Racial Equity Training

White Supremacy Culture & Systems Thinking
YOU ARE ON LAND
What is your relationship to Native Stewards and Lands?

- Digital Atlas of California Native Americans [nahc.ca.gov](http://nahc.ca.gov)
- Honor Native Land [usdac.us/nativeland](http://usdac.us/nativeland)
- Native Land Digital [native-land.ca](http://native-land.ca)
Hello!

Katherin Canton
Race and Equity Manager
They/Them/Their
My people are...

- 2nd gen
- Detribalized & re-indigenizing
- K’iche GuateMayan
- Caregivers
- Cultural Organizers
- Facilitators
- Puzzle makers
- Weavers
- Healers
This work is because of…

OUTCOMES

Council members will:

✓ see the relationship between government, white supremacy culture, and racial equity practices
✓ expand the Council’s toolbox for racial equity
✓ see how systems thinking fits into the Council’s decision making
✓ identify an opportunity to try on a systems thinking approach
Practice Makes Practice

- Nothing is wasted, or a failure. Emergence is a system that makes use of everything in the iterative process. It’s all data.

- In the framework of emergence, the whole is a mirror of the parts. Existence is fractal—the health of the cell is the health of the species and the planet.
We live in a white supremacist culture
THE LONGER YOU SWIM IN A CULTURE, THE MORE INVISIBLE IT BECOMES
CULTURE

Reflects the beliefs, values, norms, and standards of a group, a community, a town, a state, a nation.

(ORGANIZATIONAL) CULTURE

Is comprised of the assumptions, values, norms, and tangible signs (artifacts) of organization members and their behaviors.

Can be difficult to express distinctly, but everyone knows it when they sense it.
REFLECTION

Take 2 minutes to write:
• the values, beliefs, norms of the Council.
• What makes up the Council’s culture?
Why should government lead with race?

- From the inception of our country, government at the local, regional, state, and federal level had played a role in creating and maintaining racial inequity.
- Despite progress in addressing explicit discrimination, racial inequities continue to be deep, pervasive and persistent across the country.

Government Alliance on Race & Equity
Why should government lead with race? (cont.)

- Government can implement **policy** change at multiple levels and across multiple sectors to drive larger systemic change.
- It is important to note that to achieve long-term impact, changes must be sustainable.
- Working for racial equity at the state, local, and regional level can allow for meaningful education with community and other institutions that will ensure sustainability.
White Supremacy Culture (WSC)

- teaching us both overtly and covertly that whiteness holds value
- whiteness is value
- teaches us that Blackness is not only valueless
- but also dangerous and threatening
- teaches us that Indigenous people and communities no longer exist...
- teaches us to disconnect from and fear the self, each other, our environment / the earth

(divorcing) White Supremacy Culture, Tema Okun
Characteristics of WSC

Perfectionism
One Right Way
Paternalism
Objectivity

Center Relationships

Learning Culture

Hold many realities

Self-awareness & Self-Accountability

Worship of the Written Word

Qualified

Fear

Either/Or Binary

• Progress is Bigger / More
• Quantity over Quality
Characteristics of WSC

- Individualism
  - I’m the Only One

- Defensiveness
  - Denial

- Urgency

- Honor
  - multiple ways of knowing

- Radical imagination

- Clear decision-making processes

- Right to Comfort
  - Fear of Open Conflict
  - Power Hoarding

- Listen for connection & understanding

- Name it!
  - Name when fear arises
REFLECTION

Take 2 minutes, pick one WSC characteristics and write about how it shows up in your:

• Daily life
• Council
Questions / Observations
INVITATION TO CENTER

Be here.
Be all over the place.
Be messy.
Be wrong.
Be bold in your hopefulness.
Be confused in community.
Be reaching past isolation.
Be part of the problem.
Be hungry for after.
Be helpful in the midst.
Be so early in the process.
Be broken by belief.
Be bolstered by brave comrades.
Be unbelievably ready.
Be alive.

Beyond Survival, Ejeris Dixon and Leah Lakshmi Piepzna-Samarasinha
SYSTEMS THINKING:
Putting it all together
Fractal
the relationship between the small and large
What is a System?

Made up of interrelated parts, components, and elements that interact to produce intended and unintended outcomes.

Relational | Alive | Patterns | Outcomes over Time | Cumulative | We are part of it

Kanyon CoyoteWoman Sayers-Roods
Three Sisters Gardening: Systems of Racial Equity

We understand that enacting policy in a just and equitable manner considers critical issues of implicit bias and discrimination that requires concerted and purposeful action.

Racial Equity Statement
CAC 2020 Strategic Framework
Aspirations

Grantmaking
- Council Timeline
- General Operating and Multi-Year Grants
- Geographic Equity
- Individual Artists
- Matching Requirement
- Multiple Application Formats
- Small Organizations

Policy
- Data Reporting
- Educational Resources
- Low-Cost Housing and Workspaces
- National & International Funding Models

Programs
- Arts Learning Community
- Grantee Consultations
- Program Consolidation
- State Agency Funder Role
- State-Local Partner Funding
- State-Local Partner Capacity Building

Public Communications
- Accessible Council Meetings
- Awareness Campaign: CAC
- Awareness Campaign: General
- Conferences and Public Events
- Online Opportunities Hub

Partnerships
- Advisory Workgroups
- Arts Funder Collaboratives
- Native American Artist Partnerships
- Private Sector Partnerships
- Social & Environmental Issues
- State Government Roundtable
A Systems Approach Iceberg
Dimensions of Structural Racism

Culture
- everyday normalization and replication of everyday racism

History
- Roots and cumulative impacts of white domination in U.S.

Interconnected Institutions and Policies
- compounding relationships and rules that reinforce racism

Racial Ideology
- Popular ideas and myths that perpetuate racial hierarchies

www.raceforward.org/trainings
THE ICEBERG
A Tool for Guiding Systemic Thinking

EVENTS
What just happened?
Catching a cold.

PATTERNS/TRENDS
What trends have there been over time?
I've been catching more colds when sleeping less.

UNDERLYING STRUCTURES
What has influenced the patterns?
What are the relationships between the parts?
More stress at work, not eating well, difficulty accessing healthy food near home or work.

MENTAL MODELS
What assumptions, beliefs and values do people hold about the system? What beliefs keep the system in place?
Career is the most important piece of our identity, healthy food is too expensive, rest is for the unmotivated.

React
Anticipate
Design
Transform
Learn Like a Willow 8th Grader: Systems Thinking

Systems Thinking
Slavery in Colonial America

Visible Roles
- Landowners
- Indentured Servants
- Enslaved Persons

Underlying Structures
- Plantation System
- Mercantile Economic System
- Slave Trade System
- Laws to Keep Slaves Captured

Mental Models
- Concepts of Wealth
- Competition
- Zero Sum Economics
For the first time, this year (GY2021) the CAC required a racial equity statement as part of the eligibility requirement for organization applicants.
• Large budget & white-led orgs have the resources to apply for and successfully receive grants

• Small budget & BIPOC-led orgs are under resourced and cannot always submit “successful” applications, but often have strong racial equity outcomes as a foundation to their work

• CAC wants to provide more support to small budget & BIPOC-led organizations

• To see trends, the CAC is starting to collect and review disaggregated funding data
• Large budget & white-led orgs are more likely to have staff capacity to advocate
• History of systemic racism in philanthropy and government – creates more barriers for BIPOC-led orgs to access funding
• Council members come from different backgrounds and different levels of education on racial equity practices and systems change
• Open competitive grantmaking is the fairest process
• Fair grantmaking = equal across populations
• Some people in CA don’t believe in systemic racism or that it only impacts BIPOC
• Anyone in the public can access the CAC, because we are a public agency
• The Non-Profit Industrial Complex (NPIC) & Arts is not part of WSC
Practice: Jamboard
Questions / Observations
RECAP

Council members will:
- see the relationship between government, White Supremacy Culture, and racial equity practices
- expand their toolbox for racial equity
- see how systems thinking fits into their decision making
- identify an opportunity to try on a systems thinking approach
"All that you touch you change. All that you change changes you."

~ Octavia Butler

Thank you!