



LEVERAGE

philanthropic partners

**DEI:
What's Keeping You
Up at Night**

May 2019

What is Equity?

Equity is doing the same things you've always done, the same way you've always done them, and just saying "EQUITY" more often.

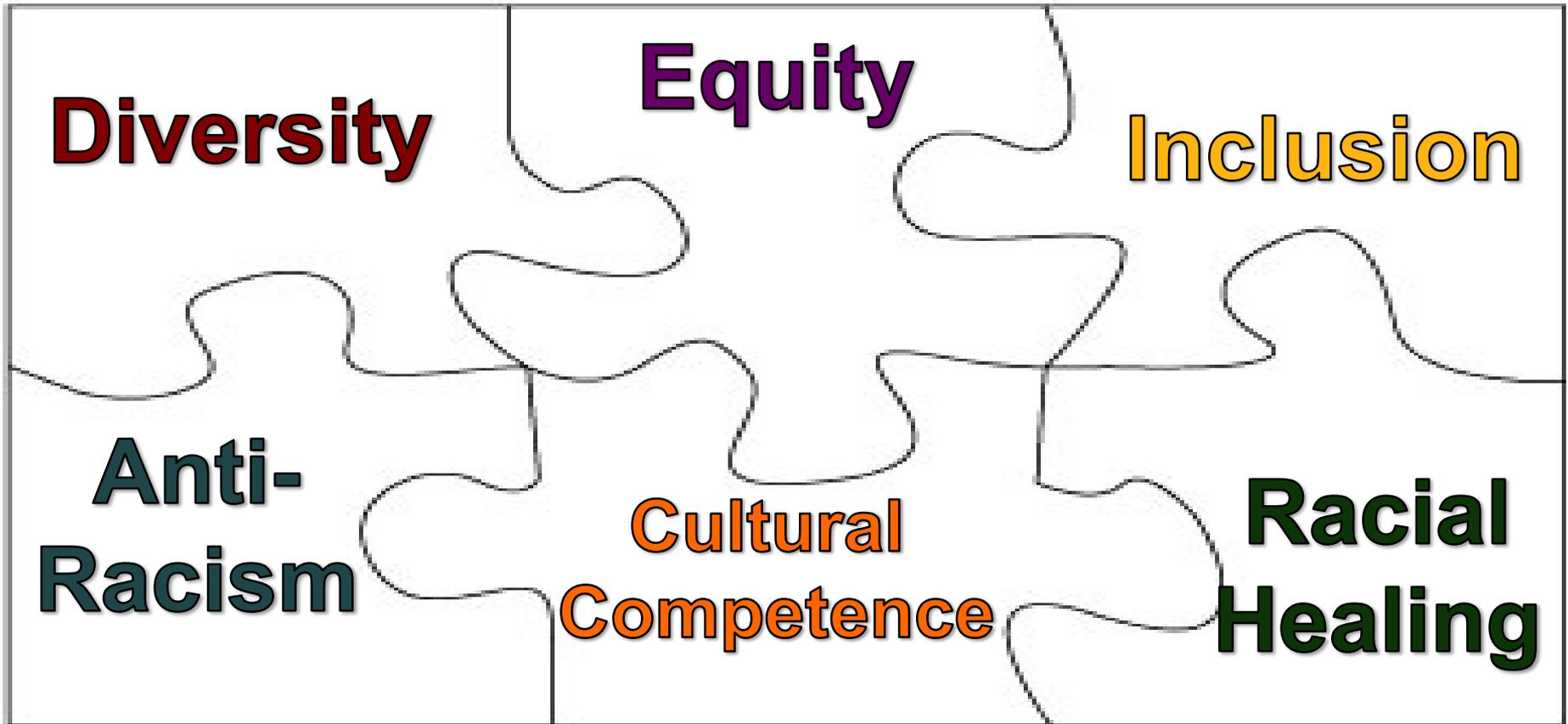
~ paraphrased (sarcasm) from
Vu Le, Nonprofit AF blog

EQUITY & EQUALITY

Equity is a proactive, strategic approach to improving outcomes that accounts for structural differences in opportunities, burdens, and needs in order to design targeted solutions that fulfill the promise of true equality for all.

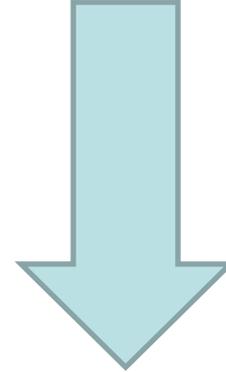


Equity is a critical and often missing piece of the puzzle...

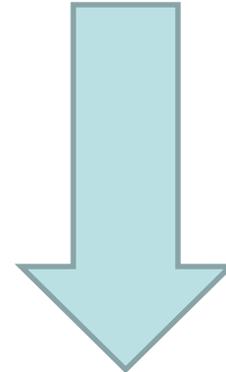




LENS



FOCUS



CHANGE

DIVERSITY LENS

Focus on Composition



“Who is present?”



Representation

INCLUSION LENS

Focus on Relationships & Experience



“Who is participating?”



Engagement

EQUITY LENS

Focus on Outcomes & Root Structures



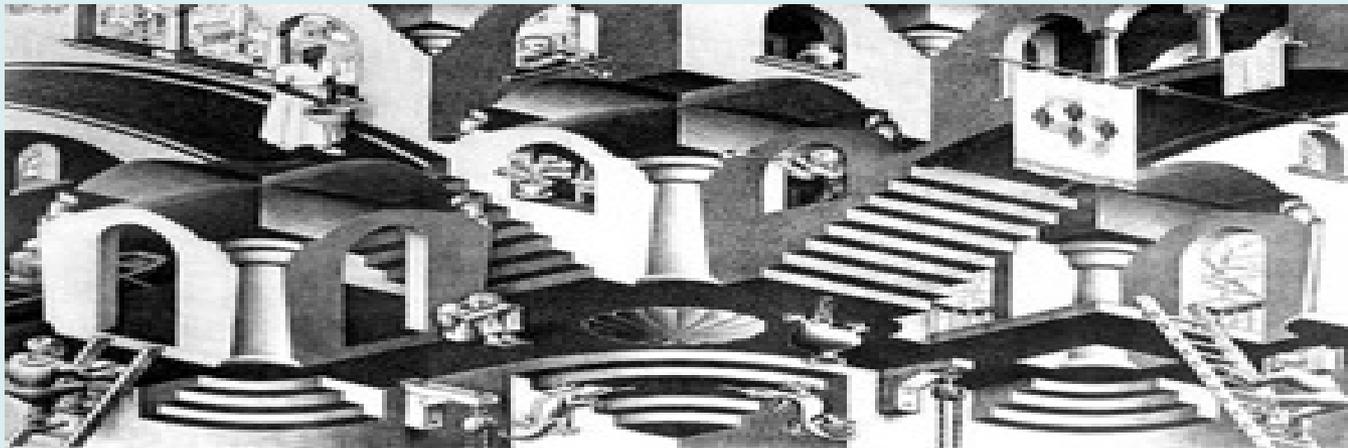
“How is power operating?”



Ownership

Structural Racism

The cumulative impact of racialized disparities in power over time.



Concave and Convex by M.C. Escher

Dreaming in America...

I will achieve great success if I make good choices, work hard, and play by the rules.



Accumulated Advantages & Disadvantages

The **1790 Naturalization Act** permitted only "free white persons" to become naturalized citizens, thus opening the doors to some European immigrants but not others. Only citizens could vote, serve on juries, hold office, and in some cases, even hold property. Immigration restrictions further limited opportunities for people of color. Racial barriers to naturalized U.S. citizenship weren't removed until the McCarran-Walter Act in 1952, and white racial preferences in immigration remained explicit until 1965.

From Race: Power of an Illusion, PBS

Accumulated Advantages & Disadvantages

The **1830 Indian Removal Act**, forcibly relocated Cherokee, Creeks, and other eastern Indians to west of the Mississippi River to make room for white settlers. As white U.S. citizens also moved into former Mexican territories, the rights and privileges of Mexicans eroded. Once territories had a significant white majority (instead of Indian or Mexican majorities) the territories became states. Most of the former Mexicans lost their treaty-guaranteed rights of citizenship, land, and resources in these new states.

From Race: Power of an Illusion, PBS

Accumulated Advantages & Disadvantages

Jim Crow laws – The South's highly evolved system and customs of leasing [enslaved people] regenerated itself around convict leasing. By 1900, the South's judicial system had been wholly reconfigured into laws specifically written to intimidate Black people – criminalizing them for changing employers without permission, vagrancy, riding freight cars without a ticket, or engaging in sexual activity (or loud talk) with white women.

From Slavery By Another Name – Douglas Blackmon.

TWP - 2016 – CAPD, MP Associates and World Trust

Accumulated Advantages & Disadvantages

The **Federal Housing Administration** made it possible for millions of average white Americans – but not others – to own a home for the first time. The government set up a national neighborhood appraisal system, explicitly tying mortgage eligibility to race. Integrated communities were deemed a financial risk and made ineligible for home loans, a policy known today as "redlining." Between 1934 and 1962, the federal government backed \$120 billion of home loans. More than 98% went to whites. Property holders promoted segregation through the use of racial covenants, which were validated by the Supreme Court.

From Race: Power of an Illusion, PBS

TWP - 2016 – CAPD, MP Associates and World Trust

Accumulated Advantages & Disadvantages

The landmark **Social Security Act of 1935** provided a safety net for millions of workers, guaranteeing them an income after retirement. But the Act specifically excluded two occupations: agricultural workers and domestic servants, who were predominately African American, Mexican, and Asian. As low-income workers, they also had the least opportunity to save for their retirement. They couldn't pass wealth on to their children. Just the opposite. Their children had to support them.

From Race: Power of an Illusion – PBS

Accumulated Advantages & Disadvantages

The **1935 Wagner Act** helped establish an important new right for white people. By granting unions the power of collective bargaining, it helped millions of white workers gain entry into the middle class over the next 30 years. But the Wagner Act permitted unions to exclude non-whites and deny them access to better paid jobs and union protections and benefits such as health care, job security, and pensions. Many craft unions remained nearly all-white well into the 1970s.

From Race: Power of an Illusion, PBS

Accumulated Advantages & Disadvantages

The Servicemen's Readjustment Act, or **G.I. Bill of 1944**, was a series of programs that poured \$95 billion into expanding opportunity for soldiers returning from World War II. Most African Americans were channeled toward traditional, low-paying jobs and small Black colleges, which were pitifully underfinanced and ill equipped to meet the needs of a surging enrollment of returning soldiers; 92 percent of the unskilled jobs were filled by Black people. By 1946, only one fifth of the 100,000 Black people who had applied for educational benefits had been registered in college. At the same time, white universities were doubling their enrollments and prospering with the infusion of public and private funds, and of students with their G.I. benefits.

Accumulated Advantages & Disadvantages

The **1956 Interstate Highway Act** allowed white people to move farther out from the inner cities, but the Federal Transit policy did not follow. It wasn't until 1964 & 1970 Congress contributed significant money to urban mass transit. Employers noticing that many of their employees were leaving the city, and wanting to take advantage of cheaper land and access to highways, moved out of the inner cities. The cumulative effects were that jobs left the inner cities, but people of color were neither able to move because of racial covenants nor were they able to travel to employment due to lack of access to urban transit.

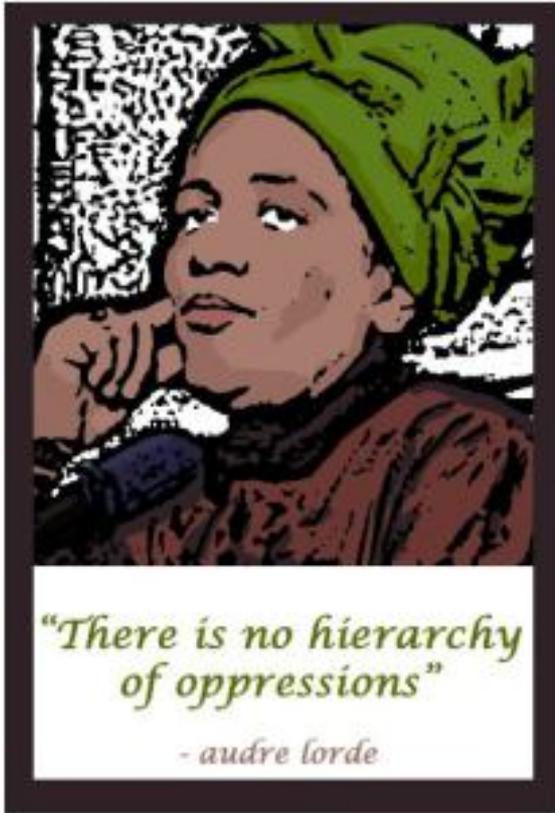
From CommonHealth Action

TWP - 2016 – CAPD, MP Associates and World Trust

Race is not biological; it has been constructed over time.

- Colonization and enslavement...
- 1790 Naturalization Act and other shapers of citizenship...
- 1830 Indian Removal Act and other shapers of land and property...
- 1900s Jim Crow laws and customs that shaped justice and safety...
- 1935 Social Security Act and other shapers of economic security...
- 1935 Wagner Act and other shapers of labor and work...
- 1944 GI Bill and other shapers of opportunity...
- Federal Housing Administration and other shapers of housing and neighborhoods...
- 1956 Interstate Highway Act and other shapers of mobility...
- Current-day policies, practices, and conversations about immigration, health care, education, criminal justice, and others continue to construct race.

Focus explicitly, not exclusively, on race to...



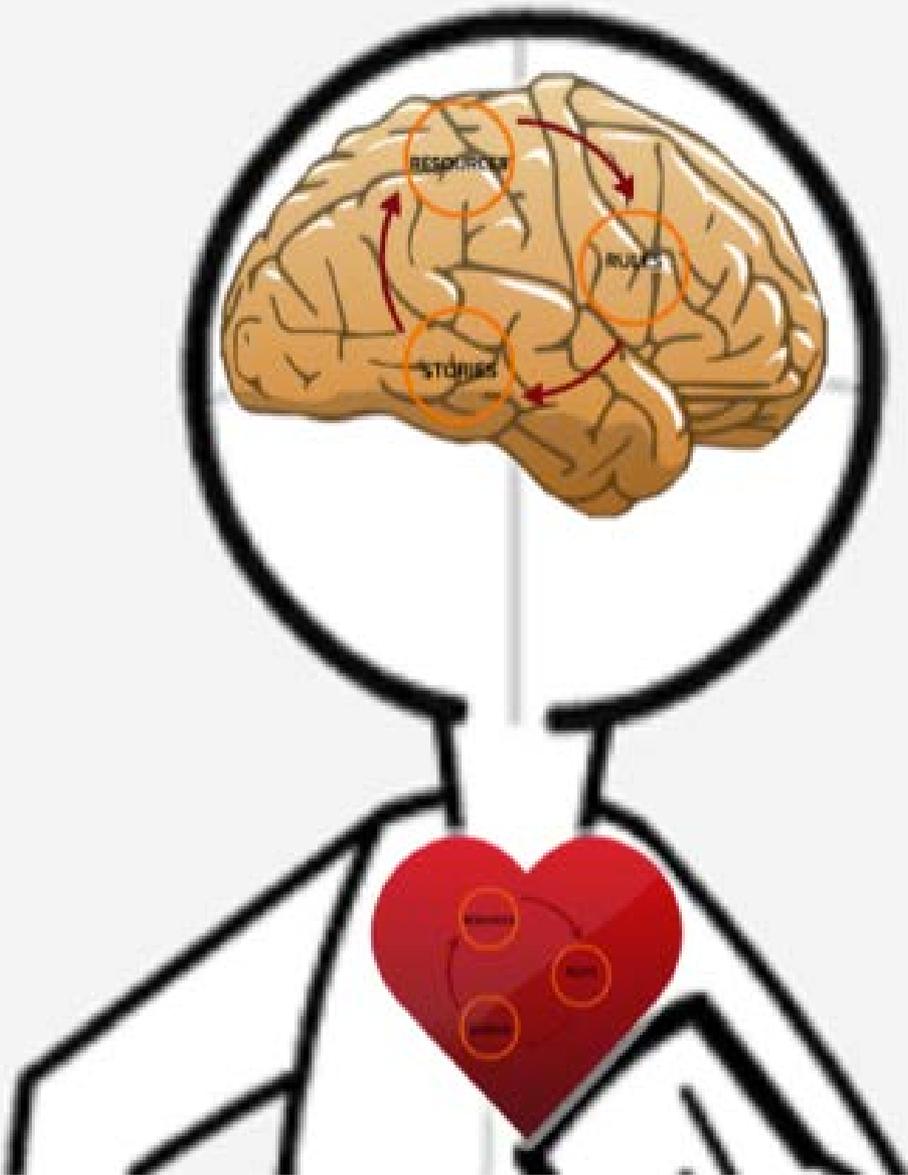
- **Solve problems.** By design, race is structured into our lives & communities – and intersects with all community issues.
- **Unite & win.** Build skill and confidence to defy “divide and conquer” wedge tactics and partner authentically to build collective power for justice.
- **Get results that matter & last.** Racial equity closes gaps and improves outcomes for all; our shared fate depends on it.

Applying a Racial Equity Lens

1. **Acknowledge** how life options and outcomes are shaped by interacting structures and power relationships that benefit some and burden others based on racial identity and other social determinants.
2. **Analyze** the cumulative impact of structures and power relationships on a specific issue, condition, or population.
3. **Strategize** structural interruptions and innovations to close gaps and improve outcomes and opportunities for all.
4. **Repeat...**

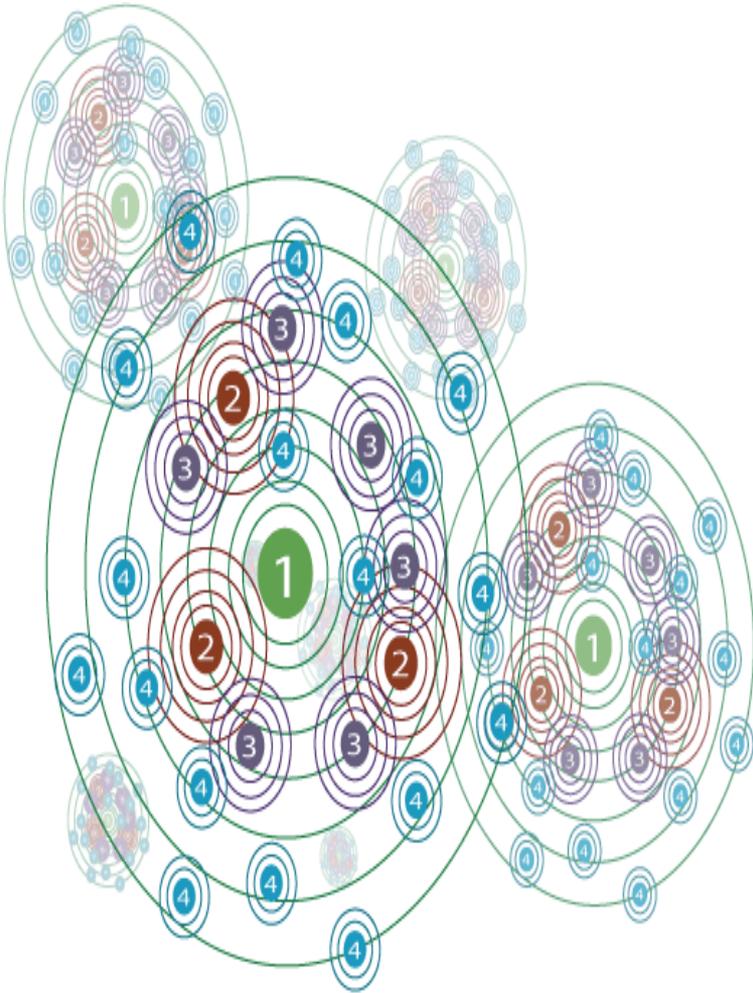
DEI Fishbowls





We are in the
structure,
and the
structure is in
us.

Interrupting Structural Power



“To say that it is not our fault does not relieve us of responsibility. We may not have polluted the air, but we need to take responsibility, along with others, for cleaning it up... The task for each of us... is to identify what our own sphere of influence is (however large or small) and to consider how it might be used to interrupt the cycle....”

From Beverly Daniel Tatum, Ph.D., “Why Are All the Black Kids Sitting Together in the Cafeteria?”



LEVERAGE

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