Virginia Community Voice
Blueprint Training
Equitable Decision-Making & Community Engagement
2-hour Training Agenda

Training Results:

- Learn the four stages of the Community Voice model: Listen, Connect, Craft, and Reflect
- Reflect on their own experiences making decisions about and engaging people in historically marginalized communities, and during COVID-19
- Consider the difference between intent vs. impact in their volunteerism, research, investments, or programming
- Learn strategies for maximizing impact and minimizing harm in decision-making and community engagement

<table>
<thead>
<tr>
<th>Time</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>12:45-1:00pm</td>
<td>Sign on, connection troubleshooting, Zoom features and setup</td>
</tr>
<tr>
<td>1:00-1:20pm</td>
<td>Introduction to VACV &amp; participants in the room</td>
</tr>
<tr>
<td>1:20-1:45pm</td>
<td>Reflection Activity</td>
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<tr>
<td>1:45-2:05pm</td>
<td>Community Voice Model of Engagement</td>
</tr>
<tr>
<td>2:05-2:35pm</td>
<td>Case Study</td>
</tr>
<tr>
<td>2:35-2:45pm</td>
<td>Recommended Strategies</td>
</tr>
<tr>
<td>2:45-2:55pm</td>
<td>Community Advocate Experience &amp; Q&amp;A</td>
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<tr>
<td>2:55-3:00pm</td>
<td>Closing &amp; Evaluation</td>
</tr>
</tbody>
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Virginia Community Voice
Blueprint Training

Definitions

**Equity:** Equity means each person has the resources and decision-making power they need to succeed. An equitable world is one where there are no longer unfair and avoidable differences in outcomes due to systematic discrimination.

**Common Root Causes of Inequities:**
- Systematic racism
- Homophobia
- Sexism
- Ableism
- Classism
- The intersections of the above

**Equality:** Equality means that everyone has the **same** rights, status, and opportunities to succeed. This is the first step on the way to equity. Equality under the law does not achieve equity.

**Equitable Decision-Making:** A process of decision-making in which an institution prioritizes the voices of people most impacted by inequities, and shares power and control with them.

**Equitable Community Engagement:** A process of engaging people in a marginalized community that promotes their ownership and leadership over the issues and solutions that impact them.

**Community:** A group of people joined together by a shared geography, interest, challenge, or identity.

**Marginalized:** Communities that have been systematically denied the resources and decision-making power they need to succeed.

**One-to-one:** A scheduled face-to-face meeting for the purposes of building relationships, uncovering common issues and self-interest, and identifying community leaders.

**Equitable / Representative Tables:** A table that is demographically representative and is mostly made up of people who are directly impacted by inequities.
**Power:** The ability to help or to hurt. Power can be used for good or for bad.

**Lived Experience Expert:** In the context of social justice, racial equity, and community engagement work, we identify experts as individuals with lived experience. We prioritize lived experience over expertise rooted in academic study or institutional credentialing.
Reflection Activity: Your Organization’s Experience Making Decisions About & Engaging in Marginalized Communities (optional: pre- or during COVID-19)

Small Group Work (15-20 minutes)

Step 1: Review the definitions of Equitable Decision-Making and Community Engagement.

Step 2: Think about 1) how your organization makes decisions that impact people in marginalized communities and/or 2) how your organization engages with people in marginalized communities.

Step 3: Share how equitable you feel your organization’s past experiences were.

Step 4: Look for common themes among the stories shared.

Step 5: Come up with a brief tagline that summarizes your group discussion, such as: “We tend to act first, ask for input later.” “We build great programs but people don’t come.” Or, “We’re doing better than we thought!”

Large Group Discussion (5 minutes)

- Designate one person as the reporter for the group.
- Share your tag-line with the large group in the chat box.
States and cities across the US are starting to reopen after lockdowns due to the COVID-19 pandemic, which has affected businesses, places of worship, schools, gyms, and other places people gather. The Greater Portland Region has convened an education working group that will be making decisions about how and when to reopen the region’s public and private K-12 schools and other educational centers. There are 402,796 school-aged children in the Greater Portland area.

According to the Oregon Health Department, the communities most affected by COVID-19 in the Portland region are Portland (urban), Beaverton and Gresham (suburban). Many of the urban areas are predominantly Black and Latinx, while the suburbs and rural areas are predominantly white. Approximately 60% of school-aged children in the region are White, 30% are Black, 6% are Latinx, 3% are Asian, and 1% are Other.

There are 30 people on the Working Group. Below are details on the people who sit on the Education Work Group and the areas they represent.

<table>
<thead>
<tr>
<th>Role in School System</th>
<th>Race of Work Group Members</th>
<th>Population Density of Community they Represent</th>
</tr>
</thead>
<tbody>
<tr>
<td>● Administration - 40%</td>
<td>● Black - 20%</td>
<td>● 10% Urban</td>
</tr>
<tr>
<td>● Teacher - 20%</td>
<td>● White - 60%</td>
<td>● 40% Rural</td>
</tr>
<tr>
<td>● Student Health - 15%</td>
<td>● Latinx - 10%</td>
<td>● 50% Suburban</td>
</tr>
<tr>
<td>● Parent - 2%</td>
<td>● Other - 10%</td>
<td></td>
</tr>
<tr>
<td>● Student - 4%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>● Other* - 19%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The regional board has met and created a strategic plan based on who is at the table. Now they want public comments and feedback from families, school staff and community members. They posted their plan on their districts’ websites with two-day public feedback space. The public can only provide feedback through their Oregon Public School account, reachable from their district website. They plan to hold virtual town-halls for each district to share the plan with the community and answer community questions. Each district’s superintendent will host the virtual meeting at 10am on the last Friday in June. The Committee has agreed that by the second week of July the plan will go into effect for the next school year.

*Other includes individuals from the Oregon public health department, the head of the Children’s Science Museum, individuals from the Oregon Education Association, school board members, education nonprofits, and members from the Governor’s Black, Asian, and Latinx Advisory Boards.
Virginia Community Voice’s Racial Equity Resource List

Books


Black Feminist Thought. Collins, Patricia Hill. *


Heavy: An American Memoir. Laymon, Kiese. *

I Know Why the Caged Bird Sings. Angelou, Maya


James Baldwin. All of his essays / work.


Me and White Supremacy. Saad, Layla F. *


Raising Our Hands. Arnold, Jenna. *

Redefining Realness. Mock, Janet. *

Sister Outsider. Lorde, Audra. *


The Next American Revolution: Sustainable Activism for the Twenty-First Century. Boggs, Grace Lee. *

The Warmth of Other Suns. Wilkerson, Isabel.

Their Eyes Were Watching God. Hurston, Zora Neale.

This Bridge Called My Back: Writings by Radical Women of Color. Moraga, Cherrie.


**Fiction Books**

The Bluest Eye. Morrison, Toni.


**Young Adult Books**


**Children’s Books**


Podcasts


Data & Society. https://listen.datasociety.net/

Parenting Forward podcast episode “Five Pandemic Lessons with Cindy Wang Brandt”

Fare of the Free Child

Integrated Schools podcast episode “Raising White Kids with Jennifer Harvey”

Poetry


Articles


Ted Talks


“From Park Bench to Lab Bench - What Kind of Future Are We Designing?” Benjamin, Ruha. https://youtu.be/_8RrX4hjCr0
"How Studying Privilege Systems Can Strengthen Compassion" | Peggy McIntosh at TEDxTimberlaneSchools (18:26) https://youtu.be/e-BY9UEewHw *


**Documentaries & TV Shows**

*13th.* Director: Ava DuVernay. 2016. (Netflix)

*American Son.* Kenny Leon. (Netflix) *

*Black Power Mixtape: 1967-1975 — Available to rent *

*Blindspotting* (Carlos López Estrada) — Hulu with Cinemax or available to rent *

*Clemency* (Chinonye Chukwu) — Available to rent *


*Dear White People* (Justin Simien) — Netflix *

*Fruitvale Station* (Ryan Coogler) — Available to rent *

*I Am Not Your Negro* (James Baldwin doc) — Available to rent or on Kanopy

*If Beale Street Could Talk* (Barry Jenkins) — Hulu *

*Just Mercy* (Destin Daniel Cretton) — Available to rent for free in June in the U.S. *

*King In The Wilderness* — HBO *

*Say Her Name: The Life and Death of Sandra Bland.* Directors: David Heilbroner & Kate Davis. 2018.

*See You Yesterday* (Stefon Bristol) — Netflix *

*Selma (Ava DuVernay)* — Available to rent *

*The Hate U Give* (George Tillman Jr.) — Hulu with Cinemax *
When They See Us (Ava DuVernay) — Netflix *

Movies


Follow

Rachel Ricketts @imrachaelricketts
@shishi.rose
@nowhitesavior
@shaunking
@inclusiveactivism
@innocenceproject
@helenprejean
@ruhabenjamin
@rachelricketts
@theconsciouskid

#whitesilenceisviolence
#environmentaljustice
#disabilityrights

Antiracism Center: Twitter*
Audre Lorde Project: Twitter | Instagram | Facebook *
Black Women’s Blueprint: Twitter | Instagram | Facebook *
Color Of Change: Twitter | Instagram | Facebook *
Colorlines: Twitter | Instagram | Facebook *
The Conscious Kid: Twitter | Instagram | Facebook *
Equal Justice Initiative (EJI): Twitter | Instagram | Facebook *
Families Belong Together: Twitter | Instagram | Facebook *
The Leadership Conference on Civil & Human Rights: Twitter | Instagram | Facebook *
MPowerChange: Twitter | Instagram | Facebook *
Muslim Girl: Twitter | Instagram | Facebook *
NAACP: Twitter | Instagram | Facebook *
National Domestic Workers Alliance: Twitter | Instagram | Facebook *
RAICES: Twitter | Instagram | Facebook *
Showing Up for Racial Justice (SURJ): Twitter | Instagram | Facebook *
SisterSong: Twitter | Instagram | Facebook *
United We Dream: Twitter | Instagram | Facebook *
Additional Resources

75 Things White People Can Do for Racial Justice
Anti-Racism Project
Jenna Arnold’s resources (books and people to follow)
Rachel Ricketts’ anti-racism resources
Resources for White People to Learn and Talk About Race and Racism
Save the Tears: White Woman's Guide by Tatiana Mac
Showing Up For Racial Justice’s educational toolkits
The [White] Shift on Instagram
“Why is this happening?” an introduction to police brutality from 100 Year Hoodie
Zinn Education Project’s teaching materials

~This resource list was mostly put together by VACV staff. See below for more details.

* These resources have not yet been verified by VACV staff and were taken from the following document bit.ly/ANTIRACISMRESOURCES compiled by Sarah Sophie Flicker, Alyssa Klein in May 2020.