

RESILIENCE... THROUGH A RACIAL EQUITY LENS

Presented to the



Asset Funders Network

RAISE Texas Summit

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FORWARD *through* FERGUSON

A Path Toward Racial Equity

After the death of Michael Brown Jr. on Aug. 9, 2014, "Ferguson" came to symbolize racial strife and inequality in the United States. From Paris to London to Singapore and throughout this country, the circumstances surrounding and following his death have sharply defined the challenges that demand transformation. The alternative to change is to accept an untenable environment that is fraught with inequities and continued conflict. The Governor asked a group of regional leaders — The Ferguson Commission — to study the situation and prove a path toward change. This is their report.



RACIAL INEQUITY INHIBITS RESILIENCE BY...

- Traumatizing the entire population with moral injury
- Limiting the life chances of marginalized populations

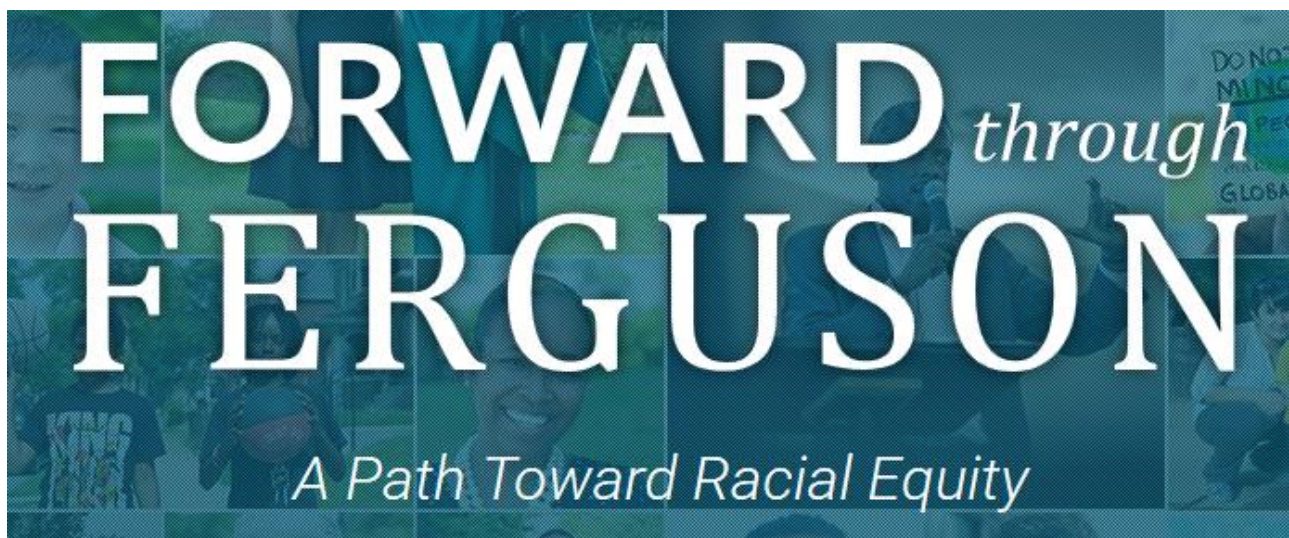
A tale of two ZIP codes⁷



Source: City of St. Louis Department of Health—Center for Health Information, Planning, and Research; Census 2010; MODHSS, Death MICA 2010

Notes: ZIP code life expectancies were derived using population counts from Census 2010 and deaths from Death MICA 2010. Total percentage for race may exceed 100% due to rounding.

WHAT IS RACIAL EQUITY?



Our Community's Hope for...

- Justice for All
- Youth at the Center
- Opportunities to Thrive

Health and hope for all St. Louis children

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EQUALITY AND EQUITY ARE DIFFERENT

Equality



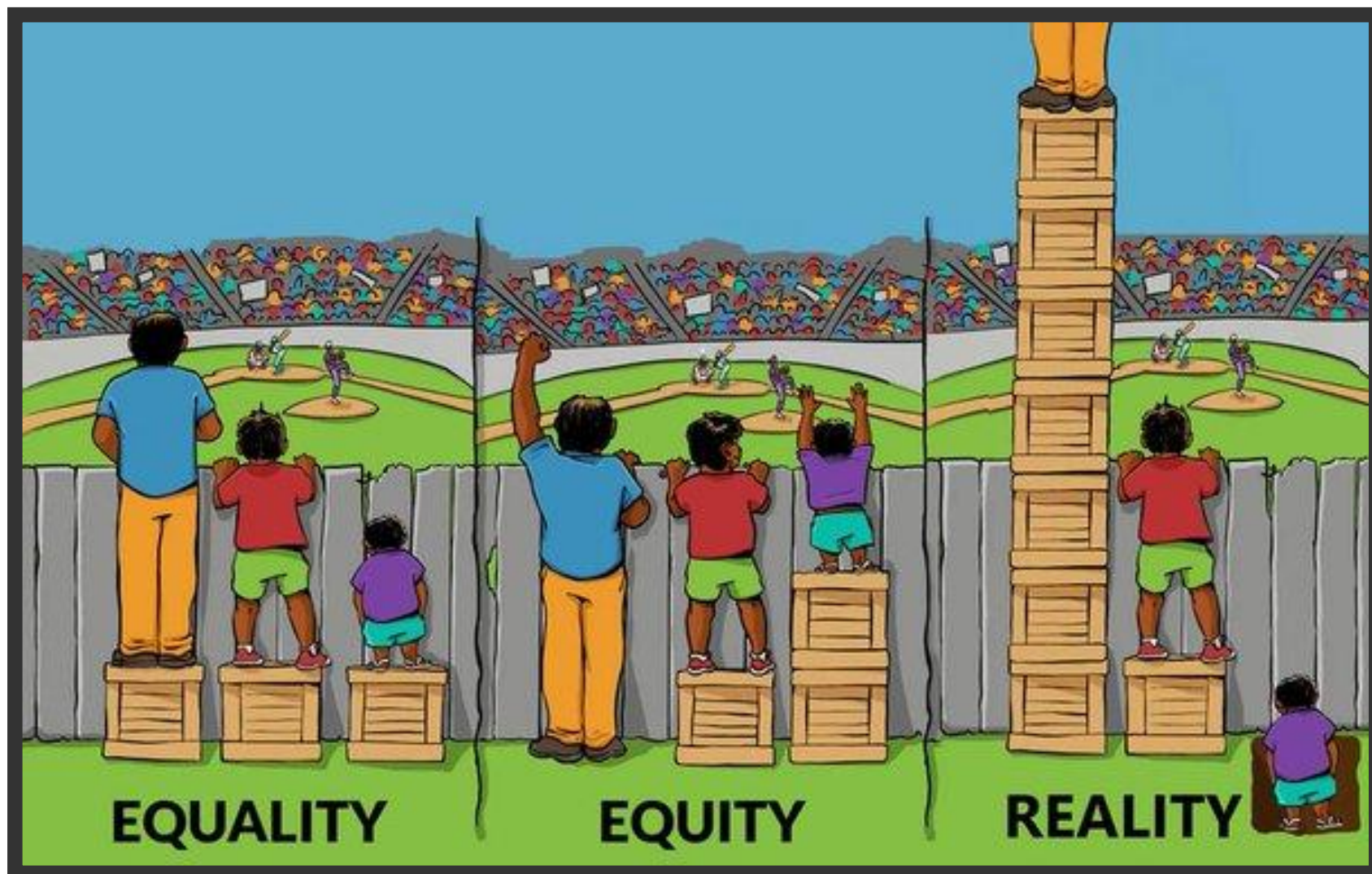
Equity



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RACIAL EQUITY = SITUATIONAL FAIRNESS

Resulting in:

- the inability to predict advantage or disadvantage by race
- **BOTH** improving outcomes overall **AND** closing racial gaps in outcomes



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- **Diversity (D)** — bringing those with unique perspective or life experience to the decision-making table
- **Inclusion (I)** — ensuring diverse individuals are able to participate fully in decision-making processes
- **Equity (E)** — promoting justice, impartiality and fairness within the procedures and processes of institutions or systems as well as the distribution of resources

HOW A RACIAL EQUITY LENS WORKS

- Sharpens the focus on outcomes
- Uncovers patterns of inequality
- Separates the symptoms from causes
- Reveals how race is relevant to all groups
- Can be used with other lens (examining the intersectionality with other oppressions such as gender and sexual orientation)



SIX (6) BUILDING BLOCKS FOR RACIALLY EQUITABLE WORK

- **Community organizing and constituency engagement** – philanthropy builds the power of, and invests in, the people who are most impacted by the issue
- **Shared language** around race
- **Local racial history and structural analysis** that identifies accumulated causes of disparate outcomes and devises strategies accordingly
- **Systematic application of a racial equity impact analysis** for key investments, decisions, policies, practices
- **Effective communication about the benefits to all from racially equitable work** and media coverage
- **Disaggregated data**

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Choose
impacted
people over
positional
powers

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Burden of proximity is on people with privilege (Go where the people are).



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**Be Authentic with your Assets.
For the Church: Space and
Spirituality.**



Anadolu Agency via Getty Images

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Listen before you speak.
But, speak indeed.



RACIAL EQUITY IMPACT ANALYSIS

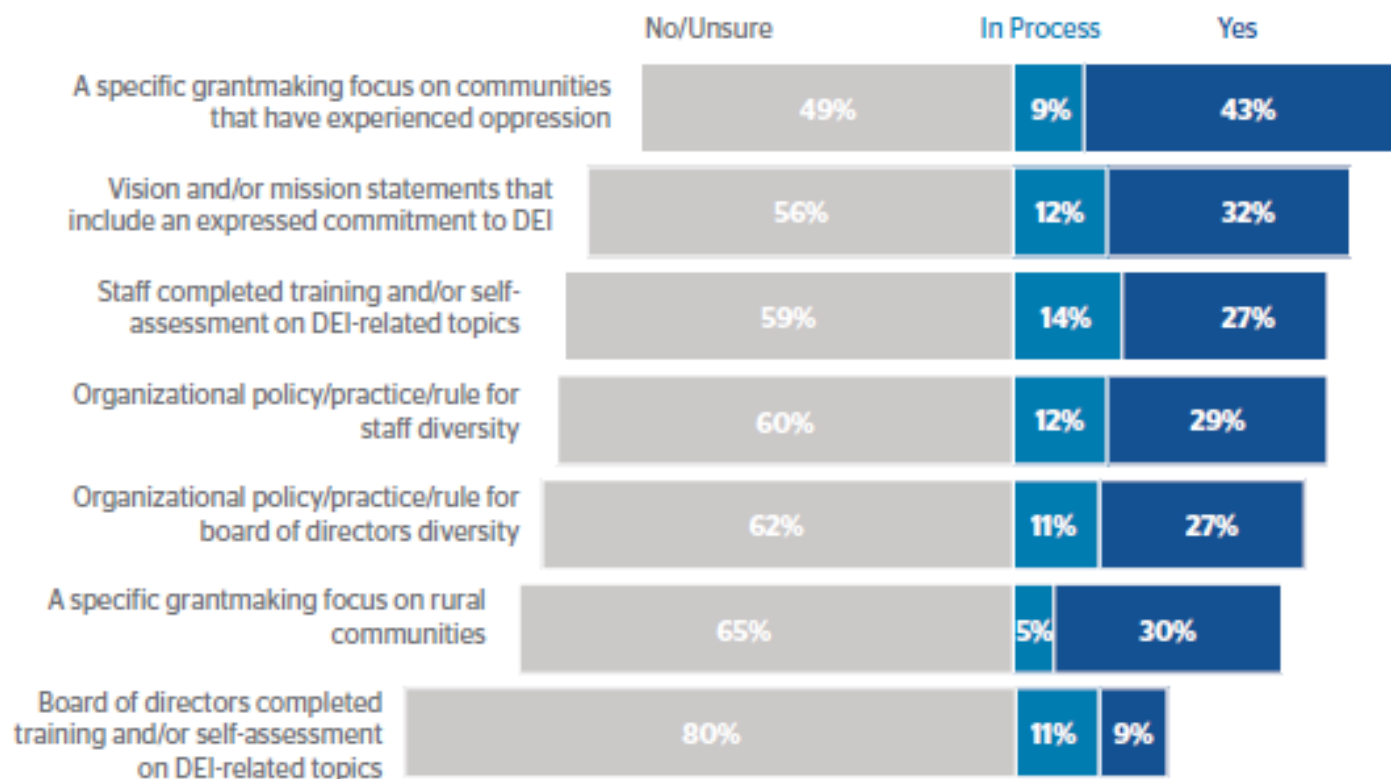
1. Are the racial/ethnic groups most affected by this investment/practice/decision represented **at the table**? Is there another “table” where they are present?
2. For the investment/practice/decision being considered here (existing or new), what **results** are you trying to achieve?
3. How will the investment/practice/decision **affect** the different racial/ethnic groups ?
4. How will the investment/practice/decision **be perceived** by the different racial/ethnic groups ? What’s the basis for your beliefs?
5. Do you think the investment/practice/decision worsens existing disparities faced by the different racial/ethnic groups or may produce other **unintended consequences**?
6. Based on your answers to #1 through #5, how should the investment/practice/decision be **revised**?

Adapted from Race Matters, Annie E. Casey Foundation

RACIAL EQUITY IN PHILANTHROPY

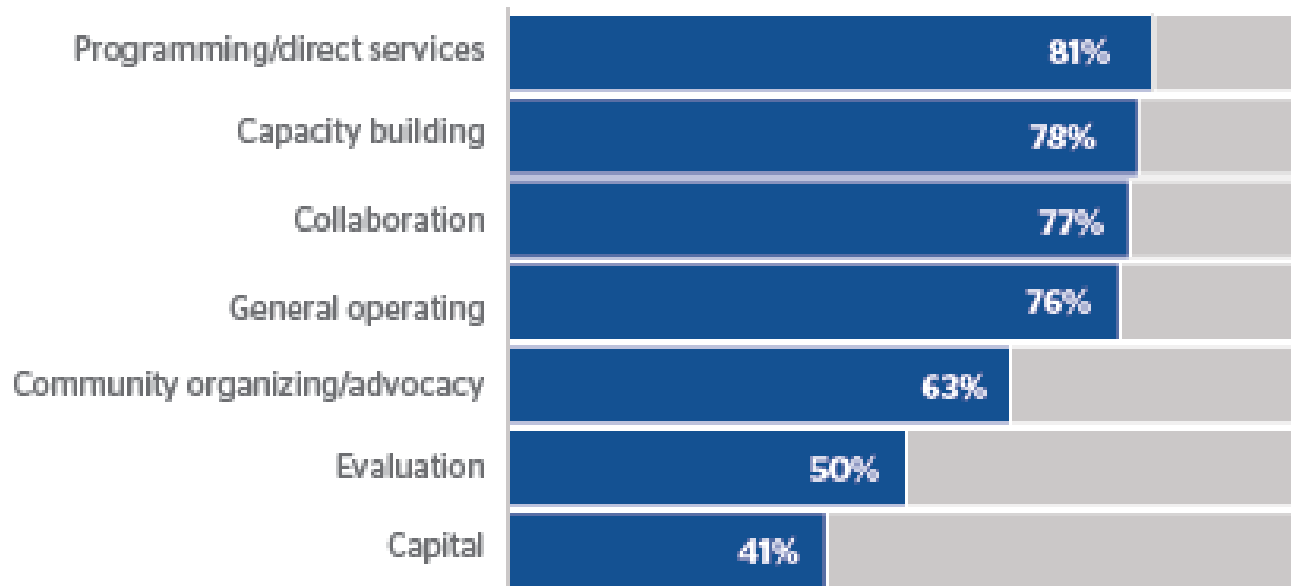
Most grantmakers still have not taken steps to institutionalize DEI

Grantmakers were asked which of the following practices/policies they have had in place in the last two years.



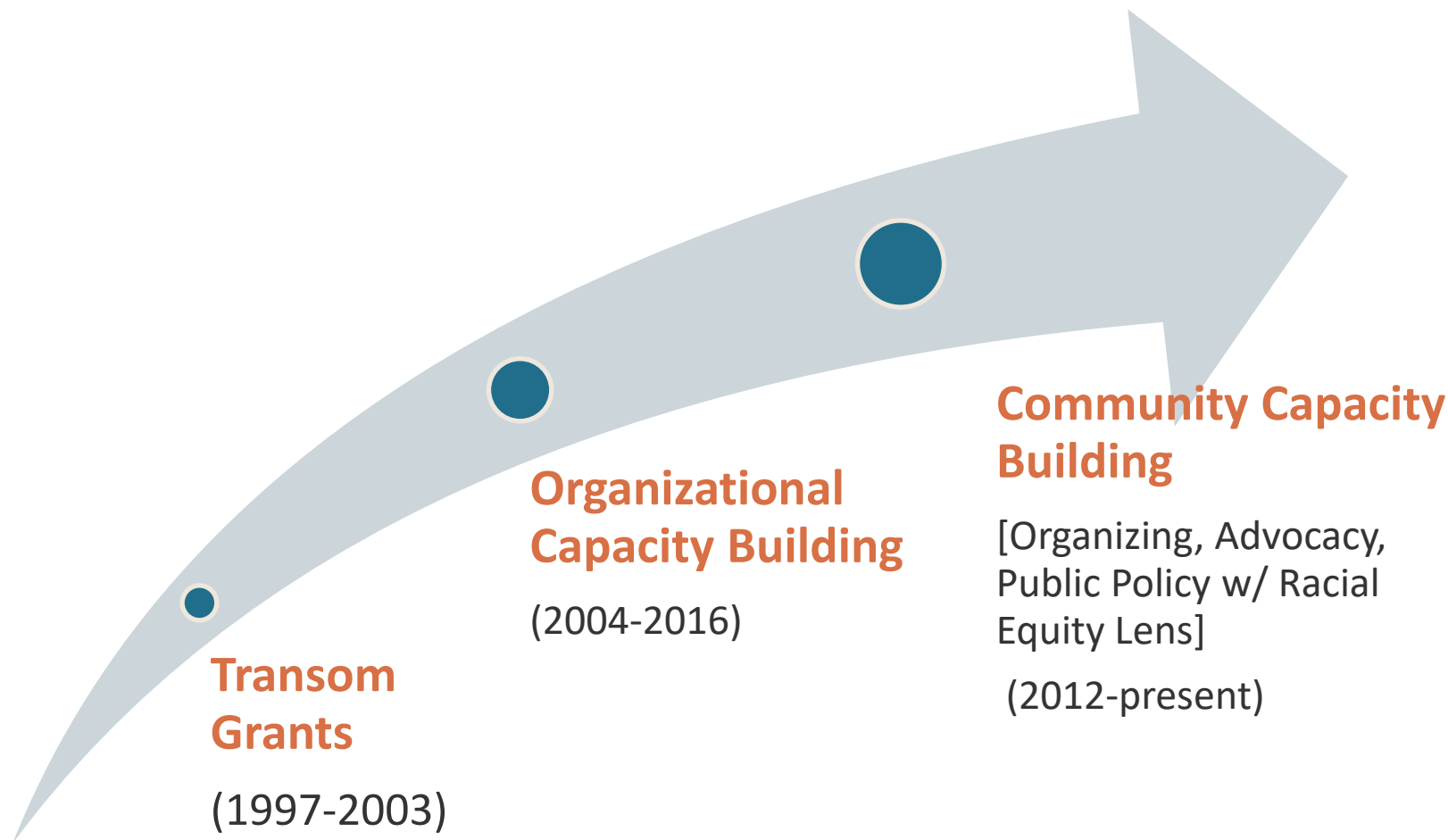
RACIAL EQUITY IN PHILANTHROPY

Few grantmakers are offering communities that have experienced oppression or discrimination the full suite of support that expands impact
Grantmakers are less likely to offer community organizing, evaluation or capital support for these communities.



Funders responding sometimes, often or always

DEACONESS' JOURNEY TO JUST FOR KIDS



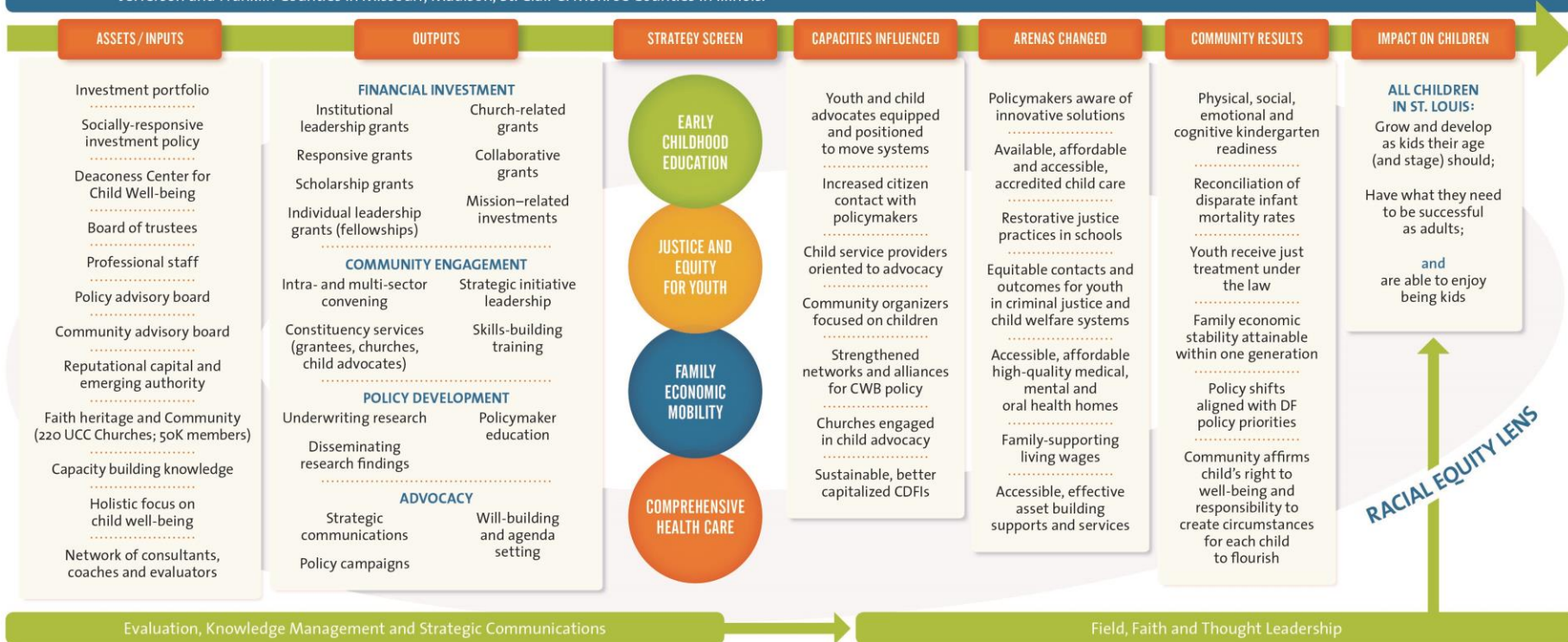
DEACONESS FOUNDATION JUST FOR KIDS THEORY OF CHANGE

IN THE SPIRIT OF OUR FAITH HERITAGE, THE MISSION OF DEACONESS FOUNDATION IS THE IMPROVED HEALTH OF THE ST. LOUIS METROPOLITAN COMMUNITY AND ITS PEOPLE.

VISION: Deaconess envisions a community that values the health and well-being of all children and gives priority attention to the most vulnerable.

STRATEGY: Strengthen the region's capability to achieve positive outcomes for children and youth through collaborative engagement and investment with diverse partners to improve systems and sustain actions that have long-term impact on the health and well-being of children.

SITUATION: Significant gaps in community capacity (civic infrastructure, resources and power) inhibit the health and well-being of the 640,000 children in the city of St. Louis; St. Louis, St. Charles, Jefferson and Franklin Counties in Missouri; Madison, St. Clair & Monroe Counties in Illinois.



RACIAL EQUITY LENS

CONDITIONS: Growth in populations of color. Children as poorest population. Regional fragmentation. Community-level trauma. Racial income inequality. Political/cultural divergence between region and capitols.

Health and hope for all St. Louis children

NECESSITY OF RELATIONAL CAPACITY

	CB 1.0	CB 2.0	CB 3.0
Who	 Individuals	 Organizations	 Ecosystems
What	 Skills and Knowledge	 Interrelated Functions	 Relational Capacity
How	 Trainings, Workshops, etc.	 Catch-all Capacity Building Initiatives	 Targeted Capacity Building

RACIAL EQUITY IS A SUPERIOR GROWTH MODEL*

Racial equity would increase St. Louis area GDP by 10% per year**



Closing the **education** gap would have increased U.S. GDP 2% to 4% in 2008, representing between \$310 and \$525 billion.



Closing the **earnings** gap by 2030 would increase GDP by 16%, or more than \$5 trillion a year. Federal tax revenues would increase by over \$1 trillion, and corporate profits would increase by \$450 billion.



Disparities in **health** cost the U.S. an estimated \$60 billion in excess medical costs and \$22 billion in lost productivity in 2009.

*Brand developed by PolicyLink, www.policylink.org; *Data found in Altarum Institute, *The Business Case for Racial Equity*

**PolicyLink, *The Equity Solution*, 2014

HIGHER RETURN ON ADVOCACY / ORGANIZING

FIGURE 1: AGGREGATE MONETARY BENEFITS AND RETURN ON INVESTMENT (FIVE-YEAR PERIOD)

Location	Nonprofits in the Sample	Total Spent on Advocacy and Organizing	Total Value of Monetized Impacts	Return on Investment
New Mexico	14	\$16,645,835	\$2,616,105,670	\$157 to \$1
North Carolina	13	\$20,365,023	\$1,808,316,547	\$89 to \$1
Minnesota	15	\$16,535,602	\$2,282,889,293	\$138 to \$1
Los Angeles County	15	\$75,501,269	\$6,886,534,758	\$91 to \$1
Northwest (ID, MT, OR, WA)	20	\$33,869,587	\$5,097,554,582	\$151 to \$1
Pennsylvania	13	\$26,086,613	\$3,175,929,346	\$122 to \$1
Gulf/Midsouth (AL, AR, LA, MS)	20	\$41,863,253	\$4,767,944,258	\$114 to \$1
AGGREGATE	110	\$230,867,182	\$26,635,274,454	\$115 to \$1

RESOURCES & REFERENCES

- D5 Coalition - <http://www.d5coalition.org/>
- Forward Through Ferguson: A Path Toward Racial Equity Report - www.forwardthroughferguson.org
- For the Sake of All Report - <https://forthesakeofall.org/>
- Association of Black Foundation Executives: Responsive Philanthropy in Black Communities - <http://www.abfe.org/programs/knowledge-training-and-technical-assistance/responsive-philanthropy-in-black-communities/>
- Grantmakers for Effective Organizations: Is Grantmaking Getting Smarter? 2017 - <https://www.geofunders.org/resources/968>
- National Committee for Responsive Philanthropy: Leveraging Limited Dollars - <https://www.ncrp.org/wp-content/uploads/2016/11/LeveragingLimitedDollars.pdf>

REFERENCES & RESOURCES

- Grantmaking With a Racial Equity Lens - <http://www.grantcraft.org/guides/grantmaking-with-a-racial-equity-lens>
- Racial Equity Tools Website - <https://www.racialequitytools.org>
- WK Kellogg Racial Equity Resource Guide - <http://www.racialequityresourceguide.org>
- PolicyLink's America's Tomorrow Report: Equity as the Superior Growth Model - http://www.policylink.org/sites/default/files/SUMMIT_FRAMING_WEB_20120110.PDF
- Allegories on Race and Racism by Dr. Camara Jones (TedXEmory) - <https://www.youtube.com/watch?v=GNhcY6fTyBM>