PLANTING IN THE HARD PLACES
ADVANCING RACIAL EQUITY THROUGH URBAN AGRICULTURE
DURON CHAVIS, COMMUNITY ENGAGEMENT COORDINATOR // LEWIS GINTER BOTANICAL GARDEN

ROOTING DC
WASHINGTON DC
MARCH 3RD, 2018
THE CONTEXT OF RICHMOND VIRGINIA

DEMOGRAPHICS 26% POVERTY // HIGHLY CONCENTRATED IN THE CITY’S EASTERN AND SOUTHERN AREAS DUE TO HISTORICAL TRAUMA
LEWIS GINTER BOTANICAL GARDEN: EXPANDING BEYOND OUR WALLS

FOUNDED IN 1984 // 12 THEMED GARDENS // 50 ACRES DEVELOPED // 467K ANNUAL VISITORS // BUDGET FY 2017 APPROX $7.2 M
EMPHASIS ON WORKING WITH VS DOING FOR

THROUGH COLLABORATION & INVESTMENT IN PEOPLE, WE CULTIVATE ENABLING ENVIRONMENTS FOR URBAN GREENING & BUILD COMMUNITY
THE GINTER URBAN GARDENER PROGRAM

12 WEEKS TRAINING CITIZENS IN URBAN GREENING, COMMUNITY TRUSTBUILDING, PROJECT MANAGEMENT & VOLUNTEER COORDINATION
STEP 1: ESTABLISH AN UNDERSTANDING OF RACE EQUITY

ARE WE USING THE SAME DEFINITIONS? WHAT EXACTLY IS RACIAL EQUITY? WHAT IS RACIAL JUSTICE? WHAT IS FOOD JUSTICE?
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ENGAGE+ EMPOWER EQUITY

STEP 2: ENGAGE & EMPOWER AFFECTED POPULATIONS AND STAKEHOLDERS
ENGAGE MIGHT ONLY MEAN GETTING INPUT // EMPOWER MEANS TAKING LEADERSHIP, MAKING DECISIONS AND DESIGNING SOLUTIONS
Approximately 6,500 properties in the City are vacant as of January 2018.

Jonathan Knopf | jtknopf@hdadvisors.net
Data via City of Richmond GIS

STEP 3: GATHER AND ANALYZE DISAGGREGATED DATA
DATA ALLOWS YOU TO QUANTIFY WHETHER YOU MOVING THE NEEDLE OR NOT IN TERMS OF EQUITY IN THE COMMUNITY
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STEP 4: CONDUCT SYSTEMS ANALYSIS OF ROOT CAUSES OF INEQUITIES

To effectively challenge systemic racism (root causes), we need to analyze systems in order to make informed and strategic decisions about how to interrupt and change inequitable patterns.
SYSTEMIC INEQUITY QUESTIONS

1. WHAT ARE THE RACIAL INEQUITIES, BARRIERS OR NEGATIVE OUTCOMES INVOLVED IN THE PROBLEM BEING EXAMINED? WHO IS BURDENED MOST AND WHO BENEFITS MOST?

2. WHAT INSTITUTIONS ARE INVOLVED? WHAT UNFAIR POLICIES AND/OR PRACTICES ARE INVOLVED?

3. WHAT SOCIAL CONDITIONS OR DETERMINANTS CONTRIBUTE TO THE PROBLEM (SUCH AS POVERTY, HOUSING SEGREGATION, EDUCATION)?

4. WHAT OTHER COMPOUNDING DYNAMICS ARE INVOLVED (SUCH AS INCOME OR GENDER INEQUITIES)?

5. WHAT CULTURAL NORMS, MYTHS OR POPULAR IDEAS JUSTIFY OR MAINTAIN THE PROBLEM?

6. HOW DID THINGS GET THIS WAY AND WHAT ARE SOME OF THE CUMULATIVE IMPACTS?

7. WHAT ARE THE KEY CAUSES OR CONTRIBUTING FACTORS?

8. WHAT SOLUTIONS OR INTERVENTIONS COULD ELIMINATE THE INEQUITIES?

9. WHAT CAN BE LEARNED FROM PRIOR EFFORTS TO SOLVE THE PROBLEM OR CHANGE THE SYSTEM?

10. WHAT STRATEGIES COULD RESULT IN SYSTEMIC CHANGE AND ADVANCE EQUITABLE SOLUTIONS?

STEP 4: CONDUCT SYSTEMS ANALYSIS OF ROOT CAUSES OF INEQUITIES

TO EFFECTIVELY CHALLENGE SYSTEMIC RACISM (ROOT CAUSES), WE NEED TO ANALYZE SYSTEMS IN ORDER TO MAKE INFORMED AND STRATEGIC DECISIONS ABOUT HOW TO INTERRUPT AND CHANGE INEQUITABLE PATTERNS.
### Developing Racially Equitable Solutions

1. **What racial disparities do you want to eliminate, reduce or prevent?**

2. **What groups most adversely affected by the current problem do you want to benefit?**

3. **How can those most adversely affected by the issue be actively involved in solving it?**

4. **What is a specific change in policy that could help produce more equitable outcomes?**

5. **How will your proposed solution address root causes and advance systemic change?**

6. **What change do you ideally want (not just what you would settle for)?**

7. **What positive principles or shared values are reflected in this proposed reform?**

8. **Does the proposal have clear goals, plans and timetables for implementation, with sufficient funding, staffing, public reporting, accountability and evaluation?**

9. **Who can be allies and supporters and how can they be engaged?**

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### Step 5: Identify Strategies and Target Resources to Address Root Causes

The key words in any equitable strategy are “working with” and “community ownership” prefaced by authenticity.
RECOMMENDED READING

WHITE FRAGILITY
WHY IT'S SO HARD FOR WHITE PEOPLE TO TALK ABOUT RACISM
ROBIN DIANGELO
FOREWORD BY MICHAEL ERIC DYSON

INCITE! THE REVOLUTION WILL NOT BE FUNDED
Beyond the Non-Profit Industrial Complex
With a NEW PREFACE and a NEW FOREWORD

pedagogy of the oppressed
PAULO FREIRE

OVER ONE MILLION COPIES SOLD

STEP 5: IDENTIFY STRATEGIES AND TARGET RESOURCES TO ADDRESS ROOT CAUSES
THE KEY WORDS IN ANY EQUITABLE STRATEGY ARE “WORKING WITH” AND “COMMUNITY OWNERSHIP” PREFACED BY AUTHENTICITY
STEP 6: CONTINUOUSLY EVALUATE EFFECTIVENESS AND ADAPT STRATEGIES

EAT THE ELEPHANT IN THE ROOM ONE PIECE AT A TIME: ANALYZE; IDENTIFY; STRENGTHEN; ACT; REFLECT; REPEAT