

2020 EMBRACING TRANSFORMATION
FINANCIAL MANAGEMENT CONFERENCE

Racial Equity and the Transformation of the Workplace

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Gail Latimore, Codman Square NDC
Karen Law, CommonBond Communities

October 29, 2020, 3:30 – 5:00 ET

STRENGTHMATTERS®

Getting Started

- All participant lines are muted.
- You may use the **Chat** feature to ask questions.
- Please use the **Raise Hand** feature if you would like to speak.
 - The Raise Hand feature is located in the Participant panel.
- Any questions not answered during the presentation will be addressed at the end of the session.

Continuing Professional Education Requirements for CPAs

- **Polls are Required for CPEs**

- If you are seeking CPE credits, please submit ALL polls and the conference evaluations.
- We use **Polls** and the **Zoom attendance record** to verify participation throughout the webinar.
 - **Participants must submit ALL polls and be logged in no later than 10 minutes after the scheduled session start time to receive a certificate.**
- You may request a certificate of completion via the conference evaluations.
 - Links to the evaluations are emailed to all registrants.
- For more information on CPE credits, contact Lindsay Wells at consult.lwells@gmail.com.

Meet the Presenters

Lorraine Gordon, Moderator

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Brave Space

By Micky ScottBey Jones (inspired by an unknown author's poem)

Together we will create brave space
Because there is no such thing as a "safe space"
We exist in the real world
We all carry scars and we have all caused wounds.
In this space
We seek to turn down the volume of the outside world,
We amplify voices that fight to be heard elsewhere,
We call each other to more truth and love
We have the right to start somewhere and continue to grow.
We have the responsibility to examine what we think we know,
We will not be perfect.
This space will not be perfect.
It will not always be what we wish it to be
But
It will be our brave space together, and
We will work in it side by side.

Ground Rules

- ❑ Lean into the discomfort with heart and humanity
- ❑ Reflect on and share from *your* experience
- ❑ Be generous about people's needs and intentions
 - Recognize and respect that people are at different places around this conversation.
 - Do no harm to others
- ❑ Practice self-care
 - You're welcome to listen and learn. You have a choice about your level of participation. You can opt to leave the main or small group rooms at any point.
- ❑ Make room for diverse voices.

Session Objectives

Racial Equity and the Transformation of the Workplace

Building off the morning plenary on racial equity as the building block for our future organizations, we will **explore the challenges and opportunities we have in this unique moment in history to begin to build more equitable organizations and a more equitable industry.**

What have we learned from how we have worked for the last eight months that we want to build into the future? Does the new virtual/hybrid environment open opportunities for greater equity or does it pose new challenges? What new resources or buy in might we need to take the equitable path?

And let's take a **look ahead at what our changing workplaces might look with a new equitable lens – everything from office space to evolving cultures, new approaches, and new ways of collaborating.**

Poll #1

Where is your organization located?

1. West
2. Southwest
3. MidWest
4. Southeast
5. Northeast
6. National/Multi-State

How many employees does your organization have?

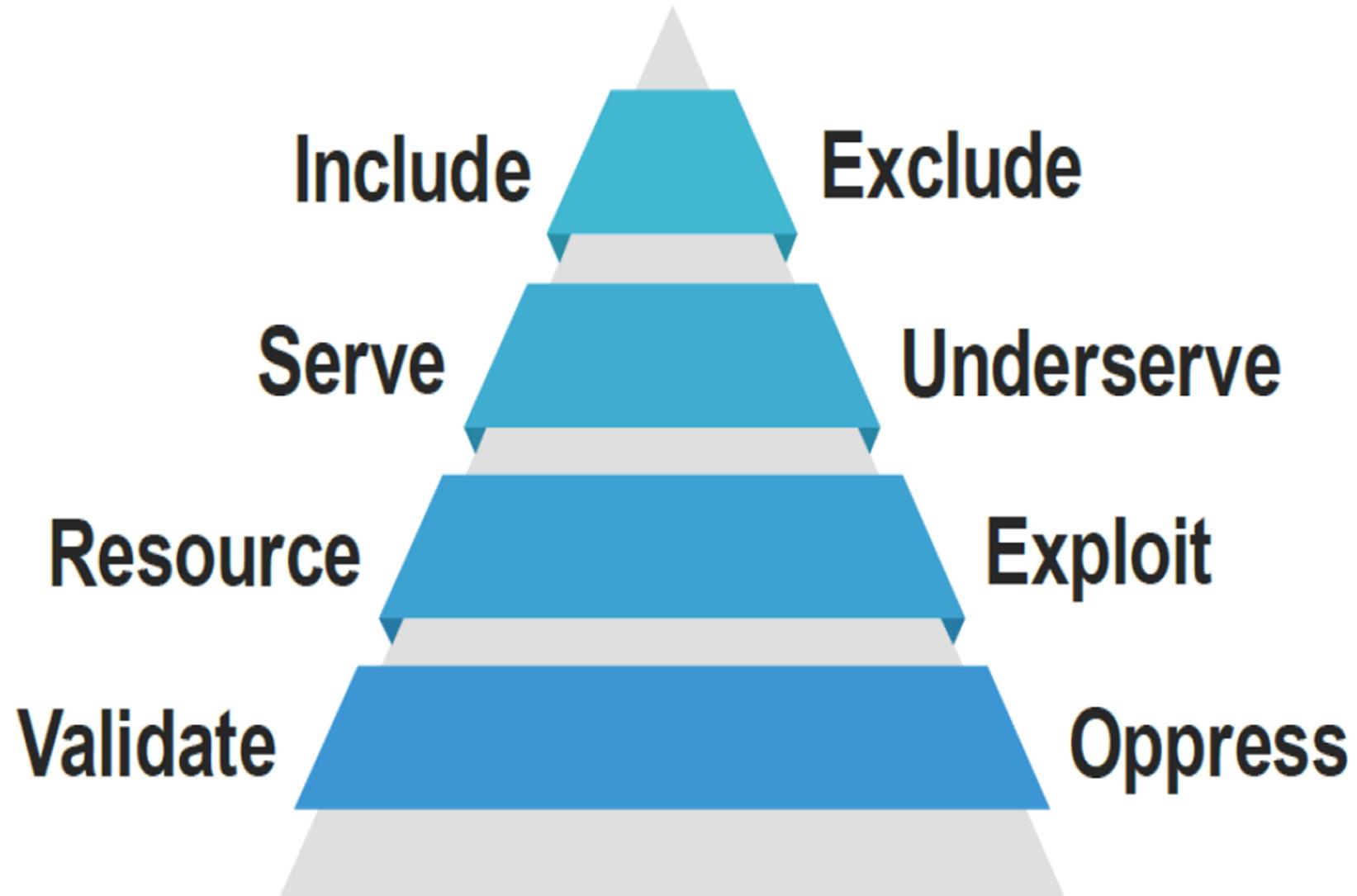
1. 1-10
2. 11-25
3. 26-50
4. 50-100
5. 100+

Continuum on Becoming an Anti-Racist 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

Exclusive An Exclusionary Institution	2. Passive A “club” Institution	3. Symbolic Change A compliance Organization	4. Identifying 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><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 “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><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 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 combatting all forms of social oppression • Actively works in larger communities-(regional, national, global) to eliminate all forms of oppression and to create multicultural organizations.



Poll #2

How would you characterize your organization's commitment to explicitly incorporating racial equity into your practices?

1. Staff and board are committed, and we are working hard specifically and publicly at this
2. Staff and board are committed, but we haven't started any named work on racial equity
3. Staff are committed to explicitly doing this, but the board is not engaged
4. Staff and/or board have discussed the idea without any changes in practice yet
5. We believe racial equity is built into our work without any specific need to name it
6. We believe our work does not involve racial equity

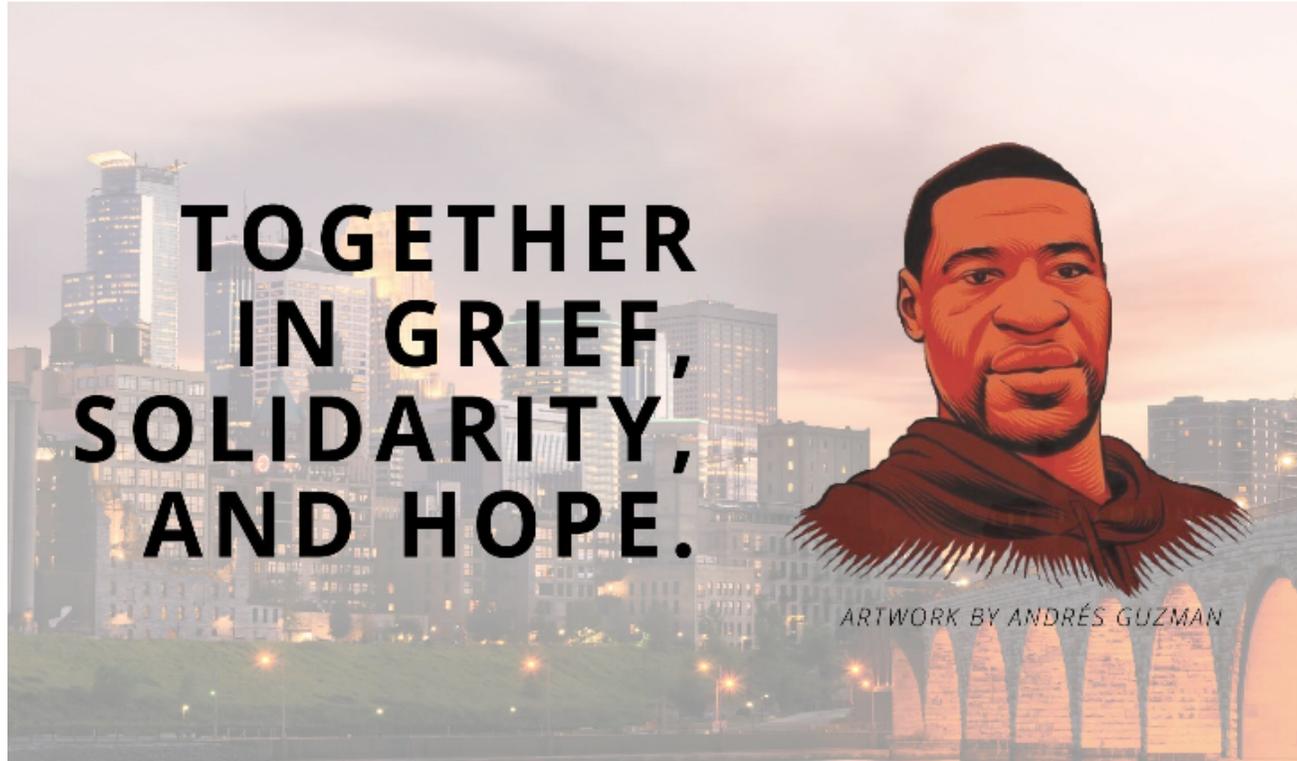
CommonBond Communities

History

CommonBond Communities was founded by people who witnessed the Civil Rights movement and the uprisings in U.S. cities in the late 1960's. They decided to use affordable housing as a means to counter the injustices that threatened equitable communities - forming CommonBond in 1971.



CommonBond Communities



CommonBond Communities

Equity Vision Statement:

We commit to becoming an anti-racist organization. CommonBond Communities was created, and participates in a society built on systemic oppression of indigenous people and people of color, which is why we place equity at the core of our work with residents, employees and the Board. We will also use our leverage to influence systems and add to the body of understanding around how housing can be a tool to dismantle inequities.



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Affinity Groups:



- **Mission Statement:** The UpLift Collective will work to enhance the well-being of CommonBond’s African American employees and residents by means of support, advocacy, self-care and empowerment.
- **Vision Statement:** Our vision is to advocate for policy that actively includes the values of our African American employees, to support and develop advancement opportunities for each other, and turn trauma into opportunities for empowerment.
- BIPOC Group - Black, Indigenous, People of Color
- White Caucasus Group
- LGBTQ+ Affinity Group



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Additional Groups/Initiatives:

EWG- Equity Working Group – reconstituted from Inclusion Council (2014)

CURE (Center for Urban and Racial Equity) assessment

ABAR- Anti-Bias/Anti-Racism Crossroads training

Conversation Circles

Peaceful Communities



Poll # 3

What dollar amount does your organization currently budget or plan to spend specifically to address systemic racial inequities or racial injustice?

1. \$0
2. \$1 - \$24,000
3. \$25,000 - \$50,000
4. More than \$50,000



Poll # 4

What are some of your core challenges to advancing racial equity?

1. Finances
2. Fear
3. Time – competing priorities
4. Lack of knowledge or expertise



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Barriers to advancing equity

- Fear
 - Being vulnerable
 - Safety
- Financial resources
- Time
- Resistance
 - Ignorance
 - Inexperience



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Sources:

- *Black Fatigue* – Mary-Francis Winters www.wintergroup.com
- *Race Forward* – www.raceforward.org
- *Compass Point* – www.compasspoint.org
- *Colorlines* – www.colorlines.com
- *Vu Le, Nonprofit AF* - www.nonprofitaf.com
- *Center for Urban and Racial Equity (CURE)* – www.urbanandracialequity.org
- *Aorta – Anti-oppression Resource & Training Alliance* www.aorta.coop
- *Racial Equity Tools* – www.racialequitytools.org
- *Lily Zheng, The Stanford Daily* – www.stanforddaily.com
- *Institute for Corporate Productivity i4CP* www.i4cpp.com



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“It doesn’t matter how strong your opinions are. If you don’t use your power for positive change, you are indeed part of the problem.”

- Coretta Scott King



Poll #5

How confident are you that the present focus on racial equity will lead to a more just, equitable housing and community development sector?

1. Very confident
2. Somewhat confident
3. Not sure
4. Not confident

THANK YOU!

We're looking forward to continuing this conversation in person in New Orleans at next year's Strength Matters conference the last week of October!

