



Camp Tawonga - JEDI

JUSTICE, EQUITY, DIVERSITY AND INCLUSION



Welcome & Introductions



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Please share...

- Your name
- Your organization
- One thing you hope to get out of our time together.

Outcomes & Agenda

OUTCOMES

1. Participants feel inspired to prioritize anti-racist work.
2. Participants have the tools to get started.
3. Participants are able to ask questions.
4. Participants practice articulating why this work is important.

AGENDA

1. Ground Rules
2. Why is this Important?
3. Getting Started
4. Q&A
5. Let's Do the Work
6. Next Steps
7. Closing

Ground Rules

1. Hold brave space
2. Speak from the “I”
3. Take away learnings, leave exactly what is said and by whom behind
4. Accept non-closure





Why Is This Important?

“I sometimes visualize the ongoing cycle of racism as a moving walkway at the airport. Active racist behavior is equivalent to walking fast on the conveyor belt...Passive racist behavior is equivalent to standing still on the walkway. No overt effort is being made, but the conveyor belt moves the bystanders along to the same destination as those who are actively walking. Some of the bystanders may feel the motion of the conveyor belt, see the active racists ahead of them, and choose to turn around...But unless they are walking actively in the opposite direction at a speed faster than the conveyor belt – unless they are actively antiracist – they will find themselves carried along with the others.”

- Beverly Daniel Tatum

Breakout Group Questions

- What might get in the way of you starting this work?
- What sort of support do you need to do this work?

Getting Started: Tawonga Case Study

1. Form a committee.
2. Alignment of the why.
3. You are going to make mistakes. And that is OK.
4. Get leadership buy-in from key stakeholders.
5. Start with learning/awareness, don't skip to action.
6. Find a consultant. Shop around. You can try on different organizations.
7. Create affinity spaces for BIPOC
8. Go slow. Marathon not a sprint.
9. No one right path, each org is different.



Let's Do the Work:

Liberatory Consciousness Model - Dr. Barbara Love

1. **Awareness:** Reading, Listening, Self Reflection and Talking to other white people
2. **Analysis:** Surveying, Demographics, Self Evaluation, Agency Evaluation
3. **Action:** Road Map or Strategic Planning, Racism Audit, Affinity space for BIPOC
4. **Allyship:** Ongoing stewardship of our commitment to these goals, ongoing evaluation and practice of anti-racism work, partnering with BIPOC led orgs



What's Next?

Journal Writing

1. How does justice work play into your current values and mission?
2. What will be different for you, your campers, staff, families, community and org if you go through this change process?
3. What is your vision for your camp's future?

“You must be able and prepared to give until you cannot give any more. We must use our time and our space on this little planet that we call Earth to make a lasting contribution, to leave it a little better than we found it, and now that need is greater than ever before.”

“Do not get lost in a sea of despair. Do not become bitter or hostile. Be hopeful, be optimistic. Never, ever be afraid to make some noise and get in good trouble, necessary trouble. We will find a way to make a way out of no way.”

- Rep. John Lewis

Questions?



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Resources

Books

- [White Fragility](#), By Robin DiAngelo
- [Why are all the Black Kids Sitting Together in the Cafeteria](#), By Beverly Daniel Tatum
- [Between the World and Me](#), By Ta-Nehisi Coates
- [Uprooting Racism How White People Can Work for Racial Justice](#), By Paul Kivel
- [Blindspot: Hidden Biases of Good People](#), By Mahzarin R. Banaji

Videos

- [Jay Smooth video](#)
- [The Adaway Group](#)
- [Intersectionality as a Jewish Practice](#)

Websites

- <https://nonprofitquarterly.org/beyond-the-board-statement-how-can-boards-join-the-movement-for-racial-justice-part-one/>
- <https://www.nytimes.com/2020/06/04/opinion/george-floyd-anti-blackness.html>
- <https://boardsource.org/research-critical-issues/diversity-equity-inclusion/>
- <https://qz.com/work/1864529/how-to-build-an-actively-anti-racist-workplace/>