

**COLLECTIVE
IMPACT FORUM**



Exploring the Racial Equity Toolkit

April 18, 2023



Tech Tips for Today

- We want to hear from you!
 - Share your **Questions** in the **Q&A Box**
 - Engage with others in the **chat**
- A **recording** of today's discussion will be made available later this week. We'll send you an email once it's online.
- Download a PDF of this **presentation** with the Dropbox and Google Drive links in the Zoom chat. The presentation will also be shared after with the recording.
- Live captions are **automatically** on. If you wish to turn them off, go to **Live Transcript** in your webinar menu and choose "Hide Subtitle".
- If you have technical difficulties or need help with anything, please share in the chat or email Tracy Timmons-Gray @ tracy.timmons-gray@collectiveimpactforum.org



Land Acknowledgement

We would like to acknowledge that this session is presented and recorded on the traditional land of the Ojibwe, the Potawatomi, the Menominee, Ohlone, Coast Salish, Muckleshoot, Stillaquamish, Suquamish, and the Duwamish people past and present.

We honor with gratitude the land itself and people of these tribes.

Thank you.



Participatory Land Acknowledgement

Please let us know the indigenous lands that you are on in the chat!

If you are not sure whose land you are on, and are based in the United States or Canada, you can either:

- Enter your location here: <https://native-land.ca/>
- Or enter your city or zip code here: <https://land.codeforanchorage.org/>



Next Steps To Strengthen Knowledge, Relationships, and Accountability to Support Indigenous Communities

First Steps: Learn about the Indigenous lands you are on and the Indigenous people who are part of your community.

Next Steps:

- **Learn about the current context** that is affecting Indigenous People and Tribes in your community;
- **Build knowledge and relationships** with Indigenous-led organizations, coalitions, and organizing groups;
- **Support** Indigenous-led work and movement-building.

Resources to Explore

Native Governance Center (nativegov.org) provides multiple resources to help move forward, including, “[Beyond Land Acknowledgement: A Guide](#),” and “[Beyond Land Acknowledgement Explainer Video](#).”



Today's Presenters



Dominique Samari, JD
Principal, P3 Development Group



Paul Schmitz
Senior Advisor, Collective Impact Forum
CEO, Leading Inside Out



**COLLECTIVE
IMPACT FORUM**



RACIAL EQUITY TOOLKIT

**A Reflection and Resource
Guide for Collective Impact
Backbone Staff and Partners**



Dominique Samari, JD, and Paul Schmitz

February 2023

10 Years of Collective Impact

StanfordSOCIAL
INNOVATION^{Review}
Informing and inspiring leaders of social change

Centering Equity in Collective Impact

By John Kania, Junious Williams, Paul Schmitz, Sheri Brady,
Mark Kramer & Jennifer Splansky Juster



Collective impact

*is a network of community members, organizations, and institutions
that advance equity*

*by learning together, aligning, and integrating their actions
to achieve population and systems-level change*

Equity

*is fairness and justice achieved through systematically assessing
disparities in opportunities, outcomes, and representation and
redressing those disparities through targeted actions*

How to use this toolkit

1. We recommend doing this through both **personal reflections** and **team conversations**
2. Make **visible action commitments** to implement practices and lessons and record in Workplanning section
3. Can be approached two ways:
 - Work through the **entire toolkit** in sequence; **or**
 - Use **individual tools and worksheets** to get started where you are ready

For white people: *Reflect on your journey toward consciousness and action to dismantle racism and contribute to equity*

For people of color: *Reflect on how racism has impacted you and how it informs how you show up and approach this work*

Take care of yourself and each other!

In this era of division, **build bridges and on-ramps** to this work

Why Racial Equity

In this toolkit, we focused on racial equity, as people of color are often the most structurally, institutionally, and interpersonally marginalized in the United States and many other countries.

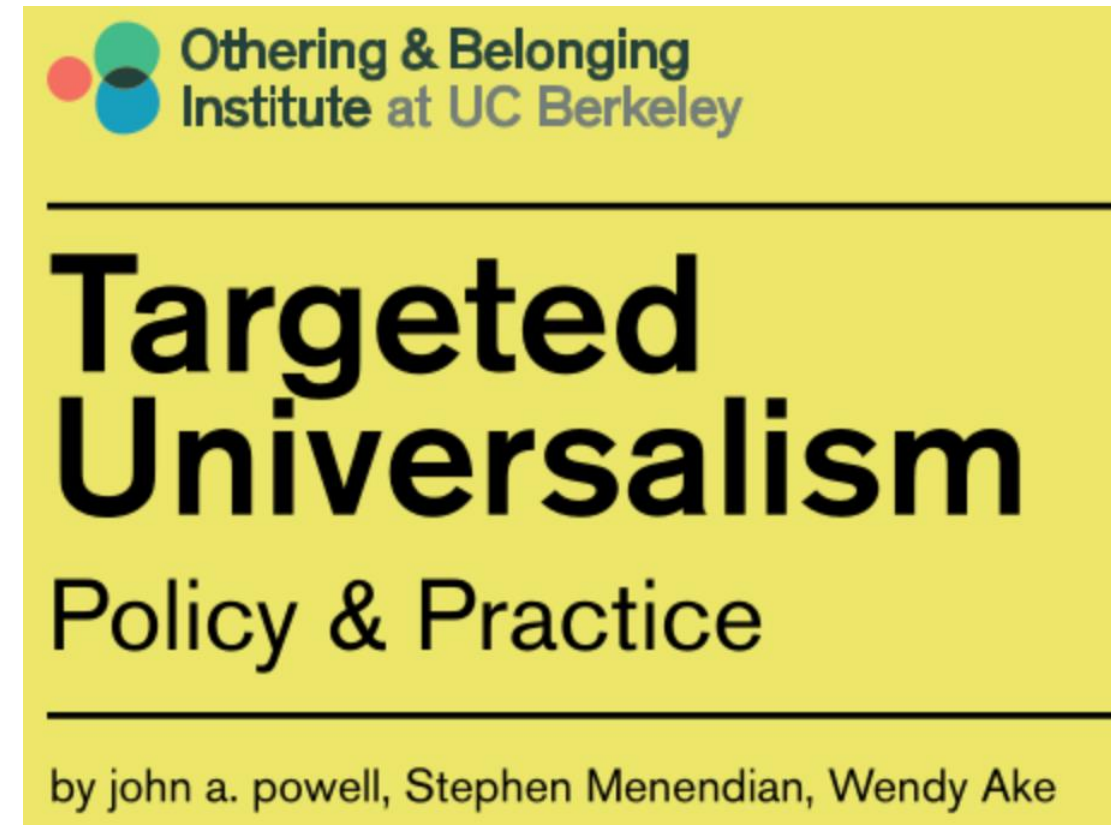
We believe, however, that focusing on racial equity also enables us to introduce tools and resources that may be applied or adapted to other areas of marginalization or disparity in our communities and society, including:

- *Disability*
- *Sexual Orientation*
- *Gender*
- *Class*
- *Caste*
- *Ethnicity*
- *Religion*

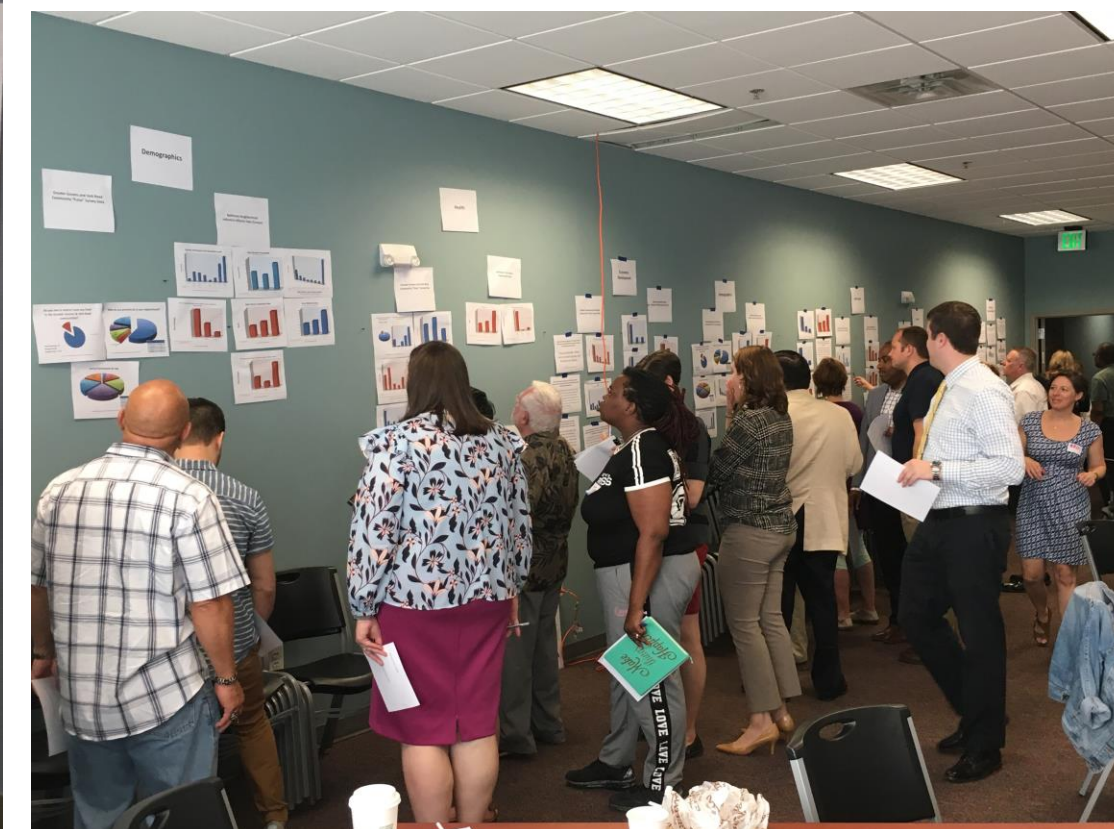
1. Ground the Work in Data and Context, and Target Solutions

1. Targeted Universalism:

- Define universal goals,
- Disaggregate data to examine disparities,
- Identify structures and factors that support or impede population segments,
- Target strategies that help each population segment achieve universal goal;



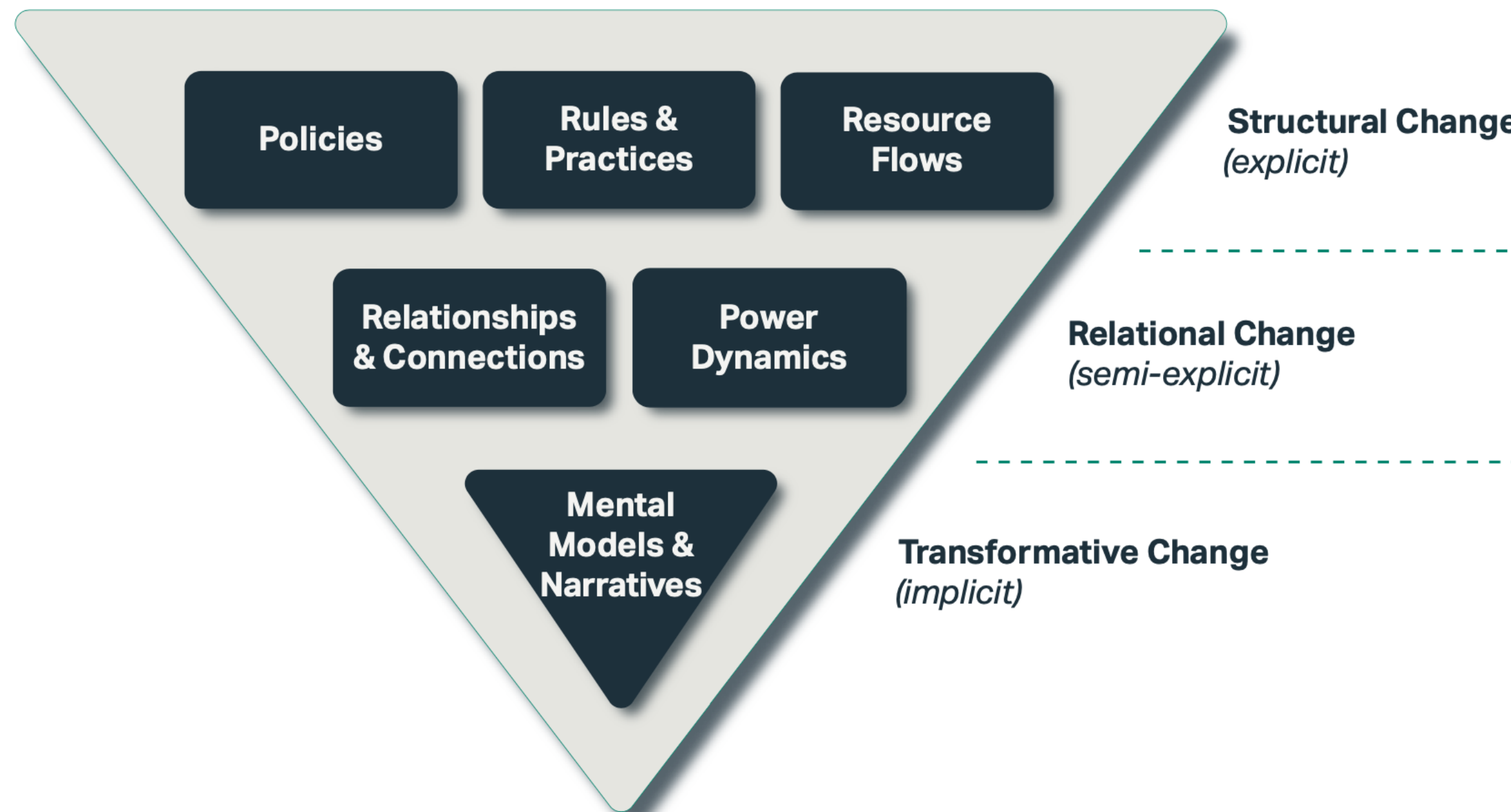
2. Asset-Based, Community Informed Data: Be sensitive to how you collect, use, and share data about communities; engage those closest to the data to interpret it



2. Focus on Systems Change, in addition to Programs and Services

Many racial disparities are the result of systems that, whether intended or not, produce those disparities. It is important to consider how each systems factor may be holding and contributing to racist results

Figure 2. Systems Change: Changing the Conditions That Hold the Problem in Place



3. Shift Power within the Collaborative

- 1. Analyze your tables.** How is power distributed? Are there power imbalances or dynamics? How does your composition impact decision making?
- 2. Build a collective impact tables that includes those with formal and informal authority**
- 3. Structural mechanisms that share power** such as weighted community voices, resident advisory tables, last word, and resource decisions
- 4. Cultural practices that share power** such as:
 - Naming and making explicit commitments to address power imbalances;
 - Building relationships;
 - Facilitating inclusively to build trust;
 - Creating space for learning; and
 - Engaging those with formal power to use it on behalf of the group

Groups	Formal Authority White	Formal Authority Reflects historically marginalized populations	Informal Authority White	Informal Authority Reflects historically marginalized populations

4. Listen and Act with Community

1. Build relationships with community-based leaders, organizers, residents
2. Learn community history, context, and assets defined by community
3. Know who is trusted and viewed as assets *by* community members
4. Be aware of “white savior syndrome”
5. Move beyond listening to partnership, build capacity



5. Build Equity Leadership Accountability

1. Seek out **authentic relationships** with people of other races to share and learn
2. Actively **seek diverse perspectives** before making decisions about communities or populations not your own
3. **Promote antiracist narratives** about communities, populations, and issues, and interrupt biased or racist narratives you hear
4. **Name your bias patterns** and invite others to hold you accountable when they see them
5. Make sure **all groups and tables** you convene are **racially diverse** and inclusive, continually analyzing and correcting for disparities in participation
6. **Show up** for leaders of color, people of color-led organizations, and public issues impacting communities of color (not just when your interests are involved)
7. **Visibly take stands** and be willing to risk and sacrifice resources and relationships in order to stand up for racial equity and justice



Credit: Shutterstock

Workplanning Action Commitments

The toolkit is not intended just for learning, but for action.

Prioritize at least **5 Individual and 5 Team/Coalition Action Commitments**, when they will be completed, and who will hold you accountable for making each happen





Questions





Additional Upcoming Learning Opportunities with the Collective Impact Forum



COLLECTIVE IMPACT ACTION SUMMIT 2023

Coming Together to Work Together

JOIN ONLINE APRIL 25 – 27

Featuring:



Imani Barbarin
Disability & Inclusion
Activist and Speaker



Krista Tippett
Journalist & Best-Selling
Author, On Being Project



Ruchika Tulshyan
Best-Selling Author,
Inclusion on Purpose



Contact:

Jennifer Splansky Juster
Executive Director, Collective Impact Forum
Jennifer.juster@collectiveimpactforum.org