

Part IV of the **Tools to Engage** Webinar Series

# RACIAL WEALTH GAP LEARNING SIMULATION



Building Movement Project  
[www.tools2engage.org](http://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



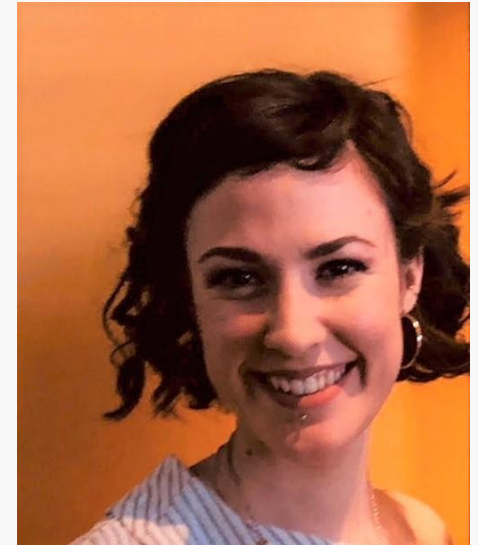
# Today's Presenters



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



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

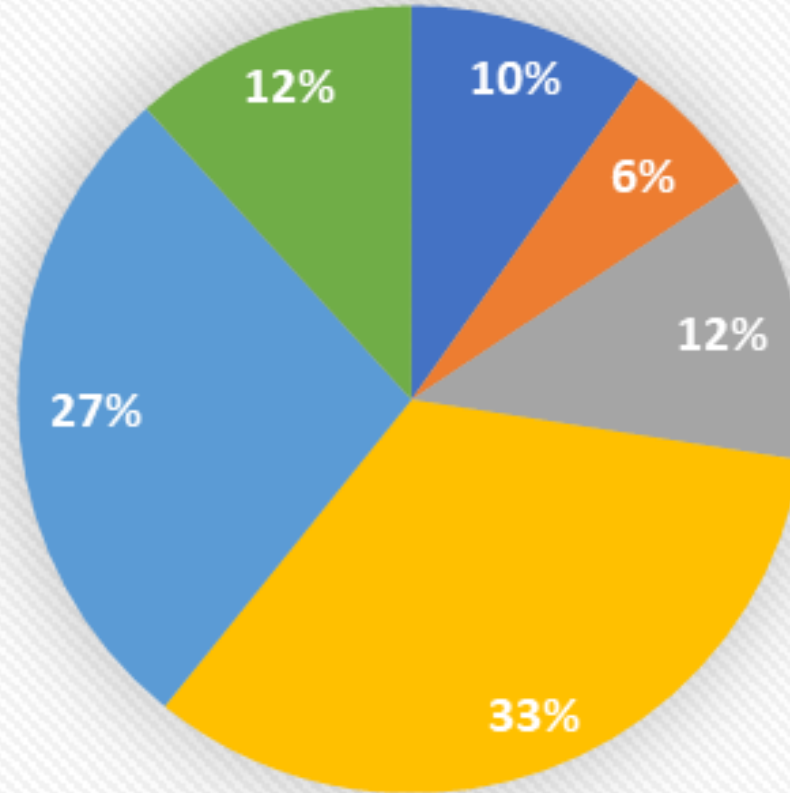


**Noelia Mann**  
Communications &  
Operations Coordinator  
Building Movement Project



# Poll Question:

Please select the type of organization you work for.

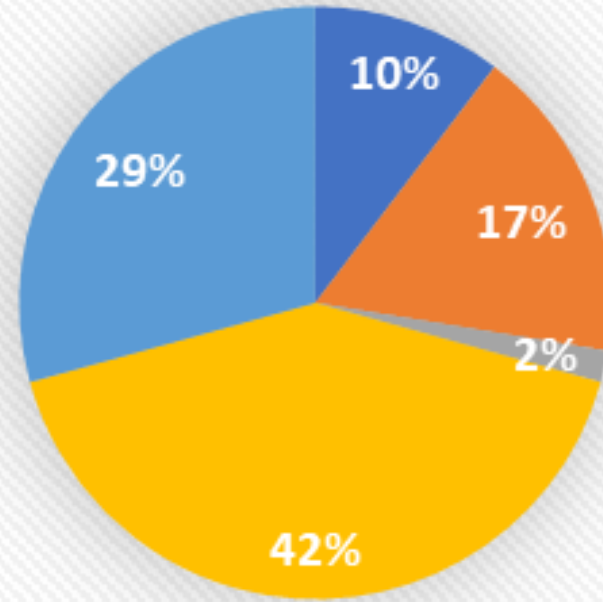


- Foundation
- Government
- Nonprofit Intermediary Group
- Nonprofit Service Organization
- Other Nonprofit
- Self-Employed



# Poll Question:

Please select the title that best fits your current role.



- Capacity builder (internal to an organization)
- Capacity builder (outside of the organization)
- Constituent (client, resident, community member, program participant)
- Organizational leader
- Organizational staff



# 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



# 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



**breadfortheworld**  
INSTITUTE

## The Racial Wealth Gap Learning Simulation



Building Movement Project  
[www.tools2engage.org](http://www.tools2engage.org)



# Bread for the World Institute

**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.



**breadfortheworld**  
INSTITUTE



Building Movement Project  
[www.tools2engage.org](http://www.tools2engage.org)

# The Racial Wealth Gap Learning Simulation

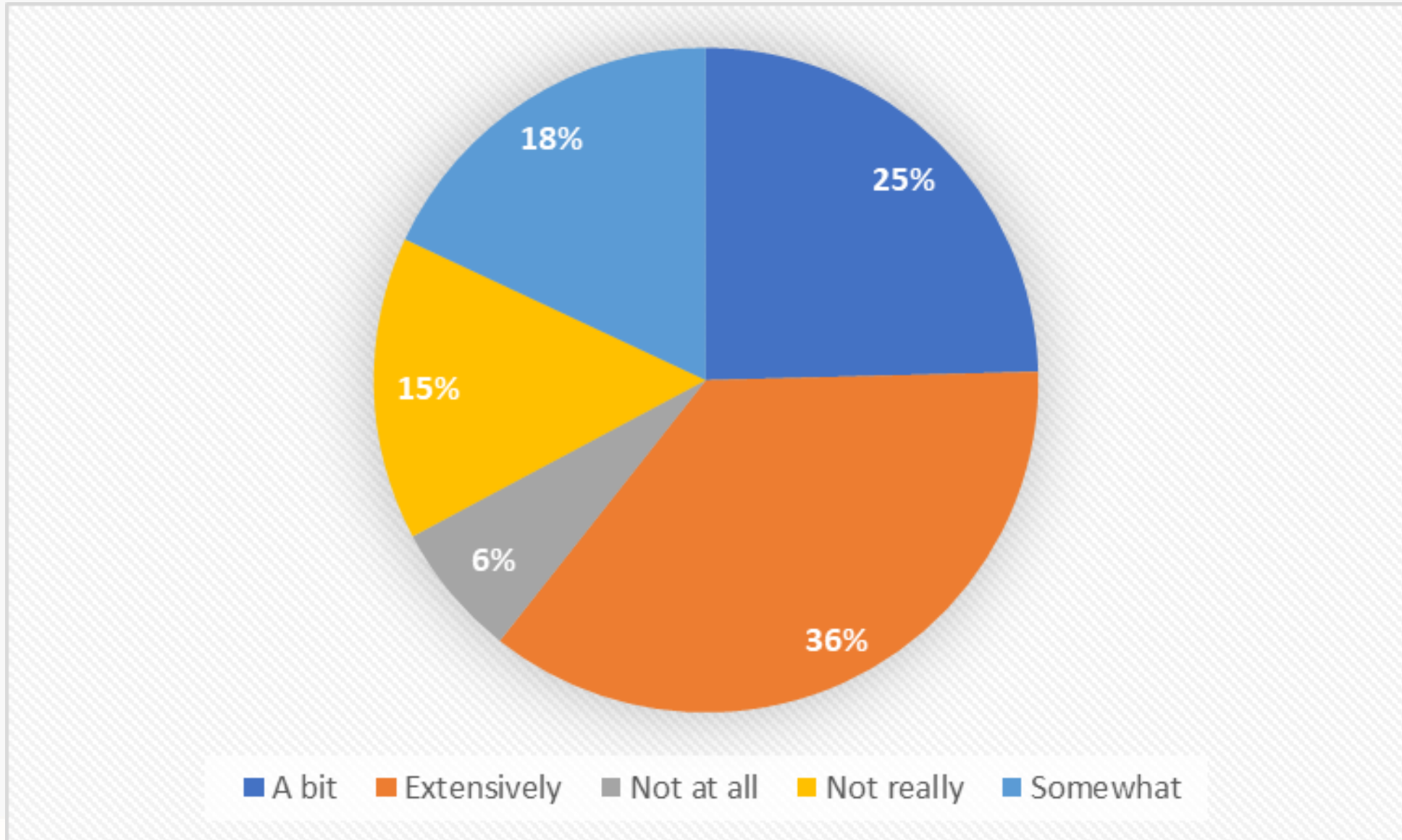


<https://www.youtube.com/watch?v=d0y-Fz2lo2s>



Building Movement Project  
[www.tools2engage.org](http://www.tools2engage.org)

# 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





# 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)

*What was  
the creation  
process?*

**First Official  
Assessment**  
(June 2017)

**Yearlong  
Pilots &  
Reviews**

**Official  
Online  
Launch**  
(May 2018)



# 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?



# 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

**During**  
the simulation

**After**  
the simulation



## **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?

*Before*  
the simulation

*During*  
the simulation

*After*  
the simulation

## *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?

*Before*  
the simulation

*During*  
the simulation

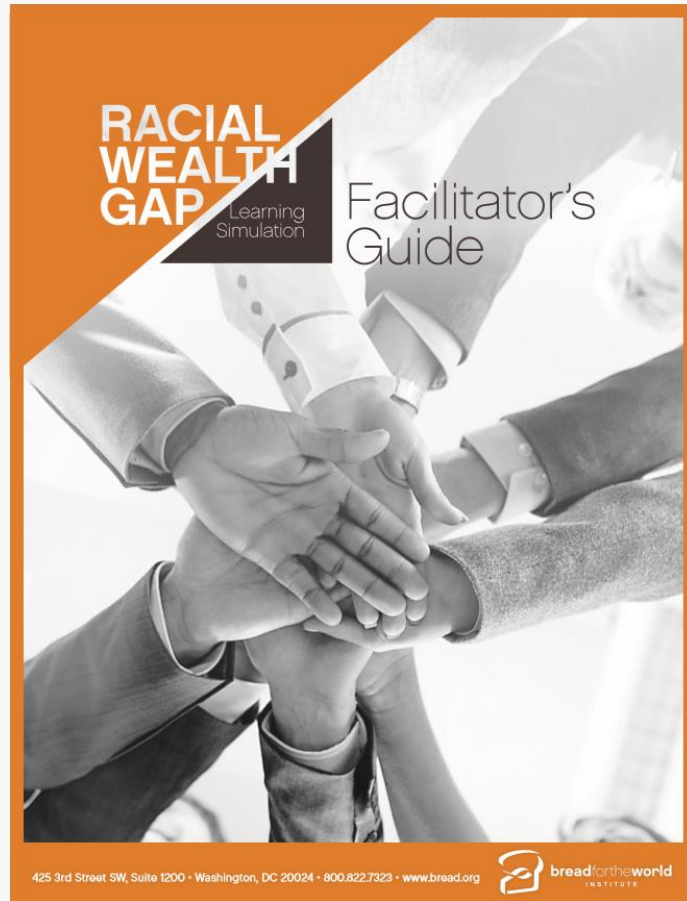
*After*  
the simulation

## *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.



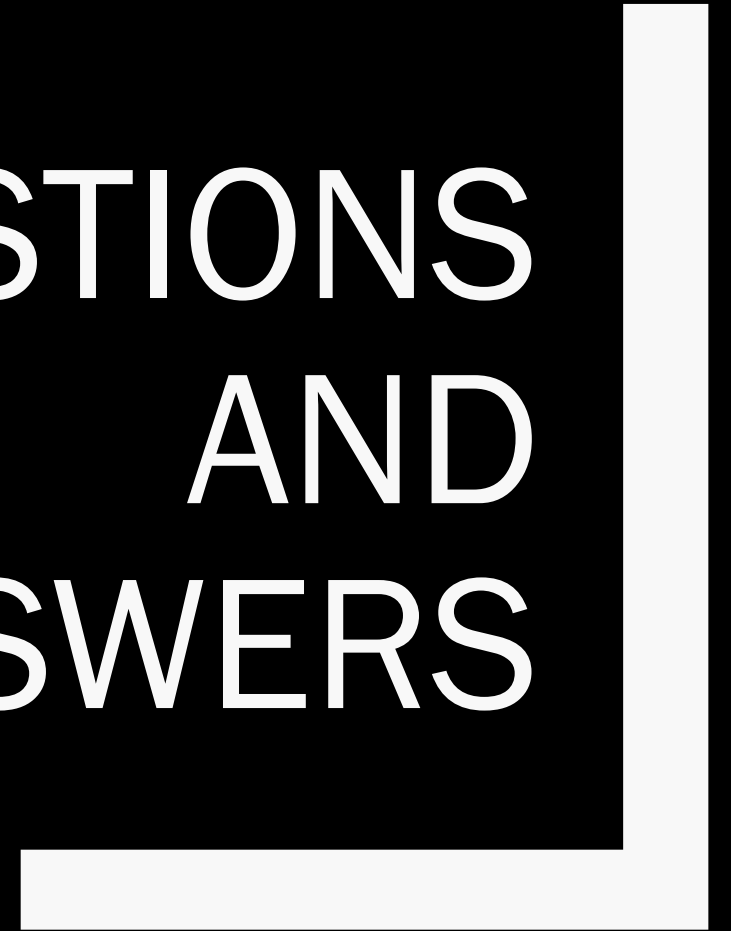
# What are Some Tips and Tools?



- Please visit [bread.org/simulation](http://bread.org/simulation) for the video and guide!
- After the simulation, consider going this tool with your organization to start implementing a racial equity lens: <http://alliancetoendhunger.org/wp-content/uploads/2018/09/SAW-for-HFC-10-Racial-Equity.pdf>



QUESTIONS  
AND  
ANSWERS



# RESOURCES



To download the Racial Wealth Gap Learning Simulation, please go to [bread.org/simulation](https://bread.org/simulation)

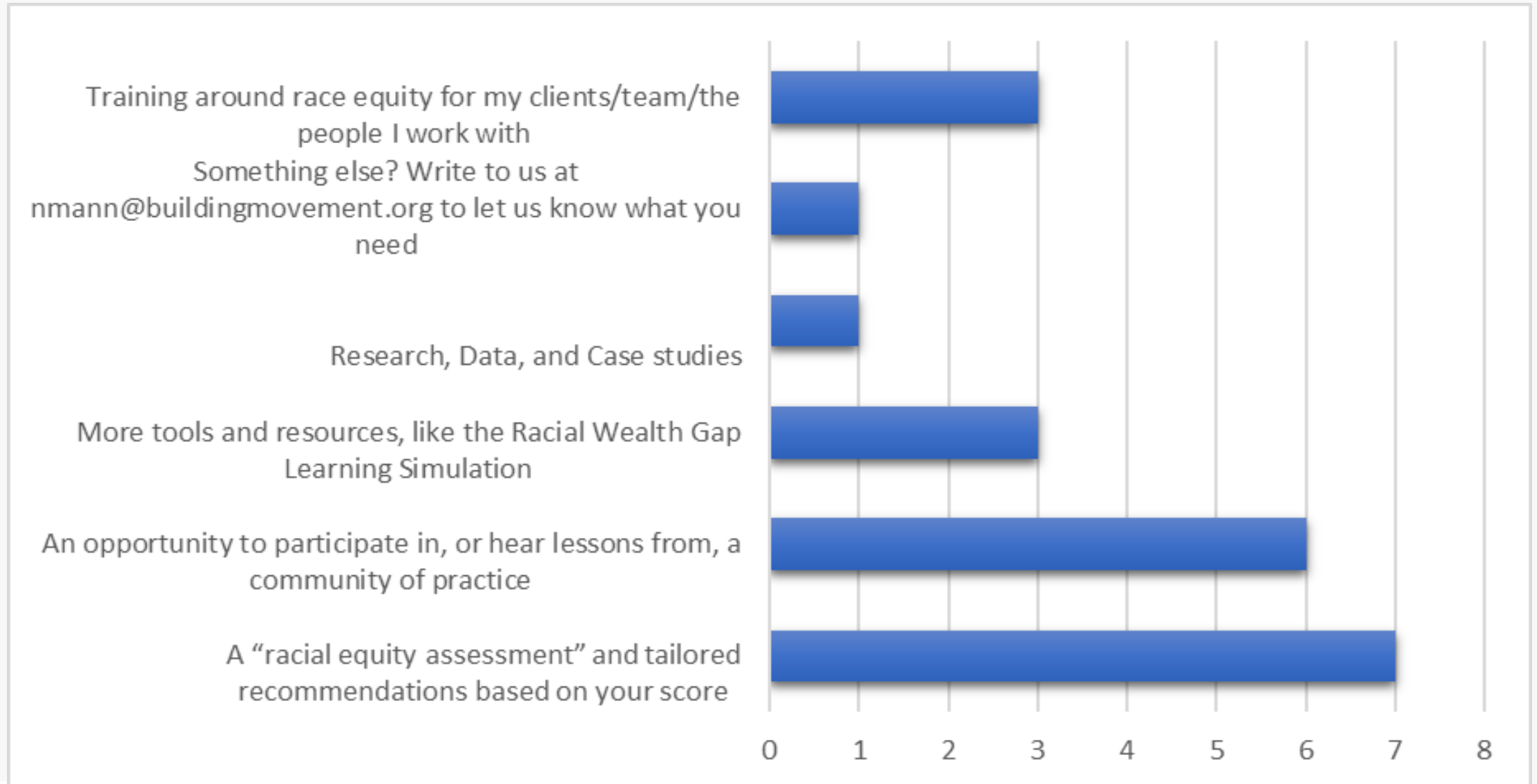
# Additional Resources from BMP





# Poll Question:

What would be most helpful to you in strengthening your practice around incorporating a race equity lens into your work?



# Thank you!

Visit [tools2engage.org](http://tools2engage.org) today

**Questions? Comments? Want to learn more?**

**Contact [nmann@buildingmovement.org](mailto:nmann@buildingmovement.org)**



Building Movement Project  
[www.tools2engage.org](http://www.tools2engage.org)