Racial Equity Training

White Supremacy Culture & Systems Thinking

CALIFORNIA
ARTS COUNCIL
A STATE AGENCY

THE GREAT SEAL OF THE STATE OF
EUREKA
CALIFORNIA

YOU
ARE
ON

LAND

What is your relationship to Native Stewards and Lands?

- Digital Atlas of California Native Americans
  nahc.ca.gov

- Honor Native Land
  usdac.us/nativeland

- Native Land Digital
  native-land.ca

California Indian Tribal Groups

California Indian Library Collections

Hello!

Katherin Canton
Race and Equity Manager
They/Them/Theirs

My people are…

- 2nd gen
- Detribalized & re-indigenizing
- K'iche GuateMayan
- Caregivers
- Cultural Organizers
- Facilitators
- Puzzle makers
- Weavers
- Healers

This work is because of…

Ebony McKinney | Dia Penning | ChE | Afro-Indigenous Liberatory Praxis | Sogorea Te' Land Trust | Braiding Sweetgrass | Robin Wall Kimmerer| Devi Peacock | Elissa Perry | Rhiannon Evans MacFadyen | adrienne maree brown | Emergent Strategy | Beyond Survival | Leah Lakshmi Piepzna-Samarasinha | Disability Justice Organizers | Resmaa Menakem | Tema Okun | Octavia Butler | Audre Lorde | …

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
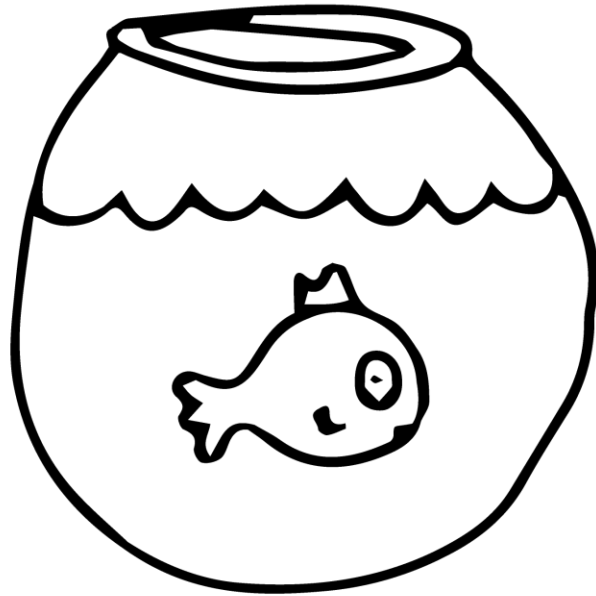
Practice Makes Practice

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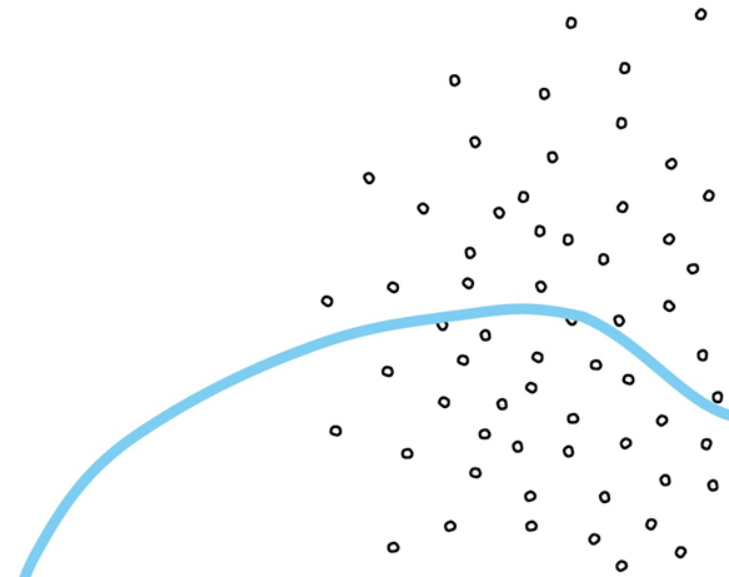
Can be difficult to express distinctly, but everyone knows it when they sense it.
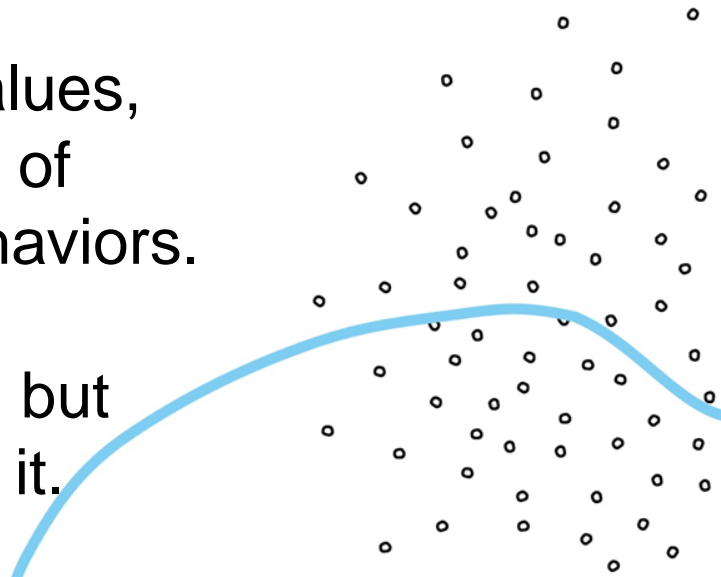
REFLECTION

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
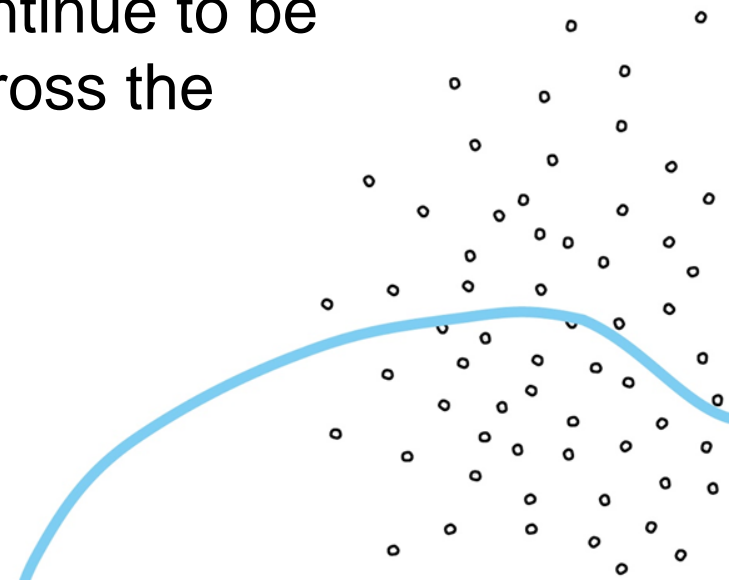
Why should government lead with race? (cont.)

- 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.
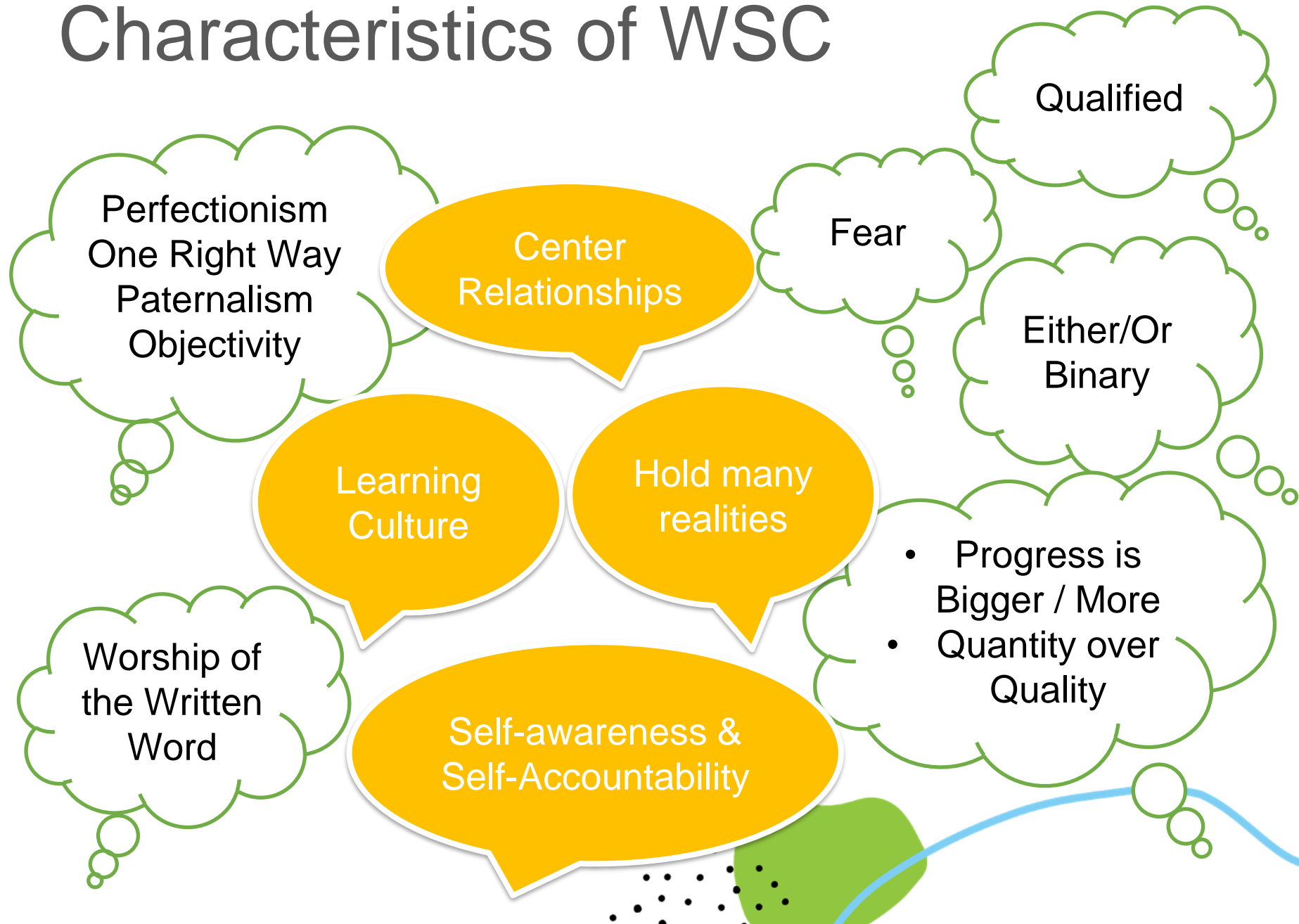
Government Alliance on Race & Equity
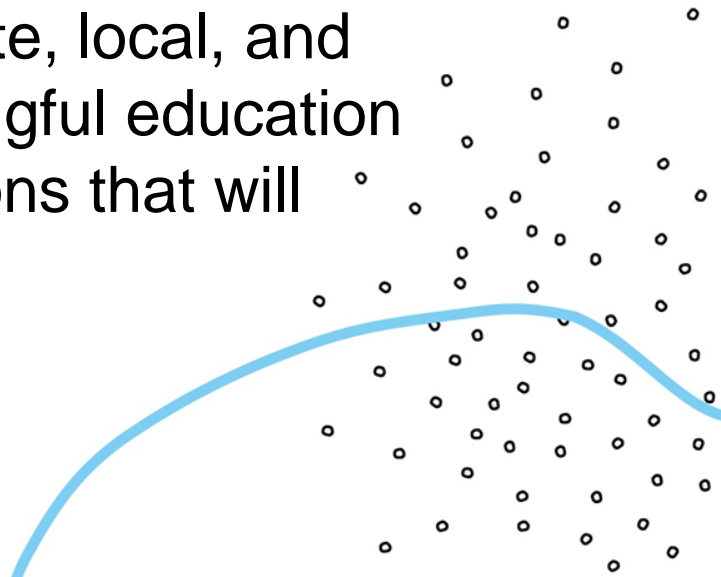
White Supremacy Culture (WSC)

- 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

Qualified

Perfectionism
One Right Way
Paternalism
Objectivity

Center Relationships

Fear

Either/Or Binary

Learning Culture

Hold many realities

- Progress is Bigger / More
- Quantity over Quality

Worship of the Written Word

Self-awareness & Self-Accountability

Characteristics of WSC

Individualism
I'm the Only One

Honor
multiple ways
of knowing

Defensiveness
Denial

Name it!
Name when
fear arises

Radical
imagination

Clear
decision-
making
processes

Right to Comfort
Fear of Open
Conflict
Power Hoarding

Urgency

Listen for
connection &
understanding

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.
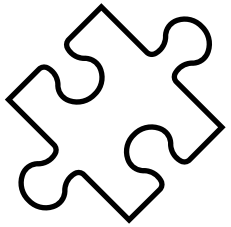Be so early in the process.
Be broken by belief.
Be bolstered by brave comrades.
Be unbelievably ready.
Be alive.
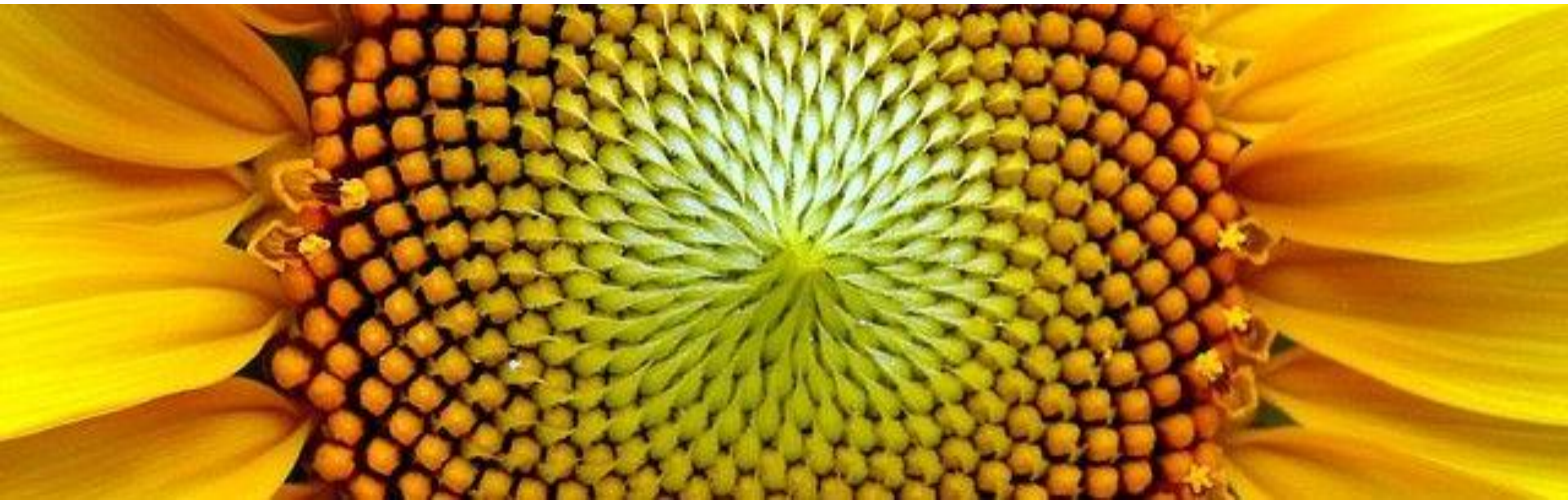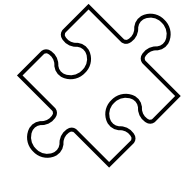Beyond Survival, Ejeris Dixon and Leah Lakshmi Piepzna-Samarasinha
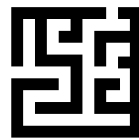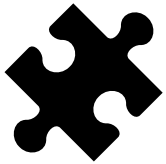
SYSTEMS THINKING:
Putting it all together

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
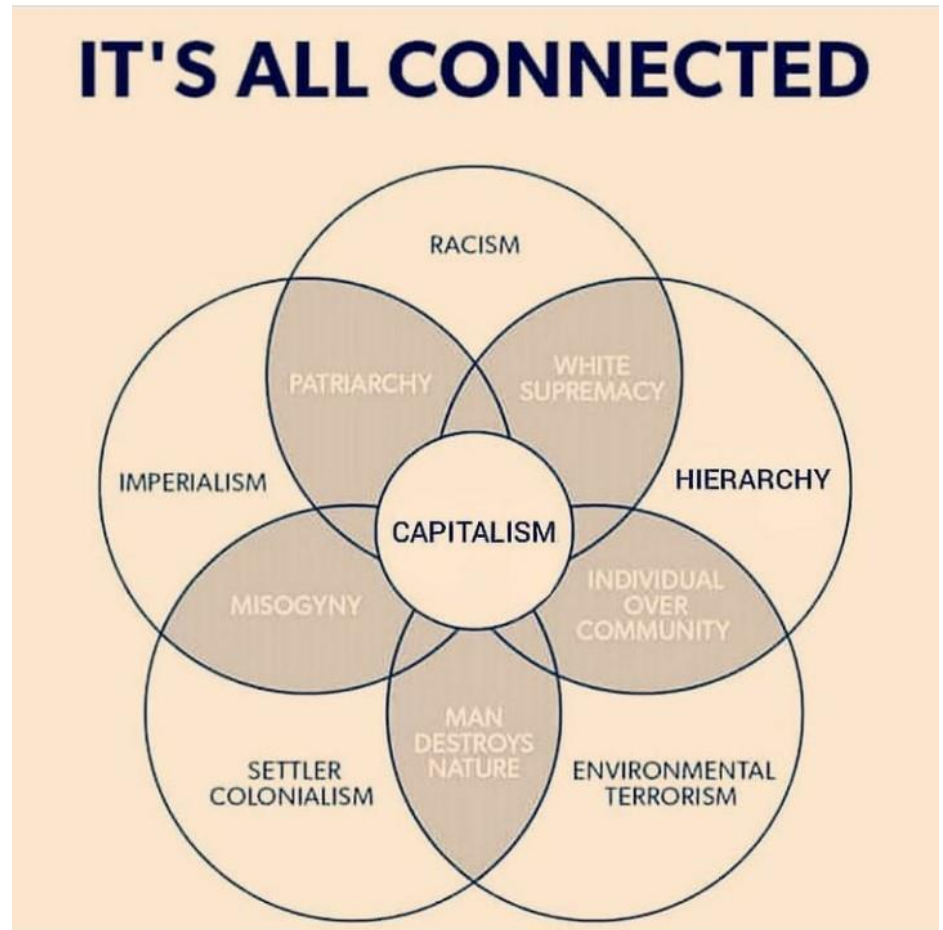
Kanyon CoyoteWoman Sayers-Roods

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 ——————————————— **React**
What just happened?
Catching a cold.

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

UNDERLYING STRUCTURES ——————— **Design**
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 ————————————— **Transform**
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.

Learn Like a Willow 8th Grader: Systems Thinking

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

Pattern / Trends

Underlying Structures

- 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

Mental Models
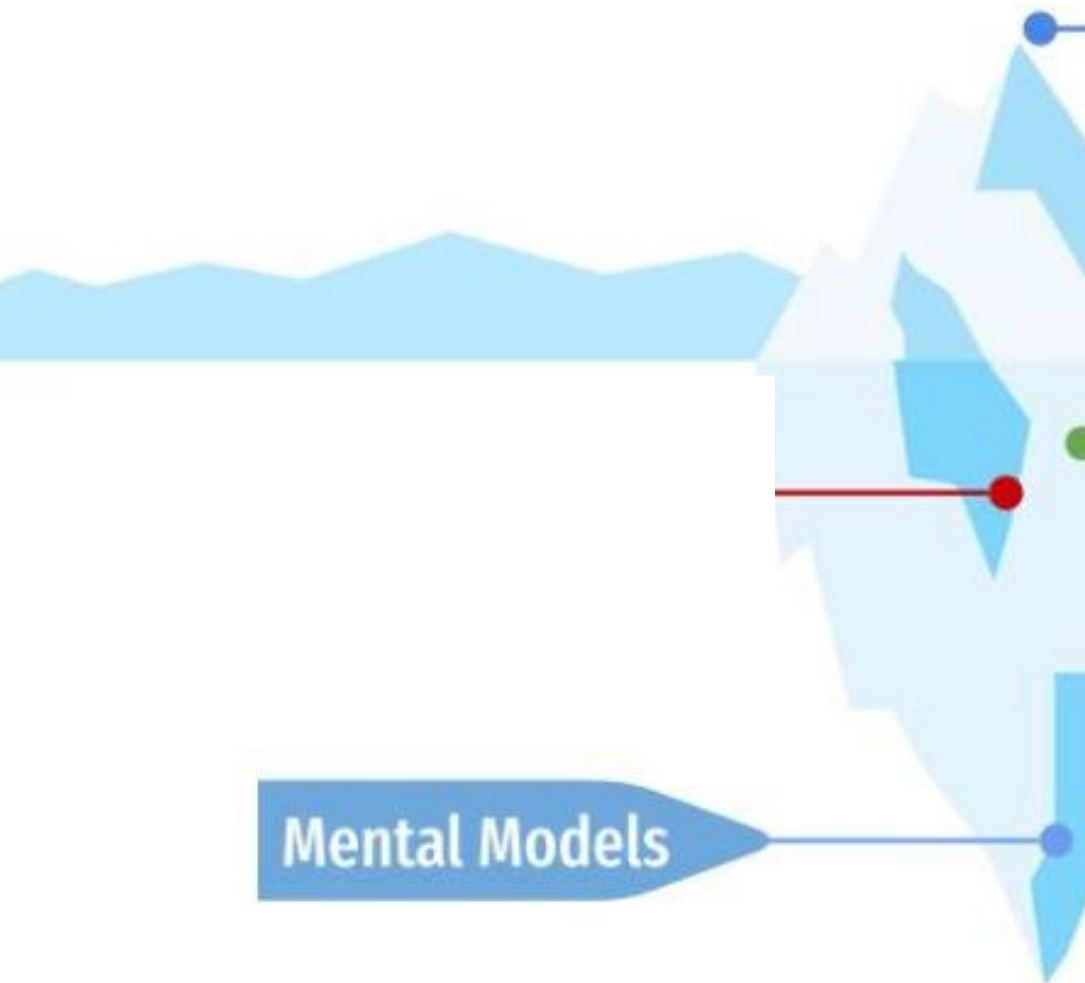
- Open competitive grantmaking is the fairest process
- Fair grantmaking = equal across populations
- Some people in CA don't believe in systemic racism or that it only impacts BIPOC
- Anyone in the public can access the CAC, because we are a public agency
- The Non-Profit Industrial Complex (NPIC) & Arts is not part of WSC
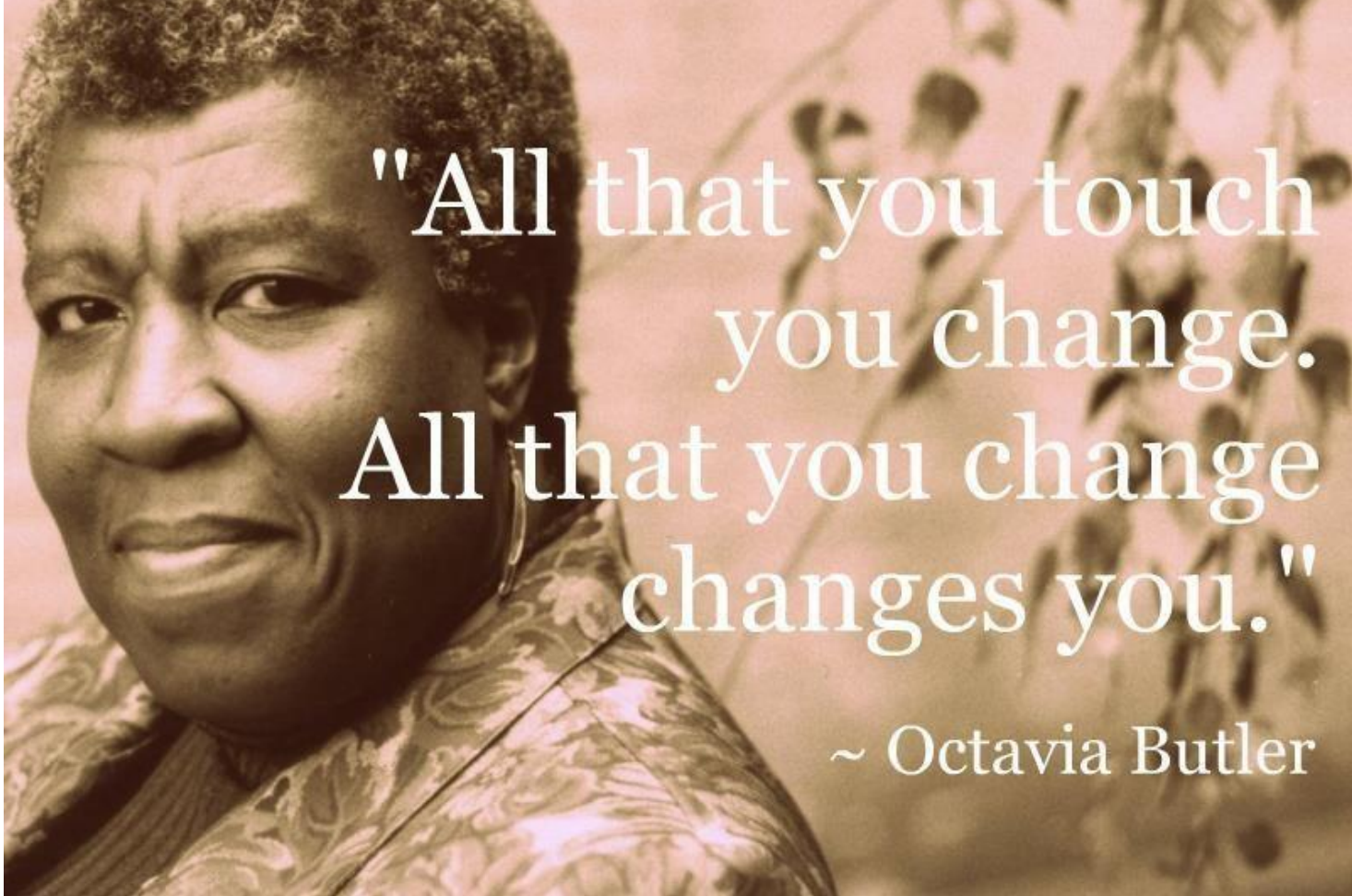
Practice: Jamboard
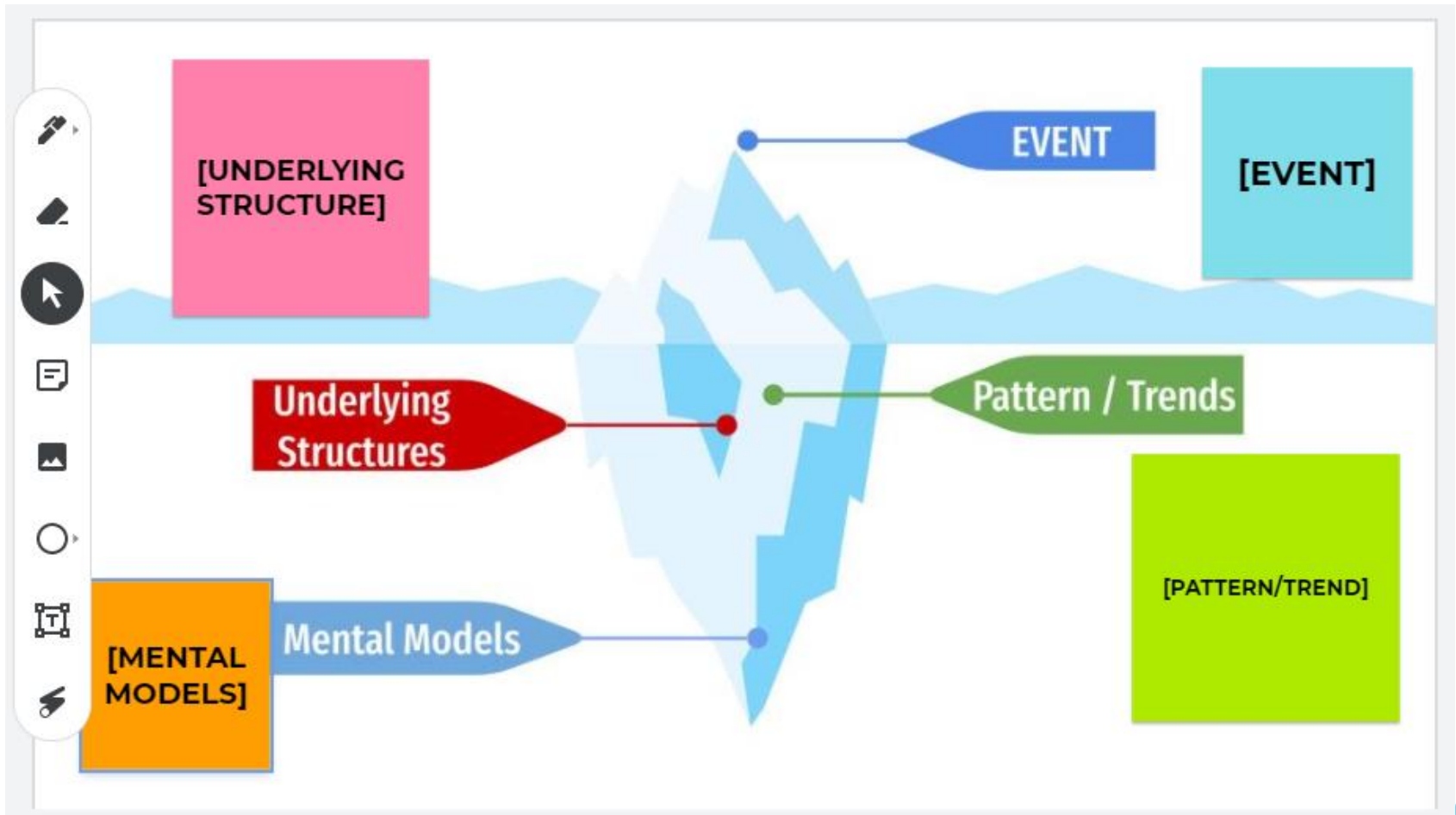
Questions / Observations

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!

CALIFORNIA ARTS COUNCIL
A STATE AGENCY

THE GREAT SEAL OF THE STATE OF CALIFORNIA • EUREKA