MEASURING CHANGE, TRANSFORMING SYSTEMS

Philanthropy at the Crossroads of Race and Trauma

The California Endowment, Oakland CA
Monday, March 5, 2018
Jen Leland, Center Director of Trauma Transformed, welcomed everyone to the gathering and reviewed the day’s purpose, intentions and agenda. Her invitation for the day was to build vulnerable, authentic relationships across silos. She asked people to sit at a table with people you do not know and connect personally before professionally.
Jen also recapped events and activities that have been part of the Measuring Change – Transforming Systems initiative.
After reviewing the themes for our day, Jen introduced Dr. Ken Hardy, who then presented his thoughts to the group.
(Dr. Ken Hardy – continued)
How do we engage in self examination?

We have to recognize we have a multitude of selves and self-identification helps us understand our multiplicity. I don't believe objectivity exists. We have to get to know our privileged/subjugated selves.

We have to locate where we are in the conversation. Subjugated or privileged —

What impedes conversations?

Tasks for privileged:
- overcome & white people syndrome
- interaction by good white people
- GEMMS: don't bring up race, smile, show no affect

Good Effective Model Minority

Why do you always bring up race?
- Because you don't
- I don't

Tasks for POC:
1. Recognize your privilege
2. Reap our riches being humble is deadly
3. Don't take care of White People. And we have been cultivated to be care-takers of white people — physically and emotionally

Story: I don't eat watermelon in front of white people.

It's a false choice between speaking up and death.

(Dr. Ken Hardy – continued)
Everyone was asked to move to a different table during lunch and get to know others. Three discussion prompts were suggested: (1) Tell the story of your name; (2) Why do you do the work you do; and (3) What keeps you in this work?
Jen also asked that during lunch to reflect on Dr. Hardy’s discussion and share “What’s sticking? What’s still squishy?”
Following lunch we had a “touch-in” fishbowl discussion. The first participants were representatives from the funding, government, provider, and research/evaluation communities.
The afternoon closed with reflections of what we would like to see, be and do more of with our communities.