



DEI One-Day Intensive

GORDON AND BETTY MOORE FOUNDATION
1661 PAGE MILL ROAD | PALO ALTO, CA 94304

MAY 28, 2019

CO-FACILITATORS: MICHAEL BELL AND SUZANNE HAWKES

THEME

- Essential building blocks for seeing, naming, and addressing racial inequity in environmental philanthropy

PURPOSE

- Laying the groundwork for a growing racial equity learning community among foundation leaders, ultimately geared toward a longer-term transformation across environmental philanthropy in the United States

OUTCOMES

- Deepen and expand the InDEEP learning community of foundation leaders at different stages of their racial equity learning and practice
- Strengthen the confidence and ability of participants to see, name, and act to create truly inclusive, co-powering philanthropic institutions, with a focus on Courageous Conversations™ on race
- Introduce key concepts to participants focusing primarily on internal/personal but with references to systemic and contextual issues of power and identity

THINGS TO DO BEFORE THE SESSION

- One way to measure the extent of our blind spots is through the IAT, or [Implicit Social Attitudes Test](#). For this session, complete the Project Implicit® Social Attitudes test on Race. After that, you may also choose to complete one of the other tests (e.g., on Age, Skin Tone, etc.). Note that you will need to sign in as a guest and identify your country of origin. Your data will be used anonymously in the research interests of the IAT project.

AGENDA – DEI ONE-DAY INTENSIVE

TUESDAY, MAY 28, 2019 9:00 AM–4:00 PM	
9:00-9:15 AM	Opening <ul style="list-style-type: none">• Opening remarks (Keecha Harris)• Introductions• Purpose and outcomes, agenda• Group agreements
9:15-10:15 AM	Relationship Before Task: Community-Building Exercise Outcome: Provide opportunity for deeper reflection and sharing of participants' "origin stories" in order to build relationships and deepen trust
10:15-10:30 AM	BREAK
10:30-11:15 AM	Framework: Seeing and Naming Race and Privilege (Power Quadrant) Outcome: Participants have a simple framework to help see and name various levels of racism and white supremacy (personal, interpersonal, organizational, systemic)
11:15 AM-12:00 PM	White Fragility in Environmental Philanthropy Outcome: Develop shared understanding of how white fragility shows up in ourselves and others; identify how it serves to perpetuate white supremacy; create commitments to see, name, and support growth and resilience to reduce the harm it creates
12:00-1:00 PM	LUNCH
1:00-2:15 PM	Courageous Conversations™ on Race Outcome: Strengthen confidence and skill in having real-time, Courageous Conversations™ on race
2:15-2:30 PM	BREAK
2:30-3:30 PM	Action Planning and Accountability Outcome: Distill and clarify personal action plans and, where relevant, organizational/team action plans to guide action and accountability going forward
3:30-3:45 PM	FEEDBACK: APPRECIATIONS
3:45-4:00 PM	Wrap-up <ul style="list-style-type: none">• Next steps• Session evaluation