

# How to Center Race Equity in Your Organization's COVID-19 Response

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# Presenters



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To ask a question, please type it into the **Q&A box**.

## How to Center Race Equity in Your Organization's COVID-19 Response

# Agenda

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- 01** Context for Today's Discussion
- 02** Applying a Race Equity Lens
- 03** Discussion
- 04** Q & A
- 05** Wrap-up

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# About Equity in the Center

Equity in the Center works to shift mindsets, practices, and systems within the social sector to increase racial equity. We envision a future where nonprofit and philanthropic organizations advance race equity internally while centering it in their work externally.

## Equity in the Center's goals are:

- Nonprofit and philanthropic organizations adopt a Race Equity Culture focused on proactive counteraction of social inequities
- Organizations define, implement, and advance race equity internally while advocating for it in their work externally
- Race Equity is centered as a core goal of social impact across the sector

# Terms and Definitions

- **Race Equity:** The condition where one's race identity has no influence on how one fares in society. Race equity is one part of race justice and must be addressed at the root causes and not just the manifestations. This includes the elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race.
- **Race Equity Lens:** The process of paying disciplined attention to race and ethnicity while analyzing problems, looking for solutions, and defining success. A race equity lens critiques a “color blind” approach, arguing that color blindness perpetuates systems of disadvantage in that it prevents structural racism from being acknowledged. Application of a race equity lens helps to illuminate disparate outcomes, patterns of disadvantage, and root cause.
- **Race Equity Culture:** A culture focused on proactive counteraction of social and race inequities inside and outside of an organization.



# Applying a Race Equity Lens

## How does your response, even in the midst of crisis, contribute to long-term systems change?

For example, can your organization meet a basic need and educate community members about the kinds of policies that are being proposed and passed that could make their lives better in the long-run if made permanent?

## How are the voices of impacted communities centered?

For example, can impacted community members be provided with stipends to join a resource allocation committee?

## What data (quantitative or qualitative) are driving resource allocation? And what does that data tell you about the experiences of various racial/ethnic groups? How are women and LGBTQIA people of color particularly impacted?

For example, what are the particular experiences of immigrant women (cis and trans) of color right now?

Excerpt from *COVID-19 will not Affect Everyone the Same*, Yanique Redwood, 4/2/20; <https://consumerhealthfdn.org/covid-19-will-not-affect-everyone-the-same/>



# Applying a Race Equity Lens

## What are possible unintended consequences of the decisions you might make?

For example, if you only or largely donate to nonprofit organizations with lots of existing capacity, what will that mean for the survival of smaller people of color-led nonprofits that are working on the ground to meet basic needs?

## What additional disaggregated demographic data will you collect, track, and evaluate to assess equity impacts in COVID-19 response moving forward, and how will that data inform your future decisions when the crisis is over?

For example, were enough resources allocated? Did the residents most in need get them? How do you know?

## How are the actions you are taking grounded in history?

For example, what do the historical experiences of Black people in the medical establishment (e.g., doctors not believing symptoms of Black people or the belief that we have higher tolerance for pain) predict will happen in this moment? How does that inform your actions?

Excerpt from *COVID-19 will not Affect Everyone the Same*, Yanique Redwood, 4/2/20; <https://consumerhealthfdn.org/covid-19-will-not-affect-everyone-the-same/>

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# Questions and Answers

# Connect with Equity in the Center

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Website: [www.equityinthecenter.org](http://www.equityinthecenter.org)

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This Thursday, 4.23.20

# Policy Update on COVID-19 Response and Recovery

Register: [independentsector.org/events](https://independentsector.org/events)  
Resources: [independentsector.org/covid19](https://independentsector.org/covid19)

# Thank You!