

# Virginia Community Voice

## Blueprint Training

### *Equitable Decision-Making & Community Engagement*

#### *2-hour Training Agenda*

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#### **Training Results:**

- Learn the four stages of the Community Voice model: Listen, Connect, Craft, and Reflect
- Reflect on their own experiences making decisions about and engaging people in historically marginalized communities, and during COVID-19
- Consider the difference between intent vs. impact in their volunteerism, research, investments, or programming
- Learn strategies for maximizing impact and minimizing harm in decision-making and community engagement

| <b>Time</b>  | <b>Result</b>   |
|--------------|---|
| 12:45-1:00pm | <b>Sign on, connection troubleshooting, Zoom features and setup</b> |
| 1:00-1:20pm  | <b>Introduction to VACV &amp; participants in the room</b>          |
| 1:20-1:45pm  | <b>Reflection Activity</b>  |
| 1:45-2:05pm  | <b>Community Voice Model of Engagement</b>                          |
| 2:05-2:35pm  | <b>Case Study   Intent vs. Impact</b>                               |
| 2:35-2:45pm  | <b>Recommended Strategies</b>                                       |
| 2:45-2:55pm  | <b>Community Advocate Experience &amp; Q&amp;A</b>                  |
| 2:55-3:00pm  | <b>Closing &amp; Evaluation</b>                                     |

# Virginia Community Voice Blueprint Training

## *Definitions*

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**Equity:** Equity means each person has the resources and decision-making power *they* need to succeed. An equitable world is one where there are no longer unfair and avoidable differences in outcomes due to systematic discrimination.

### **Common Root Causes of Inequities:**

- Systematic racism
- Homophobia
- Sexism
- Ableism
- Classism
- The intersections of the above

**Equality:** Equality means that everyone has the **same** rights, status, and opportunities to succeed. This is the first step on the way to equity. Equality under the law does not achieve equity.

**Equitable Decision-Making:** A process of decision-making in which an institution prioritizes the voices of people most impacted by inequities, and shares power and control with them.

**Equitable Community Engagement:** A process of engaging people in a marginalized community that promotes their ownership and leadership over the issues and solutions that impact them.

**Community:** A group of people joined together by a shared geography, interest, challenge, or identity.

**Marginalized:** Communities that have been systematically denied the resources and decision-making power they need to succeed.

**One-to-one:** A scheduled face-to-face meeting for the purposes of building relationships, uncovering common issues and self-interest, and identifying community leaders.

**Equitable / Representative Tables:** A table that is demographically representative and is mostly made up of people who are directly impacted by inequities.

**Power:** The ability to help or to hurt. Power can be used for good or for bad.

**Lived Experience Expert:** In the context of social justice, racial equity, and community engagement work, we identify experts as individuals with lived experience. We prioritize lived experience over expertise rooted in academic study or institutional credentialing.

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#### *Activity Instructions*

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**Reflection Activity:** *Your Organization's Experience Making Decisions About & Engaging in Marginalized Communities (optional: pre- or during COVID-19)*

#### **Small Group Work (15-20 minutes)**

Step 1: Review the definitions of Equitable Decision-Making and Community Engagement.

Step 2: Think about 1) how your organization **makes decisions** that impact people in marginalized communities and/or 2) how your organization **engages** with people in marginalized communities.

Step 3: Share how equitable you feel your organization's past experiences were.

Step 4: Look for common themes among the stories shared.

Step 5: Come up with a brief tagline that summarizes your group discussion, such as: "We tend to act first, ask for input later." "We build great programs but people don't come." Or, "We're doing better than we thought!"

#### **Large Group Discussion (5 minutes)**

- Designate one person as the reporter for the group.
- Share your tag-line with the large group in the chat box.

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### COVID-19 Case Study

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States and cities across the US are starting to reopen after lockdowns due to the COVID-19 pandemic, which has affected businesses, places of worship, schools, gyms, and other places people gather. The Greater Portland Region has convened an education working group that will be making decisions about how and when to reopen the region's public and private K-12 schools and other educational centers. There are 402,796 school-aged children in the Greater Portland area.

According to the Oregon Health Department, the communities most affected by COVID-19 in the Portland region are Portland (urban), Beaverton and Gresham (suburban). Many of the urban areas are predominantly Black and Latinx, while the suburbs and rural areas are predominantly white. Approximately 60% of school-aged children in the region are White, 30% are Black, 6% are Latinx, 3% are Asian, and 1% are Other.

There are 30 people on the Working Group. Below are details on the people who sit on the Education Work Group and the areas they represent.

#### **Role in School System**

- Administration - 40%
- Teacher - 20%
- Student Health - 15%
- Parent - 2%
- Student - 4%
- Other\* - 19%

#### **Race of Work Group Members**

- Black - 20%
- White - 60%
- Latinx - 10%
- Other - 10%

#### **Population Density of Community they Represent**

- 10% Urban
- 40% Rural
- 50% Suburban

The regional board has met and created a strategic plan based on who is at the table. Now they want public comments and feedback from families, school staff and community members. They posted their plan on their districts' websites with two-day public feedback space. The public can only provide feedback through their Oregon Public School account, reachable from their district website. They plan to hold virtual town-halls for each district to share the plan with the community and answer community questions. Each district's superintendent will host the virtual meeting at 10am on the last Friday in June. The Committee has agreed that by the second week of July the plan will go into effect for the next school year.

\*Other includes individuals from the Oregon public health department, the head of the Children's Science Museum, individuals from the Oregon Education Association, school board members, education nonprofits, and members from the Governor's Black, Asian, and Latinx Advisory Boards.

# Virginia Community Voice's Racial Equity Resource List

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## Books

*Automating Inequality: How High-Tech Tools Profile, Police, and Punish the Poor.* Eubanks, Virginia. New York, St. Martin's Press, 2017.

*Black Feminist Thought.* Collins, Patricia Hill. \*

*Between the World and Me.* Ta-Nehisi Coates. New York, Penguin Randomhouse, 2015.

*Born Bright: A Young Girl's Journey from Nothing to Something in America.* C. Nicole Mason. St. Martin's Press. 2016.

*Charity & Sylvia: A Same-Sex Marriage in Early America.* Rachel Hope Cleves. Oxford University Press. 2014.

*Code of the Street: Decency, Violence, and the Moral Life of the Inner City.* Elijah Anderson. W.W. Norton & Co. 1999.

*Eloquent Rage: A Black Feminist Discovers Her Superpower.* Cooper, Brittney. St. Martin's Press, 2018.

*Evicted. Poverty and Profit in the American City.* Desmond, Matthew. Penguin Randomhouse, 2016

*Ghetto: The Invention of a Place, The History of an Idea.* Mitchell Duneier. Farrar, Straus and Giroux. 2016.

*How to Be an Antiracist.* Kendi, Ibram X. New York, Penguin Randomhouse, 2019.

*Heavy: An American Memoir.* Laymon, Kiese. \*

*I Know Why the Caged Bird Sings.* Angelou, Maya

*I'm Still Here: Black Dignity in a World Made for Whiteness.* Brown, Austin Channing. New York, Penguin Randomhouse, 2018.

James Baldwin. All of his essays / work.

*Just Mercy: A Story of Justice and Redemption.* Stevenson, Bryan. New York, Penguin Randomhouse, 2014.

*Know Your Price: Valuing Black Lives and Property in America's Black Cities.* Perry, Andre M. Brookings Institution Press. 2020.

*Let's Talk About Race.* Lester, Julius. Harper Collins, 2005.

*Me and White Supremacy.* Saad, Layla F. \*

*Race After Technology: Abolitionist Tools for the New Jim Code.* Benjamin, Ruha. Medford, Polity Press, 2019.

*Raising Our Hands.* Arnold, Jenna. \*

*Redefining Realness.* Mock, Janet. \*

*Sister Outsider.* Lorde, Audra. \*

*So You Want to Talk About Race.* Oluo, Ijeoma. New York, Hachette Book Group, 2018.

*Stamped from the Beginning: The Definitive History of Racist Ideas in America.* Ibram X. Kendi. Bold Type Books. 2016.

*Tears We Cannot Stop: A Sermon to White America.* Dyson, Michael Eric. New York, St. Martin's Press, 2017.

*The Beautiful Struggle.* Ta-Nehisi Coates. 2008.

*The Color of Law: A Forgotten History of How Our Government Segregated America.* Richard Rothstein. Liveright. 2017.

*The Heartbeat of Wounded Knee: Native America from 1890 to the Present.* David Treuer. Penguin Group. 2019.

*The Immortal Life of Henrietta Lacks.* Skloot, Rebecca. New York, Randomhouse, 2011.

*The New Jim Crow: Mass Incarceration in the Age of Colorblindness.* Alexander, Michelle. New York, The New Press, 2012.

*The Next American Revolution: Sustainable Activism for the Twenty-First Century.* Boggs, Grace Lee. \*

*The Warmth of Other Suns.* Wilkerson, Isabel.

*Their Eyes Were Watching God.* Hurston, Zora Neale.

*Thick: And Other Essays.* Cottom, Tressie McMillan. New York, The New Press, 2019.

*This Bridge Called My Back: Writings by Radical Women of Color.* Moraga, Cherrie. \*

*When Affirmative Action Was White: An Untold History of Racial Inequality in Twentieth-Century America.* Katznelson, Ira. \*

*When They Call You A Terrorist: A Black Lives Matter Memoir.* Kahn-Cullors, Patrisse & Bandele, Asha. St. Martins Press, 2018.

*White Fragility: Why It's So Hard for White People to Talk About Racism.* DiAngelo, Robin. Boston, Beacon Press, 2018.

### **Fiction Books**

*The Bluest Eye.* Morrison, Toni.

*There, There: A Novel.* Tommy Orange. Vintage. 2019.

### **Young Adult Books**

*Piecing Me Together.* Renée Watson. New York, Bloomsbury Publishing, 2018.

*The Hate U Give.* Thomas, Angie. Randomhouse, 2017.

*Stamped: Racism, Anti-racism, and You.* Jason Reynolds & Ibram X. Kendi. Little, Brown Books for Young Readers, 2020.

### **Children's Books**

*AnitRacist Baby.* Kendi, Ibram X. Kokila. 2020. (Board book).

*Sulwe.* Lupita Nyong'o and Vashti Harrison. New York, Simon & Schuster Books for Young Readers. 2019.

*Hair Love.* M. Cherry and V. Harrison. New York, Penguin Random House. 2019.

*The Proudest Blue: A Story of Hijab and Family.* Muhammad, Ibtihaj & Ali, S.K., Little, Brown Books for Young Readers. 2019.



## Podcasts

*Seeing White*. Biewen, John. Scene on Radio. <https://www.sceneonradio.org/seeing-white/> or find on Spotify or other podcast app.

*Data & Society*. <https://listen.datasociety.net/>

Parenting Forward podcast episode "Five Pandemic Lessons with Cindy Wang Brandt"

Fare of the Free Child

Integrated Schools podcast episode "Raising White Kids with Jennifer Harvey"

## Poetry

*Build Yourself a Boat*. Camonghne Felix. Chicago IL, Haymarket Books. 2019.

*Citizen: An American Lyric*. Claudia Rankine. Greywolf Press. 2014.

## Articles

Austin, Nefertiti. "Teaching Your Child About Black History." *PBS Kids*.  
<https://www.pbs.org/parents/thrive/teaching-your-child-about-black-history-month> \*

Carroll, Linda. "Widely-used healthcare algorithm racially biased." *Reuters*. October 24, 2019.  
<https://www.reuters.com/article/us-health-administration-bias/widely-used-healthcare-algorithm-racially-biased-idUSKBN1X32H8>

Michie, Katrina. "Your Kids Aren't Too Young to Talk About Race: Resource Roundup." *Pretty Good*. October 13 <https://www.prettygooddesign.org/blog/Blog%20Post%20Title%20One-5new4> \*

Serwer, Adam. "America's Racial Contract is Killing Us". *The Atlantic*. May 8, 2020.  
<https://www.theatlantic.com/ideas/archive/2020/05/americas-racial-contract-showing/611389/>

## Ted Talks

"Black Feminism & the Movement for Black Lives." Barbara Smith, Reina Gossett, Charlene Carruthers. (50:48) <https://youtu.be/eV3nnFheQRo> \*

"From Park Bench to Lab Bench - What Kind of Future Are We Designing?" Benjamin, Ruha.  
[https://youtu.be/\\_8RrX4hjCr0](https://youtu.be/_8RrX4hjCr0)

"How Studying Privilege Systems Can Strengthen Compassion" | Peggy McIntosh at TEDxTimberlaneSchools (18:26) <https://youtu.be/e-BY9UEewHw> \*

"The Urgency of Intersectionality". Crenshaw, Kimberle.  
[https://www.ted.com/talks/kimberle\\_crenshaw\\_the\\_urgency\\_of\\_intersectionality?language=en](https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality?language=en)

"How to Deconstruct Racism, One Headline at a Time." Baratunde Thurston.  
[https://www.youtube.com/watch?v=RZgkjEdMbSw&feature=emb\\_rel\\_end](https://www.youtube.com/watch?v=RZgkjEdMbSw&feature=emb_rel_end)

## **Documentaries & TV Shows**

*13th*. Director: Ava DuVernay. 2016. (Netflix)

*American Son*. Kenny Leon. (Netflix) \*

*Black Power Mixtape: 1967-1975* — Available to rent \*

*Blindspotting* (Carlos López Estrada) — Hulu with Cinemax or available to rent \*

*Clemency* (Chinonye Chukwu) — Available to rent \*

*Crip Camp*. Nicole Newnham & James LeBrecht. 2020. Netflix

*Dear White People* (Justin Simien) — Netflix \*

*Fruitvale Station* (Ryan Coogler) — Available to rent \*

*I Am Not Your Negro* (James Baldwin doc) — Available to rent or on Kanopy

*If Beale Street Could Talk* (Barry Jenkins) — Hulu \*

*Just Mercy* (Destin Daniel Cretton) — Available to rent for free in June in the U.S. \*

*King In The Wilderness* — HBO \*

*Say Her Name: The Life and Death of Sandra Bland*. Directors: David Heilbroner & Kate Davis. 2018.

*See You Yesterday* (Stefon Bristol) — Netflix \*

*Selma* (Ava DuVernay) — Available to rent \*

*The Hate U Give* (George Tillman Jr.) — Hulu with Cinemax \*

*When They See Us* (Ava DuVernay) — Netflix \*

## **Movies**

*Come as You Are*. Richard Wong & Erik Linthorst. 2019.

## **Follow**

Rachel Ricketts @imrachaericketts

@shishi.rose

@nowwhitesavior

@shaunking

@inclusiveactivism

@innocenceproject

@helenprejean

@ruhabenjamin

@rachelricketts

@theconsciouskid

#whitesilenceisviolence

#environmentaljustice

#disabilityrights

Antiracism Center: [Twitter](#)\*

Audre Lorde Project: [Twitter](#) | [Instagram](#) | [Facebook](#) \*

Black Women's Blueprint: [Twitter](#) | [Instagram](#) | [Facebook](#) \*

Color Of Change: [Twitter](#) | [Instagram](#) | [Facebook](#) \*

Colorlines: [Twitter](#) | [Instagram](#) | [Facebook](#) \*

The Conscious Kid: [Twitter](#) | [Instagram](#) | [Facebook](#) \*

Equal Justice Initiative (EJI): [Twitter](#) | [Instagram](#) | [Facebook](#) \*

Families Belong Together: [Twitter](#) | [Instagram](#) | [Facebook](#) \*

The Leadership Conference on Civil & Human Rights: [Twitter](#) | [Instagram](#) | [Facebook](#) \*

MPowerChange: [Twitter](#) | [Instagram](#) | [Facebook](#) \*

Muslim Girl: [Twitter](#) | [Instagram](#) | [Facebook](#) \*

NAACP: [Twitter](#) | [Instagram](#) | [Facebook](#) \*

National Domestic Workers Alliance: [Twitter](#) | [Instagram](#) | [Facebook](#) \*

RAICES: [Twitter](#) | [Instagram](#) | [Facebook](#) \*

Showing Up for Racial Justice (SURJ): [Twitter](#) | [Instagram](#) | [Facebook](#) \*

SisterSong: [Twitter](#) | [Instagram](#) | [Facebook](#) \*

United We Dream: [Twitter](#) | [Instagram](#) | [Facebook](#) \*

## **Additional Resources**

[75 Things White People Can Do for Racial Justice](#) \*

[Anti-Racism Project](#) \*

[Jenna Arnold's resources \(books and people to follow\)](#) \*

[Rachel Ricketts' anti-racism resources](#) \*

[Resources for White People to Learn and Talk About Race and Racism](#) \*

[Save the Tears: White Woman's Guide by Tatiana Mac](#) \*

[Showing Up For Racial Justice's educational toolkits](#) \*

[The \[White\] Shift on Instagram](#) \*

["Why is this happening?" an introduction to police brutality from 100 Year Hoodie](#) \*

[Zinn Education Project's teaching materials](#) \*

~This resource list was mostly put together by VACV staff. See below for more details.

*\* These resources have not yet been verified by VACV staff and were taken from the following document [bit.ly/ANTIRACISMRESOURCES](https://bit.ly/ANTIRACISMRESOURCES) compiled by Sarah Sophie Flicker, Alyssa Klein in May 2020.*