

# RACIAL EQUITY and JUSTICE IN PHILANTHROPY FUNDERS' SUMMIT

June 23 & June 24, 2020 9:00am to 4:00pm PST

## SUMMIT WORKBOOK



#REJPFS

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# RACIAL EQUITY and JUSTICE IN PHILANTHROPY FUNDERS' SUMMIT

Thank you for your enthusiasm and commitment to join The Circle, LEVEL at Vancouver Foundation & Real Estate Foundation BC teams for our Racial Equity and Justice in Philanthropy Summit.

This virtual gathering is an immersive multi-day experience that will enable sector peers to connect, do personal reflection related to racial equity and justice in our work and consider how to implement learnings into practice.

It is our value and practice to centre place-based learning in our work. Although this gathering has shifted to an online space, it continues to be important to uphold this value - despite our new context.

We invite you to do some research and reflection on the land upon which you're tuning in from: What gift does the land share with you, your loved ones, your community? What story does the land tell? What work related to equity and justice has happened on this land? What work is happening?

This reflective activity will help ground your experience and centre a local, and community context to your learning and summit experience.

In the days that lead up to this learning event, we invite you to reflect on your desires, experiences and practices. We encourage you to bring your reflections, your questions, ideas, current work challenges and your curiosity.

We look forward to seeing you soon,  
*The Circle, LEVEL at Vancouver Foundation & REF BC Teams*

# TECHNICAL REQUIREMENTS

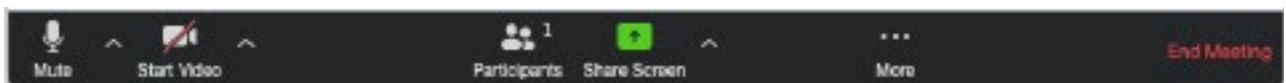
## Pathable

To attend a virtual meeting on the Pathable platform, we strongly recommend using Google Chrome or Microsoft Edge browsers. Due to limitations within Zoom, attendees in Safari, Firefox, or other browsers may have to dial in via telephone in order to hear the meeting audio. Telephone dial-in numbers are provided once you join the broadcast. Alternatively, you can also start the broadcast, then click the link in the lower-left corner in order to open the meeting within the Zoom program.

**Please watch this video:** <https://vimeo.com/407668610>

## Zoom

The Zoom toolbar will appear once you have launched the Zoom application. It consists of the following controls:



**Mute:** allows you to silence yourself. Use this if someone else is talking and the system’s natural echo cancellation is not working. The up-arrow next to “Mute” can be used to select your audio input (e.g., switch from your computer’s microphone to a headset).

**Start Video:** This allows you to turn on your webcam. The up-arrow next to “Start Video” will also give you access to the “virtual background” feature.

**Participants:** Allows you to see the names of the people watching. You can also use this to allow individual participants to be heard.

**Share Screen:** Allows you to share what is displayed on your monitor with viewers. If you have dual monitors, you can select which monitor to display and which to reserve for your reference and notes.

## An Invitation To Brave Space

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Together we will create brave space.  
Because there is no such thing as a “safe space” —  
We exist in the real world.  
We all carry scars and we have all caused wounds.  
In this space  
We seek to turn down the volume of the outside world,  
We amplify voices that fight to be heard elsewhere,  
We call each other to more truth and love.  
We have the right to start somewhere and continue to grow.  
We have the responsibility to examine what we think we know.  
We will not be perfect.  
This space will not be perfect.  
It will not always be what we wish it to be.  
But It will be our brave space together, and  
We will work on it side by side.

— by Micky ScottBey Jones



## From Safe Spaces To Brave Spaces

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### **1. Welcome multiple viewpoints**

Speak from your own experience by using “I statements.” Ask questions to understand the sources of disagreements.

### **2. Own your intentions and your impacts**

Respect each other’s experiences and feelings by taking responsibility for the effects of your words. On the other side, if you have a strong reaction to something, write it in your workbook. Be open to dialogue.

### **3. Work to recognize your privileges**

Use this space to recognize and investigate your privileges (for example: class, gender, sexual orientation, ability). Honor the different experiences we all bring to this space.

### **4. Take risks: Lean into discomfort**

We are all in process. Challenge yourself to contribute even if it is not perfectly formulated.



### **5. Step back**

Share speaking time and try to speak after others who have not spoken.

### **6. Notice and name group dynamics in the moment**

We are all responsible for this space. Be aware of how others are responding or not responding.

### **7. Actively listen**

Use your energy to listen to what is said before thinking about how to respond. Notice when defensiveness and denial arise.

### **8. Challenging with care**

Find ways to respectfully challenge others and be open to challenges of your own views. Think about how to question ideas without personal attacks.

### **9. Confidentiality**

Share the message, not the messenger.

### **10. Break it down**

Use simple language and background information when necessary. Ask for clarification if needed.

*Credit to & adapted from: [AWARE-LA](#)*



## HOMEWORK IN PREPARATION

### Consider the Following:

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What do I hope to learn?



What feelings do I anticipate?



What are some of the ways that I can be more respectful and empathetic to people who have values different than my own?



### Prepare your Introduction - The Circle Way

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*Please share your:*

**Name:**

**Pronouns:**

**A sentence about my ancestors:**

**The Traditional Territory name for where I live, work & play:**



# RACIAL EQUITY and JUSTICE IN PHILANTHROPY FUNDERS' SUMMIT

## DAY 1 SCHEDULE

### Day 1 – Tuesday June 23rd

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9:00am – OPENING & LAND ACKNOWLEDGEMENT  
Chepximiya Siyam Chief Janice George

9:15am – WELCOME & INTRODUCTIONS

10:00am – KEYNOTE  
Lori Villarosa, Executive Director, Philanthropic Initiative for Racial Equity (PRE)

10:20am – Morning Plenary - Racial Equity and Justice in Settler Philanthropy

11:20am – REFLECTIONS

11:30am to 1:00pm – LUNCH // BREAK

1:00pm – AFTERNOON PLENARY

2:00pm to 3:30pm – CONCURRENT SESSIONS

- The Work That is Required: Reflections on Accountability, Complicity, and Responsibility
- Advancing Racial Justice and Equity Across Your Portfolio
- Principles of Communications in Addressing Inequity and Injustice
- Conscious Use of Power
- Governance Re-Imagined
- Increasing BIPOC Philanthropic Fellowships

3:30 to 4:00pm – CLOSE OF DAY 1





## DAY 1 ACTIVITIES

### Mid-Day: Head, Heart, Hands

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What am I curious about?



What brings me to this conversation and summit?



How are the learnings sitting in my body?

### End of Day: Head, Heart, Hands

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What questions am I taking away today?



Name something that brought me joy today. What brought me discomfort?



How am I going to process the learnings and rest?



## NOTES

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## DAY 2 SCHEDULE

### Day 2 – Wednesday June 24th

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9:00am – WELCOME & INTRODUCTIONS

9:30am to 11:00am – CONCURRENT SESSIONS

Decolonizing Practices/Decolonizing First

Interactive Session on Racial Equity and Racial Justice in Grantmaking

The New Philanthropy: Learning and Unlearning as a Collective

Philanthropy and Activism

Intersections of Environment, Philanthropy and Justice

11:15am – PLENARY

12:30pm to 1:30pm – LUNCH // BREAK

1:30pm to 3:00pm – PLENARY

Jara Dean-Coffey, Director, Equitable Evaluation Initiative

Vu Le, Founder, NonprofitAF

Kris Archie, CEO, The Circle

Moderated by Vi Nguyen, Director, Vancouver Foundation

3:00pm to 4:00pm – CLOSE OF SUMMIT

Reflections

Calls to Action

Closing Remarks by Chepximiya Siyam Chief Janice George

## DAY 2 ACTIVITIES

### Mid-Day: Head, Heart, Hands

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What is one thing I want to leave behind to be present in the learning?



### End of Day: Head, Heart, Hands

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What are some actions I will take in my spheres of influence everyday (self, family, community, philanthropy) to advance racial justice and equity?



What feelings and values have been activated through this conversation?



What actions in my spheres of influence (self, family, community, philanthropy) will I start, stop & pause on my journey toward racial equity and justice in this space?

## NOTES

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## Love and special thanks to:

The panelists who shared their time, wisdom and talent with us.

The artists who designed and shared beautiful colouring pages and sparked our creativity.

The graphic facilitators that joined us to listen and capture the wisdom shared and commitments made.

Our organizing team who worked closely with us to make this event a success.

To all the participants who joined us, thank you for your generosity of time and wisdom.

With gratitude,

*The Circle Team, LEVEL at Vancouver Foundation and  
Real Estate Foundation BC*

*Kris Archie & Sherreen Munshi, Vi Nguyen, Alejandra López Bravo, Abccr  
Yusuf & Jocy Cheung, and Mark Gifford.*



**LEVEL**

AN INITIATIVE OF

vancouver  
foundation

