

Only Equitable Systems Can Produce Equitable Outcomes: A Journey

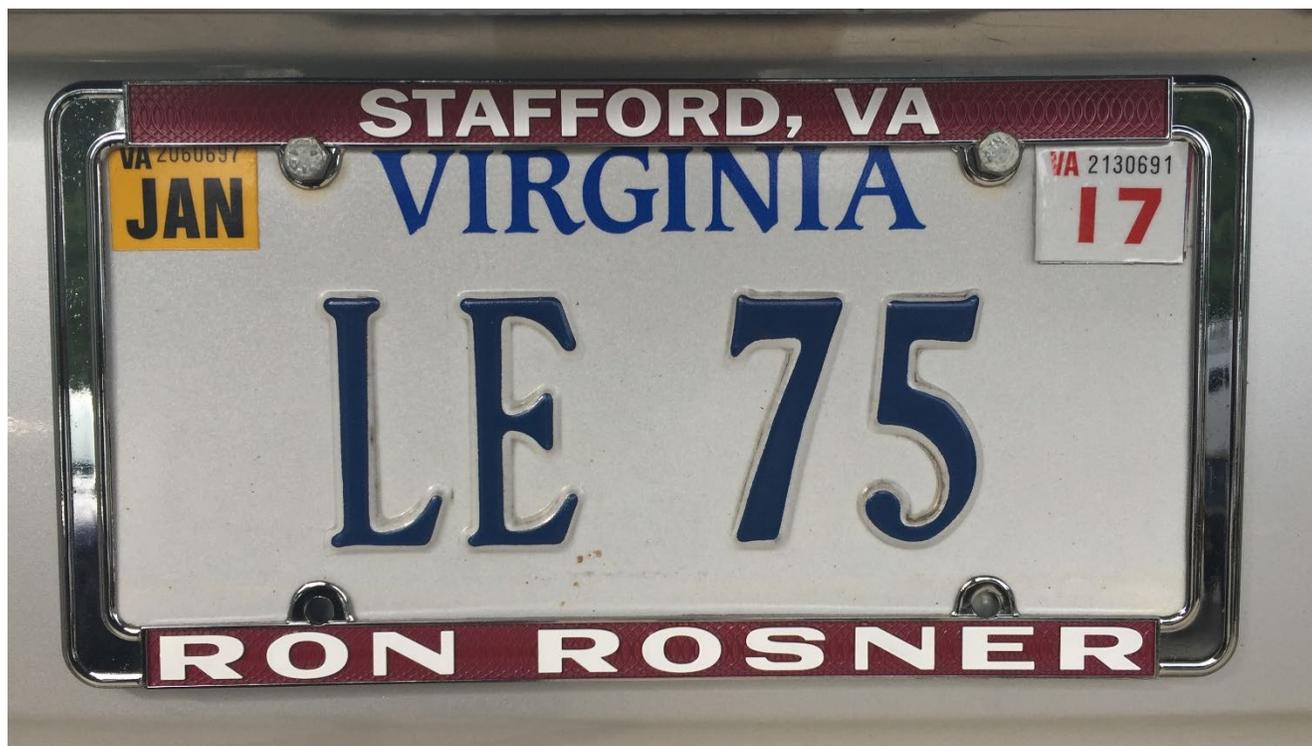
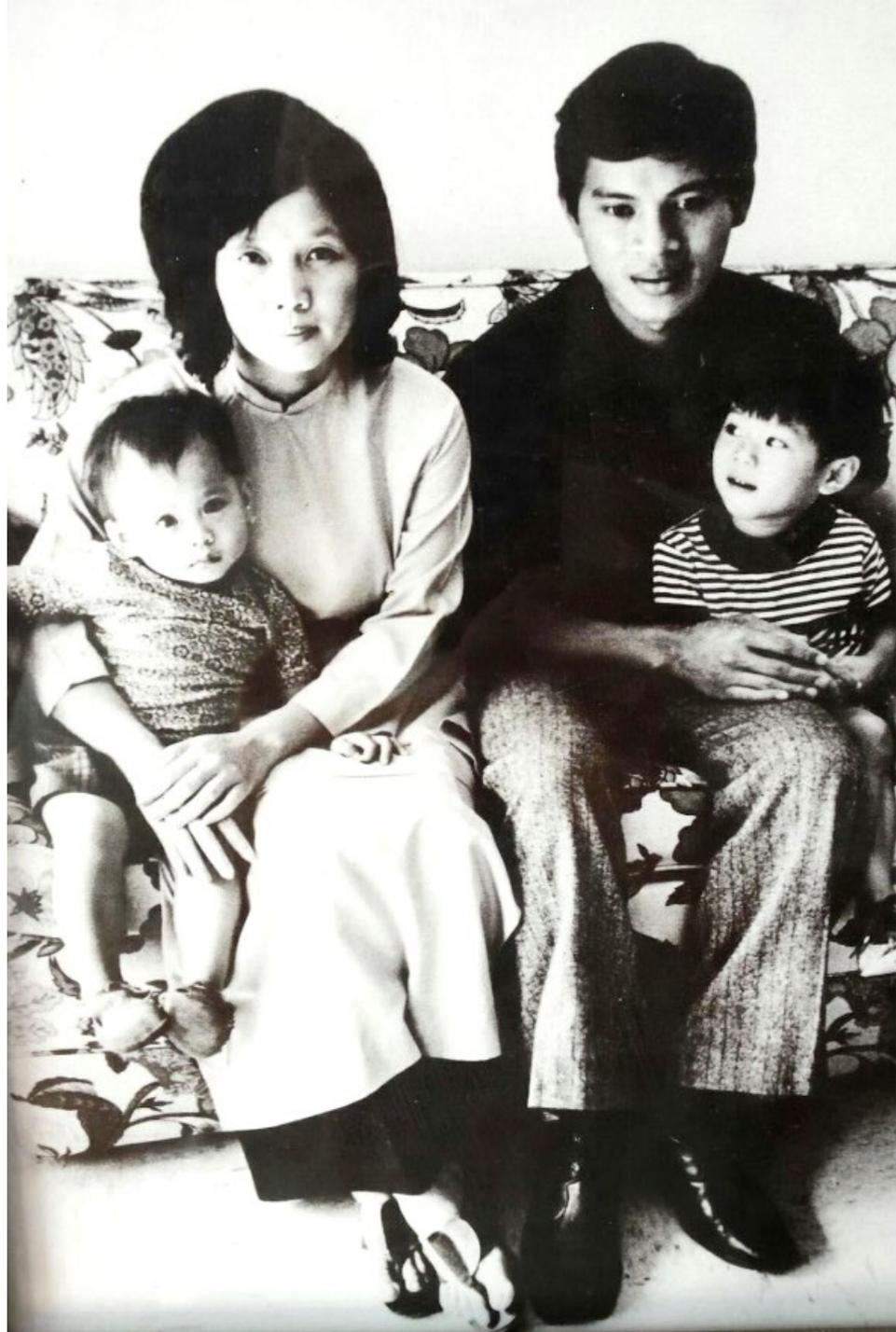
May 22, 2019 | Hanh Le, Weissberg Foundation



Storytime!



Chapter 1: Me



Vietnamese family is resettled here

By LARRY EVANS
Staff Reporter

Two months ago, with rockets hitting nearby, Le Van Tinh and his family scrambled onto an airplane in Saigon and were flown off toward a very indefinite future. That future began taking shape yesterday as they started making Fredericksburg their new home.

"We are very happy that we are here," said Le yesterday as he sat on the sofa of the family's Forest Village apartment.

Nearby stood his wife, Thi, smiling as she held the couple's two-year-old daughter, Hahn. Their other child, three-year-old Hung, rocked back and forth as he sat on a plastic scooter shaped like a rabbit.

"The American people are helping us," said Le. "Jim is helping us very much," added Le, motioning toward the Rev. James G. Cobb, who sat alongside him on the sofa.

It is through the sponsorship of Cobb's Christ Lutheran Church that the family has come to Fredericksburg. The local

church is working through the Lutheran Immigration and Refugee Service, a worldwide agency which assists in the resettlement of refugees.

According to Rev. Cobb, "The congregation has underwritten housing, food and clothing for approximately a two or three month period, hoping that the family can be on their own and self-supporting after that time."

When the family arrived Wednesday night at National Airport, all it had brought with it from a refugee center in Arkansas was one suitcase, two flight bags and a cardboard box containing a few things.

Yesterday it was living in a fully furnished apartment. Rev. Cobb is trying to find a used car for the family, and today Le has a job interview.

The 33-year-old Le, who was a flight instructor in the South Vietnamese Air Force, said he wants "any job I can do so I can support my family."

"Maybe one year or two year later I will be able to fly again," said Le. "That's my job."

But first, repeated Le, he must take

any job he can get so he can begin making a living. He said working will also help him become better able to communicate in the English language. He learned English while taking flight lessons in 1970 at various Air Force bases in Texas, Mississippi and Louisiana, but he said he has not used the language since then.

Neither Thi nor the two children speak English.

Asked if the family has relatives or friends living nearby, Le replied, "Just some friends who live in Arkansas."

Their relatives and their other friends are still in South Vietnam.

For the past month-and-a-half the family of four has been at a refugee camp at Fort Chaffee, Ark. Before that it spent a couple of weeks at a processing cenguam.

Coming to Fredericksburg, which to the family was simply an unknown place halfway around the world from their homeland, was simply a matter of taking advantage of an opportunity to have a sponsor, said Le.

But as he talked yesterday, Le was

obviously anxious for his family to begin a new life here.

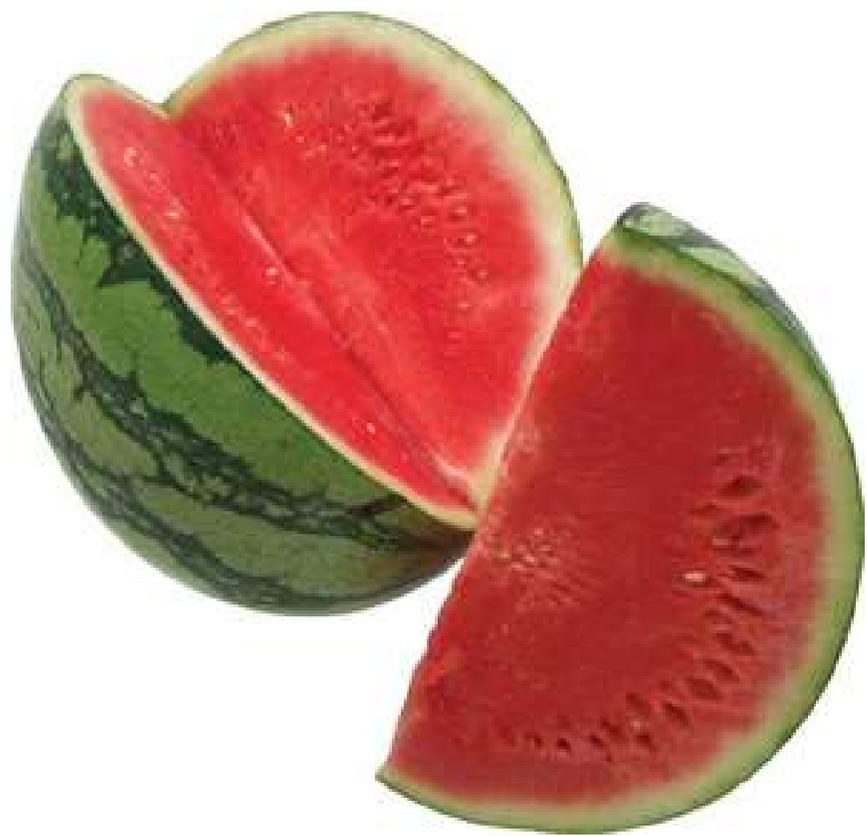
In his last moments in Vietnam, Le was worried about the safety of his wife and children.

"On April 29 when the VC dropped many rockets on the Tan Son Nhut airbase, my family, we tried to get through the parking lot. Everybody on the base was trying to get in the airplanes."

Le said there was a C-7A from his squadron there and he and his family managed to get on it after a difficult struggle. There were 70 other people on that plane that was only designed to carry 27 passengers, he said, so everyone agreed to carry "no suitcases, just people."

Yesterday, as Le and his family stood at the living room window of their second floor apartment looking down at the sidewalk below them, about a dozen children played happily.

Le said the family had not yet had an opportunity to get to know its neighbors, but that everyone has been "very friendly."





Chapter 2: Us

Structural Racism

A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity. It identifies dimensions of our history and culture that have allowed privileges associated with “whiteness” and disadvantages associated with “color” to endure and adapt over time.

(From: “Glossary for Understanding Structural Racism/Promoting Racial Equity Analysis” - The Aspen Institute)

Homeownership in Fairfax County

Population	Home Ownership Rate
Overall	68%
?	76%
?	67%
?	48%
?	44%

Data from “Racial Inequities in Fairfax County: 2011-15” report by the Urban Institute, commissioned by the Consumer Health Foundation and the Meyer Foundation.

Homeownership in Fairfax County

Population	Home Ownership Rate
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White	76%
API	67%
Hispanic	48%
Black	44%

Data from “Racial Inequities in Fairfax County: 2011-15” report by the Urban Institute, commissioned by the Consumer Health Foundation and the Meyer Foundation.

Child Poverty in Fairfax County

Population	Child Poverty Rate
Overall	8%
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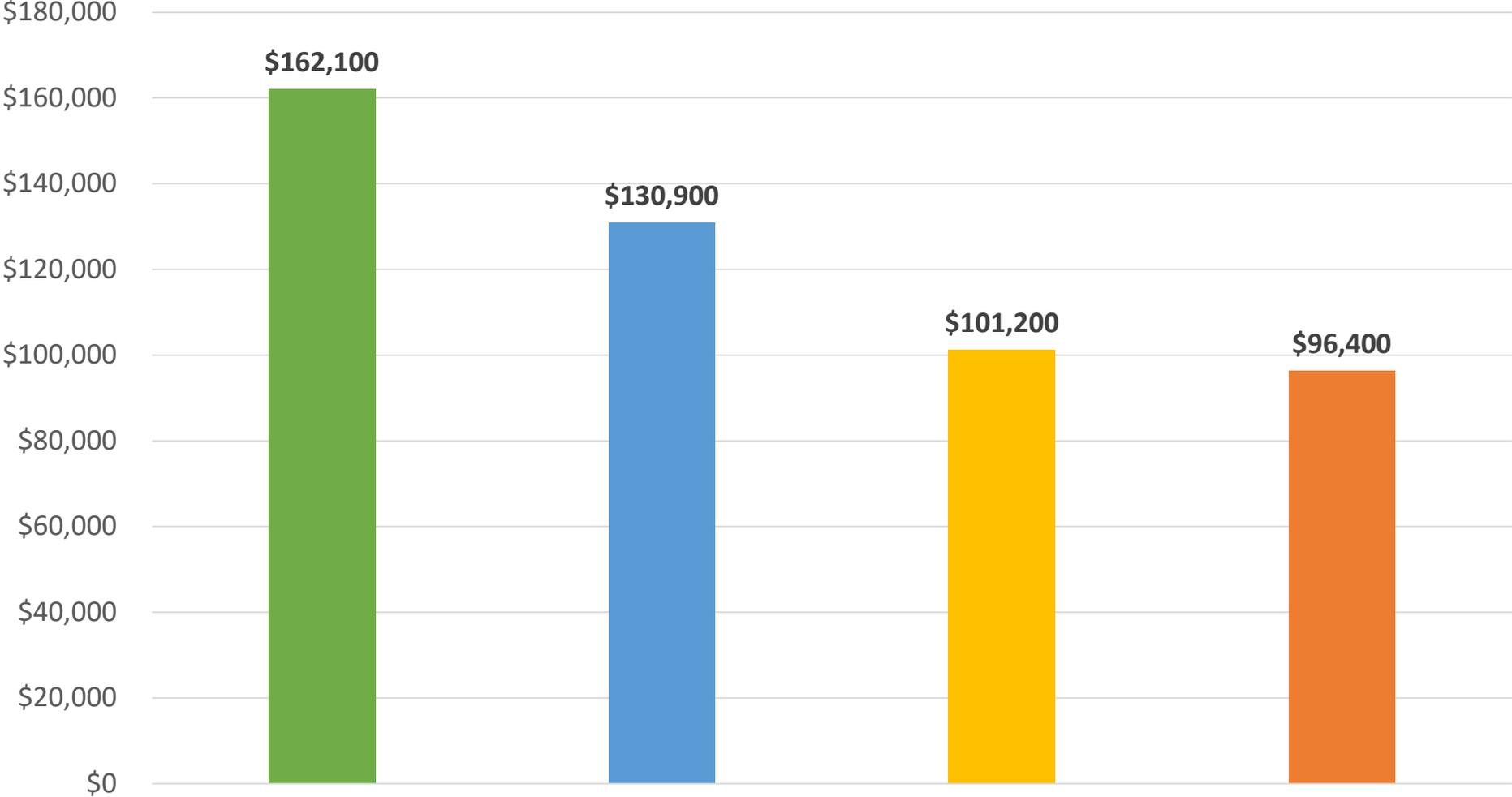
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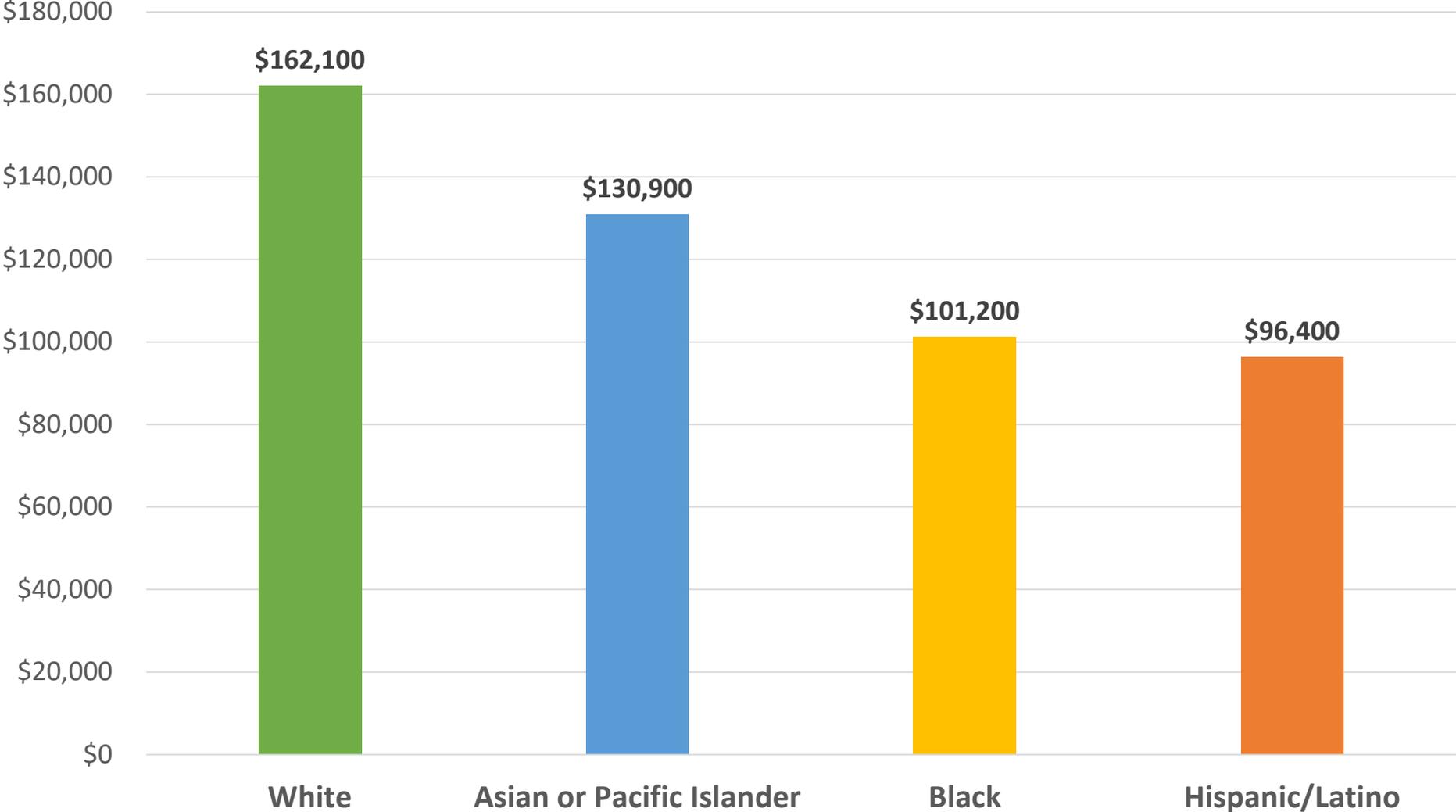
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Fairfax County: Average Household Income, 2011-15



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Racial Equity

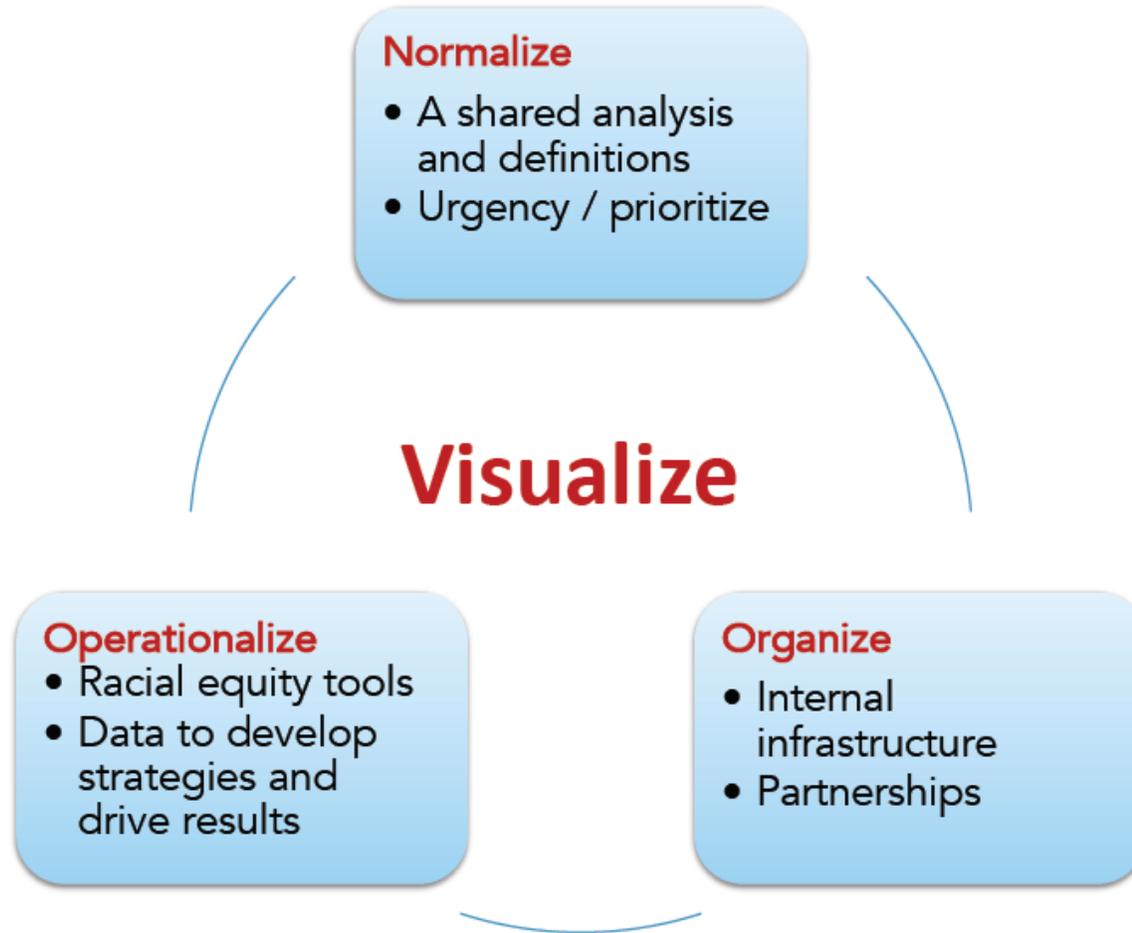
The condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares in society. Racial equity is more than the establishment of fair treatment, and fundamentally requires that past inequities be resolved so that the current conditions, and not just the treatment of people, cannot be predicted by race.

(From: "The Case for Funding Black-Led Social Change" - The Black Social Change Funders Network, a project of ABFE: A Philanthropic Partnership for Black Communities and the Hill-Snowdon Foundation)



Chapter 3: Now

How does change happen?



WEISSBERG FOUNDATION

Vision: A just world that recognizes inequities and builds access, opportunity, and power so that all can thrive.

Mission: To advance organizations and efforts that give voice and opportunity to historically marginalized populations through funding, amplification, capacity building, and collaboration.

Because so many social, economic, and political disparities are deeply rooted in racism, we support systems change to advance equity, in particular for communities of color, those closest to incarceration, immigrants, and refugees.

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Desired Outcomes

- **COMMUNITY-LEVEL:** Change agents from historically marginalized populations are empowered to advance equitable and improved outcomes for themselves, their families, and their communities.
- **GRANTEE-LEVEL:** Organizations we support have strengthened their capacity to operate equitably and sustainably to advance their goals.
- **FOUNDATION-LEVEL:** We operate equitably, effectively, and efficiently.

WEISSBERG FOUNDATION

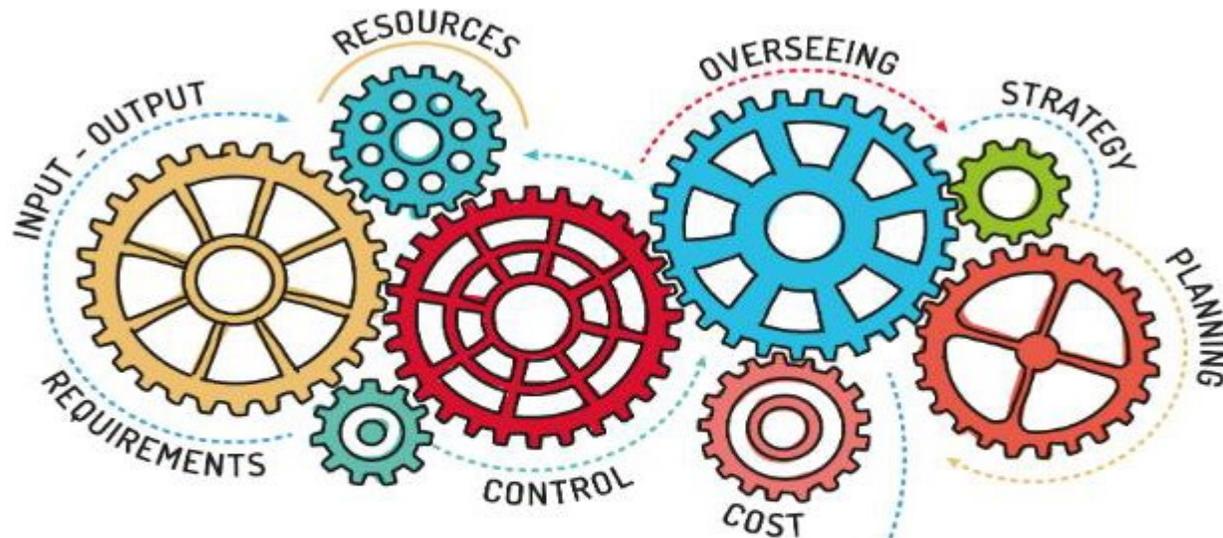
Centering Racial Equity: Governance



- Mission/vision/values work
- Board training
- Board composition
- Board expansion
- Investment policy
- Self-assessment
- Community assessment

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Centering Racial Equity: Operations



*Operations
Management*

- Hiring and managing staff
- Selecting consultants and vendors
- Budgeting
- Policies and procedures

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Centering Racial Equity: Programs & Grantmaking

- Program design
- RFP accessibility
- Community reviewers
- Proposal eligibility requirements
- Proposal review criteria
- Two-way feedback



“As a sector focused on improving the world around us, we have an obligation to interrogate how our own practices and institutions may reinforce structural racism and inequality in our society. By centering equity and inclusion in all that we do—from grant making and investments to hiring and contracting—we are better able to fulfill our mission and tackle the root causes of injustice.”

-- Darren Walker, President of the Ford Foundation

[FUNDAMENTALS](#)[PLAN](#)[ACT](#)[EVALUATE](#)[CONNECT](#)[CURRICULA](#)

RACIAL EQUITY LIBRARY

1900+ resources that can help you create change in your community. Explore the site or click to view our newest resources.



Learn concepts. Find data, lists & tips.

[LEARN MORE »](#)

Examine issues and plan.

[LEARN MORE »](#)

Identify strategies and communicate.

[LEARN MORE »](#)

Evaluate progress and results.

[LEARN MORE »](#)

AWAKE to
WOKE to
WORK:
Building
a Race
Equity Culture



Equity in the Center

A project of  ProInspire

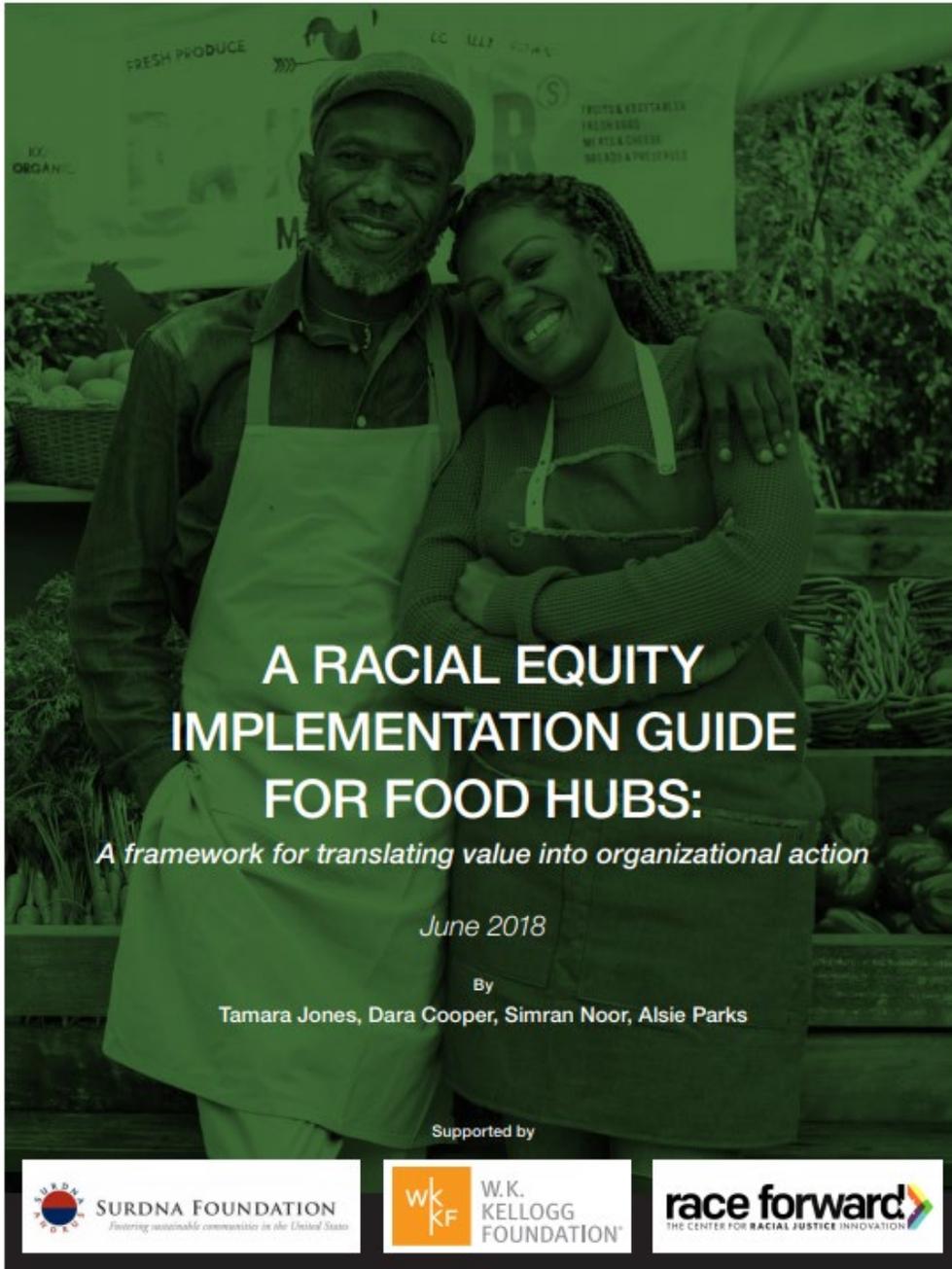
“AWAKE” stage: work to increase representation by hiring a more diverse staff and board

“WOKE” stage: focused on building a stronger culture of inclusion and an environment in which all are able to discuss race equity and inequities

“WORK” stage: seek to drive internal and external systems change by integrating a race equity lens into programmatic and organizational operations

Racial Equity Implementation Guide (REIG) Principles

- Equitable access
- Equitable contracts
- Equitable decision-making
- Equitable governance
- Equitable ownership
- Respectful land use
- Mutual growth
- Fair and living wages
- Just working conditions
- Regenerative investments
- Movement building

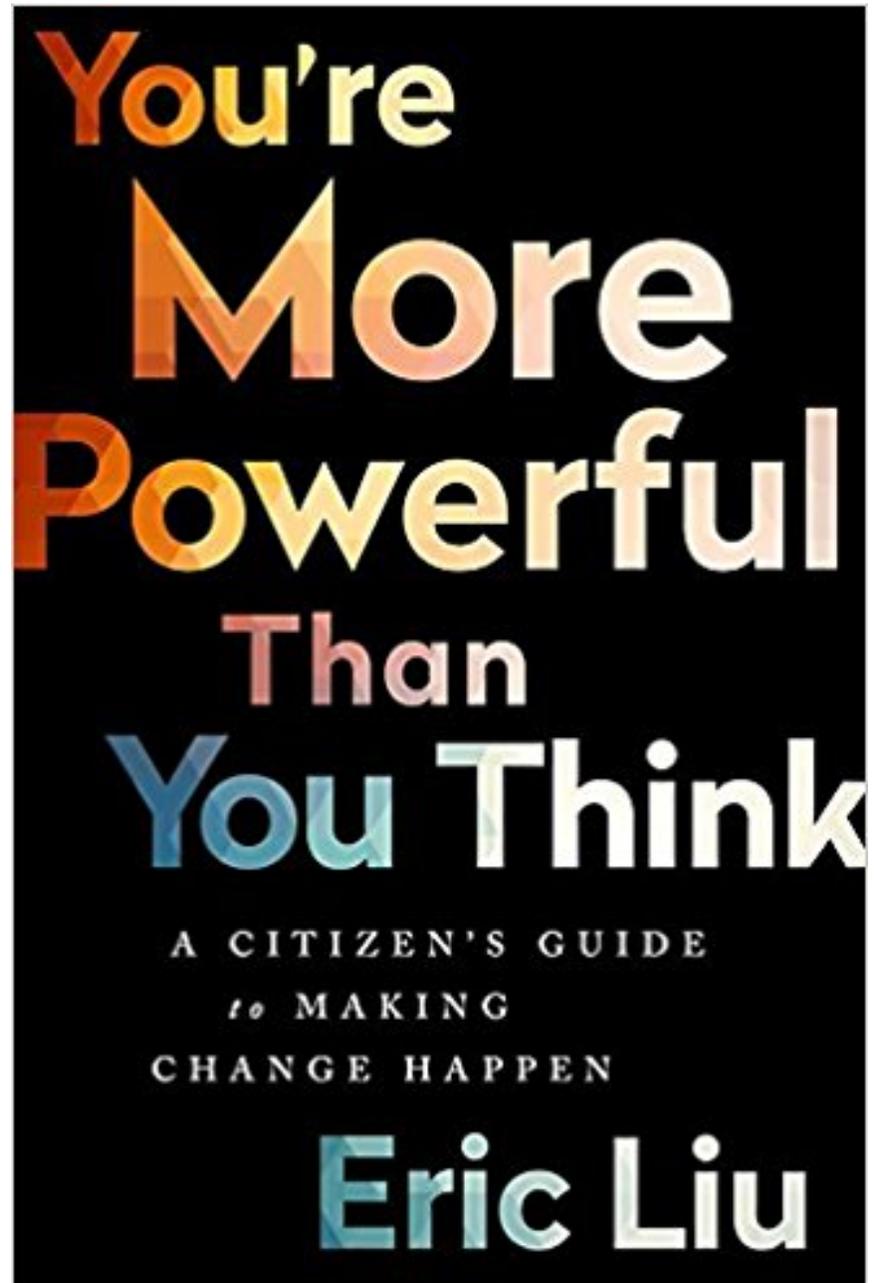


BUILDING THE CASE FOR
**RACIAL EQUITY IN THE
FOOD SYSTEM**



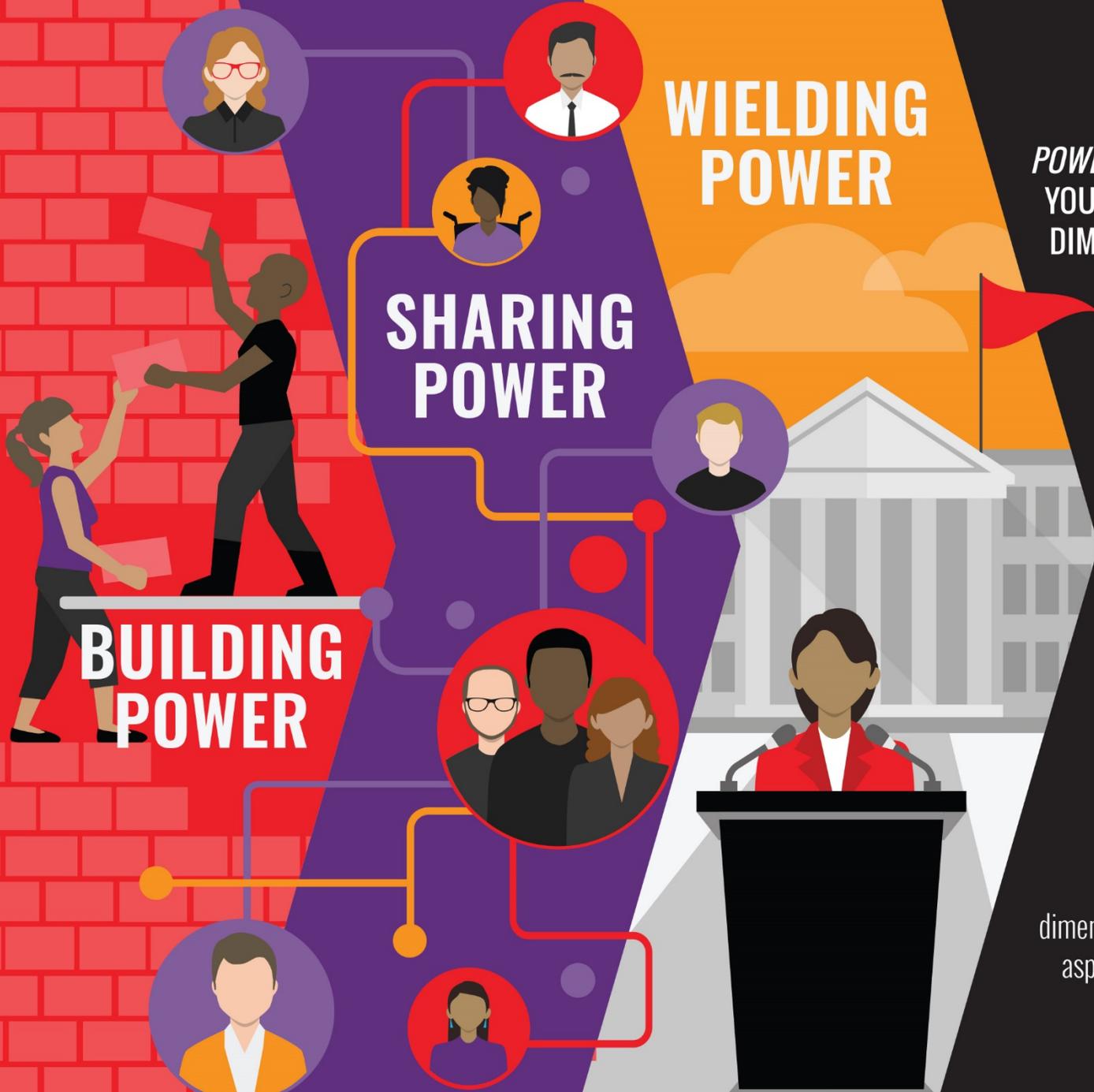
Potential Policy Solutions & Strategic Opportunities

- Surface opportunities to craft broad, intersectional policy solutions
- Forge partnerships across urban and rural communities
- Support community and indigenous leadership through small business financing and community capacity building
- Advocate for more labor rights and balanced ownership of the food system
- Invest in immediate solutions in our communities, schools, and farms



Core Laws of Power

1. Power compounds
2. Power self-justifies
3. Power is infinite



WIELDING POWER

SHARING POWER

BUILDING POWER

POWER MOVES INVITES YOU TO EXPLORE THREE DIMENSIONS OF POWER



 **BUILDING POWER**

Supporting systemic change by funding civic engagement, advocacy and community organizing among marginalized communities

 **SHARING POWER**

Nurturing transparent, trusting relationships and co-creating strategies with stakeholders

 **WIELDING POWER**

Exercising public leadership beyond grantmaking to create equitable, catalytic change

Together, these three dimensions represent the highest aspiration for grantmaking that advances equity & justice



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