

# Getting The Movement to #WORKWOKE

TOGETHER, WE STRIVE TO ENGAGE IN "PRINCIPLED STRUGGLE." (NTANYA LEE)



LEARNING AND GROWING ARE THE RESULTS OF STRUGGLE.

STRUGGLE CAUSES CHANGE AND LIBERATION.

WE ARE THE ONES WHO WILL SHOW IT IS POSSIBLE TO  
END YOUTH HOMELESSNESS.



A WAY HOME  
AMERICA



**Funders Together**  
TO END HOMELESSNESS

Expanding philanthropy's impact and influence to advance the movement to prevent and end homelessness



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TO END HOMELESSNESS

**240**

**Members**

Community Foundations  
Corporate Giving Programs  
Family Foundations  
Private Foundations  
United Ways

## Areas of Work

In-Person Networking Opportunities  
Online Programming & Resources  
Connect with Peers & National Partners  
Funder Networks  
Communities of Practice  
Addressing Racial Inequity  
Advocacy and Policy Efforts  
Issue-based Learnings  
Technical Assistance

# Collaborating For Success





**@AmandaAndere, Disrupter. What is your real title?**



# How Do We #WORKWOKE

- Giving Up Power
- Centering ( not othering ) Racial Equity
- Investing in Justice not just Funding
- Partnering to make Power Moves

**No more equality, time for:**

**Putting  
Racism on  
the Table**

# Definition of Racial Equity

Racial equity means “closing the gaps” so that race does not predict one’s success, while also improving outcomes for all. Equity is distinct from equality in that it aspires to achieve fair outcomes and considers history and implicit bias, rather than simply providing “equal opportunity” for everyone. Racial equity is not just the absence of overt racial discrimination; it is also the presence of deliberate policies and practices that provide everyone with the support they need to improve the quality of their lives.

Maguire 2016

# Definition of Racial Justice

Racial justice is a proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.

# Giving Up Power

**“How do we invert the power balance, not just replicate it?”**



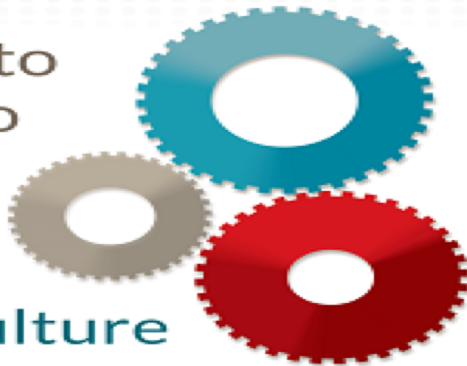
# Centering Racial Equity





# How will you #WORKWOKE?

**AWAKE** to  
**WOKE** to  
**WORK:**  
Building  
a Race  
Equity Culture

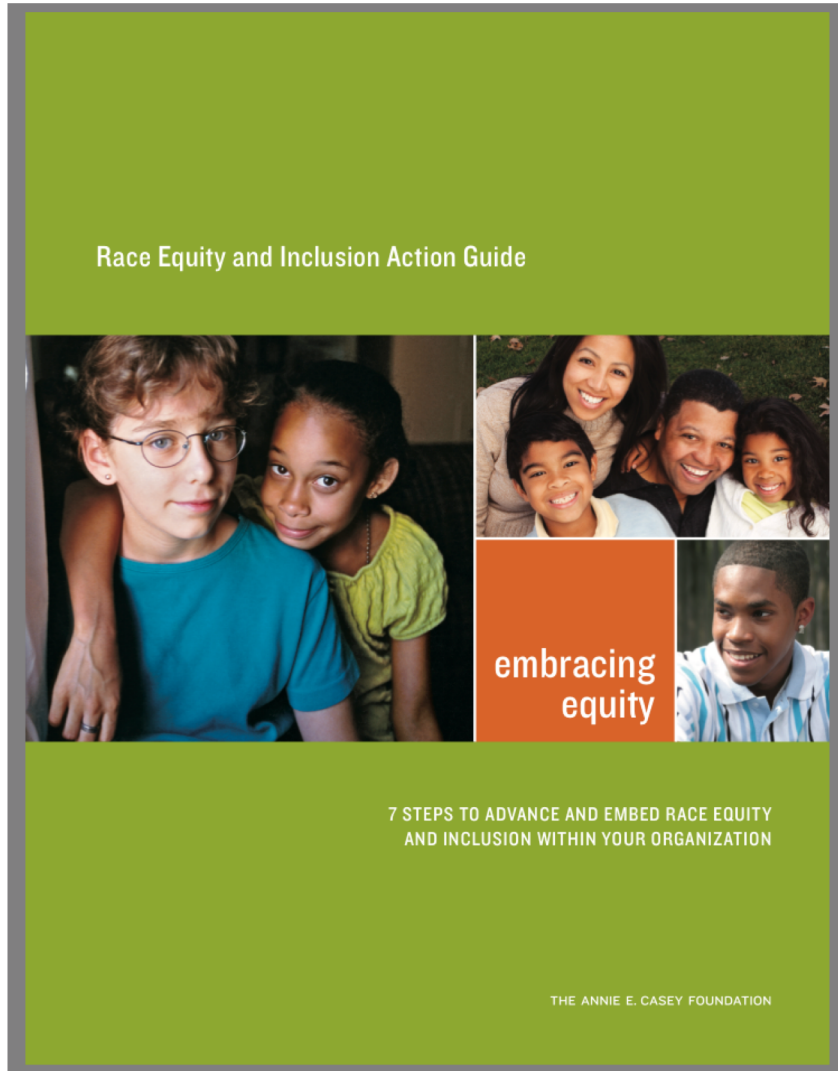


Equity in the Center

A project of  Prolnspire



<http://www.aecf.org/resources/race-equity-and-inclusion-action-guide/>



# 7 Steps to Advance and Embed Race Equity

**STEP 1:** ESTABLISH AN UNDERSTANDING OF RACE EQUITY & INCLUSION PRINCIPLES

**STEP 2:** ENGAGE AFFECTED POPULATIONS & STAKEHOLDERS

**STEP 3:** GATHER & ANALYZE DISAGGREGATED DATA

**STEP 4:** CONDUCT SYSTEMS ANALYSIS OF ROOT CAUSES OF INEQUITIES

**STEP 5:** IDENTIFY STRATEGIES AND TARGET RESOURCES TO ADDRESS ROOT CAUSES OF INEQUITIES

**STEP 6:** CONDUCT RACE EQUITY IMPACT ASSESSMENT FOR ALL POLICIES & DECISION MAKING

**STEP 7:** CONTINUOUSLY EVALUATE EFFECTIVENESS & ADAPT STRATEGIES

# Investing in Justice not Just Funding

**Is Wakanda our North Star? Trust. Innovate.  
Independence.**







## Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

## Equity



**Everyone gets the supports they need** (this is the concept of "affirmative action"), thus producing equity.

## Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

# Partnering to Make Power Moves

**There is no such thing as a single-issue struggle because we do not live single-issue lives.**

**Audre Lorde**



# It's Ok to Preach to the Choir: We Need to Be Stronger

