Voices of the Movement

Online Appendix

February, 2022
Contents

This appendix provides supplementary resources, information about the data collection process and analytic methods, and additional data that were collected for the Voices of the Movement report (available at www.encompassmovement.org/research) written by Equity Based Dialogue for Inclusion (EBDI).

Contents

| I. Resources for Organizations in the FAPM | 2 |
| Introduction to Dialogue Best Practices and Dialogue Facilitators | 2 |
| Best Practices for Demographic Data Collection | 3 |
| Best Practices to Integrate DEI into Grantmaking | 4 |

| II. Methods and Data Collection | 5 |
| Survey Data Collection and Analysis | 5 |
| Interview Data Collection and Analysis | 5 |

| III. Additional Qualitative Data | 7 |
| Personal Experiences in the Movement | 7 |
| Commentary on Observed Issues in the Movement | 8 |
| Suggestions for the Organizations and People in the Movement | 8 |

| IV. References | 10 |
I. Resources for Organizations in the FAPM

This section provides additional resources to implement the recommendations detailed in the full report.

**Introduction to Dialogue Best Practices and Dialogue Facilitators**

Dialogue is a form of conversation that is distinct from discussion or debate in which the goal of building understanding and empathy. There are multiple models of intergroup dialogue as described in Table 1 below.¹

**Table 1. Models of Dialogue**

<table>
<thead>
<tr>
<th>Dialogue Goals</th>
<th>Collective Inquiry</th>
<th>Critical-Dialogic Education</th>
<th>Community and Social Action</th>
<th>Conflict Resolution and Peace Building</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nurture one’s ability to suspend judgements or assumptions, and embrace various points of view through sustained dialogue, collective thinking, and inquiry.</td>
<td>Increase awareness about group differences and social inequalities, develop intergroup understanding, and build alliances in order to bring about individual and systemic change.</td>
<td>Involve a broad base of participants in addressing community issues, working to identify concerns and build relationships among estranged groups before working together to effect change or act.</td>
<td>Bring together members of conflicting parties to identify issues of conflict or dispute, generate action plans, and achieve a workable agreement that considers various needs.</td>
<td></td>
</tr>
</tbody>
</table>

It is important to consult with an expert facilitator to determine the model and approach to dialogue that is most appropriate for your organization’s needs. Table 2 includes a sample of organizations that support dialogue facilitation and with whom EBDI and/or Encompass have relationships. Note that EBDI also offers dialogue facilitation services, and is included in the list of providers.

Table 2. Dialogue Facilitators

<table>
<thead>
<tr>
<th>Organization Name</th>
<th>Contact Person</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equity Based Dialogue for Inclusion (EBDI)</td>
<td>Jéssica Oliveira, Co-Founder and Director of Learning &amp; Integration</td>
<td>Email <a href="mailto:jessica@ebdiconsulting.org">jessica@ebdiconsulting.org</a></td>
</tr>
<tr>
<td>(<a href="http://www.ebdiconsulting.org">www.ebdiconsulting.org</a>)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equity Literacy Institute</td>
<td>Paul Gorski, Founder and Lead Equity Specialist</td>
<td>Visit <a href="http://www.equityliteracy.org/contact">www.equityliteracy.org/contact</a></td>
</tr>
<tr>
<td>(<a href="http://www.equityliteracy.org">www.equityliteracy.org</a>)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>The Melanin Collective</td>
<td>Doris Quintanilla, Co-Founder and Executive Director</td>
<td>Email <a href="mailto:doris@melanincollective.org">doris@melanincollective.org</a></td>
</tr>
<tr>
<td>(<a href="http://www.themelanincollective.org">www.themelanincollective.org</a>)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unsilence</td>
<td>Danny Cohen, Founder and Interim Executive Director</td>
<td>Visit <a href="http://www.unsilence.org/contact-us.html">www.unsilence.org/contact-us.html</a></td>
</tr>
<tr>
<td>(<a href="http://www.unsilence.org">www.unsilence.org</a>)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Best Practices for Demographic Data Collection

Knowing the demographics of job applicants and employees makes it possible for organizations to evaluate their employment practices, and determine whether hiring, promotion, and pay practices are equitable. Collecting demographic data also allows employers to determine if BIPGM or other less well-represented groups are underrepresented overall, at more senior levels, or in certain roles.

Green 2.0 and Peak Grantmaking detail best practices (here and here) for collecting demographic data for job applicants and current employees. These best practices include:
• Being clear with applicants and employees about why you are collecting demographic data.
• Ensuring that the provision of demographic data is voluntary (applicants and employees consent to providing their demographic data).
• Including open-ended questions to ensure that applicants and employees are able to describe the nuances of their identities.
• Including a “Prefer to self-describe” option for closed-ended questions.
• Implementing a data management strategy to ensure that the collected data are appropriately managed, stored, and protected.

**Best Practices to Integrate DEI into Grantmaking**

Much has been written on how to integrate DEI and racial equity principles and best practices. Below are a few resources that EBDI finds particularly useful.

- *Grantmaking with a Racial Equity Lens*, produced by GrantCraft in partnership with the Philanthropic Initiative for Racial Equity, defines and discusses best practices for grantmaking with a racial equity lens.
- *Racial Equity and Philanthropy*, produced by Echoing Green and The Bridgespan Group, provides several examples of how grantmakers can use a racial equity lens to support their grantmaking efforts.
- “Funders: Here’s a tool to make your grantmaking more equitable,” a blog post by Vu Le, that provides an overview of best practices for funders to make more equitable grantmaking decisions.
II. Methods and Data Collection

We developed the recommendations detailed in the full report based on mixed-method data collection and analysis that incorporated surveys and interviews. We describe our methods in the full report. We provide additional context for our methods below.

Survey Data Collection and Analysis

The goals of our individual survey instrument were to understand who is in the FAPM and what their experiences are regarding equity. The survey was open to anyone in the movement, with a special focus on staff and volunteers who commit significant time to the movement.

The survey used survey logic to route people into question pathways based on their experience in the movement. People who were newer to the movement were given a short explanation of what the survey would cover so they could make an informed decision about whether they would like to participate in the full survey. These respondents were given the option to receive a shorter survey, or opt-into the full survey.

Among respondents who shared non-racial / ethnic identities that were relevant to them, gender and sexual identities were the most common additional identities indicated. Nineteen of 61 respondents who provided more details identified as LGBTQIA+, and 16 respondents identified as women or female. Other identities that occurred multiple times were ability (8 mentions), nationality and/or being an immigrant or the child of immigrants (8 mentions), and membership in an ethno-religious group (e.g., Jewish) (5 mentions).

Interview Data Collection and Analysis

Our interview data are best summarized in the full report, where core themes and takeaways are described in the recommendations. Key quotations are also included in the report. The semi-structured interview guide used to collect interview data, a codesheet of the codes used to analyze the interviews, and notes about some of what was discussed (or how it was discussed) when that theme arose in interviews are available by request (ande@ebdiconsulting.org). Below is a list of these code themes, in order of frequency of use in interviews:
• Genuine concern about diversity
• Whiteness of the movement
• Systems level understanding
• Steps taken to address equity (concrete or façade)
• Debates and arguments about equity
• Suggestion for better DEIJ/BIPGM experiences
• Funding pressure
• Racial inequity (general)
• Hiring/workplace practices
• Funders as part of the problem
• Stasis or lack of growth of the FAPM
• Performative allyship
• Black vegans/BIPGM activists
• Small movement
• Effects of Black Lives Matter statements
• Effective altruism influence
• Tipping point for the FAPM
• Vegan movement
• Another organization (is mentioned)
• Gender inequity
• Racial inequity (personalpecific)
• Labor concerns in movement
• Effective altruism negative
• Change in organization mission/goal/tactics
• Labor concerns in animal agriculture
• International diversity
• Professionalization
• Effective altruism positive
• Recognition of past DEIJ mistakes
• Support for transformative agriculture
• Perceived reaction to Black Lives Matter statement
III. Additional Qualitative Data

Below are excerpts from the interviews and open-response survey items that:

- Detail personal experiences in the movement
- Provide commentary on observed issues in the movement
- Provide specific suggestions for the organizations and people in the movement

While several of the suggestions are constructive, many respondents described feeling generally hopeful about equity in the movement because conversations about racial equity are happening, and their organizations are starting to take steps towards racial justice.

Personal Experiences in the Movement

“[My organization is] not willing to provide me with an equitable salary despite my credentials and experience. I have also experienced racial bias during discussions... Generally, I felt like I wasn't welcomed within the movement. The racism I experienced ranged from being on the receiving end of negative comments about my skin color to being seen as unqualified for substantive positions within the movement, despite my advanced degrees and extensive volunteer/professional experiences.” -BIPGM survey respondent

“TL;DR So many harmful (and emotionally exhausting) experiences advocating for basic decency and equity that it's a significant reason for leaving the organization I currently work at.” -BIPGM survey respondent

“So many initiatives were a struggle; portraying a diversity of people in our published materials and websites; being able to do outreach with a social justice lens (our initiatives were ridiculed and we were pushed to do outreach subsumed by campaigns that did nothing for social justice, food autonomy, etc.); discussions of these issues were shut down, ridiculed or performative. I also had to struggle so our participation in events such as [P]ride parades/ fests weren't appropriative or opportunistic. It seems the understanding of what it takes to actually build alliances was lacking and it was all about appearances. Still along the lines of the dissociation between discourse and practices, I experienced an absurd amount of pay disparity especially in relation to men in the same hierarchical position as I was in the org and saw excellent, dedicated women of color be
let go. Another thing that was really annoying was to see such a broad definition of ‘people of color’ being used in the org, basically to promote the outward illusion of equitable hiring practices. It was (and continues to be) a toxic environment, and many of us who left that org were / are traumatized and distanced ourselves from the movement.” -BIPGM survey respondent

“Given that I’m white and I’ve experienced negative treatment due to advocating for racial equity, I can’t imagine how difficult it is to be a PGM in the FAPM.” -white survey respondent

**Commentary on Observed Issues in the Movement**

“The leaders and main donors of the FAPM are generally white and from the US or Europe. This has made the policies we work on around the world focused on white supremacy, and sometimes not even applicable to other cultures. A big portion of time at my current organization has been trying to convince our leaders in the US that some projects do not work in Latin America, and progress looks different in every country. They are very focused on numbers and statistics, rather than quality in change.” -BIPGM survey respondent

“I think it’s true of the nonprofit sector in general, but I think that there are a lot of really, really, harmful practices happening in these (particularly big) organizations. Where it’s very easy, especially if they’re run by white men, for them to neglect...or completely dismiss the voices of the people who work within those organizations. We think even if you hire somebody, even if you hire a Person of Color and you put them in a quote unquote leadership position, if the practices that you’re using are currently built around white supremacy, that’s a problem. And I think a lot of people don’t want to do that work of dismantling those types of things. And I do also think it’s a huge issue with these donors. Because the donors are controlling so much of what everybody does. And so that makes it challenging.” -white, current member of FAPM

**Suggestions for the Organizations and People in the Movement**

“Hire more PGM at all levels, especially in leadership roles—and share power with them so that they can influence the culture and are not tokenized. Provide them with the support to succeed. Do not make them solely responsible for cleaning up your org’s legacy of DEI inequity.” -white survey respondent
“Acknowledging all forms of oppression - continued denial and resistance only makes people feel that this movement is not for them.” -BIPGM survey respondent

“Diversifying staff and leadership is a huge issue for my current organization. For the FAPM as a whole, it seems like even overcoming the perception that talking about race is a distraction from working for the animals is a major hurdle, which is indicative of the level of ignorance and racism.” -white survey respondent

“Attracting talent and hiring in leadership positions. Counteracting the ‘perfectionist’ workplace culture that stems from a white supremacist framework.” -white survey respondent

“FAPM: *Have PGM in leadership positions and support more [of] the work of non-white advocates. * Educate donors * Adapt perspective of Effective Altruism Communities. My organization: * Hire PGM in white predominant staff. * Invest budget in education for staff and creating structural support to PGM.” -BIPGM survey respondent

“Making jobs in the movement more accessible i.e. increased wages, remote positions, entry-level positions, paid internships, etc.” -white survey respondent
IV. References


