



THE JUSTICE COLLECTIVE

***Racial Equity, Diversity and Inclusion
R(EDI)***

Study Session

September 29, 2022

YOUR TRAINERS FOR TODAY



Lena Carew
Head of Organizational
Health & Innovation



Ellie Tumbuan
Head of Strategy & Culture



The Justice Collective (TJC)

is a cross-sector, social impact consultancy with interdisciplinary expertise. Founded in 2015 in Oakland, CA, by Lena Carew, Ellie Tumbuan, and Danielle DeRuiter-Williams. TJC is 100% owned by women of color.

MISSION

Transform organizations by unlocking and uplifting the abundance within.

VALUES

- Abundance
- Collaboration
- Radical & Empathetic Leadership
- Transformation

Each of these values is integrated into our central organizing principles of EQUITY and JUSTICE.



AGENDA



Photo Credit: [Chona Kasinger](#)
from the [Disabled and Here Project](#)

- Welcome & Getting Started
- Somatic Activity
- Historic Structural Inequity
- Understanding Your Role in R(EDI)
- *10-min Break*
- Demystifying Dominant Culture
- Best Practices for Leaders
- ORE Team Progress Updates

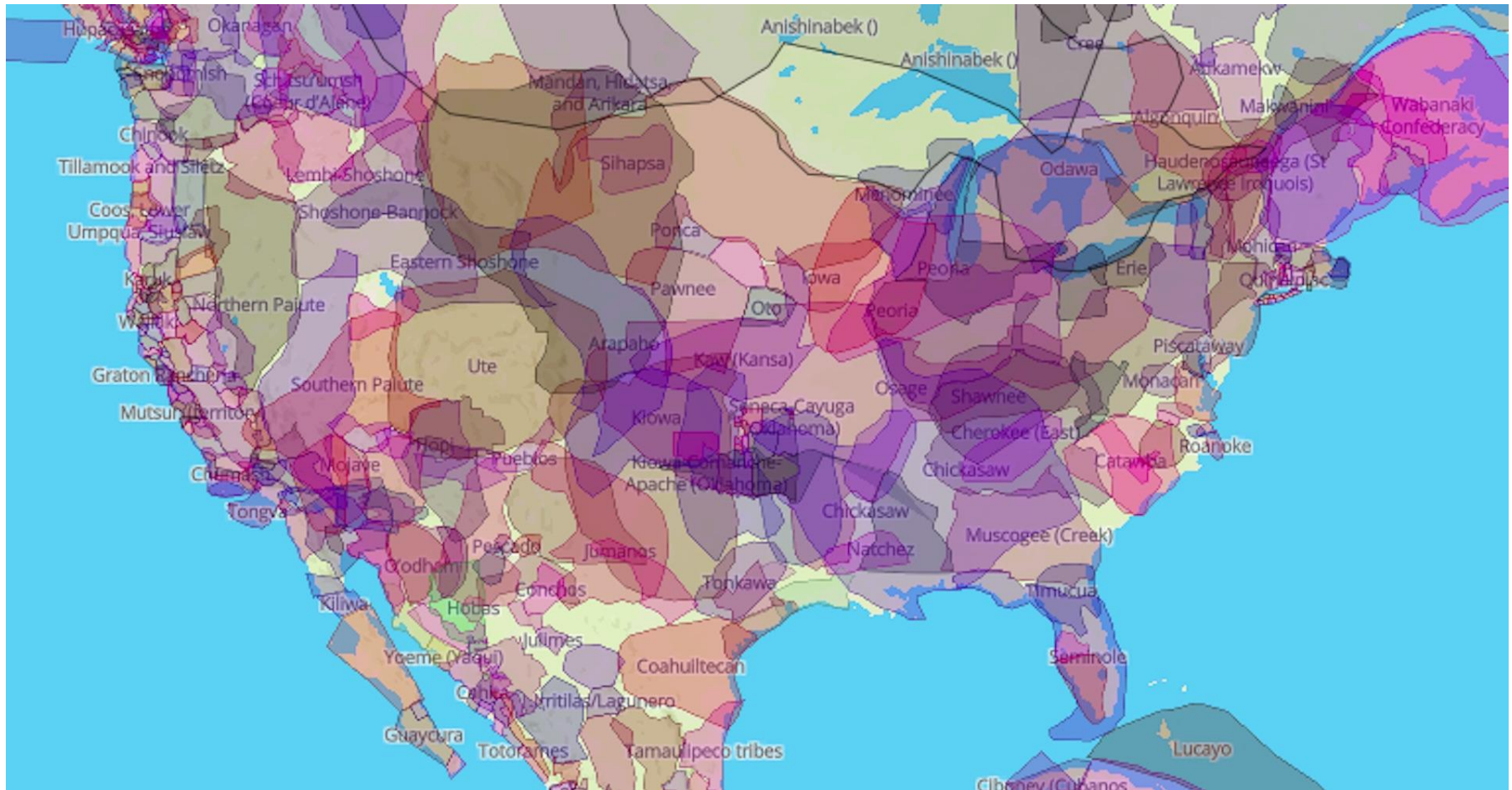


TODAY'S LEARNING OUTCOMES:

1. Understand and analyze the government's role in key historical and present racial justice contexts.
2. Identify and describe examples of racial equity, diversity, and inclusion concepts.
3. Define and assess common myths related to dominant culture, and their relationship to an equitable and inclusive workplace and city.
4. Recognize and describe the interrelationship between emotional intelligence, bias, and racial equity.
5. Identify and assess best practices in the field for equitable leadership to drive equitable outcomes at CSJ.
6. Awareness of City's efforts, accomplishments, and path forward.

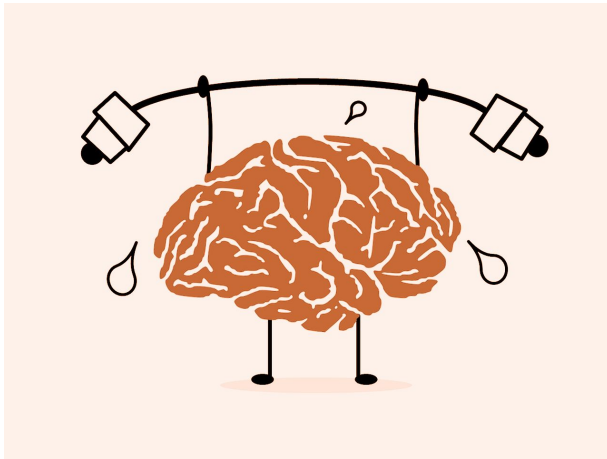


LAND RECOGNITION



Mindfulness:

Science Confirms the Benefits of Attention Training

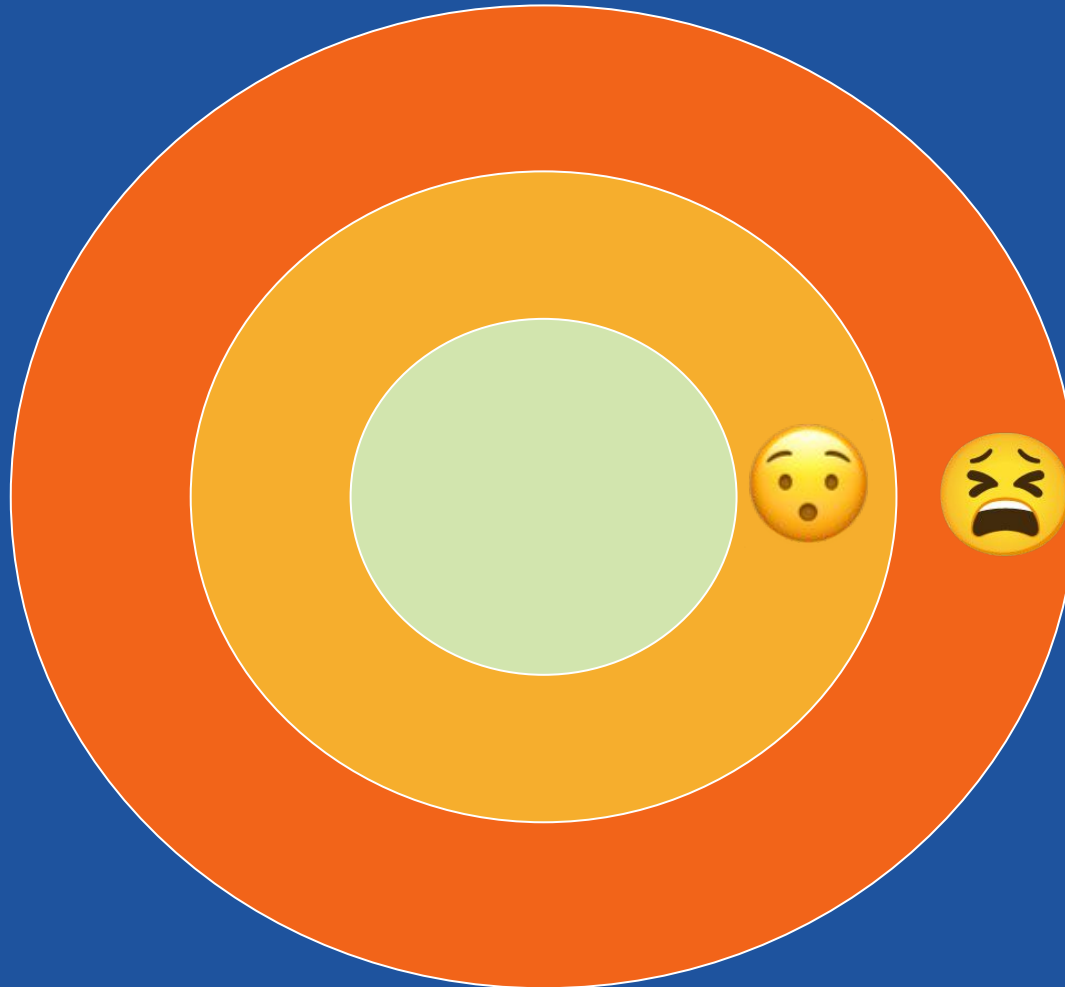


- **Increase Resilience to Stress**
- **Increase Compassion**
- **Increase self-awareness and emotional regulation**
- **Improve Mental Health**
- **Improve Relationships**
- **Reduce Psychological Bias**
- **Improve Memory**
- **Improve Sleep**

SETTING INDIVIDUAL INTENTIONS

- **TRY IT ON:** Be willing to “try on” new ideas, or ways of doing things that might not be what you prefer or are familiar with.
- **PRACTICE SELF FOCUS:** Attend to and think about your own experiences and responses. Pause when you hear something new to you or something you may not agree with and consider if your instinct is to speak for a whole group or express assumptions about the experience of others.
- **REFRAIN FROM BLAMING OR SHAMING SELF & OTHERS** Resist any negative self talk during this session.
- **PRACTICE MINDFUL LISTENING:** Be willing to be surprised, to learn something new. Listen with your whole self.

AIMING FOR THE STRETCH ZONE





HISTORIC STRUCTURAL INEQUITY IN SAN JOSÉ



THE JUSTICE COLLECTIVE

LOOKING BACK TO MOVE FORWARD: HISTORY OF SAN JOSÉ

1. Between 1950 - 1969 the city's population grew from 95,280 to 495,000 and much of the city's land was designated for single-family homes - many people became car dependent.
2. Construction of I-280 and Highway 101 destroyed many homes and businesses mostly occupied by black, indigenous, and people of color (BIPOC).
3. Federal Housing Administration (FHA) and Veterans Administration (VA) backed mortgages principally benefitted white middle- and upper-income residents, many of which purchased suburban homes.
4. Improved freeways enabled longer commutes from suburbs to the city, and those who could live farther away from work and services were advantaged most by highway improvements.
5. The communities surrounding the highways experienced decades of disinvestment beginning in the 1930's due to "redlining."



WHAT'S REDLINING?

Redlining refers to local, state and federal housing policies that mandated segregation.

The Federal Housing Administration (FHA), which was established in 1934, furthered segregation efforts of the time by refusing to insure mortgages in and near African-American neighborhoods and other communities of color.

At the same time, the FHA subsidized builders to mass-produce entire subdivisions for white communities—*with the requirement that none of the homes be sold to African-Americans (or any other person of color).*



WHAT DOES THIS MEAN FOR SAN JOSÉ RESIDENTS TODAY?

Communities surrounding the I-680/I-280/US-101 interchange are at the highest risk of:

1. Displacement due to gentrification
2. Poor air quality due to localized air pollution
3. Vehicle related injuries and fatalities

Today, rising costs and exclusionary zoning exacerbates the housing crisis

1. 84% of the city's residential land is zoned for single-family.
2. 6% of city residential land can be built for apartments, condos, duplexes, and triplexes.
3. Nearly half (47%) of San José's renters live in housing that is considered unaffordable
4. One in four spend *more than half their income* on housing-related costs
5. Black, Hispanic, and Pacific Islanders face disproportionately greater barriers to securing affordable housing.



UNDERSTANDING YOUR ROLE IN R(EDI)



Racial equity work requires us to answer questions like...

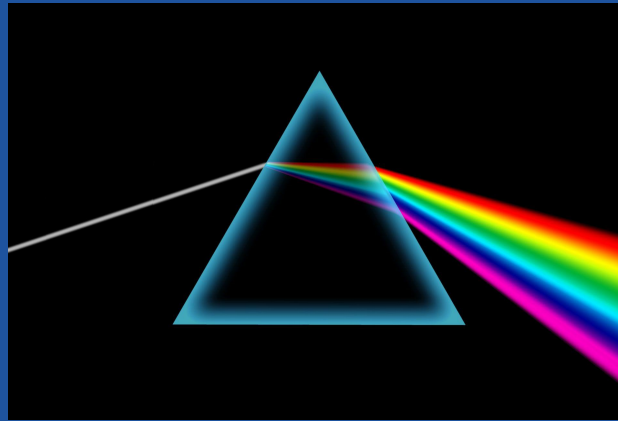
1. Why do so many people believe that the current conversation about race, gender, ableism, etc. is new?
2. How do beliefs about race differ across groups and cultural lines?
Why do they differ?
3. Who determines what is and isn't considered taboo? Why?

Intersectionality



Kimberlé Crenshaw
Lawyer, Scholar, & Civil Rights Activist

IDENTITY PRISM

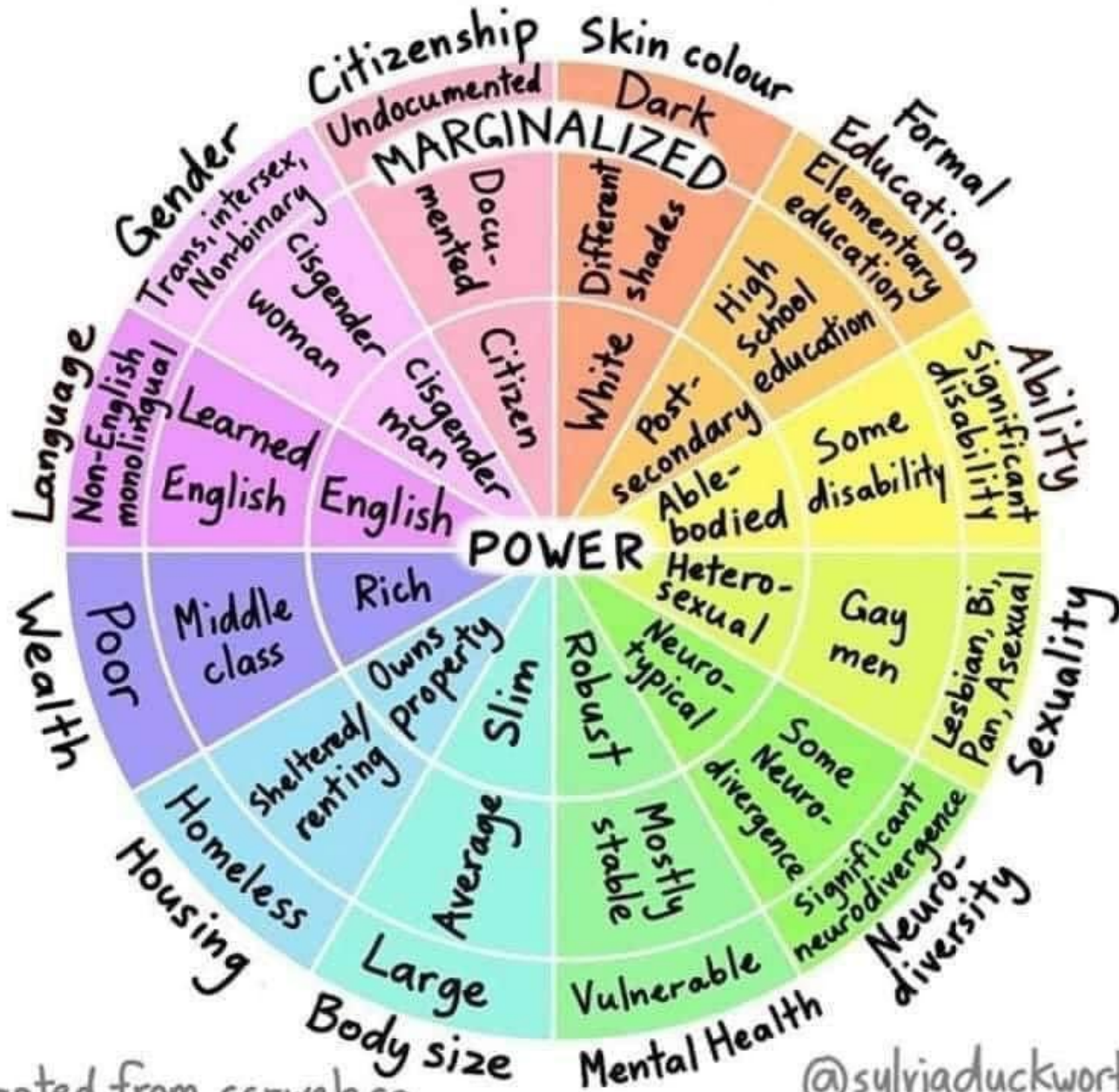


Think about your identity, what is

- Visible
- Perceptible (Noticeable) by others
- Invisible to others

**Adapted from Tirien Steinbach, Associate Dean of DEI at Stanford Law School, former Chief Program Officer, ACLU of Northern CA and Legal Scholar*

WHEEL OF POWER/PRIVILEGE



Demystifying Dominant Culture





THE CULTURAL ICEBERG

SURFACE CULTURE:

Food, Music, Games, Holidays,
Fashion, Dances, Language, Festival,
Literature

NOTIONS OF

Courtesy & Manners, Friendship,
Leadership, Beauty

01

CONCEPTS OF

Time, Family, Self, Past & Future,
Fairness & Justice

02

ATTITUDES TOWARD

Senior Citizens, Children, Rules, Work,
Cooperation vs. Competition, Authority

03

APPROACHES TO

Religion, Courtship, Raising Children,
Marriage, Decision-Making, Prob Solving

04

COMMUNICATION NORMS

Facial Expressions, Body Language, Eye
Contact, Personal Space, Gestures,
Handling & Displaying of Emotions

05

DEEP CULTURE:

SOME DOMINANT CULTURAL VALUES

EXAMPLE

HOW IT'S TRANSMITTED

ACTIONS YOU CAN TAKE

Either/or Thinking

Collaboration norms, decision-making and transparency (or lack thereof).

- Disabuse yourself from objectivity
- Be okay with non-closure
- Lean into the “grey area”
- Create multiple opportunities for dialogue

Fear of Open Conflict

Emphasis on being polite; equating the raising of difficult issues with being rude or out of line. Leadership avoidance of surfacing issues they “cannot” solve.

- Equip your team with the skills they need to work through conflict
- Get comfortable with discomfort
- Consider how POWER shows up, mitigate for it
- Unpack your urge to tone-police



HOW TO **REFRAME** THE CONVERSATION

“The problem is too big and too difficult to solve.”

We often hear:

I didn't create the problem.”

There isn't anything I can do in my role or department”

Individuals are responsible for poor conditions.”

Try this on:

Real systemic barriers exist. Access to mortgages, safety, and healthy living conditions are unequally distributed.

We're taught to be biased against those who face barriers instead of the barriers themselves.



Best Practices for Leaders



REVIEW KEY TAKEAWAYS

1. r(EDI) is one effort to resolve a major social issue at work, and it pays off. We cannot discuss or address r(EDI) without a solid understanding of Racial Injustice.
2. r(EDI) and racial justice thrive - or stall - on multiple levels. That creates LOTS of opportunity to move the needle.
3. Clear racial disparities exist because of historical and current systems of inequity.
4. There are important implications for the City of San José as a local leader, steward, and global citizen.
5. Anyone can use their power to perpetuate racial inequity, or to dismantle it - *the choice is yours*.



THANK YOU!

