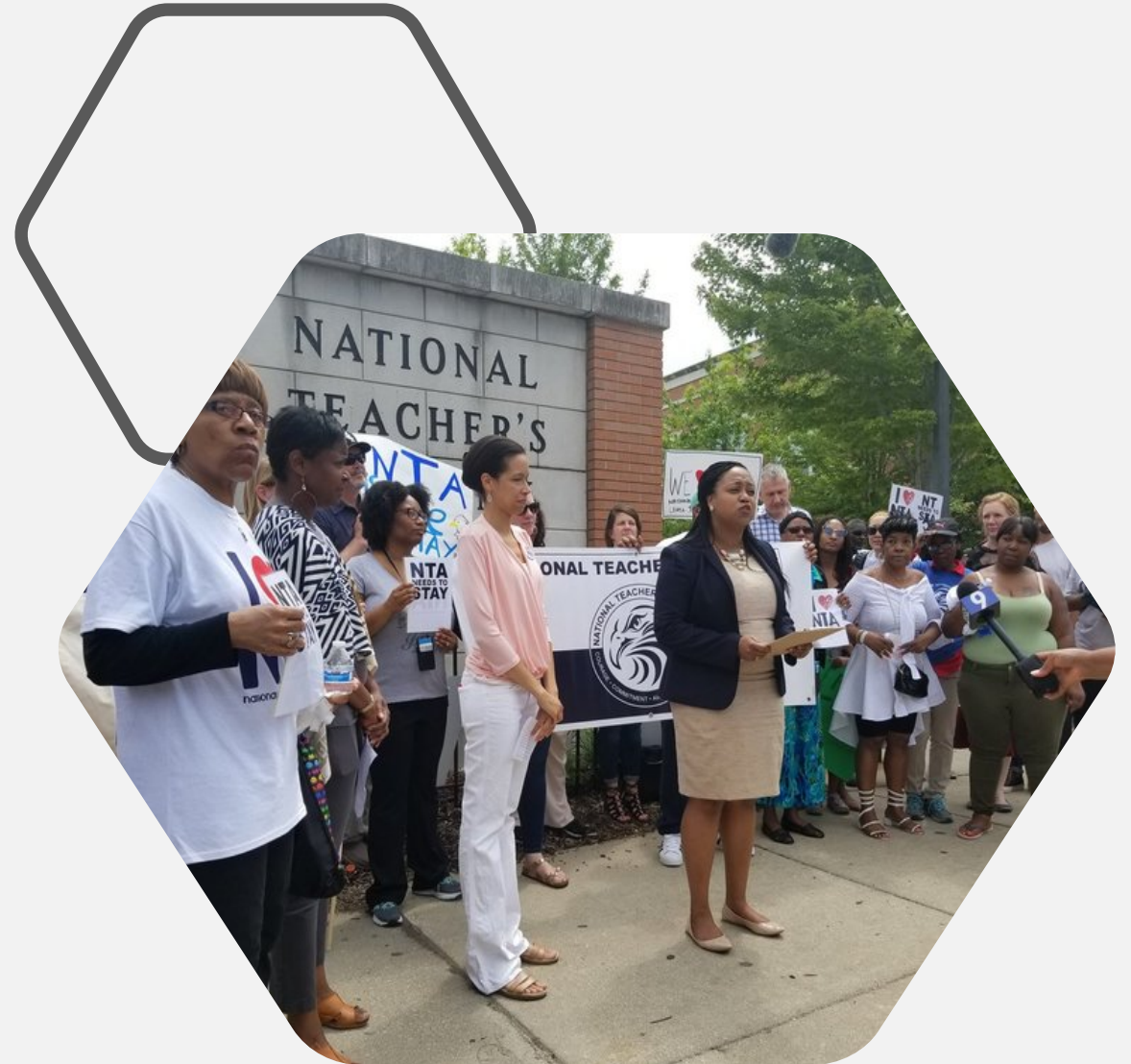Chief Equity Officer, City of Chicago

BACKGROUND

Demographics of Disadvantage

Education/Opportunity/Access

Civil Rights/Justice/Advocate

Key Lessons:

- People are more than their demographics

- People are often making perfectly rational choices given the set of conditions they are operating within

- We have conflicting interests concerning our education system

- Opportunity/Access without justice is insufficient

- This is less about guilt, than it is about responsibility

- Ecosystem for change

DEFINING EQUITY

We must often start by level-setting our language and understandings.

DEFINITIONS

Just and fair inclusion into a society in which all can participate, prosper, and reach their full potential. -Policylink

Future state where race is no longer a predictor of outcomes

Racial equity as both an outcome and a process:

- As an **outcome**, we achieve racial equity when race no longer determines one's socioeconomic outcomes; when everyone has what they need to thrive, no matter where they live.

- As a **process**, we apply racial equity when those most impacted by structural racial inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.

    - Inspired by Center for Social Inclusion and Metropolitan Planning Council

SEIZING OUR MOMENT TO ADVANCE RACIAL EQUITY

✓ There is an unprecedented opportunity for Chicago to anchor a powerful partnership for racial justice.

- Alignment between City, County, and State government like never before.

- We are backed by a public will for change.

✓ The Office of Equity and Racial Justice is the first of its kind in the City of Chicago. This is our moment to build an engine for continuous change.

- Chicago is the largest jurisdiction to both name a Chief Equity Officer and to explicitly identify racial justice as a key focus area.

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THE GOAL

The Office of Equity and Racial Justice seeks to achieve equity in the city's service delivery, decision-making, and community engagement.

We will do this by supporting City Departments and Agencies in normalizing concepts of racial equity, organizing staff to work together for transformational change, and operationalizing new practices, policies and procedures that result in more fair and just outcomes.

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THE CHARGE FOR THE OERJ

OVERSEE THE DEVELOPMENT, COORDINATION, AND ADMINISTRATION OF RACIAL AND SOCIAL EQUITY POLICIES FOR THE CITY OF CHICAGO

✓ Support city departments in developing resources and strategies to infuse racial equity work into departments' workstreams on a permanent basis.

✓ Advise Mayor and mayoral staff on policies, procedures and events aimed at advancing racial and social equity.

✓ Engage and partner with communities and neighborhoods historically disconnected from City Hall and city decisions.

Training

Provide city staff with robust and comprehensive training that normalizes concepts and principles of racial equity and motivates staff to take actions

Tools and Resources

Integrate new tools and resources to support robust analysis and considerations of race equity implication in city practices and decsions

Strategy & Workplans

Support city staff in analyzing current outcomes for racial equity and setting goals and strategies for improvements

Partners & Engagement

Establish dynamic partnerships and cultivate resources that support departments in capacity and relationship building
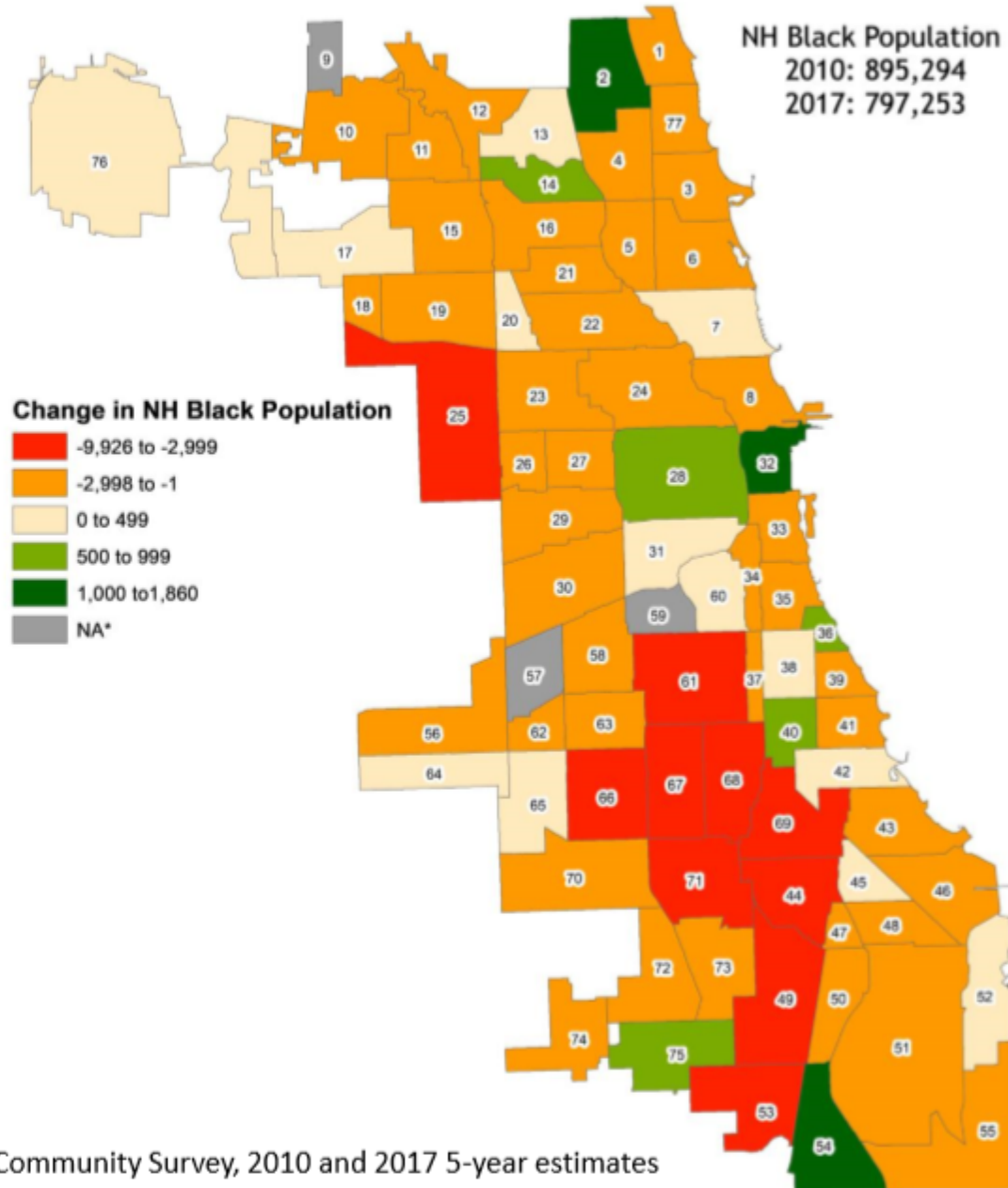
Data & Accountability

Track inputs, outputs and outcomes to determine challenges and progress made from initiatives and investments
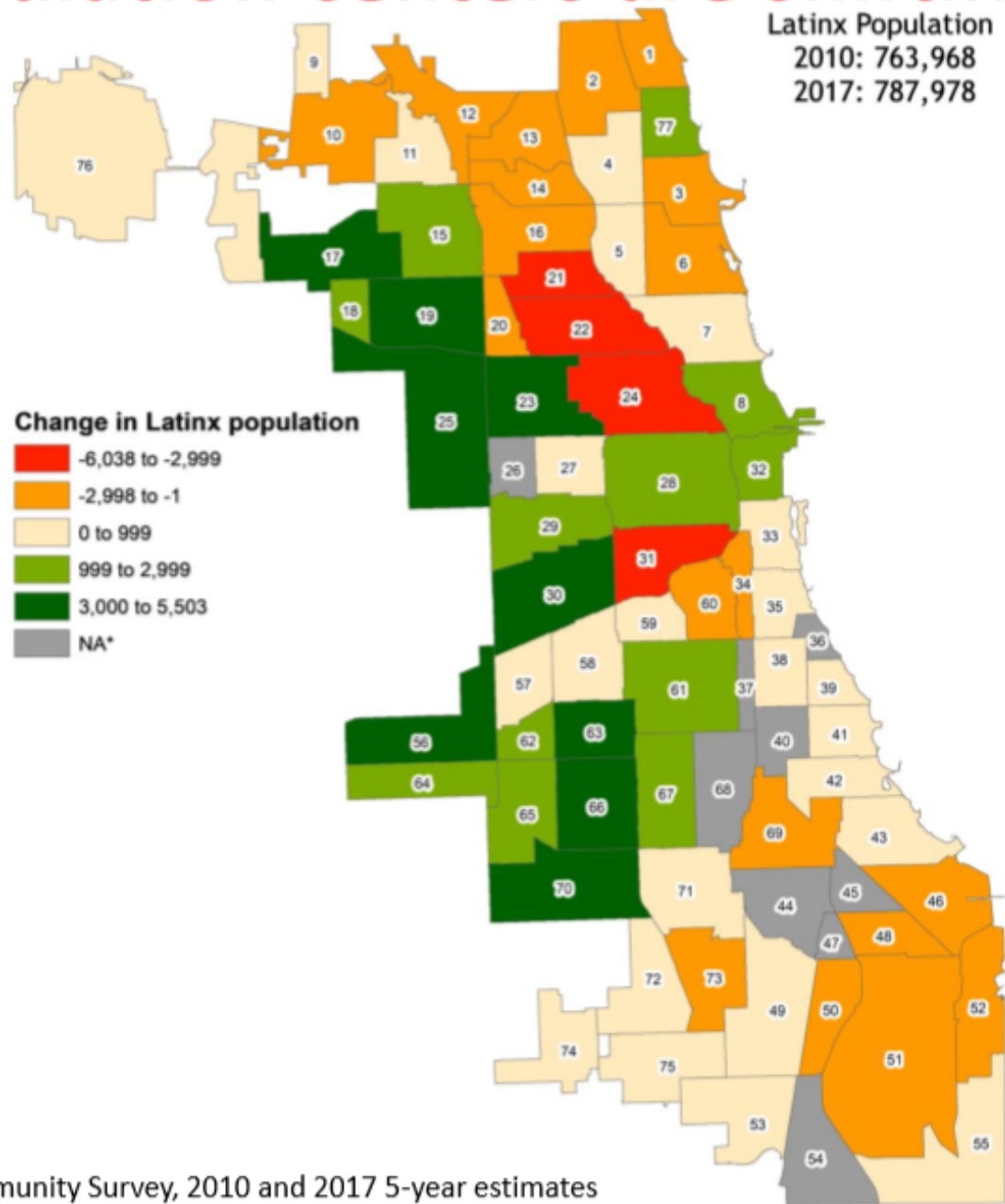
Racial inequity is one of the most destructive remnants of an anachronistic tradition in this country, resulting from the implementation of policies and systems of oppression that have adversely impacted individuals and communities of color for generations. There are few places this inequity is more rampant than in Chicago, a place that has consistently and completely maintained that inequity through racially unjust policies and targeted disinvestment. An assessment and acknowledgement of this truth, coupled with racial healing and transformation is needed to begin to dismantle the systems that uphold racial inequities.

Latinx population centers are shifting

Latinx Population
2010: 763,968
2017: 787,978

Change in Latinx population
- -6,038 to -2,999
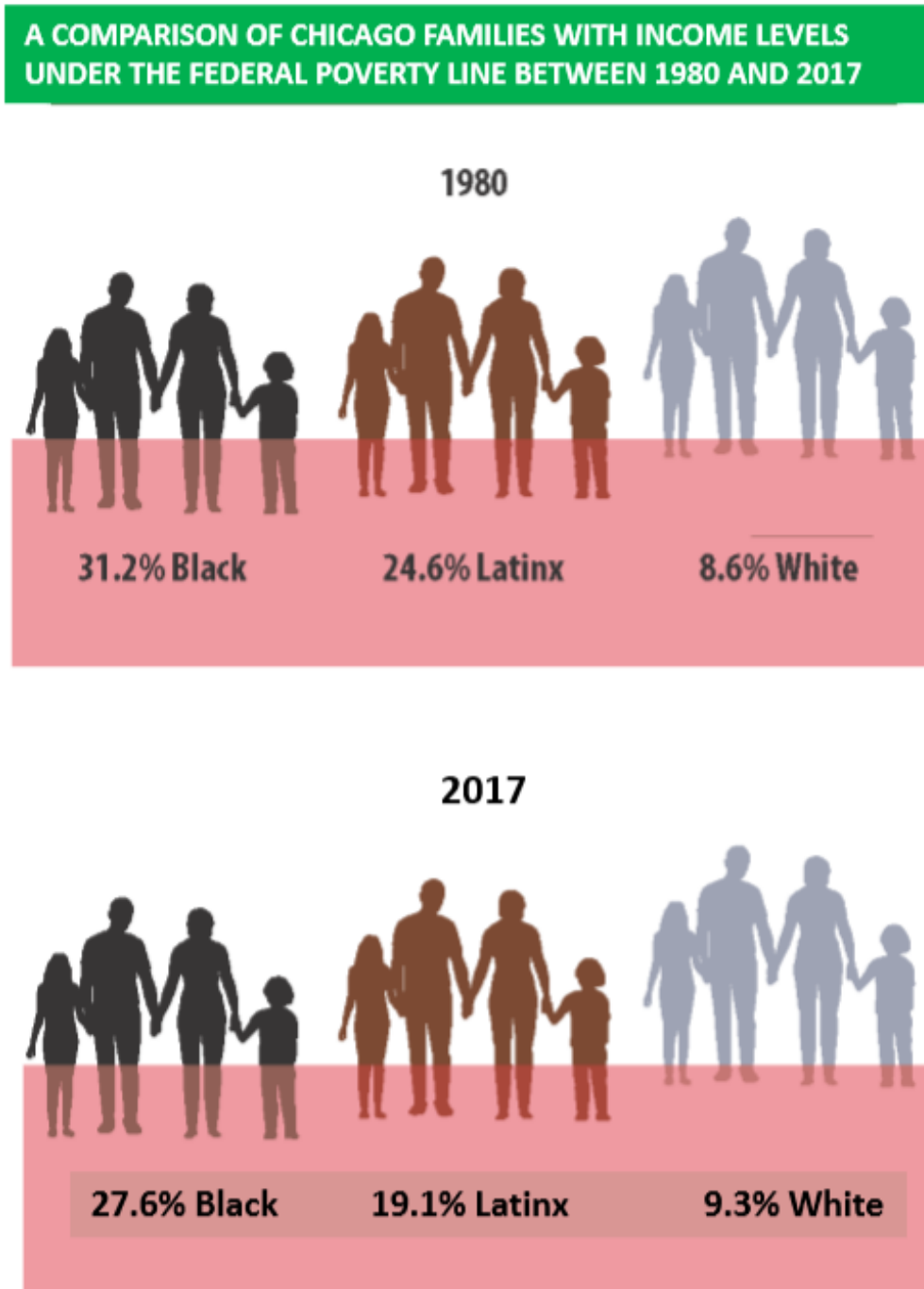- -2,998 to -1
- 0 to 999
- 999 to 2,999
- 3,000 to 5,503
- NA*

Source: US Bureau, American Community Survey, 2010 and 2017 5-year estimates

Poverty

While the nation's wealth nearly tripled since 2017, poverty disparities by race-ethnicity are essentially unchanged.

A COMPARISON OF CHICAGO FAMILIES WITH INCOME LEVELS UNDER THE FEDERAL POVERTY LINE BETWEEN 1980 AND 2017

1980

31.2% Black   24.6% Latinx   8.6% White

2017

27.6% Black   19.1% Latinx   9.3% White

READINGS

Trent, Maria, et al. "The Impact of Racism on Child and Adolescent Health." *American Academy of Pediatrics News and Journal*, July 2019

Keleher, Terry, et al. "Leadership and Race: How to Develop and Support Leadership the Contributes to Racial Justice." *Leadership for a New Era Series*, July 2010

Twersky, Faye and Reichheld, Fred, "Why Customer Feedback Tools are Vital for Nonprofits." *Harvard Business Review*, February 2019.

Landles-Cobb, Libbie, et al. "The Nonprofit Leadership Deficit." *Stanford Social Innovation Review*, October 2015

Expert Panel, Forbes Nonprofit Council. "Top Factors Expected to Influence Nonprofit Organizations in 2019." *Forbes*, February 2019

COMMUNITY

Historically, nonprofit organizations, systems and programs serving communities have not been designed or implemented with intentional and consistent input of those being served. This has left us with entrenched inequities and services that are often ineffective at meeting the needs of those they are intended to benefit.

LEADERSHIP

While many organizations have an explicit interest in recruiting and retaining nonprofit staff that mirror the populations served, this goal is often not reflected in the numbers of staff nor the leadership of those organizations. Similarly, the external leaders that grantees need to influence frequently do not reflect the populations that they intend to impact.

CHANGING LANDSCAPES

Organizations must respond to internal and external environmental changes. Internal changes include shifts in staffing, leadership, the vision of governance and funding availability, priorities and strategies which may not match the organizational mission. External challenges include shifts in technology, foundation funding priorities, political climate and new state and local priorities and policies.

- **Taking on racial equity has historically often has been a lonely and unsafe struggle –** lots of folks said they are dealing with dilemmas and roadblocks at the community, leadership and landscape level, and **there are no obvious solutions**. This can be very disorienting work for some, causing us to question the basic tenets of ourselves, our work and the institutions we work with.

- **At the same time, the conversation raised the possibility of new allies and champions not considered previously who are eager to connect.** This could be the start of a new conversation, and could yield connection not imagined before.

- The differences between **charitable work and transformational work** is important across all three domains, especially when it comes to **engaging beneficiaries, mentorships, and coaching.** Some **community engagement efforts are inauthentic**, and off target – especially when it comes to issues such as recruiting and retaining teachers of color in the face of a teacher shortage.

- **There seems to be agreement that this work will demand that we hold ourselves and others accountable**, both because of the changing landscapes and in spite of them. **-How do you work against a system and in it at the same time?** What do we do when we figure out we are part of the problem with our internal organizational practices and policies? How does an equity-focused organization stay true to its mission even when a partner/client isn't necessarily aligned with your organization's focus or priorities?

REFLECTIONS

REFLECTIONS

- If the opposite of racism is systemic inclusion, then inclusion has to be seen as both a **process and a product.** This is especially true if we look at **long-term sustainability – at what happens when we "take our thumbs off" the scale.**

- **Yet there is a tension around what constitutes progress and how to measure it.** How do we grapple with equity as both process and product in the face of devastation – as highlighted by the data Candace used -- caused by racism and white supremacy?

- There is also tension between **going big and bold with a bulldozer and doing the "slower roller" work together. Both are needed, but how do you balance them?**

- **How do we take on the definitional work** –defining what we mean by racial equity? Many said that's why framing – and reframing -- matters.

- **The status quo is pervasive, visible and toxic.** It is produces what we see everyday, and how do we message that it is scarier than the changes sought by a racial equity agenda?

- How do we go from the **individual/hero model to the collectivism-host model**, from inclusion to belonging, from tinkering at the margins to actually redistributing power, from either/or to both/and.