



RACIAL EQUITY PEER GROUP

Breakout MACDC ANNUAL
MEETING – November 21, 2024





AGENDA

WELCOME / CENTERING OUR WORK

INTRODUCTIONS

RACIAL EQUITY PLEDGE



SYSTEMS CHANGE

PEER GROUP

GOALS / MOVEMENT BUILDING

CLOSING

Q&A





CENTERING OUR WORK

DOROTHY RICHARDSON

MEL KING

TABLE TALK

INTRODUCE YOURSELF AND SHARE WHAT
EQUITABLE ACTIONS HAVE HAPPENED IN YOUR
ORGANIZATION OR COMMUNITY

OR

TALK ABOUT THE QUALITIES OF AN INSPIRING
LEADER IN YOUR COMMUNITY.

MACDC RACIAL EQUITY PLEDGE

CONTINUING IN OUR
COMMITMENT



**RACIAL
EQUITY
PLEDGE**

MACDC

LEVELS OF RACISM/ PLEDGE AREAS

- INTERNALIZED RACISM LIES WITHIN INDIVIDUALS.
- INTERPERSONAL RACISM (PERSONALLY MEDIATED) OCCURS BETWEEN INDIVIDUALS.
- INSTITUTIONAL RACISM OCCURS WITHIN INSTITUTIONS AND SYSTEMS OF POWER.
- STRUCTURAL RACISM IS RACIAL BIAS AMONG INSTITUTIONS AND ACROSS SOCIETY.

Root Causes

- Learning and addressing the levels of Racism

Representation: Staff

- Diverse, equitable and inclusive of community served

Representation: Board

- Diverse, equitable and inclusive of community served

Representation: Our Work

- Policies, programs and services

RACIAL EQUITY PEER GROUP

CO-CHAIRS SHARON FOSBURY (TND) AND FRANCISCO RAMOS (NEWVUE)

- Sharing strategies, lessons learned and advancing racial equity on all levels
- Represent a cross section of the organization
- Address topics that impact leadership, staff, programs and the community
- Explore how we can unite in collective action



PEER GROUP DISCUSSION

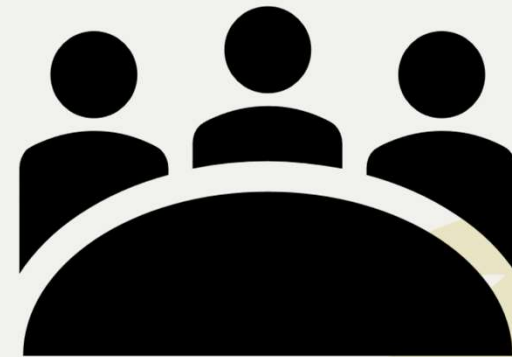
COLLECTIVE ACTION IN OUR WORK:
THEMES AND ISSUES IN OUR COMMUNITIES

WHAT ACTIONS CAN BE RAISED UP TO A
SYSTEMIC LEVEL?

TABLE TALK

USING THE SLIPS OF PAPER PROVIDED:

- WHAT IS A CHALLENGE YOUR ORGANIZATION, DEPARTMENT OR COMMUNITY IS FACING TODAY IN YOUR RACIAL EQUITY WORK?
- WHERE DO YOU FEEL STUCK IN YOUR WORK TOWARDS EQUITY?
- WHAT HAVE YOU LEARNED OR ACCOMPLISHED THAT CAN INSPIRE OTHERS?





RACIAL EQUITY PEER GROUP

THANK YOU

