



Race Forward Webinar #3 : Moving a Racial Equity Framework Forward
Monday, May 18, 2020
12:00-1:30 ET/9am-10:30am PT

Two-Part Homework Instructions:

Part 1: White Dominant Norms in Your Organization

Before our May 18th webinar, thoroughly read through these two attached influential pieces by Tema Okun and Robin D'Angelo. As you're reading, make notes about what resonates with you, and what practices of white fragility or white dominant norms you see being enacted in your organization.

- **Introductory book chapter in White Fragility by Robin D'Angelo**
- **White Dominant Cultural Norms by Tema Okun**

This reading assignment requires reflection and processing. Please set aside two hours in April to meaningfully engage with these materials.

Part 2: Racial Equity Planning and Guide

Before our May 18th webinar, we ask that you meet with your team and use the attached guide to engage some discussions, thinking and planning. The guide includes questions and tips for engagement, along with a worksheet for identifying goals, timeline and plans.

- **Step 1:**
 - o Meet with your colleagues including senior leaders in your organization. **Building upon the choice points tool you worked on in the last month, hone in on a specific area of work that you will focus on integrating a racial equity lens into for 2020.** (For example, your selected area of work can be audience engagement, communications, hiring or retention, artists-in-residence etc).
 - o Review the "Tips for Racial Equity Planning" in the attached Guide.
- **Step 2:**
 - o Discuss and answer Questions 1 and 2 on *Benefits* and *Options* in the Guide.
- **Step 3:**
 - o After answering Q1 and Q2, **generate one specific and measurable race-explicit goal for the selected area of work.** (For instance, if you've picked artist residency as your area of work or organizational choice point, your goal could be



something like “two-thirds of our Artist-In-Residence program will be artists of color by 2022.”)

- o **Write this goal in for Q3.** If possible, you can also ask each respective work team to generate a goal, so there’s a lot of buy-in and direct participation from as many people as possible. For smaller organizations, you can develop a few organization-wide goals you can work on together.

 - **Step 4:**
 - o **Answer Q4 and Q5 by filling out the sample Racial Equity Workplan template or chart in the Guide.** Your activities and actions should be in service of the specific racial equity goal identified.

 - **Step 5:**
 - o **On May 18th, come prepared to share your selected organizational area of work/choice point and your racial equity goal.** This is the racial equity goal you’ll work on throughout this year. For the MOCO Fiscal Year kickoff event in September 2020, you’ll be invited to share progress made in your goal through a PechaKucha presentation to your peers.
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Racial Equity Planning Guide

Questions for Engagement with Colleagues in Your Functional Area of Work

- 1. Benefits:** What would be the benefits of increased deliberate, strategic, and systematic attention to racial equity for your functional area or work?
 - 2. Options:** What are some possible changes (e.g. in practices, plans, programs, procedures, culture) in your functional area that would result in more equity and inclusion?
 - 3. Goals:** What are one or two racial equity goals you want to pursue in 2020 for your functional area?
 - 4. Plans:** What are some strategies you can implement to work towards your goal(s)? What will you do, when will you do it, and who will do it? (Use chart on next page.)
 - 5. Leadership:** Who can lead and drive this work? How can lead (there can be different kinds of leaders doing different things)? How will we cultivate and support their leadership?
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Some Tips for Racial Equity Planning:

- √ **Explicitly address race:** Even within an equity framework, attention to race can get lost. So, it helps to specifically address racism, people of color, and *racial* equity in your goals and plans. Address race *explicitly*, but not *exclusively* (in other words, prominently and intersectionally).
- √ **Focus on your core work:** look at the core work you are already doing in your functional area and consider how to approach it with a deliberate racial equity and inclusion framework. This doesn't need to be *new* work—it can be a *different* way of doing your work—an “*add-in*” more than an “*add-on*.” Equity work should not be siloed, episodic, or only undertaken by a few people—rather, make it integrated, collective, and ongoing in the day-to-day work.
- √ **Make it participatory:** try to engage a variety of people in the discussion and planning about equity in order to get more ideas, buy-in, and participation in subsequent related activities.



√ **Pay attention to process, power, and relationships:** whether you’re doing inward- and/or outward-facing work, practice new ways of doing things that involve more equitable power and inclusive practices. *What* you’re doing, *how* you’re doing it, and *who’s* doing it all matter.

√ **Keep it manageable:** Focus on quality over quantity—with one or two goals to start with—so you can see real progress and results, even if they are baby steps or “low-hanging fruit.” The smaller steps will give you practice and experience for subsequently tackling larger steps.

√ **Create “SMART goals:** that are “Specific, Measurable, Achievable, Relevant, & Time-Bound.”

Racial Equity Sample Workplan

Goal 1: _____

Desired Results (What concrete results or changes do you want to see, and by when): _____

What will you do?	When will you do it?	Who will do it?

Goal 2: _____

Desired Results (What concrete results or changes do you want to see, and by when): _____

What will you do?	When will you do it?	Who will do it?



Example Goal: Two-thirds of our Artist-In-Residence program will be artists of color by 2022.

Desired Results: Select 40% artists of color in 2020, 50 % by 2021, and 66% by 2022.

What will you do?	When will you do it?	Who will do it?
<i>Create workgroup to achieve this goal</i>	<i>April</i>	
<i>Redesign AIR program to make it more culturally relevant and accessible to artists of color</i>	<i>April-May</i>	
<i>Recruit & engage two new community organization partners to advise/participate</i>	<i>May</i>	
<i>Develop new selection criteria and process</i>	<i>June</i>	
<i>Develop and implement new recruitment plan</i>	<i>July</i>	
<i>Select 2020 artists in residence</i>	<i>Aug</i>	
<i>Evaluate progress & success, develop & begin implementing plans to meet 2021 goals</i>	<i>May-June 2020</i>	
<i>Evaluate progress & success, develop & begin implementing plans to meet 2021 goals</i>	<i>May-June 2021</i>	