

# Urban Connection

**TRAINING CALENDAR PULL-OUT SECTION INSIDE!**

## Nonprofits Accept the Racial Equity Challenge

A very successful conference on June 5 gave more than 200 nonprofit staff, board members and volunteers an opportunity to explore racial equity and learn what it takes to make it an organizational reality. "Accepting the Racial Equity Challenge" was co-sponsored by the Nonprofit Center of Milwaukee and YWCA Greater Milwaukee.

The day was designed in great part to help nonprofits understand, in all aspects of their work, the difference between reaching racial diversity goals and attaining true equity among the races. Speakers and participants made clear that the inclusion of people of different races is but one element playing a role in progress toward racial equity, which requires the development of organizational mindsets and mechanisms to achieve access and opportunity for all.

Highlights of the event held at Alverno College included an enlightening keynote presentation by Phoebe Eng, a panel discussion with local nonprofit leaders, a dynamic luncheon talk by Tim Wise, and afternoon facilitated roundtable discussions in the organizational areas of programming-outcomes, human resources-volunteerism, fund development, leadership-governance and communications-community relations.

Phoebe Eng, a national strategy consultant, author and leader in the field of cultural fluency, set the tone for the day with an impassioned presentation that touched on ten areas of emphasis for organizations applying a "racial equity lens" to their work. "Whatever builds community is good," she said, because "no community means no equity."

During her keynote, Eng offered a wide range of advisements and insights, including a call for "triple bottom line accounting" to define organizational success from the three standpoints of economic, environmental and social impact. She stressed the value of "robust civic participation" in achieving racial equity, and countered the "myth of scarcity" nonprofits perceive while seeking resources by stating that, believe it or not, we actually live in a time of plenty.

Finally, to achieve racial equity and mission success, Eng simply advised nonprofits to put side issues in their place and "Just do the work."

A panel of nonprofit leaders then shared local perspectives on racial equity as an organizational imperative and fielded questions from the audience, drawing on their collective experiences in community activism, diversity building, nonprofit management and racial justice work.

### Charity vs. Solidarity – Fighting White Privilege

Tim Wise, who has been described as the most articulate anti-racism speaker, writer and trainer in the country, began his luncheon address with wry comments about the difficulty of giving a talk while people are eating, then proceeded to "wow" the crowd and capture their nearly undivided attention. His blend of the history of racism and racial justice movements, personal storytelling, calls for action, and well-placed humor worked remarkably well for the topic, "The Racial Inequity Reality: Challenging Racism and White Privilege."

"Charity vs. solidarity" was an important theme throughout Wise's talk, and was by far the most quoted concept noted by individuals in post-conference evaluations. With wordplay and historic analysis of white privilege in U.S. society, Wise showed how privilege continues to deny racial equity to this day.

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**save the date**

**Saturday, September 27, 2008**

Intergenerational Dialogue on Race & Action  
8:00 a.m. - 3:00 p.m., Italian Community Center

**Thursday, October 2, 2008**

Nonprofit/Corporate Networking Fair & 41st Annual Meeting  
4:30 p.m.-7:00 p.m., Manpower

**Saturday and Sunday, November 8-9, 2008**

Fifth Annual 12 Step Club Conference  
Stevens Point, WI

**Saturday, November 8, 2008**

Make A Difference Day  
Washington Park Senior Center  
8:30 a.m. Kick-off Breakfast

**Thursday, December 4, 2008**

15th Annual Spirit of the Nonprofit Sector:  
A Holiday Celebration of Diversity  
5:30 p.m.- 8:30 p.m., Italian Community Center

# racial equity challenge

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“Microsoft Word recognizes ‘underprivileged’ as a word, but not ‘overprivileged,’” Wise said. “When you type ‘overprivileged’ you get that squiggly red line underneath it.” That type of distinction – and many more serious comments about privilege – played right into his discussion of “charity vs. solidarity” in the context of a nonprofit’s worldview.

“Make people the architects of their own solutions,” Wise said, along with a witty request for everyone to accept the fact that “It (white privilege) may not be our mess, but we need to clean it up.” One attendee called Wise’s talk “...the first presentation on white privilege that got me excited to act instead of depressed to the point of inaction.”

Sharing ideas about the best path of action to make racial equity an organizational reality was one focus of the facilitated roundtable discussions in the afternoon. As conference planners discovered while organizing the event, many participants realized that it can take some time to acquire a full understanding of “racial equity” and learn about the equitable practices that work best in nonprofit settings. “We didn’t have enough time to take it all in and discuss it completely” was the comment most often made by participants after the roundtables.

## Going Forward: Racial Equity Month and Beyond

“We don’t often see so many participants stay all the way to the end of a conference,” said Nonprofit Center Executive Director Leigh Kunde, “so it was a great sign that the room was still full for the wrap-up. Evaluations of the speakers and the event in general were extremely positive, and most importantly there is a lot of enthusiasm for continuing the discussion and the learning so the sector can continue to make progress toward true racial equity.”

Following the conference, the Milwaukee County Board declared July “Racial Equity Month” in the county by passing a proclamation introduced by Supervisor John Thomas, and Mayor Tom Barrett proclaimed July “Racial Equity Month” in the City of Milwaukee.

The proclamations expressed the importance of racial equity to the community and to the success of nonprofits and supported continuing efforts to bring it about. Conference follow-up discussion sessions were held at the Nonprofit Center and the YWCA in July. Other activities are in the works, including a Nonprofit Center series in 2009 designed to

keep the topic of racial equity in the forefront of organizational development and community consciousness.

Many organizations left the conference with a new commitment to begin, or enhance, their work to achieve racial equity. “At COA we’re holding a series of meetings to discuss how racial equity concepts can be applied to our work in human resources and hope to incorporate specific elements in the coming year,” said Julie Hoffmann, Human Resources Manager at COA Youth and Family Centers.

“In addition,” Hoffmann said, “COA has ordered the Tim Wise DVD, which we plan to view at the Leadership Team level. We also plan on discussing the charity versus solidarity models and how they relate to our own programs and funding. Finally, after a discussion on recruitment with other HR professionals, we plan to share resources with the hopes of ensuring that our job announcements reach a diverse audience.”



## Beginning the Discussion on Race and Equity

Milwaukee Center for Independence is another example of a nonprofit that has stepped up its racial equity work. Following more than three years of diversity development and inclusion activities within the organization, said Al Hill, “We thought the agency was ready to have frank discussions regarding race and racial equity.”

Hill, MCFI Director of Diversity, Learning and Development, introduced the subject during a Diversity Team meeting and many activities have followed. Hill and DeBorah McCoy attended the racial equity conference, and McCoy was scheduled to speak on why she chose to attend at an all agency “lunch and learn” in August.

The training Hill conducts for all MCFI employees on human resource diversity compliance now includes his topic “What is This Thing Called Race?” “It is going well,” he said, “and the staff of our charter school SEDA (Early Development and Achievement) has requested a follow-up session, to which the principal has agreed.” Other activities at MCFI related to racial equity have included on-site presentations by experts and screenings of videos for employees.

There was a great deal of open discussion and back-and-forth at the conference, but as nearly everyone involved would agree, the discussion about “Accepting the Racial Equity Challenge” has really just begun.

U R B A N C O N N E C T I O N ▼

**The Urban Connection** is published by  
**The Nonprofit Center of Milwaukee, Inc.**  
 2819 W. Highland Blvd., Milwaukee WI 53208  
 Telephone: (414) 344-3933 • Fax (414) 344-7071  
 E-Mail: [info@nonprofitcentermilwaukee.org](mailto:info@nonprofitcentermilwaukee.org)  
 Website: [www.nonprofitcentermilwaukee.org](http://www.nonprofitcentermilwaukee.org)

## Racial Equity Resources



Phoebe Eng and Tim Wise at the June 5th conference.

- **BOOKS** by Phoebe Eng (*Warrior Lessons*) and Tim Wise (*White Like Me: Reflections on Race from a Privileged Son*) and (*Speaking Treason Fluently: Anti-Racist Reflections from an Angry White Male*) can be purchased through the Nonprofit Center (both authors) or YWCA (Tim Wise only)
- **ONLINE LINKS** including general articles on racial equity, organizational racial equity assessment tools, interactive racial equity web log, definitions and more are listed at [www.nonprofitcenter-milwaukee.org](http://www.nonprofitcenter-milwaukee.org), click on Racial Equity Resources
- **BUTTONS** proclaiming **Racial Equity: Access and Opportunity for All** are available in quantity from the Nonprofit Center for your employees, clients, volunteers and friends
- **TRAINING AND DIALOGUE** will continue in 2009, watch for details; email [info@nonprofitcentermilwaukee.org](mailto:info@nonprofitcentermilwaukee.org) or call (414) 344-3933 for information on all of the above and to let us know what specific racial equity assistance your organization could use.

## “Alike and Different” Guide Available from Interfaith

An activity and resource guide teaching about self-esteem, friendship, diversity and conflict resolution for grades kindergarten and up is now in its fourth printing and available from Interfaith Conference of Greater Milwaukee.

*Alike and Different* helps youngsters build skills to appreciate diversity. The book was compiled and written by Jackie Ceille in association with the Beyond Racism Initiative of the Interfaith Conference and assisted by the Community Education Program of the Milwaukee Women’s Center. Illustrations by Karen Girard enliven the more than 160 pages art-directed by Kathleen Carter.

All types of activities in word, song, games, art and other processes fill *Alike and Different*, making it a very versatile tool for anyone involved with children and looking for an interesting curriculum in diversity. Copies are \$20 each with discounts for multiple copies. For information or to order, email [office@interfaithconference.org](mailto:office@interfaithconference.org) or call (414) 276-9050.

## September 27th Intergenerational Dialogue on Race and Action Invites Your Participation

We’re looking for a few good people to join the Intergenerational Dialogue on Race and Action to be held on Saturday, September 27. The gathering is designed to build community through respect, caring and cooperation among the five living generations in our society.

About 100 participants in specific combinations of generation, race, region and gender are needed, and some slots are still open. If you would like to participate, please call the Nonprofit Center at (414) 344-3933 to find out if your personal “profile” is one of those missing from the mix.

The event will take place 8:00 a.m. – 3:00 p.m. at the Italian Community Center, 631 E. Chicago St. in Milwaukee. According to a recent survey, a great majority of residents view the state of race relations as very important to the future of Southeastern Wisconsin. The intergenerational dialogue will lead to recommendations on how to improve race relations while encouraging participants to use similar methods for change within their own communities.

This dialogue builds on the local work done in 2006 with Dr. Jim Gambone, PhD., which led to trainers in our area being certified to use his Intergenerational Dialogue Tool methodology. Through the dialogue each generation has a chance to recognize and share their wisdom, experiences and knowledge.

According to Dr. Gambone, “To be in true dialogue, all participants must use a vocabulary understandable to all. The Intergenerational Dialogue Tool establishes that common base through the use of careful listening and defining strategies.”

The dialogue time will be devoted to “breaking the ice”; looking at stories and scenarios that deal with regional race relations issues; and small group intergenerational interaction that will identify and recommend priority actions to be taken.

The Nonprofit Center of Milwaukee is coordinating the dialogue. Organizations collaborating on the initiative include Agape Community Center, Brave New World, Inc., Interfaith Conference of Greater Milwaukee, Interfaith Older Adult Programs, Milwaukee Intergenerational Intercultural Community Connection, St. Ann’s Center for Intergenerational Care, United Way of Greater Milwaukee, Vietnomics Inc., and YWCA Greater Milwaukee.

Funding support for the dialogue provided by the Forest County Potawatomi Community Foundation and the Cardinal Stritch University Leadership Center.



The racial equity conference (participants above) was part of a continuing Nonprofit Center series on matters of race.

define & connect

**DIVERSITY = Representation of Differences**

A diverse organization encompasses dimensions of difference such as race, gender, ethnicity, age, sexual orientation, mental and physical abilities, language, socioeconomic status, religion and marital status.

Diverse organizations have not necessarily incorporated racial equity internally or in their missions and programs. Regardless of the level of racial diversity, achieving racial equity is critical to any organization's success.

**RACIAL EQUITY = Access & Opportunity for All**

Racial equity means that all people can participate in society and fully access the benefits, rewards, goods and services, free from discrimination, hate and harassment.

Given that structural racism exists, realizing racial equity requires solutions that address disparate outcomes.

Racial equity is developing models that value, manage and leverage racial justice within organizations by creating an organizational culture

- 1) that has a deep understanding of racism, white privilege and racial equity;
- 2) where people, particularly white people, are committed to holding themselves accountable for ending racism;
- 3) where staff, board and volunteers have the training and resources needed to view issues, programs and outcomes through a racial equity lens; and,
- 4) where naming racism is encouraged, not avoided.

*The definitions above were used at the Accepting the Racial Equity Challenge conference in Milwaukee on June 5, 2008.*



Supervisor John Thomas (left) introduced a Milwaukee County Board resolution declaring July to be Racial Equity Month. The proclamation passed unanimously and was accepted by Nonprofit Center Board member Tyrone Dumas, Nonprofit Center Executive Director Leigh Kunde, and YWCA Greater Milwaukee Executive Director Paula Penebaker.

**Meet, Greet, and Learn:  
The Nonprofit –  
Corporate Connection**

**Networking Fair and 41st Annual Meeting  
at Manpower on Thursday, October 2**

You're invited to network, learn and have fun as our nonprofit and corporate members and friends get together for the Nonprofit Center's first Nonprofit/Corporate Networking Fair and 41st Annual Meeting on Thursday, October 2. This is a unique opportunity for representatives of nonprofits to meet business leaders in person and discuss matters of mutual interest in an informal setting.

First up will be the Annual Business Meeting from 4:30-5:15 p.m. featuring recognition of outgoing Board members for outstanding service and welcoming new Board members.

The Networking Fair will run from 5:15 to 7:00 p.m. Staff and volunteers at several booths will present information and help connect individuals to a range of issues and services:

- **Issues and Trends Affecting Our Community**  
Housing, children and poverty, racial equity, data and demographics
- **Board Placement and Empowerment**  
Connecting individuals with nonprofit boards, taking boards from good to great
- **Volunteerism and Opportunities to Serve**  
Metavante's L.E.A.P. and other corporate volunteer models, service events
- **Nonprofit Center Service Areas**  
Consulting and Training, Data Center, MAP, Volunteer Center, Jobs That Serve, Finance Center

And, you'll enjoy appetizers throughout the evening and the Eat Cake celebration starting at 6:30! The event will be held at Manpower, 100 Manpower Place in Milwaukee (near N. Dr. Martin Luther King Dr. and W. Cherry St.).

RSVP by September 26, at [www.nonprofitcentermilwaukee.org](http://www.nonprofitcentermilwaukee.org) or call (414) 344-3933. We hope to see you there.

URBAN CONNECTION LAYOUT BY DESIGN PLUS GRAPHICS. CONFERENCE PHOTOS BY NICK PATRINOS.

**Nonprofit Center**  
OF MILWAUKEE, INC.  
2819 W. Highland Blvd.  
Milwaukee, WI 53208



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Organization  
U.S. Postage PAID  
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