Welcome & Introductions

- Take a moment to check-in/introduce yourselves to someone you don’t know in the room.
- DISCUSS: What is the most valuable takeaway you’ve had in the series? Why?
Governance Series

Session 5: Implementing Change
February 27, 2019, 9-11:30am
United Way of Washtenaw County

2019 Governance Series

- **SESSION 3: People Power:** Preparing Ourselves to Advance Diversity, Equity & Inclusion 3 Hour Session – January 23, 2019
- **SESSION 4: Culture Shift:** Building Equity Centered Cultures 2.5 Hour Session – February 6, 2019
- **SESSION 5: Implementing Change:** Integrating DEI Lens throughout Our Organizations 2.5 Hour Session – February 27, 2019
Our Approach

Four Levels of Oppression and Change

Today's Focus

HEAD
(behavioral buy-in)

HANDS
(behavioral effort)

HEART
(emotional buy-in)

Values, beliefs, feelings
Rules, policies, practices, procedures
Actions, behaviors, language
“Beauty,” “truth,” “normal,” “right”

Personal
Interpersonal
Institutional
Cultural
Agreements

- Be Present
- Create space for multiple truths
- Keep focused on our common goal
- Be mindful of privilege
- Take space/give space
- Use “I” statements

- One mic, one rock star; listen deeply
- Be willing to be uncomfortable
- Be kind and brave
- Look for learning
- Expect unfinished business
- Uphold confidentiality
- What else?
## Entitlement BINGO “What About Me”

Listen and watch for the following sentiments in meetings. If your name is in the square you automatically fall to BINGO (exception made for showing up late with Starbucks). You win when you leave a meeting with a blank board. If you have a full board take yourself out for a saki bowl of Pho to cry. If you have a line of BINGO take yourself out for a drink, you may need one. These are suggested squares, adapt them to your meeting such as they don’t have to be verbatim to fill in the square. Highly suggested you don’t write your coworkers names, or your bosses name and leave it lying around—don’t be a jerk. Entitlement is “feeling that one has a right to something.” It can show up as the right to control, right to speak, or other ways.

<table>
<thead>
<tr>
<th>Utters the words “I’m uncomfortable with XXX.” focusing all of the attention on them</th>
<th>Suggest a meeting time needs to be changed because they have too many other meetings</th>
<th>Shows up late with a hot Starbucks cup in hand</th>
<th>Missed previous meetings and questions how decisions were made</th>
<th>“I know I’m talking a lot but…” and keeps talking</th>
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<tbody>
<tr>
<td>Phrase “Those people or they need to…” is heard</td>
<td>Asking for more information as a way to stall</td>
<td>We can’t expect those in control to do slow down, share, show up, etc.</td>
<td>“We don’t have a lot of time.” Code for community engagement is slashed</td>
<td>Blames others without acknowledging their role in the problem</td>
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<td>Plays with phone and tunes out conversation when the topic of race comes up</td>
<td>“But, we all know the reality is there aren’t enough ‘qualified’ people of color”</td>
<td>FREE Square Write Your Own</td>
<td>Control over time: Advocating for going slow when it comes to racial equity (we need to make sure we take our time), or going fast when it comes to other projects (and skipping the racial equity and community engagement piece).</td>
<td>Why do we have to talk about race, when it’s really about class? What about LGBTQ or women’s issues. We’ve all experienced discrimination. (It’slivesmatter)</td>
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<td>“Doesn’t this feel like reverse racism/discrimination?”</td>
<td>Verbally attacks the speaker after having an equity bomb dropped</td>
<td>Repeating something a Person of Color said, possibly getting credit</td>
<td>Practices Predatory Listening—interrupting and picking apart what is said</td>
<td>Shutting down ideas before they are even tried, “yes, but we could never do that, because…”</td>
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<tr>
<td>“I need to speak my truth… or some variation is said</td>
<td>It is a closed meeting talking about other communities</td>
<td>Complains about something in the meeting (e.g. snacks, location, etc.)</td>
<td>Mispronounces names and doesn’t bother to learn them</td>
<td>Drops names or highlights relationships to benefit themselves not the group</td>
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**Fakequity Pledge 2019**

**With fakequity.com**
AWAKE

• Organizations are focused on representation by increasing the number of racially diverse people on staff and board

WOKE

• Organizations are evolving their culture to value all people’s contributions.

WORK

• Organizations are accountable to addressing systemic racism and root causes of inequity internally and externally.
7 Levers To Move The Work Through

The levers are strategic elements of an organization that, when leveraged, build momentum towards a Race Equity Culture within each stage and throughout the Race Equity Cycle:

1. Senior Leadership
2. Management
3. Board of Directors—governing body
4. Community – those served by you
5. Learning Environment – investment in staff capacity
6. Data – drives focus
7. Culture – shared values, assumption and beliefs
Reflection:

Since we last met, I tried...

• What’s opened up for you since we last met?

• What are you more attune to?

• What actions, if any, have you taken based on what you heard/learned?
The 15 Commitments of Conscious Leadership
A new paradigm for sustainable success

Video: Locating Yourself
2) Discuss with your elbow partner:

The following are questions we posed in thinking about how to reduce or eliminate white privilege in our community building processes and strategies:

• How is white privilege operating in ‘initiative-centric’ community building premises, processes and actions? What exactly does it look like?
• If we want our community building and place-based work to contribute explicitly to dismantling white privilege and its effects, what would have to be different about the premises, processes and actions of the work?
• How could this thinking be applied in practical ways to community building work?
• What might it take to build new approaches into our community building work?

3) Seven groups, one strategy each. Discuss practical application in your orgs and present to group. How could we/I apply this learning?
EIC: Planning for Change

INSTITUTIONAL • Commit to understanding and speaking publicly on principles of race equity, and how they apply in the institutional context. • Disaggregate staff engagement, performance, compensation, and promotion/retention data by race at all staff levels. Hold yourself and leadership accountable for this work. • Engage staff and communities of color to inform governance, decision making, and execution across organizational processes.

STRUCTURAL • Be accountable, at the individual and organizational level, for dismantling personal, interpersonal, institutional, and structural instruments of white supremacy. • Publicly advocate for race equity and challenge white dominant cultural norms, including naming microaggressions in interpersonal and institutional contexts. • Cede power to people of color within and across teams, organizations, and systems.
Where do we go from here?

In what ways will you (continue to) advance racial equity in your organization?

Use the action plan template to jot down next steps.

Share what’s on your mind.
Who/what would you like to appreciate from today’s session?

- Recognize the full worth of.
- Be grateful for (something).
See you next time!

Thank you for participating!

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