

Welcome!

Racial Equity Community of Practice - Session 3

March 16, 2022, 9:00-11:30am



[Recording Link](#)



NATIONAL
EQUITY
PROJECT



SNI Racial Equity Community of Practice

Session #3

March 16, 2022

Welcome!

National Equity Project
Community of Practice Hosts



Jackie Moore



Erik Fermin



Hugh
Vasquez





Today's Agenda

- *Welcome and Connections*
- *Systems of Unearned Advantage & Disadvantage*
- *Break*
- *Belonging as an Aspirational State*
- *Team Breakouts and Sharing*
- *Closing Moves*



Getting Present

In pairs, each person gets 3 minutes to share:

Think of a time when you felt like you really belonged. What was that like?

When have you felt like you didn't belong? What was going on?





Behaviors for Building Community

- We acknowledge one another as equals
- We stay curious about each other
- We slow down so we have time to think and reflect
- We commit to non-closure
- We seek intentional learning, not perfectionism
- We expect it to be messy at times
- We lean into discomfort



Leading for Equity

Situatedness: Systems of Uneared Advantage and Uneared Disadvantage



Opportunity is defined as a fair chance
to achieve one's full potential.





“

Success is not a random act. It arises out of a predictable and powerful set of circumstances and opportunities.

Malcolm Gladwell, *Outliers*

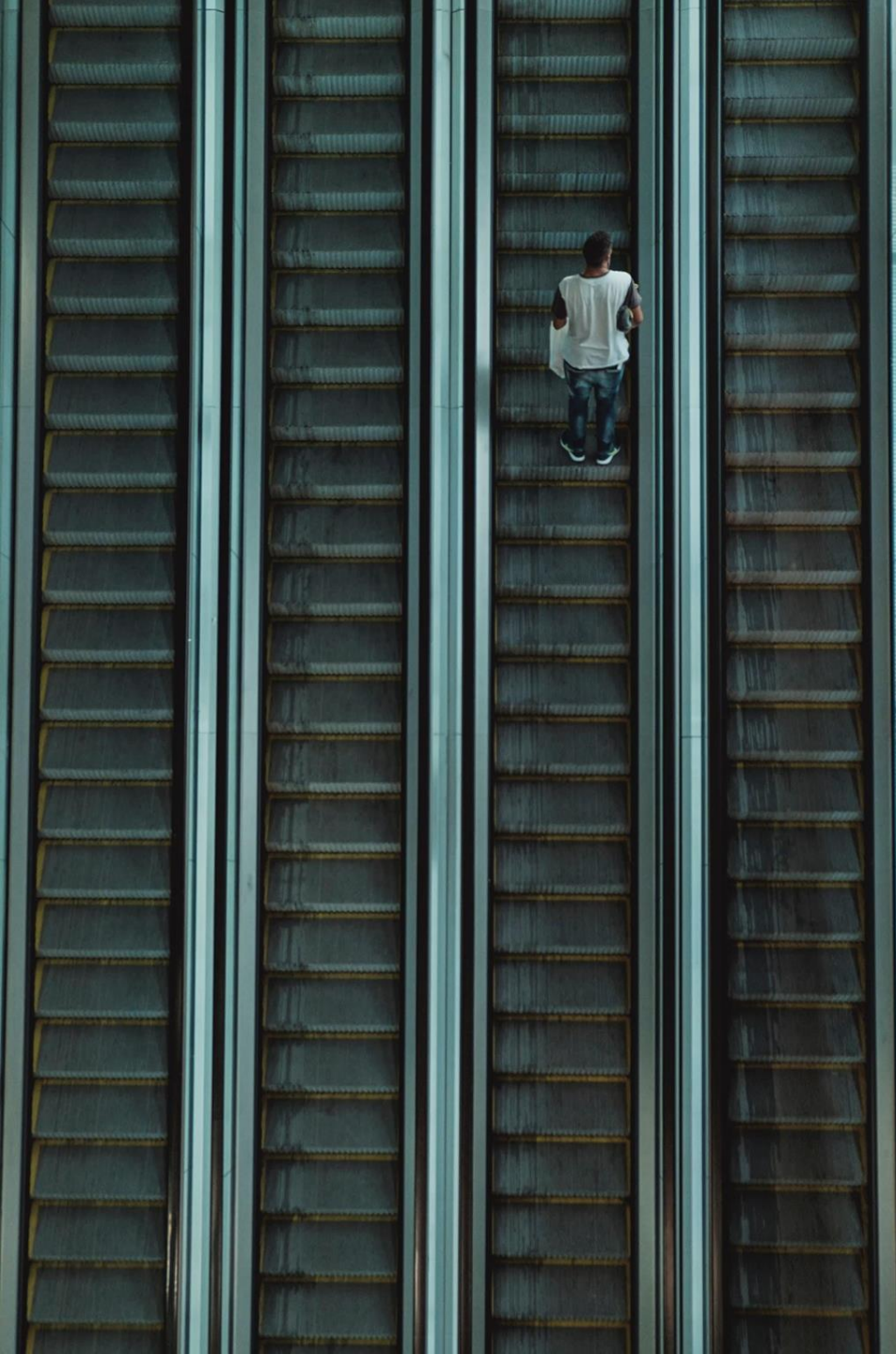


Systems of Advantage

White privilege is an invisible, weightless knapsack of special provisions, maps, passports, codebooks, visas, clothes, tools, and blank checks...an invisible package of unearned assets which I can count on cashing in each day.

Dr. Peggy McIntosh





Unearned Advantage/Disadvantage

Some people ride the up escalator to opportunity.

Others have to run up the down escalator to get there.



My Testimony

How did I wake up to my unearned advantage(s)? In what ways do I have unearned advantage? Where do I have unearned disadvantages?





Some areas to consider advantage & disadvantage:

- Race
- Gender
- Class
- Sexuality
- Gender identity
- Able-bodiedness
- Country of origin
- Religion
- Age
- Size
- Language
- Dialects



Guidelines

Each person...

- **Has equal time to talk**
- **Listens without interrupting, giving advice or breaking in with a personal story**
- **Maintains confidentiality**
- **Focuses on themselves - does not criticize or complain about others during their time to talk**

Dyad:

In what way(s) have you experienced unearned disadvantage?



Dyad (same partner):

In what way(s) have you experienced unearned advantage?



Systems of Advantage

We name unearned advantage to:

- *Acknowledge the SYSTEMS that advantage some & disadvantage others – so that we can change those inequitable systems & remove obstacles to opportunity*
- *To explore ways to use what advantage you currently have in service of equity & social justice*

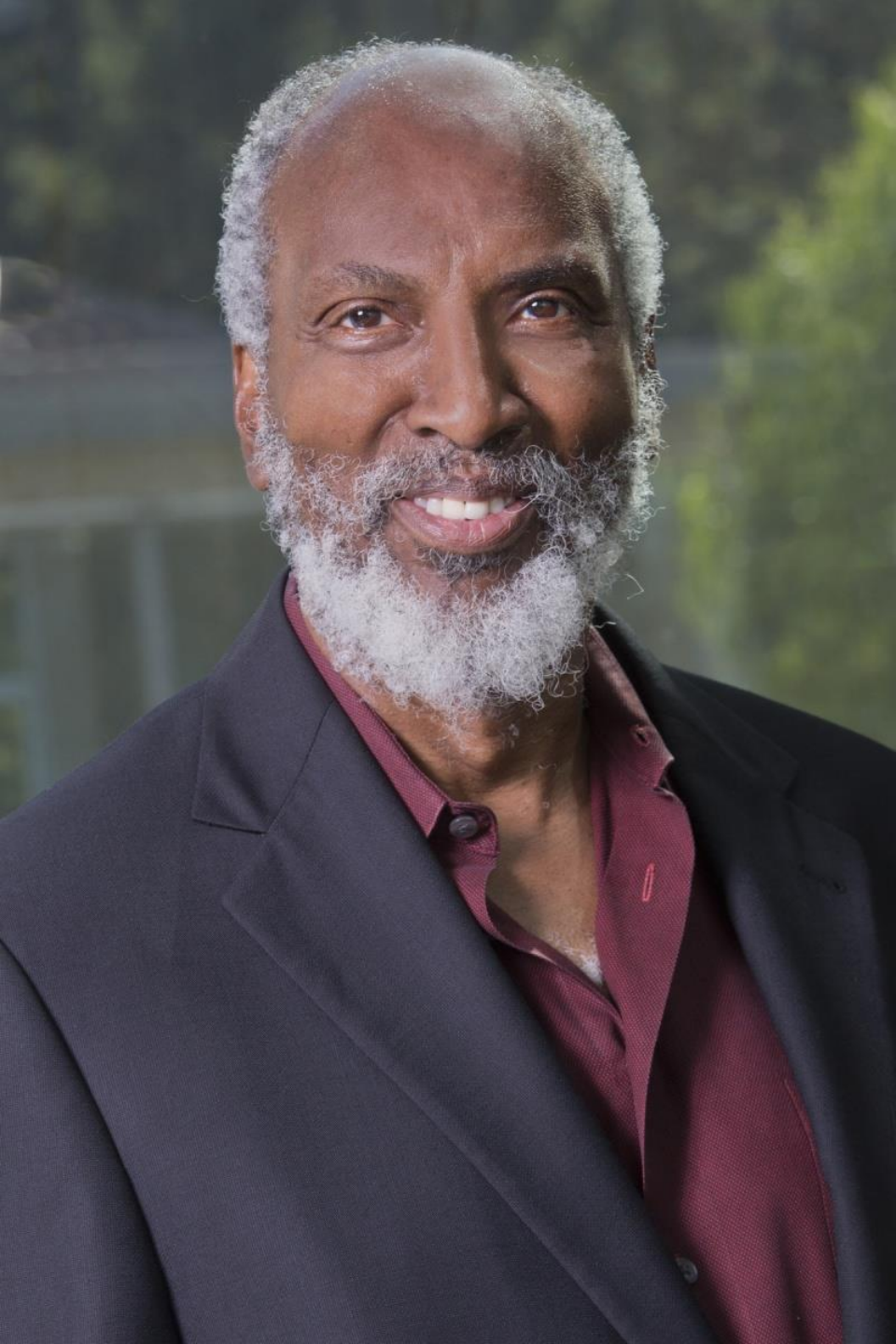


Leading for Equity



Belonging as an Aspirational State





“

The pain of the world is
a cry for belonging.

john powell



STRUCTURAL RACISM PRODUCES RACIALIZED OUTCOMES

THE CONTEXT: THE DOMINANT CONSENSUS ON RACE

White
Privilege

National
Values

Contemporary
Culture



THE CURRENT MANIFESTATIONS: SOCIAL AND INSTITUTIONAL DYNAMICS

Processes That Maintain
Racial Hierarchies

Racialized Public Policies
and Institutional Practices



THE OUTCOMES: RACIAL DISPARITIES

Racial Inequalities in
Current Levels of Well-Being

Capacity for Individual and Community
Improvement Is Undermined



ONGOING RACIAL INEQUALITIES

Source: The Aspen Roundtable on Community Change.

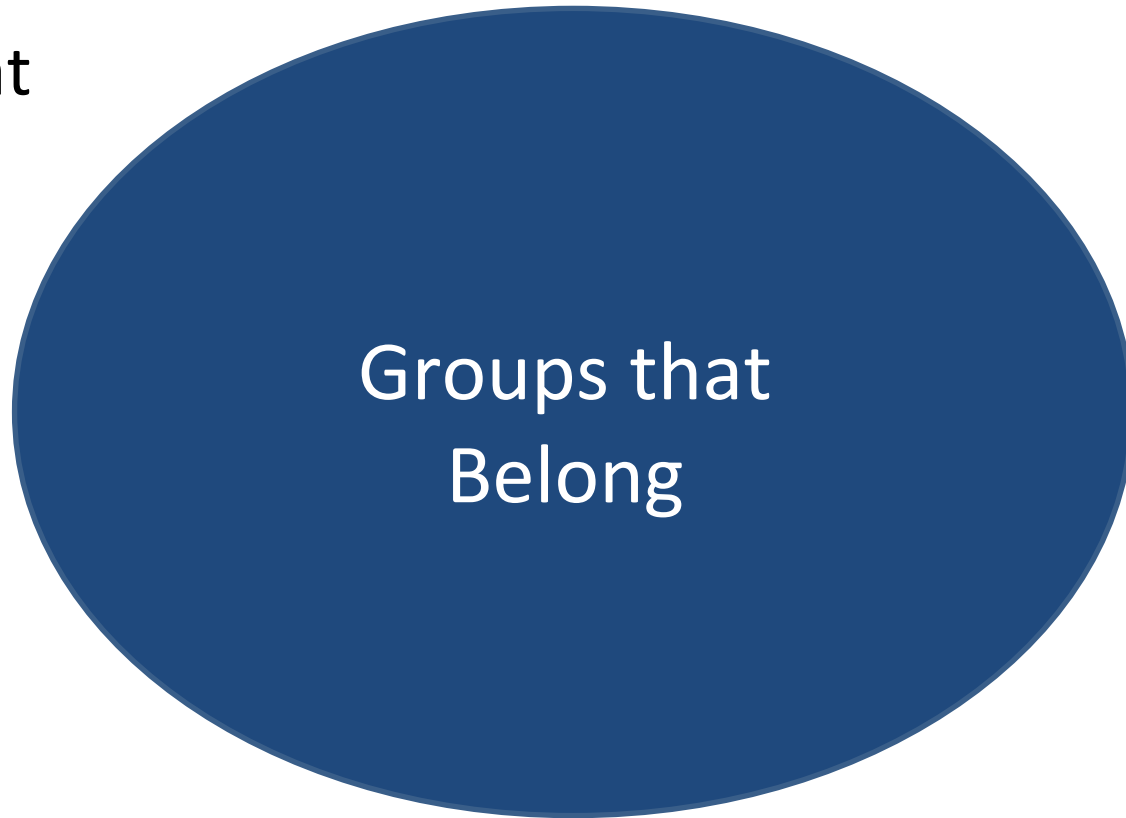


CENTER *for* URBAN
EDUCATION



Who Belongs? Who Inhabits the Circle of Concern

Groups that
are the
“other”





Othering

a set of dynamics, processes, and structures that engender marginality and persistent inequality across any of the full range of human differences based on group identities



Othering is artificial; we have created it

Important distinction:
The opposite of “othering” is not “saming”



Ways society has othered...





Ways society has othered...

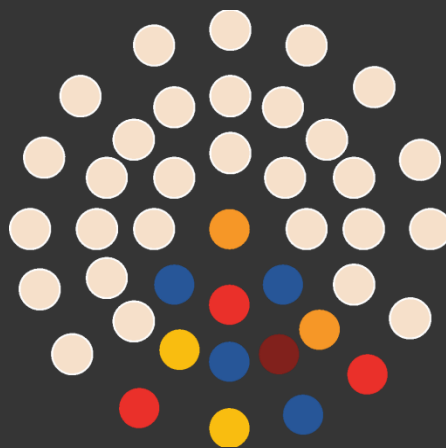


Ways society has othered...

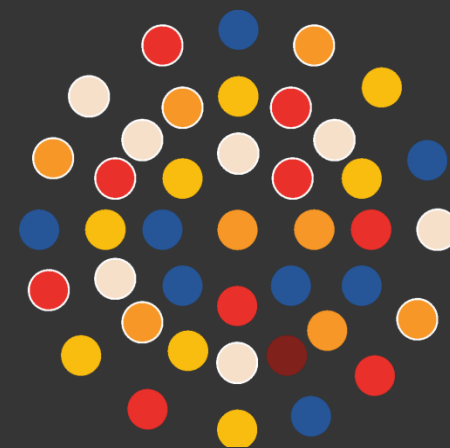




EXCLUSION



INTEGRATION

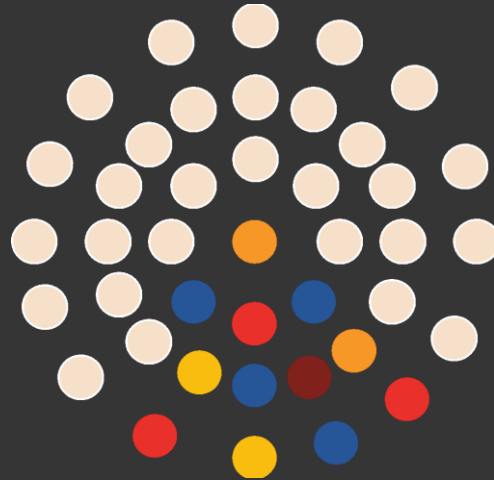


INCLUSION

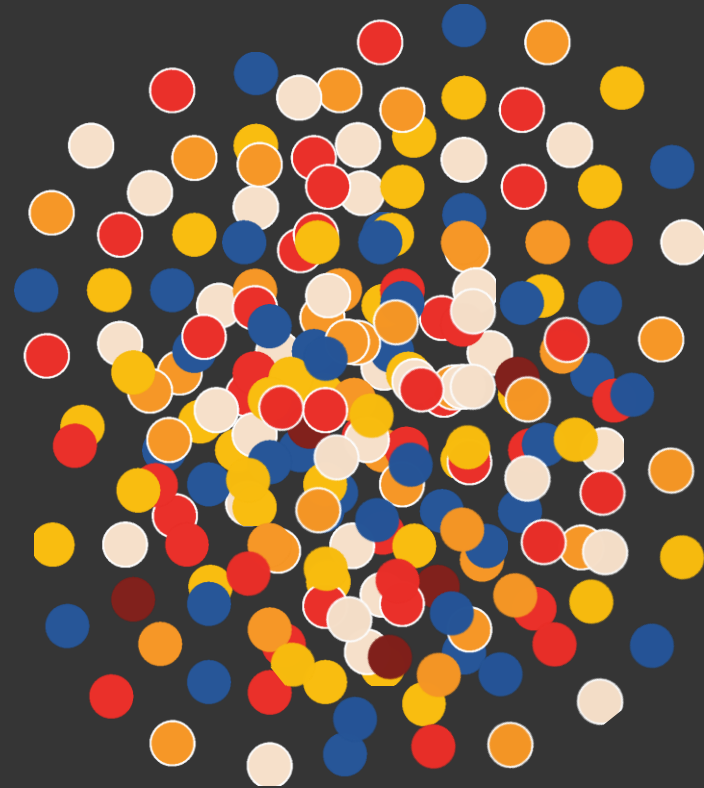
Adapted from john powell



Exclusion



Integration



Belonging

Adapted from john powell

BELONGING

Belonging is more than just feeling included. “in a legitimate democracy, belonging means that your well-being is considered and your ability to design and give meaning to its structures and institutions is realized.

Those who stand outside of the community have trouble making claims on it. It is not so much that they cannot speak as it is that they are not likely to be heard.”

- john powell



Team Brainstorm

If we led from a belongingness lens, what would our leadership look, sound, and feel like?

What would our systems look, sound and feel like?



Leading for Equity



Organizational Team Application



Team Breakout

15 minutes



- What issues or areas of focus inspire your team to be in this Community of Practice (your WHY)?
- What equity challenge or situation would you like to address, either as an organization or collectively in the CoP?

Team Share 10 Minutes

Share your vision board ideas with one other team.





Whole Group

Highlights? Insights?

Appreciations!





Written Reflections

- How did you experience this day? Reflect on the content, facilitation, emotions
- Please share via Google Form (link in chat and also in email)





THANK YOU EVERYONE!

