



NATIONAL CENTER FOR
FAMILY PHILANTHROPY

**A Community Conversation on Racial Justice
with NCFP & ABFE**



ABFE

A Philanthropic Partnership for Black Communities

Presented/facilitated by Edward Jones, Vice President (ABFE), Kyumon Murrell (ABFE) Anthony Simmons for the national Center for Family Philanthropy – June 26, 2020

WELCOME FROM NCFP PRESIDENT & CEO

Nicholas Tedesco

Participants: Please share your name, organization, and city/state in the Zoom Chat



Our focus and objectives for today:

- ✓ To have a conversation about race in this moment.
- ✓ Establish a shared language and basic concepts for talking about race productively.
- ✓ Share the efforts of your peers to address issues of racial injustice.
- ✓ Offer steps which you can take to advance racial equity.

About ABFE: A Philanthropic Partnership for Black Communities

Mission:

**To Promote Effective and Responsive
Philanthropy in Black Communities**

ABFE FACTS

- **Founded in 1971, ABFE is the first and oldest of more than 40 philanthropic affinity groups.**
- **900+ members, which includes foundations, philanthropy-serving organizations, nonprofits and industry partners. Our members collectively represent over \$100 billion in assets.**
- **ABFE's work falls into three areas: Philanthropic Advising, Membership and Partner Services, and Research and Advocacy.**



GUARD RAILS FOR THE ROAD

- Be an ACTIVE LISTENER with an open mind – suspend judgment!
- All perspectives/ideas/concerns are welcome
- Speak from “first person” or use “I” language
- Own your intentions and their impact
- Personal stories, for illustrative purposes only, stay in the room
- Land the plane!
- Lean In, Fall Back – *Time is a shared resource...*
- Keep cameras on



WORD CLOUD EXERCISE:
***HOW ARE YOU FEELING IN THIS
MOMENT?***



ABFE

an Equal Opportunity and Affirmative Action Institution

WHEN WAS THE FIRST TIME YOU REALIZED YOUR RACE?

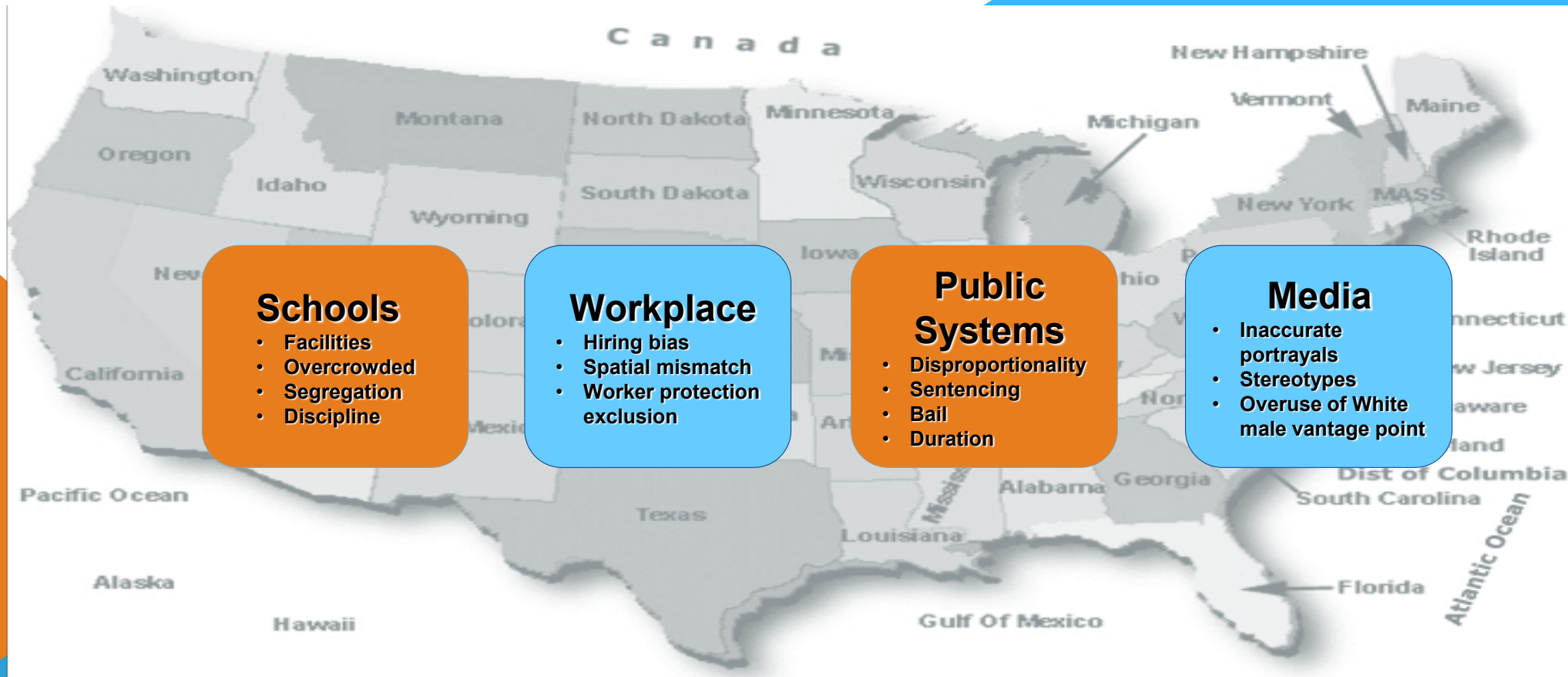


ABFE
AMERICAN BAR ENDEWMENT

RACIAL EQUITY DRIVES ALL OF WHAT WE DO BECAUSE

RACE MATTERS

COVID-19 has revealed the consequences of historical patterns of **policies and practices** – and media messages and images to bolster them – that result in the **exclusion, marginalization and control** of Black people and other people of color. These *persist*, sometimes in new forms, up to today.



SHARED LANGUAGE FOR THE WORK



YATAY
MILLÎ EĞİTİM, BİLİM VE TEKNOLOJİ BAKANLIĞI

Exploring a Shared Language

How do you define...

- DIVERSITY & INCLUSION?
- EQUALITY & EQUITY?
- RACE & RACISM?

Participants: Please share your responses in the Zoom Chat



Diversity, inclusion, and equity are related, but distinct goals.



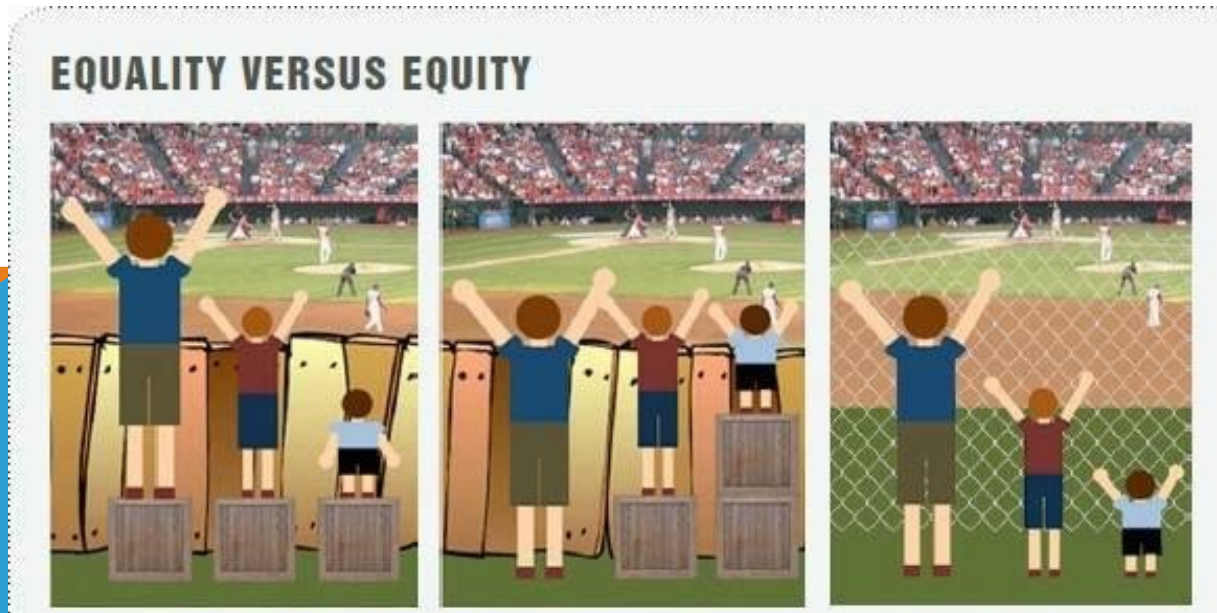
EQUALITY and EQUITY are Different

Equality:

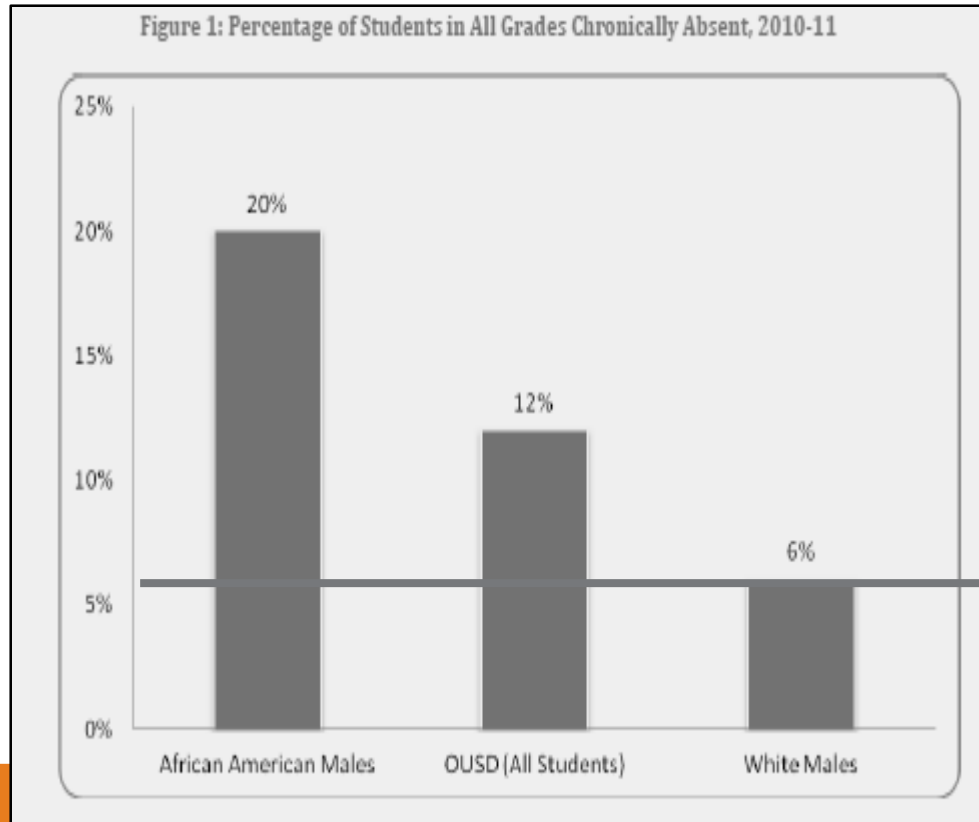
- **Input** that assumes all circumstances/groups require same resources
- **Reinforces** existing inequities
- **Example:** Each community or population group receives the same complement of services as every other community

Equity:

- **Outcome** that reflects optimal results for all circumstances/groups
- Grounded in analysis and strategy that **addresses** existing inequities
- **Example:** Each community/population group receives services that address its specific assets, needs, and challenges



What is *racial equity*?



Source:
http://www.urbanstrategies.org/AAMAI/images/docs/AAMAI_AttendanceReport.pdf

* Equity is the result achieved when you cannot predict advantage nor disadvantage by race (and gender, or other forms of “isms”)

* This can be measured!

Line indicating equity at this point in time. Aspiration is for no student to experience chronic absence.

Definitions: What is race?

A social/political construct used to confer advantage and disadvantage.

(Race Matters, Annie E. Casey Foundation)



IMPORTANT: Groups in the US can get “racialized” based on ethnicity, culture, language, color, religion, and various other distinctions.

Definitions: What is racism?

**“A system of structuring opportunities and assigning value based on a social interpretation of how we look”
(e.g., our race)**

Dr. Camara P. Jones, Morehouse School of Medicine (*formerly of the CDC*)

--- also, the primary language we speak

What is anti-Black racism?

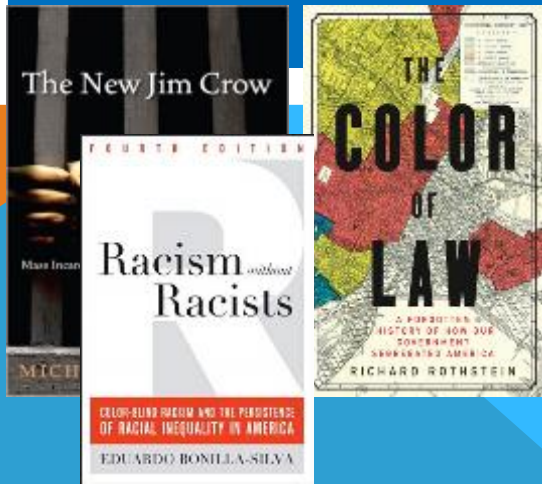
- * The first form of anti-Blackness is **overt racism**. Beneath this anti-Black racism is **the covert structural and systemic racism** which categorically **predetermines the socioeconomic status of Black people in this country**. The structure is held in place by anti-Black policies, institutions, and ideologies.
- * The second form of anti-Blackness is **the unethical disregard for anti-Black institutions and policies**. This disregard is the product of class, race, and/or gender privilege certain individuals experience due to anti-Black institutions and policies. **This form of anti-Blackness is protected by the first form of overt-racism.**

Source: The Council for Democratizing Education

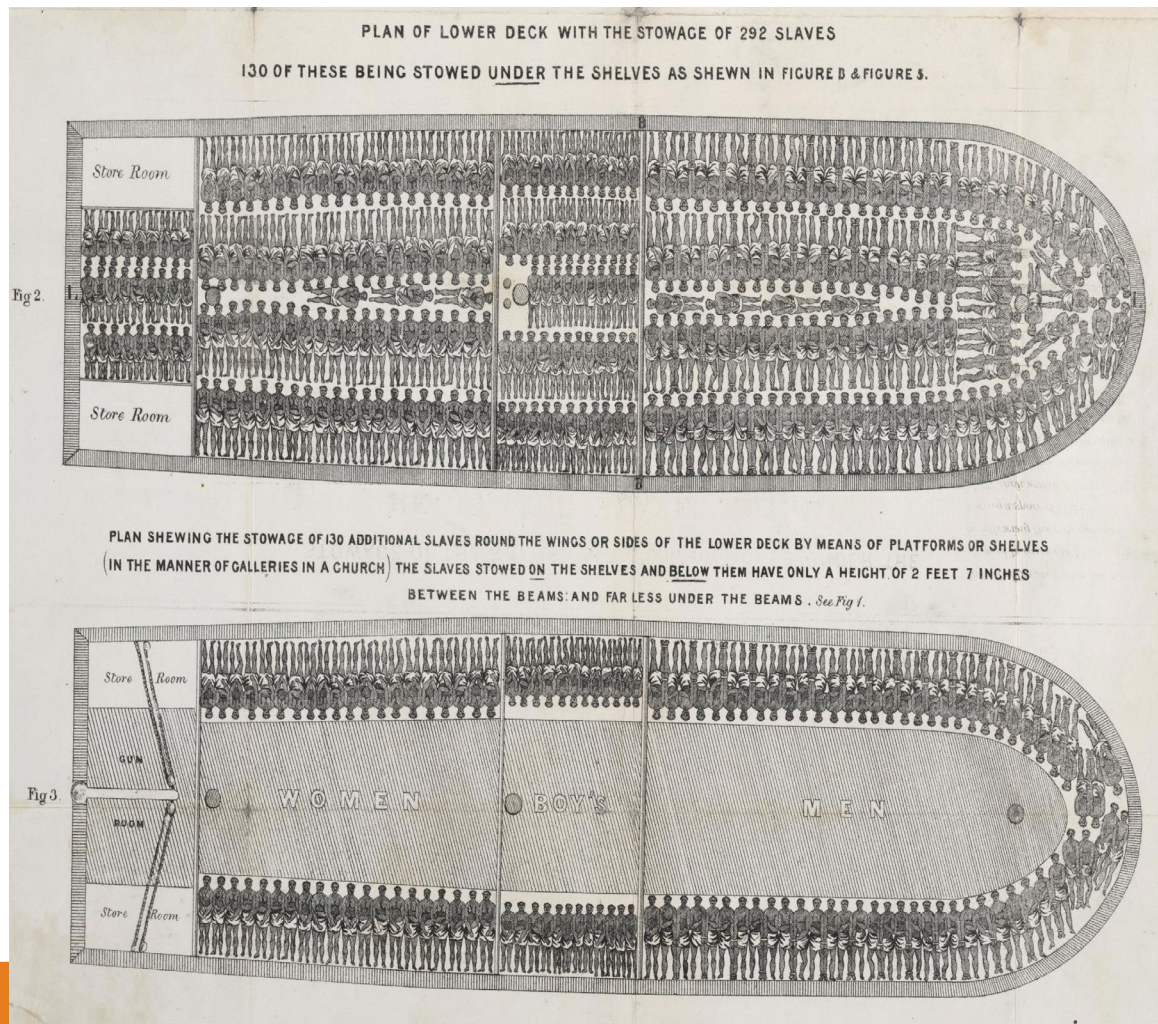
Institutional/Structural Racism

“Differential access to goods, services and opportunities based on the social interpretation of how you look, based on policies, practices and laws – contemporary structural factors that perpetuate the initial historical insult.”

Dr. Camara P. Jones



Examples of actions to counter structural racism:
strengthening Black community institutions,
challenging racial profiling, changing system policies
and practices (e.g., child welfare, juvenile justice) that
treat Black people prejudicially.







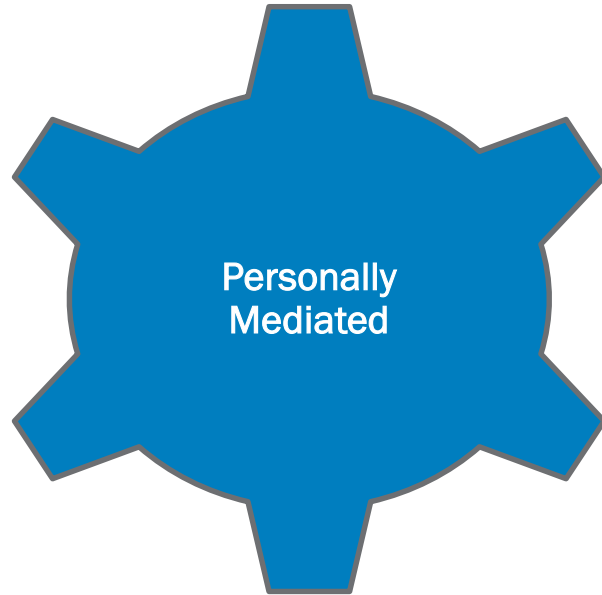
Personally Mediated Racism

“Individual behavior based on differential assumptions about the attributes, motives, and intentions of others by race.”

- * *Examples: police brutality, physical disrespect, shopkeeper vigilance, waiter indifference, teacher devaluation*

Dr. Camara P. Jones

Implicit bias reinforces white power and privilege



<https://www.psychologytoday.com/us/blog/the-media-psychology-effect/201604/mris-reveal-unconscious-bias-in-the-brain>

Implicit Bias:

Rapid social categorization that occurs below a person's conscious awareness

(<https://www.spectradiversity.com/2017/12/27/unconscious-bias/>)



Take the Implicit Association Test at:
<https://implicit.harvard.edu/implicit/index.jsp>



“I don’t see race” and being *color-blind* are hurtful and harmful

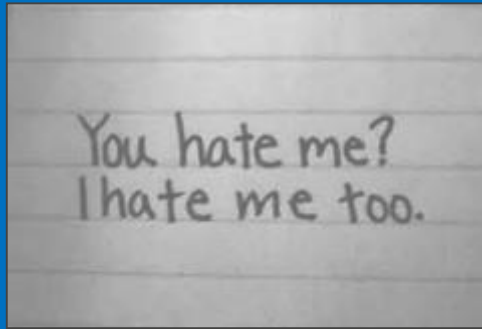


- invalidates people’s identities
- perpetuates the notion that diversity is bad for some reason
- ignores the impact of implicit biases
- denies the existence of systemic oppression
- undermines the possibility of working against racism

<http://nonprofitwithballs.com/2017/04/all-right-color-blind-colleagues-we-need-to-have-a-talk/>

Internalized Racism

“Acceptance by the stigmatized race of negative messages about our abilities and intrinsic worth.”



* Examples: self-devaluation,
“white man’s ice is colder,”
resignation, helplessness, hopelessness

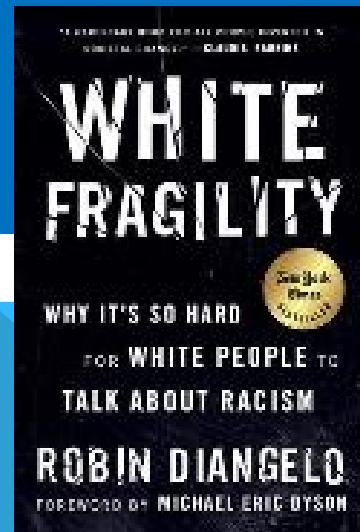
Dr. Camara P. Jones

The Flip Side of Internalized Racism: White Privilege

“Having something of value that is denied to non-Whites simply because of the group they belong to, rather than because of anything they’ve done or failed to do.”

Dr. Peggy McIntosh, Wellesley Centers for Women

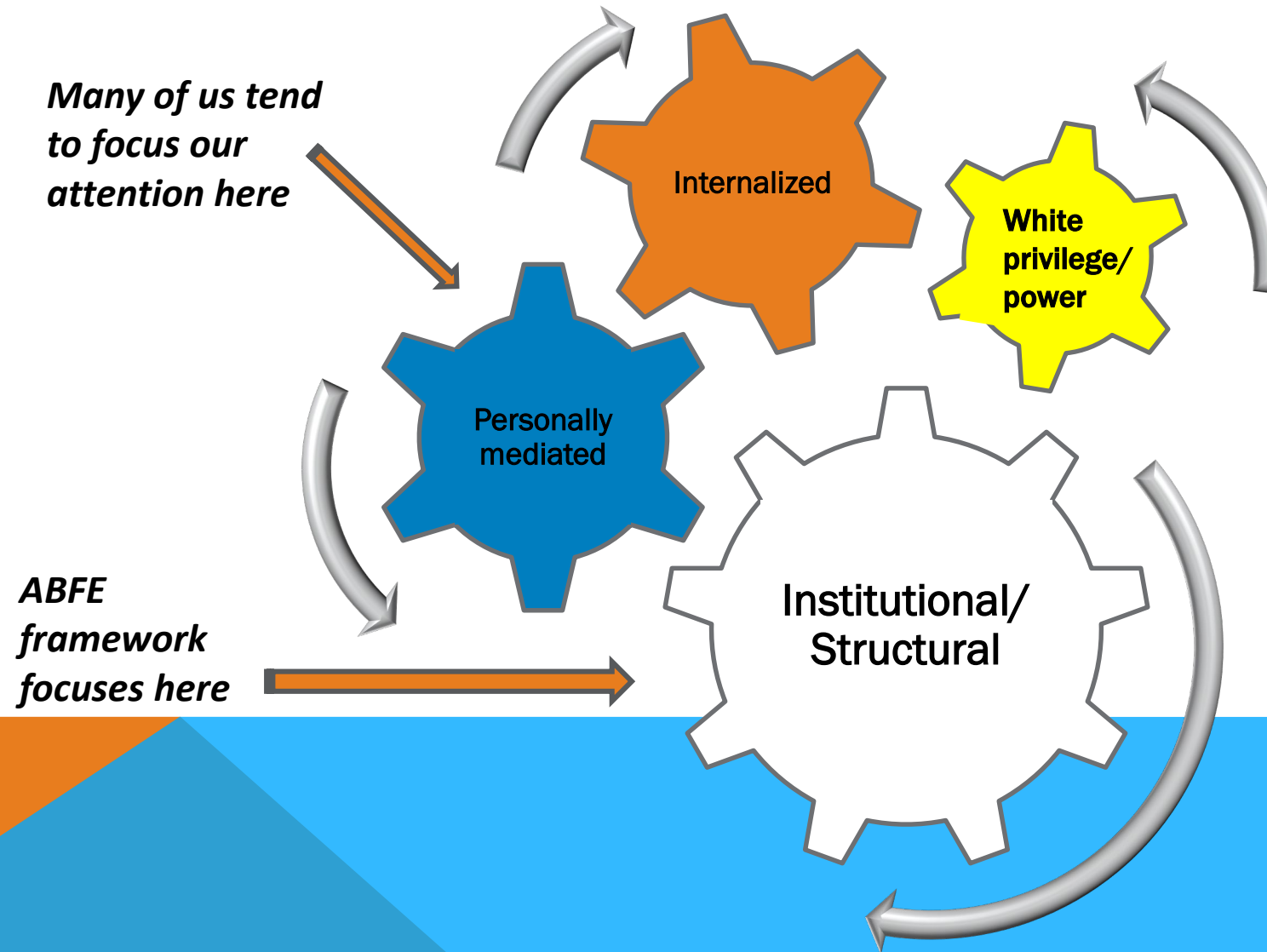
*Examples: not having to think about your race on a daily basis,
seeing your race broadly represented in curricula and other media,
assuming your failures won't be attributed to an entire race,
feeling & being safe in public spaces*



Privilege is a feature of other “isms,” as well, such as advantages (implicit and explicit) accorded to people who are heterosexual.

Clarifying concepts:

The inter-related forms of racism



WHAT IS “THE TALK?”



ABFE

an APBMA member organization

TL;DR "The Talk" is where your parents tell you about sex and ask you not to have sex.

A standard "Talk" in an American family goes something like this:

Mom/Dad: Erm, well (Son/Daughter), you're growing up. Ahem. And, uh, there's something we need to tell you about, now that you're old enough to handle it.

Daughter/Son: Ok. What?

Mom/Dad: ... *awkwardly stares at each other*

The Talk is akin to a rite of passage for many African-American children, especially boys and young men. Essentially, they are taught how to behave in the presence of police to mitigate potential harm: no sudden movements, don't question why you're being stopped, comply with all verbal commands, never raise your voice.

Make it home alive.

TYPICAL “TALKING” POINTS

10 Rules of Survival if Stopped by the Police

1. Be polite and respectful when stopped by the police. Keep your mouth closed.
2. Remember that your goal is to get home safely. If you feel that your rights have been violated, you and your parents have the right to file a formal complaint with your local police jurisdiction.
3. Don't, under any circumstance, get into an argument with the police.
4. Always remember that anything you say or do can be used against you in court.
5. Keep your hands in plain sight and make sure the police can see your hands at all times.
6. Avoid physical contact with the police. No sudden movements, and keep hands out of your pockets
7. Do not run, even if you are afraid of the police.
8. Even if you believe that you are innocent, do not resist arrest.
9. Don't make any statements about the incident until you are able to meet with a lawyer or public defender.
10. Stay calm and remain in control. Watch your words, body language and emotions.

ZOOM POLL #1:

THE PRIVILEGE TEST



Association of Banks in Europe

THE PRIVILEGE TEST

1. Raise your hand if you have been called a derogatory name or bullied based on race, religion or gender identity.
2. Raise your hand if someone has crossed the street in order to avoid passing you.
3. Raise your hand if you've had someone clench their belongings in an elevator with you.
4. Raise your hand if you've been afraid of being stopped by the police, or been afraid while being stopped by the police.
5. Raise your hand if you have been stopped or detained by police for no valid reason.
6. Raise your hand if you believe you've been denied service solely because of the color of your skin.
7. Raise your hand if you've ever had to have “the talk” with your child.

ZOOM POLL #2:
***HOW CLOSELY CONNECTED ARE
YOU TO RECENT EVENTS?***



ABFE

an F.B.I. Bureau of Economic Analysis Initiative

HOW CLOSELY CONNECTED ARE YOU TO RECENT EVENTS?

- It's personal (e.g., me, my family, my friends)
- It's professional (e.g., colleagues)
- It's professional (e.g., my philanthropy focus)
- Other (please add to chat)
- I am not connected

WHAT HAS BEEN YOUR RESPONSE TO THESE EVENTS: *COVID-19 & PROTESTS AGAINST POLICE VIOLENCE?*



ABFE

Association of Business and Financial Executives

RACIAL EQUITY IN ACTION

VOICES FROM THE FIELD

A PHILANTHROPIC RESPONSE TO THIS MOMENT:



*Christine Reeves Strigaro –
Executive Director
The Sapelo Foundation (GA)*



ABFE
AFT Bank for Financial Education

WORD CLOUD EXERCISE:
***HOW ARE YOU FEELING IN THIS
MOMENT?***



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Association of Business and Financial Executives

Steps which YOU can take:

- *View ABFE's joint statement from over 60 Black foundation executives requesting action by philanthropy to address anti-Black racism and the 10 imperatives for the sector:*
1. BUILD AGENCY
 2. PUSH STRUCTURAL CHANGE
 3. ENCOURAGE SHARED RESPONSIBILITY
 4. USE ENDOWMENTS
 5. CENTER BLACK EXPERIENCE
 6. TRUSTEE ACCOUNTABILITY – Call to Action & Self Reflection & LTT
 7. ENGAGE BLACK BUSINESSES
 8. LIFT UP GENDER
 9. REACH TO THE DIASPORA
 10. ADDRESS DISPARITIES IN PRISONS

Taken from ABFE's June 2020 joint statement [We Must be in It for the Long Haul](#) – Black Foundation Executives Request Action by Philanthropy on Anti-Black Racism

Steps which YOU can take:

- *Read ABFE's Case for Black Led Social Change reports*
- *Learn about (and support) your local BLM groups*
- Collaborate with other national and local funds
- Build out spaces of dialog and learning for identity-specific constituencies
- Dig deeper into the concepts discussed and affiliated concepts (e.g., defunding the police and *what it really means*)
- Include DEI and RE trainings for on-boarding new staff/refreshing current staff

For information about trainings or to discuss further, contact:

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