

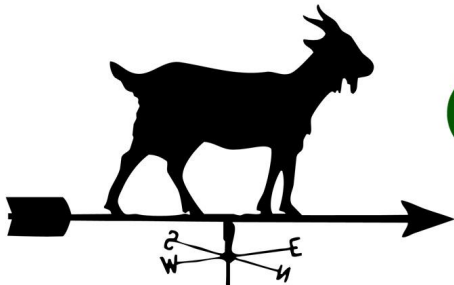


Centering Racial Equity in Your Organization or Foundation

Community Food Funders | June 24, 2020

Patrice Lockert Anthony
Interim Executive Director

Natalie Hughes
Development Manager



GROUNDSWELL

Center for Local Food & Farming

Agenda

- Introduction to Presenters
- Why Organizational Equity Development?
- Why now?
- Tools for the path
- Q & A



WHAT DOES GROUNDSWELL CENTER DO?

- Beginning Farmer Training
- Justice-Based Workshops
- Assistance & Consulting
- Incubator Farm
- Land Access

....in Finger Lakes Region



Why Racial Equity, specifically?

- Still an intersectional approach (consider class, gender, ability, etc)
- Don't let other -isms distract you from specifically addressing the history and current disparities that affect Black and Brown people in this country
 - police killings
 - mass incarceration
 - hunger and food insecurity
 - education
 - cellular trauma



Black Bodies and the Land - Post-slavery

“Racism is Built Into the DNA of America”

- Shonda Rhimes, producer and writer

- The Three-Fifths Compromise negotiated during Constitution
- Centering racial equity starts with internal/organizational work, reflection... and self-assessment
- “Our personal is our political, and becomes our professional”
-G. Patrice Lockert Anthony, Black Label Consulting and Coaching

Chocolate City Reverb

EDITORS' PICK | 22,904 views | Jun 15, 2020, 08:00am EDT

Largest D.C. Farmers Market Repeatedly Denied Spots To Black Vendors, Farmers Allege

8:17



Tweet



National Farmers Union



@NFUDC



It isn't a coincidence that the average Black farmer brings in just \$2,408 in net farm income, compared to the \$17,190 that the average white farmer makes.

Black farmers don't have the same access to land, capital, and markets - and this story is just one example of that.

White Patriarchal/Parental Culture in Nonprofits & Funding Organizations

- Donors, Organizations, Board of Trustees, etc are majority white and relatively well-monied
- White people cannot begin to dismantle white supremacy without reckoning with white privilege, and the accompanying white fragility
- Shifting consciousness of white leadership, while also re-distributing power to POC (often includes resentment through micro-aggressions)





Rachel E. Cargle

@RachelCargle

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Unless the racism is addressed and eradicated in the places you are looking to make 'diverse' you are simply bringing people of color into violent and unsafe spaces.

6:28 PM - 4 May 2019

4,382 Retweets **12,367** Likes



Invite black and brown people to the table

=> this is my house, and that implies presumptive power and authority for who is invited in



Tools for Centering Racial Equity

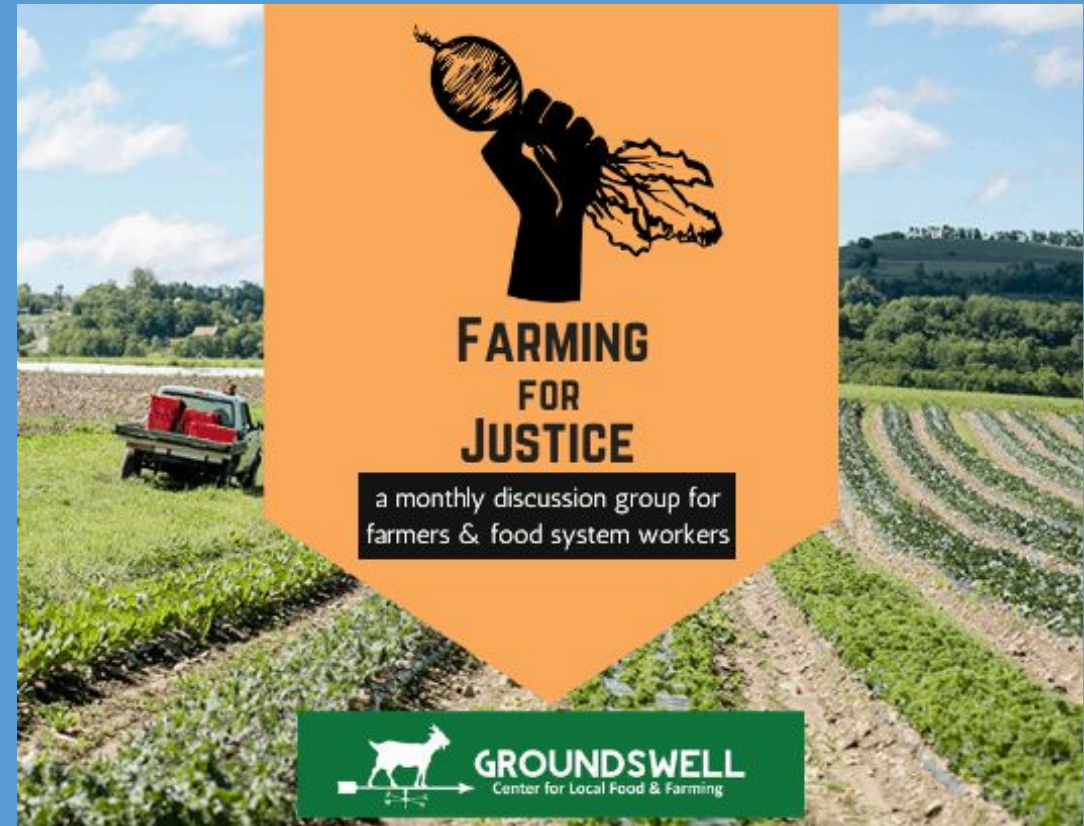
- Board Policies
- Brand awareness
- Staff/Board Development
- Relationship Building
- Systems of Accountability

Board Policies

- Equity in your strategic vision
- Establish Equity Commitments/Statements and then development of Policies
- Equity & Accountability Committee

Brand Awareness

- How your vision and mission is marketed to the public (website, media)
- what do we ACTUALLY mean when we write “marginalized communities” into our grant applications?
- How is our brand portrayed to donors vs. local BIPOC leaders?
- White-led justice orgs accessing funds that should go to black leaders



Staff & Board Development

- White People's Resistance (Paul Kivel's Uprooting Racism, 1996)
- Education and Training
- Iterative process

Tactics of Resistance

<i>Tactic</i>	<i>What it is</i>	<i>What it sounds like</i>
Denial	Denial of existence of oppression; denial of responsibility for it	Discrimination is a thing of the past. It's a level playing field. It's not my fault; I'm not responsible
Minimization	Playing down the damage	Racism isn't a big problem anymore It's not that bad
Blame	Justifying the oppression, blaming the victims of oppression for it	Look at the way they act. If they weren't so angry. . . Women are too emotional
Lack of Intent	Claims the damage is unintentional	I didn't mean it like that. It was only a joke.
It's over now	The oppression happened in the past and is no longer an issue	Slavery was over a long time ago. Feminism has gone too far.
Competing victimization	Claiming that targets of oppression have so much power that society is threatened.	Women really have all the power. We just want our rights too. They're taking away our jobs. White people are under attack.

Relationship Building -Equity Development

White culture	'Token' Organization	Multicultural	Anti-racist
Not intentionally excluding POC. Actively recruiting POC, with little success	Commitment to eliminate discrimination in protocols.	Visibly diverse staff/board	People of Color in significant leadership positions
Leadership positions / decision makers are white people (often male) and paid well	A few people of color on staff; are expected to work within a white culture environment and have limited decision power	Reflects contributions and interests of diverse groups in its mission, operations, and services.	Designed system of accountability to ensure inclusion at all levels. Significant time and resources are given to anti-racist efforts.
No analysis of power structures or accountability to communities of color.	Decision-making power held by majority white people.	It actively recruits and welcomes people of color, with one or two POC in leadership positions	Willingness to name racism and address conflict
Emphasis on "helping" those in need	Emphasis on people getting along	Belief in racial equity but still no power analysis; discomfort with conflict	people most affected by issues/problems are central to program planning
success measured by how much is accomplished	top down management; people expected to be highly motivated self-starters w/ little supervision	workaholism is rewarded	in-depth analysis of oppression and power
Those who speak out are considered troublemakers			

Adapted by Groundswell Center from Dismantling Racism Project, Western States Center.

Systems of Accountability

GROUNDSWELL EQUITY COMMITMENTS:

- 1. Create an anti-racist environment** where staff, board members and volunteers are seen, respected, and supported to participate fully.
- 2. Support food justice education and racial justice awareness** not only within Groundswell, but in our wider community.
- 3. Develop collaborative and supportive relationships with people of color and organizations led by people of color.** Extend and deepen support for local farmers, gardeners and growers of color and immigrant and refugee farmers. Act to challenge racism in the food and farming community and beyond.
- 4. Implement a hiring protocol that creates accessible position descriptions** that value lived experiences as well as traditional experiences.

continued on next slide...

EQUITY COMMITMENTS Continued:

5. Continuously review website, promotional materials and course descriptions for **language and images that highlight racial/social justice and inclusive, appropriate language.**
6. Work with staff and board members to **ensure our meetings and events are accessible**, including but not limited to providing childcare and transportation as needed.
7. **Annually evaluate composition and organizational culture** of staff, board and board committees with the Equity and Accountability Committee.
8. Goal is to eventually move from being a majority white organization to an **anti-racist multicultural organization, with people of color occupying at least 50% of staff and board positions.**

Equity and the Land



- Supporting Black America to re-envision its roots: ancestral farming traditions and reclaiming US black farmland
- Healing, education, reparations, and the right to health

Support Black-led Farming Orgs

- National Black Food & Justice Alliance
- Black Urban Growers Association
- Rise and Root Farm
- SoilGeneration
- Black Church Food Security Network
- Northeast Farmers of Color
- Soul Fire Farm
- The Federation Of Southern Cooperatives/Land Assistance Fund
- Southwest Georgia Project
- ShoppeBlack.us “your trusted source for all things black-owned globally”

Thank You!

SOCIAL!

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Patrice Lockert Anthony

patrice@groundswellcenter.org

607-862-6224

Natalie Hughes

natalie@groundswellcenter.org

