WE'RE COMMITTED TO ANTI-RACISM; NOW WHAT?

Operationalizing Equity
JUSTLEAD WASHINGTON

Jennifer Werdell
she/her

paige hardy
they/them
STOLEN & OCCUPIED LAND

www.native-land.ca
Protests in Columbus After a Teenage Girl Is Killed by the Police
By The Associated Press • April 21, 2021

Hours after a jury reached a guilty verdict in the murder trial of the former Minneapolis police officer Derek Chauvin, protesters took to the streets in Columbus, Ohio, after a teenage girl, Ma'Khia Bryant, was fatally shot by an officer.

The long, ugly history of anti-Asian racism and violence in the U.S.
WHAT IS YOUR WHY?

WHY IS THIS WORK IMPERATIVE TO YOU AND YOUR ORGANIZATION IN THE PRESENT WORLD?
Sharing Terminology
LEVELS OF EQUITY

Systemic
Community
Organizational/
Institutional
Interpersonal
Individual
Internal/Subconscious
People and Perspectives

Having a representative number of People of Color in your workforce is critical, but not enough.

Power and Voice

People of Color as leaders and decision-makers in addition to ensuring diverse representation.

Results and Process

Racial equity is about policies and practices that create fairer outcomes; where race is no longer determinative of how one fares.
Equity ≠ Equality
Inequity ≠ Inequality

**Equality** means providing every person with the *same resources*.

**Equity** means ensuring every person has the resources they need to produce outcomes and opportunities and *build power*. 
When race no longer determines one's outcomes.

Proactive reinforcement of policies, practices, attitudes, and actions that produce equitable power, access, opportunities, treatment, and outcomes for all.
Structural racism (i.e. white supremacy) refers to the ways in which the joint operation of institutions produce racialized outcomes (e.g. racial inequities).

Structures matter and are not neutral. They unevenly distribute benefits, burdens, violence, and power.
“If you don’t have a lens that’s been trained to look at how various forms of discrimination come together, you’re unlikely to develop a set of policies that will be as inclusive as they need to be.”

-Prof. Kimberlé Crenshaw
ORGANIZATIONAL EQUITY & ANTI-RACISM WORK
"You can't really know where you are going until you know where you have been."

Maya Angelou
We share a vision of a community free from bias, systemic unfairness and oppression, where everyone is treated with dignity and respect.

We recognize that our social, economic, legal, civil, and political structures reflect, produce and maintain racialized outcomes, meaning that the structures and systems we have created systematically bar certain racial groups from fully participating in society, target them for discrimination, and take away power and resources. Our work is about ending these historic patterns.
In America, policies, structures, and systems exist that deny individuals and communities of color what is necessary for a full and fair life. Since their inception, these structurally racialized systems have been marked by conscious and unconscious racial bias that pervades our society, to the benefit of white people and to the disadvantage of people of color.
Commitments

1. Work together with, take guidance from, be part of, and hold ourselves accountable to community-based movements in communities most affected by structural racialization and structurally racialized systems.

2. Change structures, policies, processes, and practices in the law, legal profession, and justice system that allow harm and disparate outcomes for communities of color to continue unabated.

3. Continuously examine whether we and the organizations we work with operate in ways that align with the race equity and justice values and goals we support. This commitment includes ensuring that race equity is reflected in policies and practices for recruitment and hiring, work acceptance, priority-setting, governance, organizational culture, communications, and community partnerships and accountability, particularly with low-income communities of color.
REJI Toolkit

Designed to help organizations, particularly equity and justice-oriented legal organizations, understand and incorporate race equity into their work.

http://justleadwa.org/learn/rejitoolkit

- Organizational & Leadership Commitment
- Equitable Organizational Culture
- Recruitment, Hiring, & Retaining a Diverse Workforce
- Accountability to & Partnerships with Communities of Color
- Anti-Racism in Programs, Advocacy, & Decision-Making
Foundations for Organizational Change

- Know where you are going and why
- Generate alignment
- Expect discomfort
- Build your team
- Understand your organizational culture
- Prepare for change
- Assess what you know and what you don't yet know
Organizational Change Continuum

EXCLUSIONARY  CLUB  COMPLIANCE  AFFIRMING REDEFINING  EQUITABLE & INCLUSIVE

Intentionally excludes People of Color

Tokenism, limited number of People of Color

Open calls and communication for diversity with People of Color in non-leadership roles

Using a racial equity approach in all decision-making; intentional hiring and leadership development of People of Color; shift in power with community partners

Understanding of systemic racism with no fundamental shifts in power

Source: Jackson/Hardiman MCOD Continuum. Kathy Obear. Ed., Aorta Consulting
<table>
<thead>
<tr>
<th>Dimension</th>
<th>Examples</th>
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<tr>
<td><strong>Organizational Commitment to Race Equity</strong></td>
<td>Incorporated into mission/vision/values, resources allocated to work, leadership and stakeholder groups reflective of communities most impacted</td>
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<td><strong>Creating an Equitable Organizational Culture</strong></td>
<td>Intentional space for discussing race, trainings available, awareness of cultural ‘norms’ of the organization, POC feel valued and respected, ideas encouraged from all levels</td>
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<td><strong>Recruiting, Hiring, &amp; Retaining a Diverse Workforce</strong></td>
<td>Policies to promote recruitment and retention of diverse staff/volunteers/board, priorities incorporated into reviews, professional/leadership development opportunities</td>
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<td><strong>Developing Accountability to &amp; Partnership with Impacted Communities</strong></td>
<td>Relationships with organizations and communities of color, impacted communities participate in decision-making, mechanisms for responding to community needs</td>
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<td><strong>Applying an Anti-Racism Lens to Programs, Advocacy, &amp; Decision-Making</strong></td>
<td>Policies and practices to encourage participation in decision-making; disaggregated data; consideration in decisions about impact on communities of color</td>
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SURMOUNTING COMMON CHALLENGES

1. Leaders Must Be Proactive Champions.
2. Model Expectations.
3. It's Not Enough to "Do a Thing." This Work Takes Time, Money, Patience, and Infrastructure (This IS the work!)
4. Frontload Your Investment.
5. Culture Eats Strategy for Breakfast... and Causes People to Leave.
Contact Us

jenniferw@justleadwa.org
paigeh@justleadwa.org