

How Racially Equitable is Your Foundation? Assessing Your Practice (PNY, May 18, 2018)

Poll Responses

What brought you to this workshop today?

- Strengthening our practice with critical analysis
- Concerned about our grantmaking
- This is not a topic I normally engage with so I was surprised when asked to come by a colleague.
- To learn what I need to learn
- My org has very few POCs in my role. I feel like we don't acknowledge color or race in my workplace, and I'm trying to understand why.
- To learn in order to better understand how to support my program become more diverse and inclusive workplace
- To gain a better understanding of what other foundations are doing to attract and retain diverse talent
- Ideas to bridge the gaps between our board and our staff on the importance of racial equity.
- Desire to analyze my organization's grantmaking practices through the lens of racial equity.
- To learn about increasing equity in internal operations and HR.
- Interest in the topic and relevancy to practices in the workplace
- To learn more from the presenter and peers as we begin a new chapter of this work at our Foundation.
- To continue my learning journey to make my Foundation's practices more racially equitable.
- My foundation is trying to become more racially equitable in our practices and grant making.
- I'm a white woman and I want to be more aware of diversity issues in the workplace.
- Foundation is shifting its focus to equity.
- Wanting to learn practical skills to advance racial equity in my workplace
- Bring back racial equity tools and resources to my team
- Keep learning and pushing my practice
- Chance to strengthen my skills and knowledge in E&I work
- Working on this topic at my organization.
- To learn more and take lessons learned back to my organization
- To learn

Which is your foundation most focused on right now?

Response	Count
Diversity	7
None of these yet	6
Equity	6
Inclusion	6
Total	25

What question would you ask employees to explore workplace culture?

- Who within the organization is responsible for reinforcing a culture of inclusion and equity in our organization?
- Why are there so few men of color in our organization?
- How are race, gender, class and nationality biases showing up in your experience in our organizational culture?
- What would help you speak more?
- In one word, please describe how you would describe the office culture to a friend/ loved one?
- What impact, if any, is whiteness in our organization having on your professional growth and development?
- Are you thinking about leaving your job because of culture?
- Are there any topics of conversation you feel are "off the table" of discussion?
- Do you find that you say something and there is no response. But then someone else says it in "better" English and it gets heard?
- When you talk are you really heard?
- In what ways do you feel our organization values [empathy, speaking up, uniqueness...]?
- What is one thing you would suggest to promote a more equitable workplace?
- What would help you to feel supported when you want to give feedback on our practices?
- What is the role you think whiteness is playing in your growth and development in the organization?
- Do you feel like leadership cares about diversity and inclusion? Why or why not?
- Do certain groups of people appear to dominate conversations and/or decisionmaking?
- Do you feel there are conversations about race happening informally (hushed conversations) that people are not comfortable being open about?
- What would help our organization feel less culturally white?
- What situations do feel uncomfortable to speak your mind?
- What practical steps could we take to integrate the voices and cultural differences of all staff?
- Do you feel like you are a token hire? Why?
- On a scale from 1 - 3, how comfortable are you in sharing your experiences in group settings? (1- Never, 3- Very comfortable)
- What makes you comfortable with some colleagues more than others?
- What would help women of color in our organization feel genuinely listened to?
- Is decisionmaking in your organization transparent?
- Do you believe your input is considered in leadership decisions?
- What would help all staff feel authentically included in our organizational culture?
- Does it seem that certain voices dominate conversations?
- Do you feel like your opinion is valued?
- Have you experienced micro aggressions at work? What happened?
- Do you feel that your contributions are understood? Valued?
- How regularly do you experience exclusion?
- Are there implicit biases in our culture?
- Have you ever seen, heard, or experienced an example of white power/supremacy in the workplace? What did it look like? What happened?
- How do they feel in certain situations, eg, a staff meeting; a board meeting; a site visit
- Do the women of color view our leadership as fair?

- How would you describe our culture to your family?
- Do you feel comfortable talking in meetings?
- Do you feel you can be your true self at work?

What is the very first thing you are going to do?

- Review online resources and power point presentation
- Continue conversation within staff.
- Compare my responses to the questions with my colleague who was here.
- Edit criteria for our current process of selecting an organizational development partner to emphasize and strengthen emphasis on racial equity and inclusion as a core competency of our facilitation partner(s).
- Ask colleagues some of the questions from the last exercise
- Follow up with our Racial Justice Advisory Committee and consultant to see how we are doing internally vs. Unrealized Impact report
- Next week: share the learning, research
- Share resources from this training with work DEI group
- Over the weekend: recall and reflect
- On Monday, I am going to update the material I'm handing out at our Kick Off meeting of the DEI Team.
- Share my notes and each of the resources named with staff members