

MBAEA Equity Department Meetings: Anti-racism

April 2021

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A watercolor illustration on the left side of the slide. It depicts a pair of hands, rendered in shades of brown and orange, cupping a mound of dark brown soil. A small green plant with several leaves grows out of the soil. The background is a mix of light green and blue washes, suggesting a natural, outdoor setting.

Quick Recap

Our March outcomes were to:

- Deepen our shared understanding of the levels of racism
- Expand our shared vocabulary around anti-racism

A watercolor illustration on the left side of the slide. It depicts a pair of hands, rendered in shades of brown and orange, cupping a mound of dark brown soil. A small green seedling with several leaves grows out of the soil. The background is a soft, abstract wash of light green and blue colors, suggesting a natural, earthy environment.

Purpose and Outcomes

The purpose of today's meeting is to provide the opportunity for departments to complete the following outcomes:

- Review equity glossaries/resources
- Building consensus around the MBAEA draft Anti-Racism statement
- Explore the Equity Rubric

Processing Document



Norms

- **Stay Engaged:** be present morally, intellectually, and socially
- **Experience Discomfort:** acknowledging when something is uncomfortable and being willing to explore it
- **Speak your Truth:** bravely putting feelings that are being experienced into the room
- **Expect and Accept Non-Closure:** not all conversations wrap up into a neat bow; allows us to expect this and be ok with it

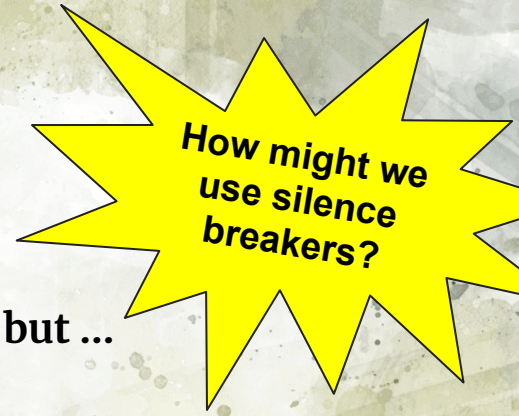


MBAEA Equity Definition

Equity is when the system ensures that everyone accesses the resources, opportunities and supports needed to succeed. When an organization demonstrates equity it is fair, inclusive of all, and removes obstacles that inhibit success.

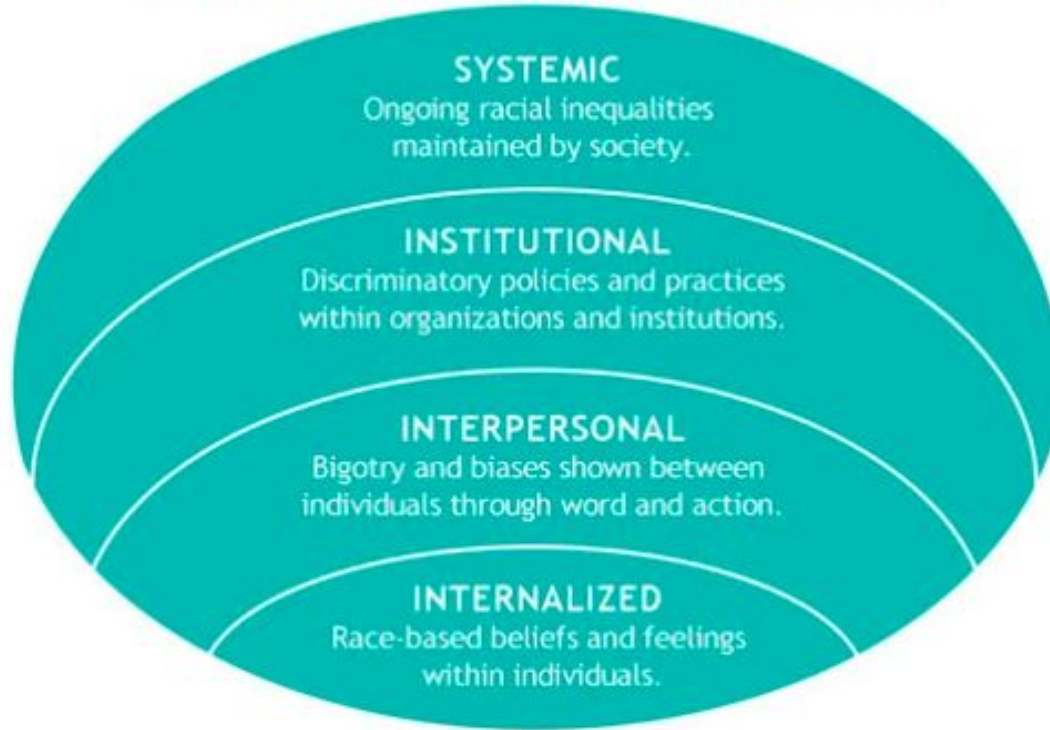
Equity anti-racism sub-committee members: Toni Wilson, Ginna Wilkinson, Lisa Hawker, Lachelle Guy, Andrea Stewart, Kim Awalt, Helen Duranleau-Brennan, Tammy Asklend-Nagle, Dave Ford, Jill Yates, Patrick Judkins, Diane Campbell, Heather Whitman

Silence Breakers*



1. I'm really nervous/scared/uncomfortable saying this and/but ...
2. From my experience/perspective as [identity] ...
3. I'm afraid I may offend someone, and please let me know if I do, but ...
4. I'm not sure if this will make any sense, and/but ...
5. I just felt something shift in the room. I'm wondering if anyone else did.
6. It seems as though some people may have had a reaction to that. Can you help me understand why?
7. Can you help me understand whether what I'm thinking right now might be problematic?
8. This is what I understand you to be saying: _____ Is that accurate?
9. I'm having a "yeah but." Can you help me work through it?
10. I'm engaged but just needing time to process this. What I am working on processing is _____.

LEVELS ON WHICH RACISM EXISTS



SOURCE: Emanuel Gospel Center - *5 MIND-BLOWING REALITIES ABOUT RACE (THAT WHITE PEOPLE MAY NOT KNOW)*

Examples of Racism Across Levels





Terms for Deeper Understanding

Anti-Racist

Prejudice

Discrimination

Racism

White **privilege**

White supremacy

People of Color

Equity (and **equitable**)

Micro-aggression (new term related to covert racism)

[Racial Equity Tools](#)

[Pacific](#)

[University-Oregon](#)

MBAEA Anti-Racism Statement

Last fall, members of the equity committee drafted a statement for MBAEA to post as a commitment to the work of anti-racism. The intent is to post this statement on our website as a start and then to co-determine where else we might use this statement as we engage in this work internally and with our external partners.

Today, your department will have the opportunity to study this draft statement and to offer suggestions for improvements before it is adopted through the Cabinet later this spring.



Feedback

Read

Insert Link:

[Copy of
Anti-racism
statement](#)

[Racial Equity Tools](#)

[Pacific
University-Oregon](#)

Reflect

Make Meaning:

- » Explore terms
- » Ask clarifying questions
- » Highlight strengths and areas of challenge

Suggest

Complete the Plus/Delta and insert comments on the draft anti-racism statement where you have feedback for adjustments or considerations.

Next Steps

We will engage in a digital Fist-to-Five consensus protocol after the MBAEA anti-racism statement has been revised by the full Equity Committee and reviewed by Cabinet.

We will communicate the results of that consensus process and our final anti-racism statement to you as soon as it has been approved and adopted.

Feed Forward

Please complete [this equity rubric](#) as a way to gather staff perceptions of our organization's process toward equitable practices.

This rubric comes from the book *Coaching for Equity* by Elena Aguilar. Please honestly rate the following statements regarding our Organizational Practices. Because this rubric was originally written for school systems, some nouns have been changed to better reflect the positions in our agency.