



THE ROOTS RUN DEEP: DISRUPTING INSTITUTIONAL RACISM AND UNETHICAL BEHAVIOR AS A LEADER

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Today's Presentation

OBJECTIVES



- 1) **Develop strategies to disrupt institutional racism and unethical behavior**
- 2) **Identify key champions to partner in the transformation**
- 3) **Develop practical ways to incorporate anti-racist and ethical framework in daily operations**

What's Your WHY?

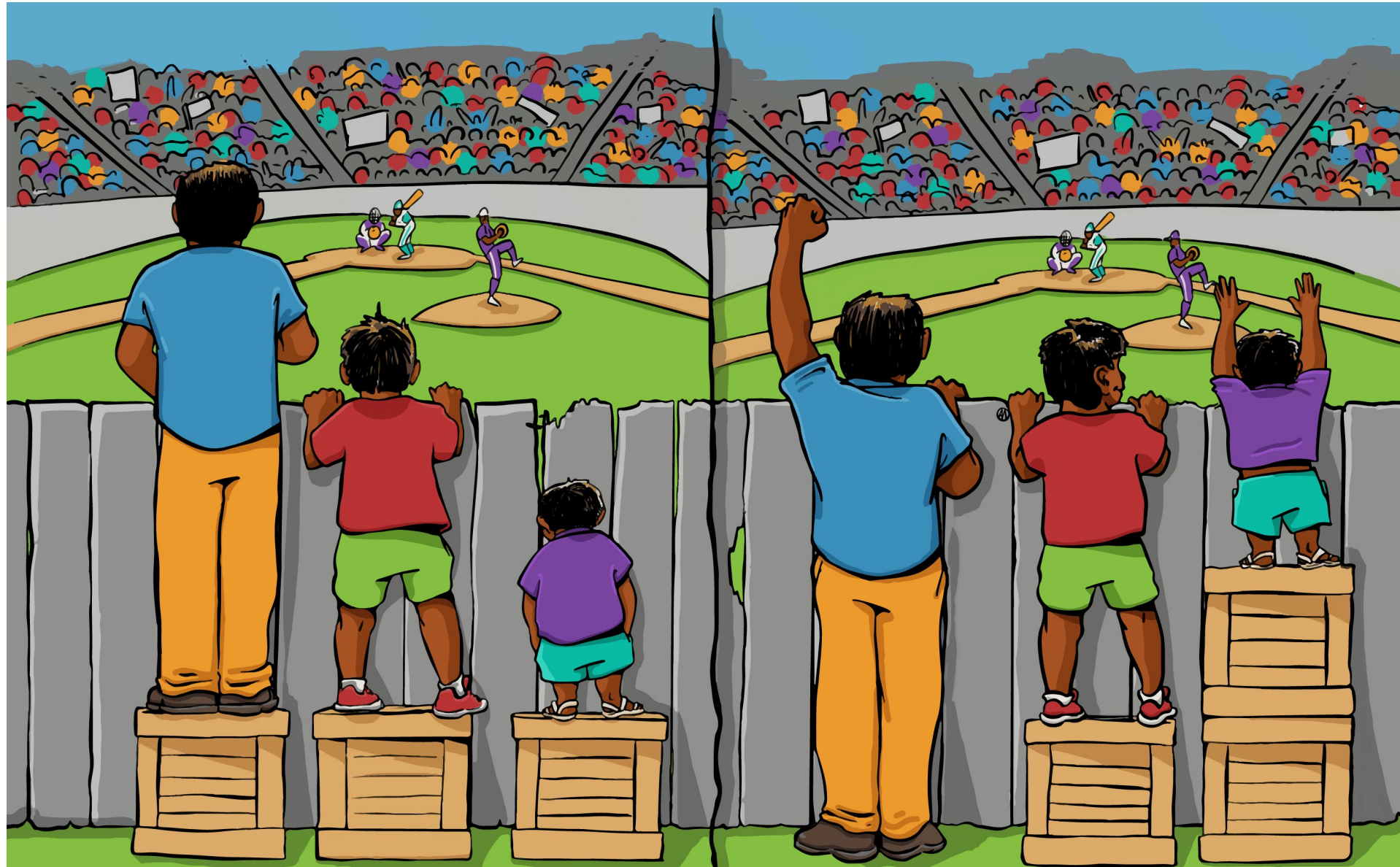
**My maternal grandparents
Lewis Carter Parker, Sr.
and
Irma Delois Parker**



**As a nonprofit
executive leader,
I AM living their
wildest dream!**

Have You Ever???





EQUALITY

EQUITY



Equality vs. Equity

Equity is not about everyone receiving the same thing (that is equality). Equity takes into account that not everyone is at the same starting point, and perhaps different tools and interventions are needed for different groups, in order to get them to the same endpoint.

AGGRIEVED ENTITLEMENT

looks like this:



“Whataboutism”

The last few years have seen a huge rise in aggrieved entitlement or “Whataboutism”. #AllLivesMatter, #NotAllMen, and #WhiteLivesMatter are all examples of this, all serving to polarize communities and distract from the original issues at hand.

Small Group Discussion Question

**Is fundraising rooted in
institutional racism?
Why or why not?**

So You Want to be a Disruptor?

- Be prepared to manage up, down, out and around
- Level set your expectations
- Pause and think about the change before making it
- Things to consider:
 - Is it client-centered?
 - Is it trauma informed?
 - Is it equitable for everyone?
- Focus on the early adopters, not the dissenters

So You Want to be a Disruptor?

- Make sure ALL leaders are leading by example
- Expect it to be uncomfortable
- Communicate openly and often with your champions
- Know on which hills you're willing to "die"
- Have a strong support system
- Understand that you won't change everyone's mind
- Remember that you can't undo decades of action overnight...
or in one 3-5 year strategic plan!

Scenario

A major donor informs you that she will no longer support your organization because the newly hired CEO is black and was only hired because of “wokeness”. She also expresses that she wants a refund of prior donations. How would you respond?

“

Irrespective of the neighborhood in which I live, regardless of how articulate I might seem, all I am and all I ever will be to some people is Black.”

LAURA CATHCART ROBBINS

Practical Ways to Move the Needle

- **Look for aspects of racism in your fundraising events, collateral and development plan**
- **Examine your internal policies and practices**
- **Recommend champions to serve on your board**
- **Review your vendor list through an equity lens**
- **Ensure that visual data is reflects diversity**
- **Analyze your organizational chart for disparity**

Reflection Question

What is one thing that you will do in the future to disrupt racism and/or unethical behavior in your organization?

Questions?

References

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Thank You!

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