

**Transcript of Centering Race Equity and Thinking Strategically in a Long-Term Crisis:
A Discussion of Organizational Responses to COVID-19**

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00:00:05.580 --> 00:00:10.500

Equity in the Center: Good afternoon, everyone. We're going to go ahead and get started. Thanks to each of you who are dropping

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00:00:11.670 --> 00:00:21.630

Equity in the Center: The names of the tribes, whose land you occupy into the chat. We appreciate it. Thank you so much for joining us this afternoon, we were thrilled by the number of

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00:00:22.530 --> 00:00:30.810

Equity in the Center: Individuals who registered for today's webinar and look forward to having a lively discussion with some of my favorite folks.

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00:00:31.500 --> 00:00:41.190

Equity in the Center: Who are on the panel today. Amanda and dairy co founders together to end homelessness Nicola Chen is the founder of up with community.

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00:00:41.490 --> 00:00:52.680

Equity in the Center: Pond leaves the executive director of the Weisberg foundation and Andrew Plumley who's the director of inclusion at the American Alliance of Museums and formerly a member of the equity in the center to

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00:00:53.700 --> 00:00:54.510

Equity in the Center: So,

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00:00:55.650 --> 00:01:04.920

Equity in the Center: Thank you for also responding to the poll, it's helpful for us to just have a sense of where folks are in their race equity work as we begin to

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00:01:05.760 --> 00:01:17.940

Equity in the Center: Have a conversation about a race equity analysis and thinking strategically and a long term crisis. Before we move forward. I do want to thank grantmakers for effective organizations.

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00:01:18.570 --> 00:01:31.680

Equity in the Center: Akila messy and Cassie Maxwell for partnering with us and CO sponsoring today's webinar. I also wanted to thank will be Bako of independent sector for promoting this webinar and welcome to all of you who are in the webinar.

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00:01:32.460 --> 00:01:38.280

Equity in the Center: Who are members of those two organizations and welcome, of course, to our equity in the center stakeholders.

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00:01:40.260 --> 00:01:47.880

Equity in the Center: What I'd like to do now is give the panel is just a couple of minutes to introduce themselves and to share

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00:01:48.870 --> 00:02:04.350

Equity in the Center: What their main goal is or their issues key issues for consideration coming into today's conversation and we'll just go in alphabetical order and start with Amanda and dairy. I'm going to stop sharing my screen.

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00:02:05.070 --> 00:02:21.420

Equity in the Center: Just so that everyone can see each of the panelists faces clearly before I hand it over to Amanda. What I will do is share our social media hashtags, for those who wish to tag us or to follow us as we're going through the webinar. I'll also drop these

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00:02:23.160 --> 00:02:29.730

Equity in the Center: tags in the or handles rather in the chat box. So without further ado, Amanda. I'll turn it over to

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00:02:31.380 --> 00:02:38.040

Amanda Andere: Good afternoon, everyone. Again, my name is Amanda Missy go in theory, and I'm the CEO of funders together to end homelessness.

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00:02:38.340 --> 00:02:48.090

Amanda Andere: What a national network of more than 250 foundations united way's Corporate Giving programs and individual philanthropists devoted to ending and preventing homelessness.

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00:02:48.780 --> 00:02:57.210

Amanda Andere: As an organization. We work to mobilize our members so utilize voice influence and expertise of philanthropy in ways that will finance lasting solutions.

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00:02:58.560 --> 00:03:11.250

Amanda Andere: To end homelessness, including addressing its underlying causes like structural and racial inequities and helping create policies and Systems Center. People with lived expertise, especially people of color with expertise.

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00:03:12.270 --> 00:03:22.680

Amanda Andere: So my main focus today is going to tell a little bit about how coven has impacted our work around racial equity especially last year we

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00:03:23.430 --> 00:03:31.440

Amanda Andere: Least are eight commitments and for aspiration for our work to address structural racism within the housing and homelessness system and

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00:03:32.160 --> 00:03:42.690

Amanda Andere: Covered exasperated. A lot of things for us around the country. But for us, it showed that our racial equity muscles as as a movement as an organization, we're weak and

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00:03:43.080 --> 00:03:54.540

Amanda Andere: Our work to strengthen those muscles to lift up our values around racial equity is critical. Now, and I'll be talking a little bit about that later today. Thank you.

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00:03:56.310 --> 00:03:59.910

Equity in the Center: Thanks, Amanda. Nicola, you're up next.

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00:04:02.160 --> 00:04:13.020

Nicola Chin: My name is Nico chin. I am joining you from Lewiston, Maine, and I'm the founder of up with community of practice for helping people connect into their personal power for change.

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00:04:13.410 --> 00:04:30.540

Nicola Chin: Helping teams orient themselves towards creativity impact and freedom we design adult learning based experiences for teams to transform how they work together and be better positioned to advocate for the change that they're seeking in the world.

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00:04:31.830 --> 00:04:40.290

Nicola Chin: Today I am coming to share the strategic thinking document that we co created about two weeks into

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00:04:41.820 --> 00:04:54.210

Nicola Chin: Offering tools and resources for strategic thinking in this moment of multiple crises. I'm excited to share these tools and resources with all of you and eager to hear the stories that the other panelists will be able to share

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00:04:59.820 --> 00:05:02.280

Equity in the Center: Thank you. HON.

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00:05:04.410 --> 00:05:08.880

Hanh Le: Thanks. Kay. Hi, everyone. Good morning or afternoon, wherever you are.

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00:05:09.540 --> 00:05:19.290

Hanh Le: So I'm hardly I'm the executive director of the Weisberg foundation. We're a small family foundation Based In Arlington, Virginia and zooming in, from my home in northeast DC today.

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00:05:20.250 --> 00:05:34.170

Hanh Le: And a little bit about our foundational talk more later, but our vision is a world that recognizes deep inequities and actively seeks to dismantle structural racism by continuously building access

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00:05:34.410 --> 00:05:44.010

Hanh Le: Opportunity and power so that all can thrive and we work to advance organizations and efforts that are building power of those most negatively impacted by racism.

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00:05:44.250 --> 00:05:51.000

Hanh Le: And so I'm going to share a little bit about how the Weisberg foundation got to that kind of foundational vision and mission.

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Hanh Le: And how that process has helped us be able to respond in a way that we have to code and hopefully through code and and push philanthropy as well to operate in ways that are increasingly

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00:06:04.170 --> 00:06:16.110

Hanh Le: Equitable and effective not in this crisis, but coming out of this prices and my goal is for folks to be able to get a little bit of information, motivation, maybe some urgency around

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00:06:16.680 --> 00:06:32.430

Hanh Le: Tapping into the power that each of us has, you know, regardless of what our or what in our goals and our positions the types of organizations we sit in the communities that we live in, to push further really transformative change that's needed and possible right now in this moment.

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00:06:35.820 --> 00:06:36.630

Equity in the Center: Thanks so much.

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00:06:37.650 --> 00:06:38.190

Equity in the Center: Andrew

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00:06:40.020 --> 00:06:53.280

Andrew Plumley: Yes, thank you. Hi, everyone. My name is Andrew plumlee I'm the director of inclusion at the American Alliance of Museums the Alliance's mission is to champion museums and nurture excellence in partnership with our members and allies.

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00:06:54.360 --> 00:07:06.660

Andrew Plumley: And the alliance really is the American Association of everything from African American History Museum, all the way to the San Diego Zoo and everything in between.

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00:07:07.680 --> 00:07:08.460

Andrew Plumley: So we've got

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00:07:09.540 --> 00:07:17.610

Andrew Plumley: Museums like SF MoMA and the mat in our membership and that small culture cultural museums on and historic sites.

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00:07:18.720 --> 00:07:21.930

Andrew Plumley: And I've really been thinking about

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00:07:23.070 --> 00:07:30.390

Andrew Plumley: What this work really entails during times of crisis in a membership organization and association that is really

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00:07:31.740 --> 00:07:45.330

Andrew Plumley: Actually expansive and broad. Some folks are really new to work around equity, some folks have been doing this for quite a while and are really embedded within Community and created for by and of those those communities and so

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00:07:46.530 --> 00:07:52.410

Andrew Plumley: I'm really excited today to have a conversation around what that breath and special really means in terms of equity work and how that

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00:07:52.410 --> 00:07:53.430

Equity in the Center: Actually informs

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00:07:53.490 --> 00:07:54.930

Andrew Plumley: How we all do this collectively

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00:07:58.080 --> 00:08:05.520

Equity in the Center: Thank you. Um, thank you all for participating in the poll, it's helpful for us to see as panelists. And I think for everyone.

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00:08:06.600 --> 00:08:08.430

Equity in the Center: On the webinar to see

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00:08:09.510 --> 00:08:22.440

Equity in the Center: What the stakeholder basis of folks were listening today and it does look like most folks are and funders are nonprofits with nonprofits being the biggest group and that organizations have taken some steps.

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00:08:23.430 --> 00:08:35.070

Equity in the Center: On race equity, not everyone has centered it as a critical element of their, their strategy, but the majority of folks have begun having conversations participated in trainings and

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00:08:35.760 --> 00:08:43.710

Equity in the Center: Around 35% have started to make changes to internal policies, practices, values and culture. And it looks like

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00:08:44.670 --> 00:08:51.390

Equity in the Center: About 134 folks, almost half would rate themselves as being awake on the race equity cycle.

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00:08:52.140 --> 00:08:59.160

Equity in the Center: With relatively few we're focusing their, their work or at the work stage. And I'll just give a quick description of each stage.

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00:08:59.520 --> 00:09:07.650

Equity in the Center: Before we move on in the discussion so awake is really diversity that's transactional in nature. So when an organization is very much focused on

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00:09:07.980 --> 00:09:17.700

Equity in the Center: The representation of people of different racial backgrounds. At that point, the work is very much rooted in HR you're focused on recruiting people of color to the organization.

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00:09:18.210 --> 00:09:27.930

Equity in the Center: But the conversation hasn't really advanced to thinking about what the lived experiences of those people of color are once they become employed at the organization or outside in the larger world.

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00:09:28.650 --> 00:09:37.650

Equity in the Center: The woke stage is what most people would refer to as inclusion. That's the stage when an organization is transforming its culture and policies and practices to center.

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00:09:37.950 --> 00:09:47.040

Equity in the Center: Equity and naming the significance of a multiplicity of identities and cultures and moving away from the white dominant standard

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00:09:47.550 --> 00:09:51.270

Equity in the Center: That's the status quo in American society and inside of organizations.

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00:09:51.840 --> 00:10:01.530

Equity in the Center: And woke what which isn't the last stage because it's a cycle and the process is not linear, but work is is really equity. That's the outcome which we all seek

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00:10:01.800 --> 00:10:08.700

Equity in the Center: And equity in the center talks about that stage of the work being characterized by an organization that has a reset. But the culture. So they're

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00:10:08.910 --> 00:10:21.810

Equity in the Center: Equally focused on centering equity and mitigating risk space disparities inside of their organization. So looking for example that staff engagement compensation promotion pretension etc, as well as representation and distribution.

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00:10:22.320 --> 00:10:28.860

Equity in the Center: Of people of color from the board downs. The most junior level, but they're also playing an active role like folks on today's panel.

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00:10:29.340 --> 00:10:36.240

Equity in the Center: In their peer group and out in the community, pushing other funders and organizations to adopt policies and practices.

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00:10:36.690 --> 00:10:53.340

Equity in the Center: That would mitigate in equity race based in equity inside of your organization, but also in broader society. So I thought that context would be helpful. Before we move on to to chatting among the group. I did want to share a little bit about the origin of this this webinar.

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00:10:54.720 --> 00:11:07.200

Equity in the Center: Several weeks ago I did a webinar on equity and the covert response with independent sector, and it was clear that there are a diversity of experiences and perceptions of how cool it is unfolding in the country.

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00:11:07.920 --> 00:11:16.830

Equity in the Center: There are those of us who are on the panel and then on on the webinar, as we can see from the pole, who have a really clear, explicit and in some cases a deep

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00:11:17.250 --> 00:11:27.240

Equity in the Center: Race equity analysis generally of, you know, how we do our work and how society is structured and there are others who are working to build that muscle. And I know Amanda wants to talk a little bit about that.

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00:11:27.990 --> 00:11:35.700

Equity in the Center: Later on, but what we heard on the webinar. And what I've heard in conversations with with colleagues is that, on the one hand,

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00:11:36.450 --> 00:11:48.960

Equity in the Center: The now plentiful data on race space disparities and the rate of fatality and infection from coded is out there, the data is released by government agencies in most cases though it's been analyzed by journalists.

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00:11:49.440 --> 00:12:02.730

Equity in the Center: There are still people who don't see this as a representation of broader in equities structural and equities in American society. So currently, I think the Navajo Nation has the highest rate of infection in the entire country.

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00:12:03.120 --> 00:12:11.520

Equity in the Center: And then when you look at the rates of death in Chicago and Detroit other cities that have done these analysis black and Latinx

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00:12:12.300 --> 00:12:16.740

Equity in the Center: People are dying at disproportionate rates on the West Coast, you have Asian Pacific Islanders.

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00:12:17.370 --> 00:12:28.260

Equity in the Center: Dying at disproportionate rates so that data, notwithstanding, some colleagues are having difficulty getting their organizations to name race explicitly and and center race equity.

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00:12:28.740 --> 00:12:41.790

Equity in the Center: In their response to code. On the other hand, I've heard that there are organizations who see the race base disparities and what's happening with coded and are trying to understand how they can apply a reset to the analysis to their response to coded

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00:12:42.360 --> 00:12:48.540

Equity in the Center: And support or push their organization to adopt a race equity analysis for their work generally

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00:12:49.320 --> 00:12:57.660

Equity in the Center: Because structural oppression is a standard in this this country, you know, Rackspace disparities, our standard in this country. There's nothing about coded that

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00:12:58.650 --> 00:13:03.870

Equity in the Center: Is different per se in terms of how it is a manifestation of structural inequity in society.

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00:13:04.140 --> 00:13:12.120

Equity in the Center: So we really thought this conversation would be a great opportunity for folks who have an advanced recycling analysis and responding to coated with that analysis to share

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00:13:12.600 --> 00:13:23.730

Equity in the Center: Some of your experiences and take some questions about how folks were earlier in their journey could begin to adopt some practices and for Nicola to share, sort of, as we kick off.

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00:13:24.390 --> 00:13:37.620

Equity in the Center: Her framework so that the examples that Han and Amanda and Andrew share can be organized or considered within the context of this broader framework which is applicable, not just to to cove it but to managing through crisis.

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00:13:38.730 --> 00:13:39.480

Equity in the Center: Generally

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00:13:41.010 --> 00:13:43.950

Equity in the Center: Of the panelists. Is there anything you would you would add to that.

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00:13:45.240 --> 00:13:48.600

Equity in the Center: No, I see someone has submitted a question.

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00:13:49.980 --> 00:14:03.150

Equity in the Center: Please do so through the Q AMP a feature and we have folks on the back end, who will help us prioritize and address questions. So we're going to pause at various points and respond to questions and then we'll have a Q AMP. A session at the end.

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00:14:03.900 --> 00:14:06.570

Equity in the Center: In turn, someone did ask a question about the data.

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00:14:07.710 --> 00:14:14.550

Equity in the Center: When the recording is distributed to all registered participants. I'll share links to anything that we reference during today's discussion.

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00:14:15.660 --> 00:14:15.990

Equity in the Center: Right.

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00:14:17.220 --> 00:14:24.630

Equity in the Center: So Nicola. Nicola, I'm sorry. We'd appreciate it, or Nico, which is really what you prefer to be called

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00:14:25.530 --> 00:14:36.450

Equity in the Center: Would you mind starting by sharing some high level context on the framework how organizations can apply it and just any observations, you have from your current work or just looking at the sector.

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00:14:37.350 --> 00:14:46.710

Equity in the Center: Funding the funding side or the nonprofit side as to how folks can apply the framework at this time and to their work going forward. Great.

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00:14:46.740 --> 00:14:56.880

Nicola Chin: Great, and K, if it's possible to share the link. One more time in the chat. That would be great. If folks want to open up the link. I'm actually going to walk you through a bit of what the framework.

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00:14:57.240 --> 00:15:03.300

Nicola Chin: Looks like and how we envisioned people using it. We're always curious about how people use it in the field.

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00:15:03.960 --> 00:15:08.310

Nicola Chin: So if you want to take a sec to open that up. I'll start talking a little bit before we dive in.

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00:15:09.030 --> 00:15:14.880

Nicola Chin: I plugged in my headphones so that I'm hoping folks can hear me a little bit better but definitely let me know if you're having any issues with that.

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00:15:15.540 --> 00:15:25.560

Nicola Chin: Thanks. Kay, appreciate it. So I threw up with community. We work and partner with organizations on their learning journeys usually over several years.

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00:15:26.430 --> 00:15:37.440

Nicola Chin: And two weeks into quarantine. I was sitting down with a really lovely partner who works on economic justice issues and issues of racial justice.

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00:15:37.800 --> 00:15:47.070

Nicola Chin: And we were there to plan for their next board meeting that focused on how to address the crises, the multiple crises that were coming up in the communities that they serve.

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00:15:48.030 --> 00:16:01.380

Nicola Chin: And just start with simple question of. So what are you planning to tell them, and it became very clear that there was lots of information at lots of different places and positions and ways to look at

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00:16:02.100 --> 00:16:07.620

Nicola Chin: That it was really difficult to know where to begin. How to connect the dots and then how to move forward.

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00:16:08.730 --> 00:16:16.230

Nicola Chin: And so in that conversation we started to map out the altitudes that we use in the framework and started to think through

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00:16:16.620 --> 00:16:22.350

Nicola Chin: How to connect the dots and that was what was so important, especially early on in the crisis and I think it is still today.

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00:16:23.190 --> 00:16:37.110

Nicola Chin: So many so much of what we are seeing and covert 19 right now is laying bare the injustices and inequities that we know have been there and deepening the suffering driven by those inequities in injustices.

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00:16:37.800 --> 00:16:46.410

Nicola Chin: And so it's our job now to build the bridges to connect the dots and tell the stories in the face of those inequities that can move us forward.

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00:16:47.160 --> 00:16:55.740

Nicola Chin: And that's really what we're trying to do. If you look at the first page of the framework we name a couple of of dots and bridges that we're trying to connect

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00:16:56.190 --> 00:17:10.050

Nicola Chin: Right now, the first is how we really connect different types of knowledge, the emotional knowledge of moving through these crises as individuals and communities into our bodies into what we're seeing and into what we're reading it, analyzing the data.

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00:17:11.580 --> 00:17:25.680

Nicola Chin: Empowering folks to really seek out their own sources of data being in this crisis means that there are a lot of bias sources of data and data that are there to reinforce and equities and and injustices and really wanting to set people up to

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00:17:26.940 --> 00:17:28.020

Nicola Chin: Have their own

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00:17:29.880 --> 00:17:38.340

Nicola Chin: Have their own lines of communication and information and and analysis and connect with those that are trusted and then throughout all of this work for ground justice.

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00:17:41.040 --> 00:17:57.090

Nicola Chin: One of our favorite quotes is from Edward Baptist, who wrote a book, a half has never been told about the intimate history of slavery in the cotton industry in the

United States and his, his quote that really sticks with us as human survival is a political strategy.

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00:17:58.530 --> 00:18:10.920

Nicola Chin: And so we see all of the practices that are listed in this framework, not just about that heady intellectual level of organizational development, but really about calling us into supporting each other and human survival in this moment.

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00:18:13.200 --> 00:18:16.830

Nicola Chin: So we use the altitudes metaphor in the framework because

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00:18:17.550 --> 00:18:28.980

Nicola Chin: One thing you learn in adult learning is that people have a natural aptitude that they like to fly out some people are really visionary. They love to live in the big picture. Some people really enjoy task oriented.

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00:18:29.520 --> 00:18:47.820

Nicola Chin: Project oriented framework and then some people like to live in the middle, during a crisis, we need to know where we tend to like to fly. We need to understand where others are flying from and then we need to communicate across right and we need to usually do that very quickly.

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00:18:49.350 --> 00:18:58.170

Nicola Chin: And so we find this metaphor of altitudes allows us to move and connect across different ways of viewing the world pretty quickly.

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00:18:59.940 --> 00:19:06.330

Nicola Chin: If you're following along, and if you're able to get into the document, we're on page two. And we're looking at

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00:19:07.950 --> 00:19:11.820

Nicola Chin: Here we go. I see somebody sharing the chat. Thanks, Andrew.

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00:19:13.080 --> 00:19:16.710

Nicola Chin: So we'll just look at page two, and

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00:19:18.300 --> 00:19:21.420

Nicola Chin: We'll start with the 60,000 foot level.

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00:19:22.890 --> 00:19:31.350

Nicola Chin: So at the 60,000 foot level is an organization's mission and vision.

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00:19:33.180 --> 00:19:36.180

Nicola Chin: And we start at the level of mission and vision.

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00:19:37.740 --> 00:19:47.190

Nicola Chin: Because in a moment of crisis, it really is important to re ground in why you came into existence and how you relate to that purpose now.

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00:19:48.270 --> 00:19:52.590

Nicola Chin: For some it means we're going to stay right on purpose. Exactly where we've been.

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00:19:54.030 --> 00:20:01.230

Nicola Chin: For summit means, there may be some adaptation to what you're called to do in this moment. And it's important to check in there.

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00:20:02.400 --> 00:20:05.790

Nicola Chin: We include the 80,000 foot level because

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00:20:06.330 --> 00:20:20.490

Nicola Chin: In this moment. You may have seen just as I have lots of calls to use this moment of crisis is a chance for structural change a lot of our organizations are seeking to restructure how power works in our economy in our legal systems government

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00:20:21.240 --> 00:20:33.180

Nicola Chin: And we wanted to provide some tools for that higher level of altitude right where you're really trying to see how does everything moves and how might we influence how it moves moving forward.

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00:20:33.540 --> 00:20:44.820

Nicola Chin: And if you'll see that link at the top. The up with Community framework strategy questions for paradigm shifts in an age of crises, that's a tool that we created to help people move through some of those pair paradigm shifts

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00:20:49.110 --> 00:20:53.670

Nicola Chin: Now we'll move to the 50,000 foot level, which you can see here, which is the assessments.

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00:20:55.170 --> 00:21:07.230

Nicola Chin: At the 50,000 foot level. This is really about making sure you have the best and most rich information you can possibly have to help you make plans and make decisions.

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00:21:07.770 --> 00:21:13.950

Nicola Chin: And one of the ways that a white supremacy culture manifests is by moving to action quickly.

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00:21:14.790 --> 00:21:23.580

Nicola Chin: And so what we want to do is make sure that we're really balancing slowing down and making sure that we're looking at not just the primary crisis, but all of the interrelated crises.

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00:21:24.120 --> 00:21:30.810

Nicola Chin: And that we're really opening up lines of communication across different stakeholders and different collaborators.

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00:21:32.250 --> 00:21:41.610

Nicola Chin: This can be everything from Rapid Response mobile networks text trees to more formal more robust data systems.

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00:21:44.610 --> 00:21:54.630

Nicola Chin: When we look at page five and the 40,000 foot level what we're really interested in is giving teams a chance to look at multiple periods of time.

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00:21:55.560 --> 00:22:13.710

Nicola Chin: This is really important to conceptualizing equity, because there are racial inequities that are happening right now in this very moment that will emerge in the next six months, particularly if we're not set up to be at the table as we restructure and in the next two years.

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00:22:14.760 --> 00:22:21.600

Nicola Chin: And so we really encourage organizations to start to build ways of looking at these three different periods of time.

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00:22:22.230 --> 00:22:34.320

Nicola Chin: Is it in a Google Doc, where you're mapping these different pieces. Do you ask different leaders volunteers community members staff people to take different periods of time and and map them over time.

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00:22:35.700 --> 00:22:43.500

Nicola Chin: It's it's it's useful to be able to look at these three periods of time in concert because they have interconnections with each other.

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00:22:46.950 --> 00:22:54.450

Nicola Chin: Moving down to the 20,000 foot level on page six, we talked about building out strategies in each of those three time periods.

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00:22:55.110 --> 00:23:13.950

Nicola Chin: So some organizations are really set up to think about the long term. Some organizations are really set up to live in the rapid response mode and we know in equities will deepen if we aren't able to work across all three right the immediate the medium term and the long term.

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00:23:15.270 --> 00:23:23.370

Nicola Chin: And so at that strategy setting level, we encourage folks to use tools that can help them in all three. And so we've provided some resources that can help there.

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00:23:26.190 --> 00:23:31.500

Nicola Chin: on page eight, we go into one of my favorite sections, which is the day to day

146

00:23:33.030 --> 00:23:44.370

Nicola Chin: And this is a section where we really tried to pull insights into the practices that can really help sustain us in this movement and in the work on research actually

147

00:23:46.080 --> 00:23:57.360

Nicola Chin: There are there are about six or seven different practices, but there's really four I wanted to lift up before we end the section. The first is being in our body and being in the present moment.

148

00:23:58.530 --> 00:24:12.360

Nicola Chin: And I know a lot of us do somatic work or seek others to help us with our bodies and being in our bodies and it can be very difficult to be distanced from those practices and we've put in some tools that can help there.

149

00:24:14.430 --> 00:24:17.160

Nicola Chin: The second I want to lift up his digesting fear and stress.

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00:24:18.480 --> 00:24:27.060

Nicola Chin: So there can be self care that helps us not feel and there can be self care that actually helps us move through our feelings.

151

00:24:27.990 --> 00:24:42.900

Nicola Chin: And the resources and reflections. We share there is really about making sure that we're we're accessing processes and practices that help us digest our emotions throughout all of the strategic planning in this work.

152

00:24:45.690 --> 00:24:49.380

Nicola Chin: The last that I'll share is shifting our measures of success.

153

00:24:51.960 --> 00:25:10.890

Nicola Chin: Right now, it's really important for us to be able to keep all of these different goals and all of these different timeframes in our, in our line of sight, and it's important for us to be able to evaluate every day where we stand with our teams and to celebrate, as well as grief.

154

00:25:12.000 --> 00:25:21.060

Nicola Chin: What is going on, and I hope that some of the tools that were shared in the framework can help your teams in that journey. I'll stop right there. Okay.

155

00:25:22.830 --> 00:25:35.370

Equity in the Center: Thanks so much, Nicola, and I'm sure folks have questions about that, but we're going to hold them just for the moment and and transition to Amanda and have her share

156

00:25:36.540 --> 00:25:45.120

Equity in the Center: How funders together to end homelessness has been responding to coven and as she is speaking when I'm going to do is drop an article

157

00:25:45.960 --> 00:25:53.130

Equity in the Center: That her team published into the chat. And again, everything that we drop into the chat and including the land acknowledgement website as well as some additional

158

00:25:53.730 --> 00:26:09.780

Equity in the Center: resources such as a Native American news outlet and a fun to which you can donate to help the Navajo people among other Native communities will be shared and follow up. So without further ado, Amanda. I'll kick it over to you and drop article into the chat.

159

00:26:10.980 --> 00:26:21.210

Amanda Andere: Thanks so much, K. So as I mentioned in my introduction. Last year we released a commitments and for aspirations for our work around addressing structural racism.

160

00:26:21.510 --> 00:26:31.860

Amanda Andere: And an equities in the housing and homelessness ending homelessness system. This really codified about four years worth of work that our board our members, our movement.

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00:26:32.880 --> 00:26:39.900

Amanda Andere: Was doing to really center racial equity and racial justice and start to move to towards being an anti racist organization.

162

00:26:40.500 --> 00:26:52.920

Amanda Andere: And we felt really proud of this racial equity commitment. I'm still proud of it. But coven happened. And like I mentioned, what I realized is my muscles are movement muscles are movements muscles.

163

00:26:53.880 --> 00:27:08.640

Amanda Andere: Philanthropy in general, our muscles are weak. I think we have made really good efforts and strides to center racial equity and justice to develop a racial equity analysis to move from a week to walk to work.

164

00:27:09.540 --> 00:27:20.790

Amanda Andere: But in times of crisis, holding up the heavy burden of centering and when I mean burden i don't i. It is the just thing to do. But what I mean is the

165

00:27:21.330 --> 00:27:29.190

Amanda Andere: The, the heaviness of racial equity and racial justice is really hard and I liken it to weak muscles because

166

00:27:30.090 --> 00:27:42.420

Amanda Andere: Like many of you, I'm sure, at home. I've been trying to work out more and I finally got a new set of weights and gosh that 12 pound consistent lifting

167

00:27:43.350 --> 00:27:51.210

Amanda Andere: Really really hurt the first two weeks because my muscles were weak. I hadn't been doing that amount of lifting since my gym closed.

168

00:27:51.960 --> 00:28:05.580

Amanda Andere: And that's where I think our movement is and I and I imagine many movements are around the racial equity analysis, they have the desire, they have the commitment, they're doing the work, but their muscles are weak.

169

00:28:07.500 --> 00:28:15.540

Amanda Andere: So for funders together to end homelessness. We know that as communities continue to grapple with the effects of coven 19

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00:28:15.930 --> 00:28:26.940

Amanda Andere: We've been hearing from from funders wanting to understand how they can be most effective in their responses, while also pushing for long term solution centered in racial equity and racial justice.

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00:28:27.510 --> 00:28:31.410

Amanda Andere: And I know this has been said before, but I think it's so critical to say

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00:28:31.980 --> 00:28:42.330

Amanda Andere: To ground us in in why we're here. We know the coven 19 is not the great equalizer. In fact, it's only exasperated structural and activities that already exist.

173

00:28:42.930 --> 00:28:56.310

Amanda Andere: The disparities, we're seeing are rooted in structural racism and are not about race. This is not about pre existing conditions. It's about pre existing and equities from stolen indigenous land and chattel slavery.

174

00:28:56.940 --> 00:29:08.190

Amanda Andere: As Race Forward reminds us coven 19 kills structural racism is its accomplice. And so that's how we grounded our recommendations for philanthropy.

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00:29:08.760 --> 00:29:21.840

Amanda Andere: The document that case shared is as I would say a first draft of many drafts, because this work changes all the time to start to ground philanthropy and how do they respond in the short term and long term.

176

00:29:22.590 --> 00:29:35.400

Amanda Andere: To the issues of for us, housing and homelessness, but I hope to share some of the things we recommend I think can apply to the work you're doing across many different issue areas and spectrums.

177

00:29:36.420 --> 00:29:51.840

Amanda Andere: I know K also shared and some of the resources or will share an article by one of my mentors unique Redwood, who's the CEO of the consumer health foundation and she list a bunch of questions that philanthropy should be thinking about

178

00:29:52.980 --> 00:30:10.500

Amanda Andere: And I'll post this in the chat. When I'm done. But I tend to never disappear with unique, but the one thing I will add in her last question she asked, how are the actions you're making grounded in in the history of our country. I think she implied. But I think it's so important to to really

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00:30:11.730 --> 00:30:19.140

Amanda Andere: To say it's the racialized history of our, our country. And so as a part of our equity work, we are

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00:30:19.470 --> 00:30:27.780

Amanda Andere: Committed to learning about systemic racism and anti black and anti native and other forms of violence and oppression that's in our nation's history.

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00:30:28.320 --> 00:30:39.840

Amanda Andere: And I think we can't lose that learning while we're responding, because we have to realize the roots of why we are seeing these inequities and responding and appropriate way.

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00:30:40.920 --> 00:30:46.290

Amanda Andere: So I want to highlight a couple of things in our framework that I think are really important.

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00:30:46.860 --> 00:30:53.100

Amanda Andere: They may seem really specific to housing and homelessness, but I think they apply to building that racial equity muscle.

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00:30:54.030 --> 00:31:04.860

Amanda Andere: So it's really critical that folks are work with local and state of state officials to ensure that the federal dollars coming in to support the issues such as homelessness and housing.

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00:31:06.660 --> 00:31:15.030

Amanda Andere: Or that organizations prioritize racial equity and use this aggregated data to determine how resources and funding should be distributed equitably

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00:31:15.540 --> 00:31:29.130

Amanda Andere: This is an important role for philanthropy. The question we have to ask is do our communities to our organizations have the resources have the capacity have a person that can dis aggregate the data and think about it from a racial equity lens.

187

00:31:30.210 --> 00:31:35.850

Amanda Andere: We've been really pushing this idea of using a Equity based decision making framework.

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00:31:36.360 --> 00:31:44.850

Amanda Andere: That I'll share in the chat later and making mid course corrections to our program designs and interventions to ensure equitable outcomes.

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00:31:45.330 --> 00:32:03.000

Amanda Andere: For funders, these, this means supporting real time evaluation as well as real time support racial equity analysis. So communities can pivot course correct it specially if they see that their funding and interventions are not meeting the needs of disproportionately impacted communities.

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00:32:04.620 --> 00:32:14.730

Amanda Andere: We also know that the response that philanthropy had in the media was thinking about, okay, how do we get pp to communities for us. It was like, how do we stand

191

00:32:15.060 --> 00:32:26.580

Amanda Andere: Up shelters that are closing. How do we get the food pantry continuing to run and that is critical and important, but we have to think of the long term and short term and we can't

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00:32:27.270 --> 00:32:30.930

Amanda Andere: get blindsided by just thinking about the immediate needs.

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00:32:31.410 --> 00:32:48.150

Amanda Andere: So part of that means championing and funding grassroots organizations and organizations, led by people of color to work with federal, state, and local leaders to advance equitable implementations of the relief package funds of any strategies towards recovery efforts.

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00:32:49.170 --> 00:33:00.720

Amanda Andere: And this also means funding grassroots organizations to hold local leaders accountable to policies and acted by the Cures Act for us that we found in local communities that

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00:33:02.070 --> 00:33:06.480

Amanda Andere: The grassroots organizations organizations that do movement building an organized things

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00:33:06.900 --> 00:33:18.690

Amanda Andere: are really the ones who were finding out how things like eviction moratoriums weren't working for people of color, how some of the policies that were coming in from the state and local level will disproportionately impacting

197

00:33:19.140 --> 00:33:27.930

Amanda Andere: communities of color in a bad way even though they had good intended consequences intent good intentions, because those folks are usually at the ground seeing stuff.

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00:33:29.520 --> 00:33:36.030

Amanda Andere: First look at where rapid response dollars are going and ensure that organizations, led by and serving people of color.

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00:33:36.450 --> 00:33:41.850

Amanda Andere: An LGBT Q. People are receiving resources. Every time dollars and resources are distributed

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00:33:42.360 --> 00:33:50.100

Amanda Andere: We saw a lot of grant making institutions do maybe one time grants to communities are impacted communities of color.

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00:33:50.490 --> 00:34:00.900

Amanda Andere: And we need to make sure that every time grant dollars every time federal dollars go out that the first priority is to impacted communities disproportionately impacted communities.

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00:34:01.620 --> 00:34:08.670

Amanda Andere: And this is a big one. And this is why the work of racial equity is so critical before a crisis.

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00:34:09.180 --> 00:34:15.810

Amanda Andere: We need to examine how culturally specific organizations are not connected to mainstream organizations and policy tables.

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00:34:16.440 --> 00:34:21.000

Amanda Andere: And therefore don't have access to the same mainstream mainstream resources.

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00:34:21.510 --> 00:34:37.500

Amanda Andere: And vice versa. How do we resource mainstream organizations to work with culturally specific organizations in a way that is just an equitable and recognizes their historical marginalization and brings them to the table and authentic ways

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00:34:39.420 --> 00:34:49.950

Amanda Andere: So some long and short term recommendations that we really focused on was creating space to learn about authentic collaboration and policy and funding decisions.

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00:34:50.310 --> 00:35:00.690

Amanda Andere: And engaging people with live expertise, especially people of color with of expertise at every single decision making table philanthropy has a great

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00:35:01.170 --> 00:35:12.090

Amanda Andere: Deal of power and ability to convene create space and justice, every time we need to be making sure that communities of color and impacted communities are receiving

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00:35:12.420 --> 00:35:20.790

Amanda Andere: Equitable amount of funding they need to make sure that those people with expertise or at least policy decision making tables at the federal, state, and local level.

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00:35:23.880 --> 00:35:31.200

Amanda Andere: Finally, we know that during disasters policies can be rushed and implications are left out of the conversation due to urgency.

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00:35:32.280 --> 00:35:44.250

Amanda Andere: And so it's really critical that funders lead by example and I would not just funders, but I think people in community who have power, who have influence

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00:35:45.750 --> 00:36:00.180

Amanda Andere: That we need to think about policy change that doesn't just focus on fixing the systems but completely rebuilding them to be anti racist and resilient in light of another crisis.

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00:36:00.630 --> 00:36:04.770

Amanda Andere: So I just want to end by talking about some internal conversations we had around resiliency.

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00:36:05.730 --> 00:36:13.110

Amanda Andere: We know that this word can be weaponized against people of color and already marginal lies communities. We have to be resilient because

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00:36:13.620 --> 00:36:27.660

Amanda Andere: Of racist structures that continue to oppress us, especially people without homes and the reality is we know, we know that systems have been pretty resilient in their policies that enable oppression.

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00:36:28.290 --> 00:36:37.080

Amanda Andere: So it's important to think about how we lead and model, the process of acknowledging that existing systems are broken and structurally racists and put push community stakeholders.

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00:36:37.500 --> 00:36:45.720

Amanda Andere: To prioritizing rebuilding new resilient systems that are anti racist that create a true safety net for people during a crisis.

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00:36:46.560 --> 00:37:05.280

Amanda Andere: And things thinking about, you know, during the next crisis during the next pandemic what power to communities really need to not only survive, not only thrive. But able to to enact just policies for for their future. So I'll stop there. K. Thanks.

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00:37:06.420 --> 00:37:16.440

Equity in the Center: Thank you so much. Amanda, we were getting lots of affirmation or for your remarks in the chat as we did for for Nikos as well.

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00:37:17.550 --> 00:37:27.660

Equity in the Center: On is up next. And one thing I wanted to mention before he chatted was in a previous conversation we had on it talks about how folks don't necessarily know that they have

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00:37:28.080 --> 00:37:30.720

Equity in the Center: The power to make the change that they know is bright.

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00:37:31.440 --> 00:37:45.480

Equity in the Center: And you use struck on this in one of your, your comments. Amanda, in terms of what people having the power and the influence grass roots roots, folks, as well as folks who are inside of foundations and nonprofits, so I'm looking forward to hearing Hines

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00:37:46.410 --> 00:37:49.860

Equity in the Center: Comments on that as well as being the foundation

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00:37:50.430 --> 00:38:01.680

Equity in the Center: Representative on the panel just sharing more about how folks are responding. I know there's an ongoing conversation like among many of us on this panel. And then in the sector about whether or not grants will be withdrawn.

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00:38:02.250 --> 00:38:10.080

Equity in the Center: They'll funders have been really responsive and converting project based funds to general up phones, but there was a very big announcement recently.

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00:38:10.650 --> 00:38:19.770

Equity in the Center: From a large funder that targets black girls and women that the, you know, funding would be going away. So would appreciate your perspective on that as well.

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00:38:22.650 --> 00:38:23.100

Thanks.

228

00:38:24.240 --> 00:38:37.290

Hanh Le: Thank you. K. And thank you, Nico and Amanda for setting up this conversation so beautifully. And so I think folks will hear a lot of being frame frames analyses that you've shared kind of echoed in what I'm going to share

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00:38:37.800 --> 00:38:44.400

Hanh Le: And if I forget to circle back to that last question. K. Please do to me so so

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00:38:45.570 --> 00:38:57.090

Hanh Le: I just want to thank first equity in the center for making the space available to us and bringing us all together to talk about this really important issue and and bringing so many an NGO and independent sector.

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00:38:57.480 --> 00:39:04.620

Hanh Le: And all of you for joining us. Because, you know, even though everyone's at different places of this awake for will work.

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00:39:05.340 --> 00:39:10.200

Hanh Le: Cycle. I think you're all here because you know that this is an important thing that we all need to be doing.

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00:39:10.560 --> 00:39:22.770

Hanh Le: You know, harder, more intensely more in more sustained way. Right. And so I appreciate the opportunity to share what we're doing, thinking, just as an example of one foundations approach to coded

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00:39:23.310 --> 00:39:34.770

Hanh Le: In the short term, and are the immediate and the long term. So as I mentioned earlier, I'm the executive director of the iceberg foundation and Weisberg is a small family foundation Based In Arlington, Virginia.

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00:39:35.130 --> 00:39:42.360

Hanh Le: We give primarily in the DC region, but also a little across the country, particularly in New York City Wisconsin and New Mexico.

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00:39:42.690 --> 00:39:57.750

Hanh Le: We've been around for 30 years and in all those 30 years have had a broad commitment to advancing social justice, but about four to five years ago, we started and I'm really sorry. I gave my dog a ballistic before we started, but he went through it and now he's barking again.

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00:40:01.710 --> 00:40:05.370

Hanh Le: About four to five years ago, we started intentionally engaging in a journey.

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00:40:06.900 --> 00:40:15.480

Hanh Le: A journey that we are still on and will continue to be on to learn about structural racism and how it relates to what we do everything we do and what we care about.

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00:40:15.900 --> 00:40:22.260

Hanh Le: One of my trustees compares that learning to having the gauze lifted from our eyes right finally having

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00:40:22.560 --> 00:40:29.370

Hanh Le: The analysis and language and framework and history and knowledge to to do so much better than we had been doing

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00:40:29.610 --> 00:40:37.470

Hanh Le: And engage more equitably so that we could even more effectively truly advance our, our vision for justice, specifically racial justice.

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00:40:37.950 --> 00:40:46.080

Hanh Le: And around that time that we were going started that learning journey. We also under were in the midst of a major strategic planning process.

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00:40:46.500 --> 00:40:54.270

Hanh Le: That led us to centering our vision and mission on racial equity because of that learning we were doing. And then I think it's important to note that

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00:40:54.990 --> 00:41:04.650

Hanh Le: In the course of that strategic planning process. And this was in 2016 something happened that was also what we saw was a national crisis that really jolted us

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00:41:05.190 --> 00:41:16.350

Hanh Le: Into acknowledging that we needed to be much bolder in the strategic plan that we were developing about centering racial equity and for us that crisis was a presidential campaign and election.

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00:41:17.610 --> 00:41:24.180

Hanh Le: That like Kobe laid bare the deed systemic and structural racism in our country and how far we need to come

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00:41:24.660 --> 00:41:29.340

Hanh Le: To being a nation that truly cares about equity and justice for black and brown people

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00:41:30.000 --> 00:41:37.980

Hanh Le: So we came out of that strategic realignment process with the vision for a world. I mentioned earlier that recognizes and equities.

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00:41:38.370 --> 00:41:45.780

Hanh Le: And actively seeks to dismantle structural racism by continuously building access opportunity and power so that all can thrive.

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00:41:46.170 --> 00:41:52.980

Hanh Le: And our mission is to advance organizations and efforts that are building power of those most negatively impacted by racism.

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00:41:53.370 --> 00:42:01.590

Hanh Le: And I share all of that as contacts for why when this covert crisis hit with this clarity and explicitness of purpose.

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00:42:02.070 --> 00:42:10.290

Hanh Le: We were able to move relatively quickly to leaning even more deeply into our vision and our mission and our values.

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00:42:10.770 --> 00:42:16.110

Hanh Le: Around listening and learning building power and community and equity and justice.

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00:42:16.620 --> 00:42:22.020

Hanh Le: And our four strategies or four core strategies of funding, obviously, because we are a foundation

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00:42:22.380 --> 00:42:32.010

Hanh Le: But also what we call our ABC strategies because they're equally fundamental to what we do. And those are our strategies of amplification building capacity and collaboration.

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00:42:32.370 --> 00:42:44.580

Hanh Le: And especially important to us. You know, I mentioned that we all have power wherever we sit and we're a relatively small foundation. Right. So we are very intentional about leveraging all of those non dollar

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00:42:44.940 --> 00:42:47.820

Hanh Le: Resources, we have to effect the change that we want to affect

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00:42:48.330 --> 00:42:53.310

Hanh Le: So in regards to funding and response to cover it or initial our initial response has been

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00:42:53.550 --> 00:43:03.120

Hanh Le: To balancing both and resourcing both emergency response efforts as well as efforts to advanced systems change that ongoing systems change work for racial equity.

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00:43:03.390 --> 00:43:14.700

Hanh Le: The ladder of which we normally find the initial the kind of emergency response direct services stuff is not stuff that we normally find. So one of the first things we did was to contribute to pooled emergency response funds.

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00:43:15.720 --> 00:43:22.680

Hanh Le: Like the one at our Community Foundation. The Greater Washington Community Foundation that is adept at getting money out quickly.

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00:43:23.070 --> 00:43:27.810

Hanh Le: To the organizations that are kind of meeting these emergency response needs.

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00:43:28.530 --> 00:43:34.980

Hanh Le: And the role we hopefully played in that was ensuring that a strong racial equity analysis was applied to those funding decisions.

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00:43:35.280 --> 00:43:44.430

Hanh Le: And I think we as a steering committee for that as a part of the steering committee are really proud that over half of those grants went to people of color led organizations that was very intentional.

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00:43:46.200 --> 00:43:49.800

Hanh Le: And might not have happened if we hadn't taken that explicit racial equity analysis.

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00:43:50.880 --> 00:43:58.500

Hanh Le: In terms of funding, we also provided rapid unrestricted no paperwork grants to current grantees above what we had already been funding them.

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00:43:59.160 --> 00:44:04.590

Hanh Le: Many of those grantees were already doing power building systems change work and narrative change work.

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00:44:04.950 --> 00:44:16.740

Hanh Le: For racial equity and many of them also quickly stepped up to also do direct service and mutual aid work because their communities needed it. And they were best position to do it because they were so deeply rooted in their communities.

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00:44:18.630 --> 00:44:30.870

Hanh Le: As part of our coven funding response will also be supporting other other things that we think are important in terms of this this crisis and getting through it in a more equitable way and sustaining that

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00:44:31.530 --> 00:44:39.630

Hanh Le: We're supporting those philanthropy infrastructure groups that are that we think are getting out critical information and mobilizing philanthropy to act in more equitable ways

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00:44:40.590 --> 00:44:50.430

Hanh Le: Through this crisis and have been honestly critical and the iceberg foundations work and how we think about our philanthropy. So we want to make sure that we're supporting that important part of the nonprofit infrastructure.

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00:44:50.820 --> 00:44:54.960

Hanh Le: And then also national level efforts and organizations that are advancing

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00:44:55.200 --> 00:45:07.500

Hanh Le: Reform of an ethical systems that this crisis lays bare we typically don't fund national level organizations that we obviously see especially in a sense of fear and a major election year, the need to do some work at the national level as well.

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00:45:08.520 --> 00:45:15.600

Hanh Le: So beyond funding and equally important are those fundamental ABC strategies. Right. So in terms of amplification.

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00:45:15.900 --> 00:45:25.560

Hanh Le: We're working on using our channels and connections on our platform to amplify issues narratives and the work of grantee partners and others that we feel needs to be lifted up.

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00:45:26.430 --> 00:45:40.200

Hanh Le: We're building capacity, working with grantee partners to build their capacity to operate in this new environment and of ourselves and philanthropy to be operating more equitably and effectively in and coming out of this crisis. And then in terms of collaboration.

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00:45:41.490 --> 00:45:48.090

Hanh Le: Doing things like call like calls like this. And as much as we can with their colleagues grantee partners other funders.

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00:45:48.390 --> 00:45:57.180

Hanh Le: And philanthropy infrastructure groups to ensure that the code response in the immediate and the long term is equitable and build towards justice.

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00:45:57.900 --> 00:46:05.280

Hanh Le: So I wanted to share an example of how of how all four of those strategies are values.

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00:46:06.270 --> 00:46:14.340

Hanh Le: Are being leveraged as MC RP would say in their power moves speak to ensure that we're building sharing and wielding our power.

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00:46:15.240 --> 00:46:29.160

Hanh Le: To to have an outsized impact right to advance equity through this through this crisis. So we've deeply engaged. We've been deeply engaged with a group of funders in the DC metro area initiated by the consumer health Foundation, Amanda.

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00:46:30.540 --> 00:46:43.890

Hanh Le: Acknowledge Jenny Craig would and she's been an amazing leader and continues to be an amazing leader, but there's a collective that she has initiated with Ruby cold at the diversity fun and several regional funders to amplify that code 19

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00:46:44.340 --> 00:46:53.820

Hanh Le: The crisis is a racial justice issue and we need to ensure that philanthropist response is in the short term and long term prioritizing the power of black

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00:46:54.150 --> 00:47:01.680

Hanh Le: Indigenous and other people of color. And so I think okay has dropped her will drop the link to that our joint statement.

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00:47:02.190 --> 00:47:16.440

Hanh Le: In the chat box but members of our collective are working together we do every Monday morning at 10 O'clock calls and then a lot of work off calls to ensure first we work to issue a public statement sharing our commitment to six practices.

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00:47:17.820 --> 00:47:24.810

Hanh Le: And inviting other funders to join us in committing to supporting underfunded organizations that are led by people of color.

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00:47:25.380 --> 00:47:35.970

Hanh Le: Working in prosperity with organizers base builders and advocates focusing hyper locally. We're talking not just kind of the city level, but the neighborhood level the apartment building level.

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00:47:36.690 --> 00:47:49.260

Hanh Le: Prioritizing disproportionately impacted industries and workers, taking a multi prong approach to our work and operating with trust and enjoy meeting really heavily on the frame provided by the trust basically every project.

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00:47:50.070 --> 00:47:59.250

Hanh Le: And now you know we are working on flushing out community of Munich communications education and engagement strategy that's targeted specifically to funders.

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00:47:59.550 --> 00:48:06.780

Hanh Le: Both in the region and nationally to ensure that these commitments are not just part of our philanthropic response to the emergency

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00:48:07.380 --> 00:48:15.690

Hanh Le: The emergency response to the crisis, but that there's there's sustain for the long term because that's what's really needed for the transformative change that needs to happen.

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00:48:16.440 --> 00:48:22.680

Hanh Le: So you could read that joint statement and encourage you to stay tuned. Hopefully we're working right now on a website.

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00:48:22.890 --> 00:48:35.610

Hanh Le: That's going to be kind of a place to collect all of that information. The Joint Statement calls to action educational opportunities and lifting up those grantee partners that we feel really need to be supported in this moment and beyond.

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00:48:36.030 --> 00:48:44.940

Hanh Le: So that's our externally kind of facing work in this crisis and we've been very public about that because that is a part of our change strategy right as a small foundation

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00:48:45.240 --> 00:48:54.870

Hanh Le: We're very public about advocating other funders to operate more equitably, but it's also important to talk about all of the internal work that we're doing, and both Nico and Amanda have spoken to this.

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00:48:55.830 --> 00:49:03.120

Hanh Le: To make that external stuff happen, including, as I mentioned earlier, the ongoing learning journey about racial equity.

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00:49:03.600 --> 00:49:13.320

Hanh Le: So we, you know, one of our priorities for 2020 had already been to continue to learn about and operationalize what it means to be an anti racist organization.

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00:49:13.710 --> 00:49:20.550

Hanh Le: And how it's everyone's responsibility. Right, not just me as the executive director, not just me as a person of color.

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00:49:20.850 --> 00:49:27.930

Hanh Le: But it's the responsibility of all of our staff members and all of our board members to learn about and hold ourselves and each other accountable.

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00:49:28.140 --> 00:49:39.270

Hanh Le: To operate again intentionally anti racist plays and everything that we do through governance building our board our operations, who were hiring vendors and certainly through our programming strategic work.

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00:49:39.840 --> 00:49:46.050

Hanh Le: And I'll say is not easy. It is not that internal work. It is not easy work if it were

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00:49:46.500 --> 00:49:52.680

Hanh Le: We would have figured it out, we wouldn't need this call, everyone would already be doing it right. And so I just want to acknowledge that work is not easy.

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00:49:53.280 --> 00:49:57.090

Hanh Le: A very smart woman named Amanda and dairy once reminded me

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00:49:57.720 --> 00:50:08.880

Hanh Le: When I was struggling with this. She said very wisely and kindly, but also firmly like combat is the work like that. It's the work that we need to do right and so I close my remarks for now.

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00:50:09.870 --> 00:50:20.310

Hanh Le: To say that we have a lot of work to do. Luckily we have like a lot of the supports and the networks and material, the information, the knowledge that we need to do that work.

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00:50:21.090 --> 00:50:29.640

Hanh Le: And we just want to, we just need to kind of be really intentional and collaborative and doing that intentionally and urgently.

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00:50:30.900 --> 00:50:46.290

Hanh Le: So I also want to circle back to your question about kind of funding, right, the philanthropic community and kind of the outlook for funding and I will say, I don't know. Right. There's certainly a lot of calls for foundations getting

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00:50:47.340 --> 00:50:50.130

Hanh Le: Above the 5%. There's a lot of

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00:50:51.150 --> 00:51:03.660

Hanh Le: There's, I think there's a lot of concern knots left. So maybe for 2020 but more what is 2021 and 2022 going to look like for both foundations and for nonprofits.

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00:51:04.620 --> 00:51:14.250

Hanh Le: And there's a lot of advocacy happening. I'll be very honest and transparent and saying, there's a lot of advocacy. I'm doing with my board right to ensure that we are

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00:51:14.670 --> 00:51:26.760

Hanh Le: We are doing what we say. Our mission is to do and that might mean that our endowment dips even more than it already is. And there's a reason our endowment is dipping into that because the need is great. Right. And so

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00:51:28.320 --> 00:51:36.750

Hanh Le: Oh, you know, I know it's a it's a source of kind of adds a lot of uncertainty and known as stress to our grantee partners and so

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00:51:37.830 --> 00:51:45.810

Hanh Le: You know, we will continue to continue to advocate boots within my own foundation and in the philanthropic sector to make sure that philanthropy is

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00:51:46.740 --> 00:51:50.640

Hanh Le: Stepping up in this moment and realizing that this moment has a very long tail.

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00:51:51.120 --> 00:52:01.830

Hanh Le: And it's not just this you know the next three months, not just the rest of the year, but it's you know it's going to be a while and we need to commit to that. So I look forward to hearing what questions and reflections, you have, but not for now.

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00:52:03.690 --> 00:52:14.160

Equity in the Center: Well, thanks so much Han and you answered a couple of the questions that folks I posted in the Q AMP. A around the payout, which I think is on a lot of a lot of folks minds and we may come back to

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00:52:14.790 --> 00:52:24.870

Equity in the Center: A little bit later. And I love the way you talked about advocating with your board because something with equity in the center or something. We often say about a characteristic of organizations that achieve the

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00:52:25.410 --> 00:52:32.040

Equity in the Center: Work stage is that the values they live inside of the organization. Every day actually match what's on their website.

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00:52:33.120 --> 00:52:39.930

Equity in the Center: And like that's a huge disparity in the sector, generally, but you know, you have to be about what you say you're about

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00:52:40.320 --> 00:52:45.810

Equity in the Center: These people can tell when you're not whether they tell you that or not. Because often funders don't hear, hear that

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00:52:46.380 --> 00:52:56.490

Equity in the Center: As explicitly as they should. But I think in this moment, people are being a little bit more forward with with those thoughts. So thank you so much for your, your feedback and

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00:52:58.170 --> 00:53:11.040

Equity in the Center: Andrew is up next. So what I'm going to do as he's starting his remarks is drop into the chat a blog. He wrote recently, as well as an article people like to use as an example of what's happening in an example. So Andrew

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00:53:11.880 --> 00:53:20.490

Andrew Plumley: Thank you. And I also want to just say thank you for all of the previous remarks, I think as Han mentioned a lot of what

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00:53:21.570 --> 00:53:34.710

Andrew Plumley: I was going to talk about. And we'll talk about a really the trends that everyone has already kind of spoken to. And so I think I'm going to talk a little bit and quickly because I do want to leave time for some questions too. So

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00:53:36.510 --> 00:53:37.080

Andrew Plumley: But

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00:53:38.760 --> 00:53:47.520

Andrew Plumley: Again, I'm Andrew plumlee I'm the director of inclusion at the American Alliance of Museums, we are 114 year old organization that is

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00:53:48.270 --> 00:54:05.250

Andrew Plumley: Bed led by white people for that 114 years. And so I want to be upfront about where we are in our own process and learning journey in this work. We are relatively new. I would say to raise equity we talked about

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00:54:06.840 --> 00:54:23.880

Andrew Plumley: The acronyms that we use at American Alliance of Museums is dei diversity, equity accessibility and inclusion and we focus specifically on race equity in some of our programs and are working to have larger conversations internally about what that specificity really means for us.

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00:54:25.890 --> 00:54:32.010

Andrew Plumley: When I think about the museum field, the first thing that comes to mind around these issues and topics.

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00:54:32.580 --> 00:54:44.190

Andrew Plumley: Is really how the museum field collectively as a broad abroad field really grappling with what our role is and actually talking about this work and how do we actually do this work.

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00:54:44.940 --> 00:54:52.110

Andrew Plumley: We have not come to a consensus as a collective of where we fit in this conversation. I think that's one thing that interpret

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00:54:52.620 --> 00:55:05.730

Andrew Plumley: Nicola talked a little bit about process and interacting with race equity. I think that's one thing that the the museum field needs to continue to do is figure out what the processes are going to be to have collected conversations envisioning around what

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00:55:06.240 --> 00:55:11.670

Andrew Plumley: Centering race that we really means for for the field at large. I also want to say

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00:55:12.690 --> 00:55:18.960

Andrew Plumley: That during this crisis it as as Amanda said it's really not. Not a great equalizer.

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00:55:19.410 --> 00:55:38.790

Andrew Plumley: Many almost a third of museums American museums will not be here when this is all said and done, and that's a, that's a massive hit to to the field and I don't know this for sure, although we will be doing some some data gathering around this, but I would assume that

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00:55:39.900 --> 00:55:48.780

Andrew Plumley: Many of those museums will be culturally specific or brown and black lead or brown and and telling stories and sharing narratives that are from brown and black people.

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00:55:49.380 --> 00:56:03.840

Andrew Plumley: Um, and that's because of, you know, the business models and the scarcity mindset that we have in in in the museum field. And really, the lack of equitable funding that the museum field has seen on throughout its history. And so when we think about

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00:56:05.040 --> 00:56:21.870

Andrew Plumley: Race equity within the museum field, we really have to think about what we're actually losing every single day that this crisis goes goes on. And so that's something that I i hope that we can keep in mind as well in terms of our responses to moving forward. I also want to mention that

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00:56:23.370 --> 00:56:37.260

Andrew Plumley: We focus really on American museums, but we believe that almost 12% of all museums in the world will be lost through this crisis. And so we when we think about what race equity means and when, when we think about a crisis.

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00:56:38.790 --> 00:56:49.320

Andrew Plumley: We're just we're losing so much as we're trying to move through. And so what does a response me need to look like at an international level as well. So I just want to preface with those things.

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00:56:50.880 --> 00:56:57.420

Andrew Plumley: I also want to talk about some of the things that are happening within the American context in the museum field that are

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00:56:58.020 --> 00:57:04.950

Andrew Plumley: Really essential in the work to center raise equity and what in what we do right now. And then I want to talk about

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00:57:05.700 --> 00:57:19.500

Andrew Plumley: Some of the internal work that A is doing as well as share a little bit about our external initiatives around museum board work than the importance of that and moving this word forward as well so

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00:57:20.880 --> 00:57:26.760

Andrew Plumley: Right when this crisis hit. There are a few things that happened almost immediately, and one was

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00:57:28.170 --> 00:57:31.050

Andrew Plumley: That kind of both museums and museum professionals.

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00:57:32.070 --> 00:57:50.340

Andrew Plumley: Were taking part in specific Community Center, mutual aid efforts and those were really community specific but also shared broadly and I think that was really essential on getting folks really centered in the work. There was a museum workers emergency relief fund that was created.

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00:57:51.540 --> 00:57:56.040

Andrew Plumley: That was going directly to museum workers of color and

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00:57:57.690 --> 00:58:01.020

Andrew Plumley: Museums are really known for being some of the most trusted

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00:58:02.070 --> 00:58:04.980

Andrew Plumley: institutions in the country and so

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00:58:05.670 --> 00:58:17.910

Andrew Plumley: It's really an interesting dynamic, people are going to museums, people are learning from from museums, but when you can't go there when you can't go to those

brick and mortar places, what happens. So a lot of the museum's as you seen from some of the news.

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00:58:18.870 --> 00:58:29.940

Andrew Plumley: Have moved a bunch of their things to digital and virtual learning experiences on a lot of our children, our friends and family are sending their kids to online.

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00:58:31.110 --> 00:58:42.480

Andrew Plumley: learning experiences and some of some of the zoos are even doing some kind of drive thru drive to experiences. But when we think about that and what we're having conversations around is

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00:58:42.900 --> 00:58:46.500

Andrew Plumley: When we think about who can actually access these things and who actually

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00:58:47.100 --> 00:58:55.680

Andrew Plumley: Has the ability to have computers have access to internet what the digital divide means in terms of race equity has been something that we've been thinking about

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00:58:56.250 --> 00:59:07.470

Andrew Plumley: At a broad level. And I don't think we have specific answers, but I do know that K shared some of the mass action toolkit that I'll talk about in a second that talks about that a little bit.

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00:59:08.070 --> 00:59:22.110

Andrew Plumley: Another thing that happened right away. Was that we, the museum field really dug into the advocacy work that we needed because in 2008 when there was a financial crisis, the museum field was left out of all of the relief package.

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00:59:23.430 --> 00:59:30.570

Andrew Plumley: That most of the nonprofit's God. And so we wanted to make sure that we were a part of that so that we could allocate those resources and an equitable way.

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00:59:31.050 --> 00:59:44.760

Andrew Plumley: And we're working on a process for making sure that that actually happens. And one of the things that we are thinking about now is doing a field wide study to see who's been laid off who's been furloughed

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00:59:46.440 --> 00:59:52.380

Andrew Plumley: Most of the time what we're seeing is frontline workers security staff are the first to go

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00:59:53.580 --> 00:59:54.420

Andrew Plumley: And

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00:59:55.530 --> 01:00:05.700

Andrew Plumley: This kind of second thing to go is the educational staff on within each museum. And unfortunately, all of those folks.

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01:00:06.510 --> 01:00:16.050

Andrew Plumley: Are I think 84% of those folks are people of color within the field. So it's a really it's a stark reality that we have to we have to work with them.

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01:00:16.530 --> 01:00:22.950

Andrew Plumley: And so that's why this aggregation of data has a bunch of you mentioned is really important. Um,

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01:00:23.940 --> 01:00:33.090

Andrew Plumley: I want to talk a little bit about some of the things that have been happening within my facing change initiative, which is about 60 museums across the field.

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01:00:34.020 --> 01:00:42.360

Andrew Plumley: That have really started to think about race equity at the board level and what shifts have to take place so that we're thinking about and responding to code.

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01:00:43.590 --> 01:00:47.880

Andrew Plumley: In a, in a, in a way that makes that makes sense.

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01:00:50.340 --> 01:01:00.630

Andrew Plumley: When it first hit. We are really just starting to do what I would call an inclusion work really focused kind of culture change bringing folks on two boards when

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01:01:01.320 --> 01:01:09.330

Andrew Plumley: Coca hit. I think most of the boards realize the impact that they have in in terms of decision making that the organizations need to take

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01:01:10.830 --> 01:01:18.990

Andrew Plumley: So we came up with a couple of different scenarios that we were practicing with boards, many, many boards have

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01:01:21.030 --> 01:01:21.840

Andrew Plumley: A lot of

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01:01:27.660 --> 01:01:34.020

Equity in the Center: I think we lost Andrew hopefully he'll come back. I'm wondering if his dog had something to do with it.

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01:01:35.670 --> 01:01:45.240

Equity in the Center: But we we dropped the articles that he mentioned into the chat and there was a question that just showed up in the chat about why some museums would survive and others would not and

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01:01:45.450 --> 01:01:54.810

Equity in the Center: I see that somebody responded, but it's absolutely the size of their endowment. So you have the mat, which has a tremendous involvement will continue on, despite the fact that they've lost all

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01:01:55.350 --> 01:02:02.670

Equity in the Center: Revenue from visitation and then I'm assuming I don't know, but I'm assuming the Louvre also has a has a large endowment and then much smaller.

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01:02:03.180 --> 01:02:13.440

Equity in the Center: Regional and disproportionately PLC lead institutions with which the museum field unfortunately refers to as culturally specific which is loaded with implicit bias and something I enjoy

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01:02:13.920 --> 01:02:22.770

Equity in the Center: chatting with Andrew about because that language should shift those will not survive because they don't have a corpus, on which to fall back on.

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01:02:23.340 --> 01:02:36.810

Equity in the Center: So when Andrew comes back, which I hope that he will he can wrap up. But what we can do now, perhaps it's just transition to Q AMP. A. There are some questions in the chat which panelists have been responding to over the course

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01:02:38.160 --> 01:02:38.700

Equity in the Center: Of

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01:02:39.750 --> 01:02:48.540

Equity in the Center: Our I guess now our together. Now that we've had everyone speak. I did want to check in with

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01:02:49.050 --> 01:03:01.440

Equity in the Center: Nico, and the other panelists and see if there was anything you wanted to share in response to something that colleague had shared before we transition to talking about questions from the chat or questions that you might have from one another.

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01:03:04.470 --> 01:03:06.960

Nicola Chin: I'd love to hear this question. Okay.

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01:03:07.470 --> 01:03:16.740

Equity in the Center: All right, you'd love to hear the questions from participants. Okay. All right. So, hon. You did address to which were about, what about the payout.

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01:03:17.910 --> 01:03:25.050

Equity in the Center: You shared your thoughts on the need to go go beyond the 5%. There's a question here from Museum. So we'll wait for Andrew to come back.

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01:03:26.280 --> 01:03:33.960

Equity in the Center: One participant asked about the efforts that intermediary org so united way's community Foundation's Oh, Andrews that

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01:03:35.130 --> 01:03:50.700

Equity in the Center: Which Han referenced it says that many of them lack connections to existing or emerging mutual aid groups that are led by people of color, how would you advise these groups to first identify and inform trusting relationships. They may not currently

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01:03:51.750 --> 01:03:57.150

Equity in the Center: Know know about. And I think this is a common question. I've heard this question before.

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01:03:57.480 --> 01:03:57.960

Hanh Le: I'm

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01:03:58.020 --> 01:03:59.400

Equity in the Center: From organizations and it would be

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01:03:59.400 --> 01:04:09.240

Equity in the Center: Great to hear the panel's feedback on that Andrew, we can come back to you after we answer this question. So you can wrap up, I blamed preacher for your disappearance

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01:04:09.780 --> 01:04:11.700

Hanh Le: Change of computer gotta change the whole thing.

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01:04:11.700 --> 01:04:12.870

Andrew Plumley: So we're good now.

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01:04:14.640 --> 01:04:21.240

Equity in the Center: Well, we're glad you're back. But, which was the panelists would like to respond to that question about intermediary organizations.

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01:04:23.100 --> 01:04:33.600

Hanh Le: I can take a first crack at it because. So I mentioned that we are giving the iceberg Foundation has contributed to the pooled fund that are at our Greater Washington Community Foundation.

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01:04:35.010 --> 01:04:37.620

Hanh Le: And that was very intentional, the

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01:04:37.920 --> 01:04:51.210

Hanh Le: Reason we we don't have a lot. We didn't, you know, we have limited funds to give to the response, but we gave the minimum that was necessary to have a seat on the

steering committee for how those grants decisions were being made, because we wanted to make sure that

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01:04:51.570 --> 01:04:58.470

Hanh Le: The, the pizza smaller people color lead organizations that might fall off the radar and not even be on the radar screen.

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01:04:58.710 --> 01:05:04.680

Hanh Le: Of some of the larger institutional funders or just kind of mainstream philanthropy. We wanted to make sure that they were lifted up.

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01:05:05.160 --> 01:05:16.110

Hanh Le: And so, and we use that seat on the steering committee right and and I will give a lot of credit to our new president CEO at our Community Foundation Tonio well and for ensuring that

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01:05:16.590 --> 01:05:26.610

Hanh Le: That we were tapping into funders who had connections to the smaller people from a lead organizations like the Weisberg Foundation, a lot of funders funding tears that we have, but also groups like we have this

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01:05:27.900 --> 01:05:40.440

Hanh Le: Organization called the diversity fun right that is giving specifically to smaller people of color led organizations, sometimes not even organizations, but people doing work in DC to build powered meet really localized me so I think

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01:05:41.040 --> 01:05:55.500

Hanh Le: These intermediate organizations need to know who they know who might get them to who they don't know and value their voice right and their perspective and then also be proactively reaching out to and we in philanthropy, who

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01:05:56.070 --> 01:06:08.220

Hanh Le: Want to make sure that these organizations are not forgotten and the response or proactively speaking up and boldly speaking up to make sure that they are they are being really seriously not left out of the conversations and the funding opportunities.

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01:06:11.220 --> 01:06:14.160

Equity in the Center: Thank you. Did anyone else have feedback on that one.

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01:06:15.600 --> 01:06:23.760

Amanda Andere: Also say really quickly that this is where it's really important to think about people with lived expertise, particularly people of color with expertise.

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01:06:24.780 --> 01:06:33.840

Amanda Andere: In these decision making places when we think about participatory grant making when we think about just how the grant process is structured

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01:06:34.620 --> 01:06:40.320

Amanda Andere: When we were doing our recommendations and several groups that we're doing our recommendations for philanthropy and thinking about this.

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01:06:40.710 --> 01:06:47.400

Amanda Andere: We engage people with of expertise throughout the process because they have insights and experiences that

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01:06:48.150 --> 01:07:02.040

Amanda Andere: Reveal things that are usually not revealed because you don't have those, those, those same types of trusting relationships. And I would also challenge us to think about how do we not come back to the next crisis and we're asking the same question.

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01:07:03.060 --> 01:07:23.370

Amanda Andere: So how, what do those institutions need to do those intermediaries. So either they're funding those organizations to be to be creating their own space and tables or doing the work internally and externally to build those authentic relationships before the next crisis.

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01:07:26.010 --> 01:07:31.110

Andrew Plumley: Also add here that I think what what was useful and is useful.

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01:07:32.100 --> 01:07:43.200

Andrew Plumley: Is to think about when you think about the process. Right. So how are you as you're going through a process, making sure you're touching base around these issues, like, what are you going to keep

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01:07:43.590 --> 01:07:49.230

Andrew Plumley: What are you going to kind of stop doing and what are you going to start doing. And so if you can think about framing.

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01:07:50.400 --> 01:08:08.310

Andrew Plumley: Relationships and raise equity kind of in that way. I think would be really, really useful. We don't have at a kind of internally any processes I you know as an association to take in inputs from people with lived experience, per se. And so

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01:08:09.510 --> 01:08:14.790

Andrew Plumley: I think while building process. This is a perfect time to build out a process that works for all

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01:08:17.880 --> 01:08:30.210

Equity in the Center: Thank you, um, the one thing I'd add to that, which is tangentially related but something that that I think about when this question comes up about building authentic relationships between funders or large intermediaries like United Way.

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01:08:30.600 --> 01:08:39.360

Equity in the Center: And PLC lead more grassroots organizations is just the importance of on the part of generally white lead larger well resourced.

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01:08:40.020 --> 01:08:46.410

Equity in the Center: Nonprofits and foundations, the importance of acknowledging the the dynamic of implicit bias.

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01:08:46.950 --> 01:08:52.230

Equity in the Center: That mediates the interplay between those organizations, historically, so being aware of it, naming it

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01:08:52.500 --> 01:08:59.460

Equity in the Center: And understand the importance of treating the leaders of those organizations. The communities that they serve and the work that they do as equal and value.

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01:09:00.060 --> 01:09:11.700

Equity in the Center: To that of a united way or a Community Foundation, because the status quo is that those entities are not of equal value because the people who lead them are not equal value.

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01:09:12.240 --> 01:09:20.310

Equity in the Center: To white people and that is a dynamic that's constantly undergirding the attempt or lack of attempts to build authentic relationships.

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01:09:20.760 --> 01:09:27.150

Equity in the Center: Between PLC led often grassroots organizations and white, little organization. So that was just something I wanted to name.

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01:09:27.840 --> 01:09:35.520

Equity in the Center: Andrew, you did get cut off. There are a couple of questions specific to museums to maybe you could wrap up your, your time with those does that work.

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01:09:36.510 --> 01:09:46.980

Equity in the Center: Before we transition to question since it's more questions, because it's 115 so there was a question about connecting museum stakeholders who are underserved.

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01:09:47.820 --> 01:09:52.860

Equity in the Center: And maybe I guess caught up in the digital divide. So are there any efforts underway to

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01:09:53.430 --> 01:10:02.040

Equity in the Center: Address the gap that may exist in terms of individual's ability to take advantage of like the, you know, Safari every day and drive through experiences.

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01:10:02.370 --> 01:10:12.840

Equity in the Center: And you were talking about, um, and then someone has a great question about what are some strategies for museums to be more connected with nonprofits like the ones that are on the call today.

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01:10:13.320 --> 01:10:21.870

Equity in the Center: Because they could be great bridges between museums and communities and could teach me exams, how to listen. Give authority and make some structural changes.

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01:10:23.730 --> 01:10:31.680

Andrew Plumley: I'll go with that last question first. I think that's a really great idea for a couple different reasons. One is that I think

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01:10:32.430 --> 01:10:47.910

Andrew Plumley: The museum field can learn a lot from some of the nonprofits that are really in community and doing this work. I think one way that some of our facing change initiative museums, which I got cut off in terms and talking about facing change, but it's really a national initiative.

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01:10:49.410 --> 01:10:59.220

Andrew Plumley: Some of the face of change in history of museums are doing exactly that going into community and really doing some mapping around who has

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01:10:59.820 --> 01:11:19.140

Andrew Plumley: touch points within the community I'm working with religious institutions to really build authentic relationships and I'll talk about trust and vulnerability. One thing that I would say about museums building relationships within nonprofits in community community based nonprofits is

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01:11:20.250 --> 01:11:31.350

Andrew Plumley: For lack of a better term late museums have to make sure that we're coming correct in those in those relationships we often times, especially white lead museums wield

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01:11:32.100 --> 01:11:50.220

Andrew Plumley: A lot of power and actually don't know what the community needs on. And so one of the things that I often say, is go in and start to have conversations but really do some listening around how museums can actually participate actively in community. We often are kind of in the siloed.

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01:11:51.570 --> 01:12:00.060

Andrew Plumley: Elite tower. And so I think it's important to make sure that when we are coming into spaces. We're doing a lot of listening first

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01:12:01.500 --> 01:12:03.090

Andrew Plumley: Another thing I would say is

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01:12:05.280 --> 01:12:09.330

Andrew Plumley: Our default often in many organizations and many museums.

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01:12:10.890 --> 01:12:26.130

Andrew Plumley: Is really based on a kind of scarcity mindset and a sense of urgency. So when your art when we are going into community or having visitors that are brown and black we're really thinking much more in terms of

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01:12:27.390 --> 01:12:34.590

Andrew Plumley: Money making in many ways because we are shoestring budgets in a lot of ways. And so I want to make sure that when we do partner with those folks.

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01:12:35.160 --> 01:12:51.420

Andrew Plumley: We're doing it in a way that actually centers equity in what we're doing. So I think that's important in terms of in terms of the kind of digital divide. There are some really great resources that I can share with K on on this aspect, um,

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01:12:52.530 --> 01:13:09.690

Andrew Plumley: There's two. There's two groups that I think are thinking about this the most and that are actually helping inform what I do with and what am I doing around this one is mass action and another is museums and and race and these are really kind of

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01:13:10.770 --> 01:13:18.060

Andrew Plumley: Groups of museum professionals on that are normally the ones that are doing a lot of the race equity work within their own institutions.

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01:13:18.300 --> 01:13:25.110

Andrew Plumley: And they're coming together kind of in both formal and informal ways to really think about issues around access

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01:13:25.710 --> 01:13:35.430

Andrew Plumley: And kind of the digital divide that we're seeing in some of the rural communities as well. And so I can, I can share some of those those resources with you.

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01:13:36.420 --> 01:13:50.280

Andrew Plumley: But I do think that ultimately, the closer relationships we have with the communities that we're actually in the better, we'll be able to bridge those divides and so I think that's really I think those two questions go hand in hand.

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01:13:54.510 --> 01:14:03.420

Equity in the Center: Thank. Thank you so much, Andrew. We have some great questions and we only have about 10 minutes remaining. So what I thought I might do is read

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01:14:04.020 --> 01:14:14.550

Equity in the Center: A few of the questions and then ask the panel to respond. So that way, at least some part of these three questions will will get answered.

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01:14:14.970 --> 01:14:21.630

Equity in the Center: And so one question. This makes me giggle a little bit because questions about board members are

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01:14:22.110 --> 01:14:26.400

Equity in the Center: quite common. So what types of messages seem to resonate with board members to help

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01:14:26.850 --> 01:14:35.610

Equity in the Center: Build their race equity muscles and sharpen their analysis and sort of what insights. Would you share based on your work with board members that have been successful that other folks might

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01:14:36.360 --> 01:14:48.870

Equity in the Center: Might replicate. Another question is, had any of your organization's dealt with the tendency to develop broad solutions in the name of advancing racial equity that are not really centered and racial equity.

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01:14:49.770 --> 01:15:01.020

Equity in the Center: This person says their organization is embarking on racial equity work. Many of the initial proposals for change are not actually centered on race and they're struggling with how to understand the need to center race equity.

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01:15:02.520 --> 01:15:04.260

Equity in the Center: In all of their work going forward.

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01:15:04.770 --> 01:15:18.300

Equity in the Center: The last question, I'll flag for you all to respond to was in the chat box, which is about. And it was directed at Han and Amanda because I think it may be coming

from someone. Is that a funder about the reticence of people to do this work because it's hard, and

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01:15:19.020 --> 01:15:34.740

Equity in the Center: Their lack of willingness to to live in it, which is what the individual said. So have you encountered that. How have you responded to it. What advice would you would you give, so we've got 10 minutes remaining. Is anyone sort of chomping at the bit to go go first.

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01:15:35.100 --> 01:15:37.800

Nicola Chin: I've got one that I'll add and then I can step back, so

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01:15:38.880 --> 01:15:43.680

Nicola Chin: I really love that last question, and I think so much of the comments that have been shared

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01:15:44.730 --> 01:15:59.730

Nicola Chin: In the chat and in the speaking are really about how do we shift the way we see the world so that we shift, how we act in the world right and this deep connection or how do we shift the way that we actually shift the way that we see it right and I just wanted to share the

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01:16:00.960 --> 01:16:06.030

Nicola Chin: The framework that we came up with on exploring paradigm shifts, because I think it's really relevant. Right.

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01:16:07.080 --> 01:16:15.810

Nicola Chin: Adult learning and adult learning challenges are at the heart of so many of the questions that we're asking about how we can really live into this moment.

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01:16:16.290 --> 01:16:23.940

Nicola Chin: And adult learning isn't about a PhD or high, you know, whatever intellectual ism. It's really just about how do I come into myself.

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01:16:24.540 --> 01:16:37.170

Nicola Chin: How do I become aware of how I'm moving in the world. And then how do I make a choice and take agency and power for the changes that I can bring part of. And yeah, just wanted to share that interested to hear what others have to say.

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01:16:40.650 --> 01:16:41.310

Equity in the Center: Thank you.

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01:16:42.840 --> 01:16:43.830

Equity in the Center: Anyone else want to

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01:16:43.980 --> 01:16:47.850

Andrew Plumley: Just I'll just speak about the the boards for a second.

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01:16:48.900 --> 01:16:59.670

Andrew Plumley: What I found useful is thinking about, I think many people come to this work in different ways. Some come to it from a very moral justification standpoint.

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01:17:00.150 --> 01:17:10.710

Andrew Plumley: This is the right thing to do. This is the just thing to do others come to it really from a relational standpoint, I have neighbors that are people of color. I'm seeing things on TV, the killing of unarmed black men.

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01:17:11.490 --> 01:17:19.260

Andrew Plumley: I have relationships with people that look like that. I mean, I want to do better. And then there's people that are very much data driven

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01:17:20.040 --> 01:17:36.030

Andrew Plumley: And really want to see what inequities look like and how we're kind of moving the needle. And so I think one thing that's been useful for me to think about is making sure that when we are doing this work, we're giving the opportunity for people to enter the work however they

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01:17:37.350 --> 01:17:44.310

Andrew Plumley: feel most comfortable. And so, you know, I think that's difficult sometimes

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01:17:45.570 --> 01:17:54.600

Andrew Plumley: For someone to do because, for me it's the just thing to do. I'm here because I believe in justice and others are talking about data points and sometimes it seems like

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01:17:55.080 --> 01:18:02.220

Andrew Plumley: Values are misaligned. But ultimately, we need to build a critical mass of folks that care about this. And so for me.

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01:18:02.940 --> 01:18:10.980

Andrew Plumley: It's about being strategic and effective and not necessarily aligning first on those, they all they do usually come around and

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01:18:11.520 --> 01:18:22.620

Andrew Plumley: Board members are interesting too because sometimes they just have four touch points a year with these organizations and institutions and so we just need to get aligned on how to move the needle forward. So I think it's

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01:18:23.880 --> 01:18:28.590

Andrew Plumley: I think it's a difficult conversation, but it's something that allows more people to come into the work

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01:18:33.360 --> 01:18:37.020

Equity in the Center: Thank you, Amanda are on it looks like you'd like to go

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01:18:38.670 --> 01:18:46.920

Hanh Le: I'm happy I think to speak to the question about racial equity initiatives that aren't actually centered on racial equity.

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01:18:48.330 --> 01:18:58.500

Hanh Le: We get a lot of grant proposals that are like, to be quite honest with you. And we were like, oh, and we make it a point to

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01:18:59.070 --> 01:19:09.870

Hanh Le: Offer two way feedback conversations with everyone who submits a grant application to us right because we can't give you a grant, but we can we can give you our perspective or honest truth about why your

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01:19:10.080 --> 01:19:15.180

Hanh Le: Proposal wasn't funded and oftentimes it's just a numbers game. We don't have enough resources to give to everyone.

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01:19:15.480 --> 01:19:25.890

Hanh Le: But oftentimes we were finding that even though we were very explicit in terms of what how we were defining racial equity and how we're defining power building work is advocacy organizing a civic engagement.

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01:19:26.160 --> 01:19:32.760

Hanh Le: You know, in communities of color that people would try to kind of draft or craft a proposal that they've got kind of spoke to that.

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01:19:33.090 --> 01:19:43.020

Hanh Le: And and we would say you're we don't based on kind of how we're looking at this, we don't actually think you're doing racial equity work right. You're not doing systems change power building work and and what we found is

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01:19:43.440 --> 01:19:47.280

Hanh Le: When we spoke to development folks or program, folks. They would say, we know that

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01:19:48.360 --> 01:19:58.950

Hanh Le: Right. But it's helpful to have a funder say that so we can go back to our board and say this isn't you know what we're talking about what we're trying to dress up as racial equity systems change work.

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01:19:59.220 --> 01:20:08.160

Hanh Le: It really isn't. You know, and we really need to be serious about this work and we need to have an organizational commitment from the board through the, through all all kind of

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01:20:09.300 --> 01:20:15.960

Hanh Le: facets of our organization to really be authentic about this work and to do it in a way that's really effective. So I think sometimes

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01:20:16.230 --> 01:20:26.340

Hanh Le: You know, asking for the honest critical feedback from appear or from our funder or whoever you think you are bored of those, those, those with the positional power and decision making authority.

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01:20:26.670 --> 01:20:35.250

Hanh Le: will listen to and then kind of sharing that message with them in a very honest way might be some good first steps.

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01:20:42.390 --> 01:20:43.560

Amanda Andere: There, since you're still on mute.

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01:20:45.240 --> 01:20:49.200

Equity in the Center: I am. Thank you, Amanda, did you want to respond to any of the question.

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01:20:49.710 --> 01:20:51.660

Amanda Andere: I'm trying to digest.

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01:20:52.830 --> 01:21:02.250

Amanda Andere: My colleague songs rich question around sharing power and so many elements to it. I think I'll just broadly say that

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01:21:03.330 --> 01:21:13.110

Amanda Andere: Because I people have heard me talk before I've said this before we come into the work of racial equity and people want to toolkit it and

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01:21:13.650 --> 01:21:21.030

Amanda Andere: Get to something really quickly. And that doesn't mean, as you say, okay, like I love a good toolkit. I love your framework.

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01:21:21.540 --> 01:21:28.380

Amanda Andere: But the work is deep and it's learning and it means that's why the muscle work is so important.

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01:21:29.100 --> 01:21:37.710

Amanda Andere: We can't rush to it. I think sometimes especially white people, to be frank, see the disparities in the data and data is really important to

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01:21:38.100 --> 01:21:43.530

Amanda Andere: educate people about why we're here and why we need to send on race because when you look at data.

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01:21:44.280 --> 01:21:57.180

Amanda Andere: Even though data is flawed in a white dominant culture way. It still shows the disparities centered on race and they want to rush to a solution. And that's actually what we've always done we've rushed to try to

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01:21:57.960 --> 01:22:06.120

Amanda Andere: Create policies without centering people with lived expertise without a real knowledge of our racialized history and so

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01:22:06.990 --> 01:22:15.330

Amanda Andere: I'll just say to the folks still on the on this panel are on the call. It takes time. It takes deep work it takes

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01:22:15.720 --> 01:22:27.240

Amanda Andere: Actually centering and all of your practices to learning about racial equity, not just doing it on the side. It's not about one committee. It's not about people with expertise board.

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01:22:27.960 --> 01:22:43.020

Amanda Andere: And like I don't know how to say but but saying like, you have to put your work into that in order to be it to be authentic, in order for power to be shared in order for the work to knock look like you're just checking the box on a grant proposal.

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01:22:44.040 --> 01:22:45.600

Amanda Andere: And I think some people

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01:22:46.650 --> 01:22:54.120

Amanda Andere: Rush to do the work, not because they don't genuinely care because it's painful to realize the racialized history of our country.

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01:22:54.420 --> 01:23:08.940

Amanda Andere: And how we've been complicit in that. And so I think the only way that you can get past that is to just continue to do the work every day. And so that's how I would answer some of the questions that have come up, but would love to dive deep with folks offline.

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01:23:12.600 --> 01:23:13.740

Equity in the Center: Thank you all so much.

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01:23:14.850 --> 01:23:22.200

Equity in the Center: Cassie Maxwell, who's a member of the geo team did have a response to the board question if she wants to unmute and share before we wrap up.

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01:23:26.730 --> 01:23:28.410

Equity in the Center: Where she may not be in a position to

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01:23:31.380 --> 01:23:34.890

Equity in the Center: Alright, well, she may not be able to. But I did want to give her the opportunity

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01:23:35.520 --> 01:23:43.890

Equity in the Center: Thanks to each of you for joining us today and sharing your brilliance. This has been so much fun. And as usual, I've learned a lot from each of you. It's why

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01:23:44.100 --> 01:23:52.740

Equity in the Center: I enjoyed talking to you all so much, just on a regular basis. I'm glad we had this opportunity to get together and for you to share some of your great experience and expertise.

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01:23:53.310 --> 01:24:01.620

Equity in the Center: With the folks on the line. So we will follow up with the recording as well as all of the all of the resources that we mentioned today will also include a link

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01:24:02.100 --> 01:24:11.340

Equity in the Center: To the website where you can buy the t shirt that Amanda is wearing it's offered through D colonizing wealth as part of your own way of as a book and benefits.

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01:24:12.000 --> 01:24:26.670

Equity in the Center: Need to view. So thanks. My sincere deep gratitude to each of you on the panel. I appreciate you and I'm so privileged to have each of you as a co conspirator so happy long weekend to each of you and I'll talk to you soon. Bye bye.