Part IV of the Tools to Engage Webinar Series

RACIAL WEALTH GAP LEARNING SIMULATION

Building Movement Project
www.tools2engage.org
Agenda

- Introduction
- What is the Tools to Engage Webinar series?
- Tool: Racial Wealth Gap Learning Simulation: Making the Case for Racial Equity
- Application: Applying a Racial Equity Lens To The Work
- Questions and Answers
- Additional Resources
Today’s Presenters

Marlysa D. Gamblin
Domestic Advisor, Policy
Bread for the World Institute

Marla Karina Larrave
Associate Director, Grassroots Advocacy
National Sustainable Agriculture Coalition

Noelia Mann
Communications & Operations Coordinator
Building Movement Project
Poll Question:

Please select the type of organization you work for.
Poll Question: Please select the title that best fits your current role.

- Capacity builder (internal to an organization) 29%
- Capacity builder (outside of the organization) 10%
- Constituent (client, resident, community member, program participant) 17%
- Organizational leader 2%
- Organizational staff 42%
ABOUT THE BUILDING MOVEMENT PROJECT

Leadership

Analyzing how organizations can do their best work by promoting the most effective and inclusive practices

- **Reports**
  - Race to Lead: Confronting the Nonprofit Racial Leadership Gap

- **Blog**
  - The Leadership in Leaving

- **Reports**
  - Vision for Change

Service and Social Change

Developing the capacity of organizations to engage constituents in changing the systems that impact them

- **Tools**
  - Service and Social Change

- **Blog**
  - Small Shifts, Big Change

- **Reports**
  - Crossing Organizational Boundaries to Build New Partnerships

Movement Building

Acknowledging and building on the distinct role of nonprofit organizations in advancing movements for social change

- **Reports**
  - The Respect ABQ Women Campaign

- **Blog**
  - Learning How to ACT UP

- **Blog**
  - Detroiters Reclaiming Voice and Power

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What is the **Tools to Engage** Webinar Series?

- **Tools2engage.org** is our new website, full of research, resources, and tools from across the social sector to help organizations align their principles and practices.

- The **webinar series** highlights the innovative ways various groups across the country integrating constituent engagement, policy advocacy, and racial equity into their organization’s work, culture, and values.
Tool: Deeper Dive into Racial Equity

The Racial Wealth Gap Learning Simulation

breadfortheworld INSTITUTE

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Bread for the World Institute is the research think-tank arm for Bread for the World, an organization that works to end hunger and poverty in the U.S. and abroad. The Institute publishes analysis on what policies and practices can help address the root causes of food insecurity.
The Racial Wealth Gap Learning Simulation

https://www.youtube.com/watch?v=d0y-Fz2Io2s
Poll Question: To what extent has your organization/orgs you work with attempted to apply a racial equity lens to their work?
What is it?
How did it come into being?
What was the creation process?

CHAT WITH THE DESIGNER
What Is the Racial Wealth Gap Learning Simulation?

Interactive Learning Experience that walks people through why we see the gaps we see today.
Who Can Use the Simulation?

Service-based non-profits
Advocacy non-profits
Research institutions
Community stakeholders
Faith communities

Image: The Intersector Project
What Purpose Does the Simulation Serve?

- Helps people talk about race
- Helps bring everyone on the same page of how policy created structural racism
- Provides the economic impact of racial discrimination
- Helps be a first step to change internal culture, as well as research, service provision, advocacy, and policy.
How did the Simulation Come into Being?

- Race is a difficult conversation
- My personal journey with race
- Breaking down barriers
Pre-Pilot (March 2017)

Official Pilot (April 2017)

First Official Assessment (June 2017)

Yearlong Pilots & Reviews

Official Online Launch (May 2018)

What was the creation process?
National Sustainable Agriculture Coalition (NSAC)

We are a grassroots alliance:
• 120 member organizations
• Hundreds more partners and allies

We have worked together to improve federal food & farm policy for 30 years!
Impact of Simulation?

Internally

Externally

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Impact of Simulation?

Internally

- Reduced discomfort in having conversations on racial injustice and the need for equity.
- Increased knowledge of staff members about the importance of applying a racial equity lens.
Impact of Simulation?

Externally

- Researched additional resources that ensured our policies were taking into account the historical inequities outlined in the simulation.
- Now, we are helping our members and our partners think through how we may apply a racial equity lens in our work.
What are some challenges that came up?

**Before the simulation**

**During the simulation**

**After the simulation**
What are some challenges that came up?

**Before the simulation**
- People care, but felt like racial equity was *additional* work, instead of a different way of doing the work.
- People may not feel comfortable talking about race.
- Organizational buy-in to make the time
What are some challenges that came up?

**During the simulation**

- People enjoyed the educational process, but tended to “intellectualize” instead of “apply” the learnings.
- There was silence when answering the application questions, given how intricately connected agriculture is with theft of land and enslavement!
What are some challenges that came up?

After the simulation

- Ongoing commitment and organizational buy-in.
- Investment of time, willingness and trust to apply this lens is required, within your organization and among your partners.
- Organizations are often eager to apply this lens, but need additional tools.
What are Some Tips and Tools?

- Please visit bread.org/simulation for the video and guide!
RESOURCES

To download the Racial Wealth Gap Learning Simulation, please go to bread.org/simulation
Poll Question: What would be most helpful to you in strengthening your practice around incorporating a race equity lens into your work?

- Training around race equity for my clients/team/the people I work with
- Something else? Write to us at nmann@buildingmovement.org to let us know what you need
- Research, Data, and Case studies
- More tools and resources, like the Racial Wealth Gap Learning Simulation
- An opportunity to participate in, or hear lessons from, a community of practice
- A “racial equity assessment” and tailored recommendations based on your score
Thank you!

Visit tools2engage.org today

Questions? Comments? Want to learn more?
Contact nmann@buildingmovement.org