

Equity

Biggest challenges:

- Affordability, rising rents, transportation
- Limited English ~~speakers~~, abilities
- gender equity within organizations - lifting up women (esp. refugees, P.O.C., immigrants), patriarchy
- Makeup of staff -
- volunteers to the same level of understanding of equity issues
- Equity as a buzzword w/ no action or specificity
- Homogenization of Seattle - "progressive" people not doing the work

Ideas that have worked

- Trainings - internal & external
- orientations (equity 101)
- Debriefs after shifts
- Pulling in volunteers to help lead volunteer trainings
- Healthy King County "Train the trainers"
- sharing the leadership ("Equity trainer" volunteer?)
- identifying & recognizing people's expertise
- Equity and inclusion coordinator
- ~~write~~ wrote equity into strategic plan...

Equity

All members
State of WA

Question 3

What do we ask?

Question re region - diverse
regions within states - Seattle,
peninsula, eastern

C+HG council for state?

How would that be different from
W Fd Coalition?

Could they elevate conversation in
existing organizations?

Have tools in place for different
organizations. Currently, it's
kind of blind leading blind.

Help everyone keep in touch -
list of WA attendees?

Pacific Region - Equity

1. Biggest challenge -

- majority white communities don't see a problem
- majority white organizers
- long process to build equitable programs
- Equity is a big, wide reaching challenge that touches many aspects of life
- We don't always know what equity looks like to the people we serve - don't want to impose our own ideas - no common definition
- language about equity isn't always shared and can be a barrier to conversation
- difficult to have client participation and overcome language barriers
↳ for clients & volunteers

2. ~~What's been~~ Ideas that have worked / solutions / actions

- need to bring everyone to the table
- create safe spaces
- use data to find gaps & expand services
- partner large & small orgs to combine resources & staffing with local orgs working directly w/ community
- Partner w/ POC-led orgs to hear about their communities and share resources
- focus on strategies to involve communities of color as volunteers and leadership positions
- building relationships & trust is key to bring people to the table
- tap into social networks and engage existing community leaders
- think about creating paid or stipend positions for community work done - even an organizational email can help

EQUITY

Biggest challenge of topic:

- A lot of people don't think it exists, denial about inequality
- Gets confused with equality (need ^{what makes sense for each individual} not everyone needs a size 10 shoe)
- Different stages on what equity looks, different stages of progress in different communities

Ideas brainstormed Tuesday - workshops

- Accountability → going into neighborhoods to build message with community not on behalf of. Ethnographic outreach
- Defining culturally diverse foods,
- Inequity, inherited disadvantages
- Impact of policies developed over time and its impacts (GI Bill - black veterans not given the same resources/opportunities as white veterans). Barriers put up.

Solutions

- Volunteer training
- Volunteer recruitment → people that are open-minded (tendency for older white women who don't work to be core volunteers and able-minded)

How can CTHG support what's happening in this region?

- Shift from calories to equity
- Types of organizational operations - difference between all volunteer operation vs. paid staff
- Serving w/ dignity and unpacking what that means.

Equity Wed. Regional Discussion Solution Lab

Difficult topic because systemic, need to talk to city council, etc. need network. How transform organizations that don't have eq. in miss. statement? Over-arching issue!

Organizational change to focus on eq.
Policy change - how build will, policy change

Buffer zone betw. workers and board.
How to have conv. with people who don't have on the ground exp. How create will?

Started on staff level. Required training.
This yr. gender issues. Then race. Scary but good.
But what about board?

On some boards, it's a requirement.
YMCA DIG with levels. Speakers, volunteer opportunities

One org. has struggled w/ centering equity in making decisions. Board recognized that they're all white, but in practice not so much. It's not part of decision making.
One challenge. Large volunteer base. Turnover & trainings. Need to come up with better training with annual components.

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Heard about FB that requires equity training for all volunteers.

Short term training?

Use volunteer or say no bec. no training?

Spin it as something of value to volunteer

In our state no stats re need

recently passed that ongoing stats of what were doing. are kept

How can we design programs if we don't know need.

Hopelink - volunteers register online then training, also questions, is this organization racist? When certain level reached, address issue

everyone from W. Wash.