

# **MEASURING CHANGE, TRANSFORMING SYSTEMS**

Philanthropy at the Crossroads of Race and Trauma



The California Endowment, Oakland CA  
Monday, March 5, 2018

# Part II: MEASURING CHANGE - TRANSFORMING SYSTEMS

Philanthropy at the Crossroads of Race and Trauma: Collaborating and Measuring

## ● Agenda Towards Reparations and Healing

9:30 Check-in

10:00 Dr. Ken Hardy: Wounds of Oppression  
*How Funders can Engage Effectively  
in Discussions About Race and Equity*

12:00 LUNCH

1:00 Fishbowl Discussion and Small  
Table Work

4:00 Close

### Participants will walk out having:

- Explored ways to fight for each others dignity, safety, and belonging while we collectively transform our systems
- Learned one relational skill to counteract narratives of oppression
- A better understanding of how philanthropic approaches can center equity

### Purpose



● Be kind : gentle (to yourself and others)

● Stay engaged; speak your truth

### ● Intentions for the Day

- What is said here stays here
- What is learned leaves here
- When we disagree we get curious
- When we agree we stay curious
- We keep learning
- Expect non-closure

### ● Outcomes

- Explore the value, opportunity and need to bring a trauma-informed lens to philanthropic practices
- Explore ways to hold transformational conversations around equity and trauma-informed practices

### ● Roles

- Facilitator/Trainer: Manage the overall process; support everyone's participation and engagement
- Graphic Recorder: Capture key phrases and ideas; group scribe
- All: Active participats and learners



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.

# RECAP: MEASURING CHANGE - TRANSFORMING SYSTEMS



*Themes:*

Do you want to be a Jailer? Helper? Healer?  
 Structural inequities are maintained by us.  
 This is hard to swallow, but important to understand and recognize.  
 How do we show up?

*I don't make the rules, I'm just doing my job*

*Nutcracker: pub profit and politics define key values*

*Helper: Picks up the pieces but doesn't engage in real activism to prevent suffering; push for reform*

*Healer: Acknowledges power imbalances; acknowledge what they can't do; collaborate. Make decisions regarding measuring impact together*

## Outcomes

★ Hold space for conversations to better develop funding, supports, and metrics that balance accountability, relationships, and equity.

- Participants will walk out having:*
- Built one new relationship across silos
  - Explored ways to fight for each others dignity, safety, and belonging while we collectively transform our systems
  - Learned one relational skill to counteract narratives of oppression
  - A better understanding of how philanthropic approaches can center equity

Brought 65 funders and stakeholders from philanthropy together

*grappling session*



The Justice Challenge and Behavioral Training	
9:00-9:15	Registration
9:15-9:30	Introduction to Justice, Equity, Health and Family Spirit of Care, Behavioral Health and the Role of Philanthropy
9:30-10:00	Introduction to the Justice Challenge, The Justice Challenge: Introduction to the Justice Challenge, Introduction to the Justice Challenge, Introduction to the Justice Challenge
10:00-10:30	Reflection Breakout and Report Out
10:30	Registration

TIS 101 Training

Grappling Session SF

Philanthropy Training Oakland



Timeline

JUNE 2017

OCT 2017

MAR 2018



Jen also recapped events and activities that have been part of the Measuring Change – Transforming Systems initiative.

# THEMES

- how do we change as people to get out of the collusion?
- how do our cultures need to change w/in our organizations

**GOAL** Come out more fortified - w/ a more shared vision of what it could look like

## The World According to Dr. Ken Hardy

① Race is a powerful organizing principle in our lives - we cannot acknowledge how powerful it is

human race

I don't see color

We are a color-shrunk society - it permeates every corner of our lives

We are simultaneously the same AND different

② We have to be deliberate about making space for race

• seeing sharpen our eyes to see the nuances of race

story: Allen Iverson - words/violence  
it's more difficult for white people to see race than PoC  
the "talk" - is about race  
we are socialized in a racial paradigm.

white people come & tell me how to talk about Blackness

this was REAL

Hypocrite



crock of shit



Ken

The: I am an expert on whiteness  
I have lived under the tyranny of **Whiteness**

Racial Socialization

We can't live in the U.S. w/o owning the notion of White superiority

story: NYU Black History month meal



I understand why people want to be white

Everyone wants to be white

racial hierarchy



?

→ systematic devaluation of Black people - maybe look at Native American + Af. American together?

• What happens when your experience w/ PoC is only w/ who you work with or serve?

• We should/have to work across the racial divide

Yes - the shared experience of oppression is unifying

Obama:

a white mother...  
complexion... (shape trajectory)  
brilliant...

skin color (white): a protective factor

slavery - genocide - rape  
different when you're living w/ your oppressor

After reviewing the themes for our day, Jen introduced Dr. Ken Hardy, who then presented his thoughts to the group.

③ Young people in FL vs young black folks in this situation for years

③ Wakanda - Well kinda (black enough?)

③ Black Panther - it's wonderful - yet where do we go from here?

③ hiring "qualified minorities" homogenization - great for milk - not people

③ Segregation - we can't move unless we deal w/ all the issues we are faced with. our lives are very compartmentalized - uncomfortable when we call attention to the segregation we live in (white people don't generally segregate w/ poor Black people)

look at how you live your life and who you associate with

qualified white lies



Hope Hicks

neighborhoods in CA - segregated by design - not natural

③ there's something in our socialization process that encourages the aspiration to be white

③ Struck by the level of segregation in the Bay Area - grew up on the E Coast - as a white person - I wanted to be Black or Brown - moved here - and lived in whiteness - we don't talk here - we stay in silos

③ I grew up wanting to be white so I could be invisible, not threatened - parents said why do you want to be something you're not as a teenager - became non-compliant - "risky" because "Why not" how do we support non-compliance?

③ How do we create the conditions for authenticity?

③ 'White Privilege': we have privilege too

③ Challenged by conversation - framed in Black/white - where do I fit? challenged by "immigrants" - as Native indigenous person

2 US original sins  
 ■ annihilation of Native people  
 ■ slavery

③ White people are sick. Why do we spend so much time talking to them? Wanting to be white makes us sick

③ We want accomplices - not allies

Story: DSM meeting: I think we should include racism.

Story: Decarcerated



Ken

leave now!



there is sickness

③ Guamanian - I feel invisible - American Samoa - Hawaii - we need disaggregated data - missing; health disparities worse than Af. Am + Latino - when you look at disaggregated data

③ the level of uncomfortableness that is here has to be acknowledged - and some of this live w/ this every day

③ Black Panther - actually highlights segregation capitalism - imperial - exist

③ We have to get to the place to recognize our common enemy



(Dr. Ken Hardy - continued)

# How do we engage in self-interrogation/examination?

There is something broken in White people - this needs to be understood

We have to recognize we have a multitude of selves and self-interrogation helps us understand our multiplicity  
I don't believe objectivity exists

We have to get to know our PRIVILEGED & SUBJUGATED selves



We create realities of who we are and where we are at the time

What impedes conversations?  
Have to locate where we are in the conversation - subjugated or privileged -

## TASKS FOR PRIVILEGED

overcome 'good white person' syndrome  
interaction by good white people + GEMMS = ineffective conversation

Good Effective Model Minority  
GEMMS: don't bring up race  
smile  
show no affect

- 1 distinguish by intentionality and consequences
- 2 avoid 'priv-empathy' "I know how you feel"
- 3 avoid false notions of equality
- 4 resist taking an ahistorical perspective (for privileged-hisstory doesn't matter)

Why do you always bring up race?



Because you don't



## TASKS FOR POC

- 1 recognize your privilege
- 2 repair our voices - being mute 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

there's a difference between taking care of someone and caring for of someone

I hope we always care for one another

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

it's a false choice between speaking up and death





*During Lunch*  
*sit w/ people you don't know...*  
*have conversations —*

- the story of your name*
- what brought you to this work*
- what keeps you in this work*



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?



# What's sticking? What's still squishy?

- Sticky/Squishy: The gravity of being a person committed to change - within our leadership roles - how do we make a difference?
  - Sticky: How can we support non-compliance so that Black People/POC can feel better?
  - How can we take our children?
  - Still Squishy: How to open and sustain the conversation on changing our white supremacist org. culture and cultural norms
  - Sticky: Taking care vs caring for White folks
  - Holding the trauma of our aging Black parents and figuring out the healthy way to release it and effectively
  - Squishy: How do white folks support healing justice, especially as service providers, when healing justice is about responding to generational trauma and violence and providers don't acknowledge that and/or perpetuate it
  - Sticky: GEMM as INFILTRATOR, changing the context but playing by rules → Stay at the table, change systems from within, vs dismissed.
  - Squishy: Finding my voice as a POC at work and struggling with my "GEMMNESS"
  - Squishy: How our story and wholeness affect interactions among POC?
  - Define accomplice
  - Squishy: Not enough critical self-reflection from White people and their own racialization which is a must before they show up for POC
  - Squishy: How to develop the "muscles" to respond to specific strategies like the DSM- not just as individuals but as a community?
  - Allies or Accomplices?  
Yes
- Jazz Hands! Sticky White People and POC need to show up to make these convos possible (like the toolkit)

Jen also asked that during lunch that reflect on Dr. Hardy's discussion and share "What's sticking? What's still squishy?"

# Fishbowl Discussion

① How might fundraisers change to sustain new approaches? Try on? Give up?

Combine academia + lived experience  
Give up: who we think of as experts.  
Experts are the community  
See the world through lived experience\*



Umbrella of oppression.  
(white male domination)

those on the outside cannot understand

1st step - take a step back + listen  
fundraisers + academics need to render themselves obsolete

Embrace trauma - informed care  
Sustain change - ensure evaluation comes from the inside

Impacted people are often left out  
approach + partner w/ youth

ex: UC Berkeley (Critical Trauma Participatory Research)

We center our work around young POC

RYSE: formed w/ understanding we cannot heal without those impacted

We lead w/ love - not necessarily cosy - we bring love into funding, programs, research

Give up: behavioral change interventions - (gets in the way of love)

RFPs have dehumanizing language - troubled, at risk...

Being safe (be RISKY!)

Need strength to stand up to systems

What about INTERSECTIONALITY?

embrace intersectional approaches

Equity? does that mean being more white? Privileged?

What about efficacy? Achievement?

not about "watering down" - diluting

Where's ACCOUNTABILITY?

are we really serving the community?  
Fundas: This is NOT your money!  
asked community - what angers you about philanthropy?

We can't trust you - you don't serve us!

we traumatize those we serve

honor their voice.  
step back and look at the language vs intent of the law



fundraisers need to stand up and say - this is what people really need

we are in a tenuous positions - if we step up - management may think we need to be removed

look at guiding principles - are they still being practiced

how can we get back on track

Be Bold + Build Bridges

Roots of Inequity -

racism, patriarchy, capitalism  
support orgs to dig deep around these issues - CORE OPER. SUPPORT

We need to do our own work - personally and professionally - and push back on our orgs.

We can't just be voyeurs

Display our own courage - We need to get deep and into the messiness

① We can and should measure love - voice and choice

② Infrastructure: it's about the money

133 Af. Am. Kindergartners in SF - how much can we invest in them?  
③ we have to invest in our non-profits - we are in the practice of putting non-profits out of business - give them \$ to survive put \$ into the community - change our ways more accountability into where it needs to be

Following lunch we had a "touch-in" fishbowl discussion. The first participants were representatives from the funding, government, provider, and research/evaluation communities.

● have these conversations w/ white people

● think about racism in DSM

● see my whiteness more - recognize it in context of my leadership team

● talk about race more

● more open and respectful of one another

● more linkages w/ community

● think more about language we use (ex: disadvantaged youth)

● bring my Mexican-ness out



● alternative ways to think about accountability and community

● "if I fail, you fail" that's when innovation happens

# SEE BE DO more of...



● how do I navigate my privilege in my role as a funder? How do I represent as a woman of color? immigrant in my role?

● the conversation: work has to be between + with white people - it takes courage

listen to the community - how do you share your love

● It's about HOPE - not metrics

● I hope all this leaves this room - it can't just stay here

● have conversations about my whiteness and my expertise

We need to bring white people with us - expand this group

I would prefer having done nothing by doing something over doing nothing

Culture eats strategy for breakfast



The afternoon closed with reflections of what we would like to see, be and do more of with our communities

