

Nonprofit Leadership

SUMMIT 2020



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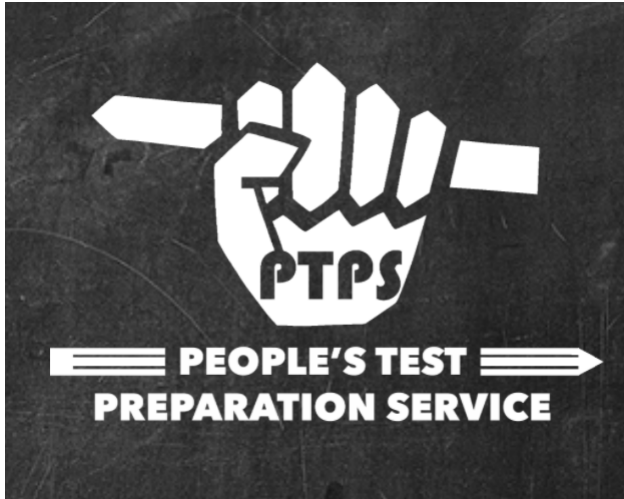
UNDERWRITTEN
IN PART BY



Cultivating Space for Marginalized Populations

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About me: 25 years in the nonprofit sector



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AFRICAN SERVICES
COMMITTEE



PPP
FORGIVENESS
RACIAL EQUITY
INITIATIVE
FMA



**“NOT EVERYTHING
THAT IS FACED
CAN BE CHANGED,
BUT NOTHING CAN
BE CHANGED UNTIL
IT IS FACED.”**

JAMES BALDWIN

What are we going to face today?

1. Our motivations
2. The ways in which we are gatekeepers
3. The role that money plays

#1 Our motivations for pursuing this work



Reflection question

When you are anticipating or are in a challenging interracial interaction (an interaction with someone who is of a different race/ethnicity) what do you do?

Possibilities

Try to figure out what's going wrong so you can fix it by speaking directly with the person

Ask what the other person is thinking

Try to empathize with the other person

Try to pretend that the interaction is going well

Try to be extremely nice—nicer than you normally would be”

Try to end the interaction

Research Findings

“If majority participants’ fears about having or being evaluated as prejudiced (for example, by telling them ‘most people are more prejudiced than they think they are’), it increases their anxious self-regulation in an interracial interaction, causing them to become more cognitively depleted.

“The more majority-group members are concerned about being seen as prejudiced by marginalized-group members, the less enjoyment they anticipate in cross-race interactions. Such concerns may even make some people (**particularly those low in prejudice**) more likely to “choke” in an interracial interaction—to appear colder, more distant, and less responsive”


Caring about the perceptions of others

People who believe prejudice is a fixed attribute are more inclined to try to get out of an uncomfortable situation through **active overcompensation**; they escape rather than problem-solve. **Overly solicitous warmth and friendliness** and refusing to acknowledge race even when it is central to a conversation or interaction (**strategic color-blindness**) are employed as active strategies to extricate oneself from a tense interaction. The new research finds that, ironically, whites using the escape strategies are likelier to be judged by blacks as being racist.

Do you care more about being perceived as non-racist or learning to be not racist?

Fixed vs Growth Mindset

Accomplish **BIG** Things With a **GROWTH MINDSET!**
Success Begins With Believing You Can



Think This...

- I'm still learning. I'll keep trying!
- I will learn to get better at this?
- ...can do?
- ...asier!

Instead of Thinking...

- I can't do it.
- I'm not good at this.
- It's good enough.
- It's too hard.
- I'm afraid of making
- They are better at
- I don't know
- I can't make r
- I don't lik




Growth Mindset

I can't make this any better.	I just can't do this.	This is too hard.	I give up. I'll never get it.	I made a mistake.
What can I improve?	I have to practice.	This may take some time.	I'll use a different strategy.	Mistakes help me

GROWTH MINDSET

THE BELIEF THAT WE CAN WORK HARD AND IMPROVE.



- I want to learn from criticism.
- I find lessons and inspiration in other peoples success.
- I am comfortable making mistakes.
- I have a positive internal dialogue eg. 'I am getting better!'
- I say 'I can't do it yet!'

FIXED MINDSET

THE BELIEF THAT YOUR POTENTIAL WAS DETERMINED AT BIRTH.



- I ignore constructive criticism.
- I have a negative internal dialogue. 'I'm an idiot.'
- I don't want to look like a failure.
- I don't like to ask questions in case I sound stupid.
- I feel threatened by other peoples success.
- I avoid challenges.
- I give up quickly.
- I say 'I can't.'

Moving to an orientation of engagement

#2 The ways in which we are gatekeepers



Reflection question

What is an assumption that people might make about you and your relative level of power and privilege?

Reflection question

In what contexts are you/have you ever been a gatekeeper around access to institutional or other power?

Can we embrace being gatekeepers?





Choices

Denying your
privilege

Checking your
privilege

Leveraging your
privilege

#3 The role of money



Reflection question

What is an equitable
workplace?

What does a feminist workplace look like?



our usual answers don't
apply:

- Pay equity with men
- Treating mothers fairly

Possibilities

- Social capital
- Opportunities for advancement
- Thinking about the field as a whole
- Recognition of historical salary pattern
- The reality of turnover

**Beware of
the glass
cliff!**



Possibility

Why we are
launching a
#trustfundcampaign

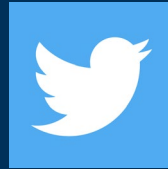
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**Thank
you!**

I'd love to hear from
you!

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