Understanding Racial Equity in Volunteerism

Presented by

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AGENDA

• Key disparities
• Key terms
• Racial equity and volunteerism
• Next steps
OBJECTIVES

• Increase understanding of racial equity
• Applying racial equity to volunteer management within organization
Racial equity is an over-arching value for UWKC’s community impact work.

- We have been doing this work for over 20 years beginning in 1995.
- Racial equity is called out in our strategic plan; strategy & investment plans; the community impact report; and other published documents.
- We have a framework in place to help guide the work, as well as a staff lead and CBC sub-committee to ensure we continue to keep the issue on the table.

Focusing on racial equity is important to UWKC’s community impact work:

- Because race matters; many of the issues we are trying to alleviate (poverty; unemployment; homelessness; etc.) are tied to race/ethnicity beyond income. They are especially persistent and occur at higher rates in certain communities of color.
- Because we have not been able to change adverse community indicators doing what we have always done. We are intentionally doing something different to get a better result.
KEY DISPARITIES

- Poverty
- Education
- Housing
KEY DISPARITIES: Poverty, King County

2009-2013

KEY DISPARITIES: Education

WA Kids Percent of Students Entering Kindergarten Meeting all 6 Domains in 2014-15 School Year

- **Asian**: 42%
- **Black/African American**: 41%
- **Hispanic/Latino of any race(s)**: 30%
- **Pacific Islander**: 32%
- **White**: 53%
KEY DISPARITIES: Education

King County Dropout Rates by Race and Ethnicity

KEY DISPARITIES:

Disproportionate Homelessness

King County Disproportionality Index for People of Color Adults Experiencing Homelessness

- Hispanic/Latino: 1.3
- Native Hawaiian or Other Pacific Islander: 3.7
- American Indian or Alaska Native: 3.9
- Asian: 0.2
- Black or African American: 5.3

Data Source: Safe Harbors, 2014
The Times Are A Changin’

A Region Becoming More Diverse
Population by Race/Ethnicity, 1980 to 2040
Seattle Metro

<table>
<thead>
<tr>
<th>Year</th>
<th>Other</th>
<th>Native American</th>
<th>Asian/Pacific Islander</th>
<th>Latino</th>
<th>Black</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>1980</td>
<td>4%</td>
<td>2%</td>
<td>4%</td>
<td>2%</td>
<td>5%</td>
<td>88%</td>
</tr>
<tr>
<td>1990</td>
<td>6%</td>
<td>3%</td>
<td>5%</td>
<td>5%</td>
<td>5%</td>
<td>85%</td>
</tr>
<tr>
<td>2000</td>
<td>9%</td>
<td>5%</td>
<td>5%</td>
<td>9%</td>
<td>5%</td>
<td>76%</td>
</tr>
<tr>
<td>2010</td>
<td>12%</td>
<td>5%</td>
<td>9%</td>
<td>13%</td>
<td>6%</td>
<td>68%</td>
</tr>
<tr>
<td>2020</td>
<td>14%</td>
<td>6%</td>
<td>17%</td>
<td>17%</td>
<td>7%</td>
<td>61%</td>
</tr>
<tr>
<td>2030</td>
<td>17%</td>
<td>17%</td>
<td>21%</td>
<td></td>
<td></td>
<td>53%</td>
</tr>
<tr>
<td>2040</td>
<td>18%</td>
<td>21%</td>
<td>21%</td>
<td></td>
<td></td>
<td>45%</td>
</tr>
</tbody>
</table>

Note: Much of the increase in the "Other" group between 1990 and 2000 is due to a change in the survey question on race.
KEY TERMS

Equality vs. Equity
**Stereotyping**

*Stereotyping*: A preconceived or oversimplified generalization about an entire group of people and its individual differences.

The negative stereotypes we hold, form the basis of our prejudices.

**Prejudice**

*Prejudice*: A conscious or unconscious negative belief about a whole group of people and its individual members.

When the person holding the prejudice also has and uses the power to deny opportunities, resources or access to a person because of their group membership, there is discrimination.

**Oppression**

*Oppression*: The systematic subjugation of a group of people by another group of people with access to social power. The result of which benefits one group over the other and is maintained by social beliefs and practices. Because oppression is institutionalized in our society target group members often believe the messages, and internalize the oppression.

**Discrimination**

*Discrimination*: Prejudice plus power. Discrimination can take many forms including racism, sexism, heterosexism, atheism, ageism, etc.

Many acts of discrimination build up over time, perpetuated against one relatively less powerful social group, lead to a group of people being in a state of oppression.
Differences in cultural values cause oppression
### The Philosophical Aspects of Cultural Difference

**Developed by Edwin J. Nichols, Ph.D.**

<table>
<thead>
<tr>
<th>Ethnic Groups</th>
<th>Axiology</th>
<th>Applied</th>
<th>Pedagogy</th>
<th>Methodology</th>
<th>Logic</th>
<th>Process</th>
</tr>
</thead>
<tbody>
<tr>
<td>European Euro-American</td>
<td>Member-Object</td>
<td>One knows through Counting and Measuring</td>
<td>Parts to Whole</td>
<td>Linear and Sequential -Assembly line-</td>
<td>Dichotomous Either/Or -Newtonian theory-</td>
<td>All sets are repeatable and reproducible -Technology-</td>
</tr>
<tr>
<td>African American</td>
<td>Member-Member</td>
<td>One knows through Symbolic Imagery and Rhythm (function) -Gladwell <em>Blink</em></td>
<td>Whole Holistic Thinking -The BIG picture-</td>
<td>Critical Path analysis -Cut to the chase-</td>
<td>Dinunital Union of opposites Difrasismo -Aztec thought: The In Between Ibn 'Arabi -Quantum theory-</td>
<td>All sets are interrelated through human and spiritual networks -Black church-</td>
</tr>
<tr>
<td>Latino/a Arab</td>
<td>Member-Group</td>
<td>One knows through Transcendental Striving -Tree the forest-</td>
<td>Whole and parts are seen simultaneously -To read a Chinese word-</td>
<td>Cyclical and Repetitive -Stroke order in writing a Chinese word-</td>
<td>Nyaya -The objective world is conceived independent of thought and mind -Chaos theory-</td>
<td>All sets are independently related in the harmony of the universe -Keiretsu-</td>
</tr>
<tr>
<td>Native American</td>
<td>Member-Great Spirit</td>
<td>One knows through Reflection and Spiritual Receptivity -Purification rites-</td>
<td>Whole is seen in cyclic movement -Seasons -Medicine Wheel-</td>
<td>Environmentally experiential reflection -Rites of Passage-</td>
<td>Great Mystery -A set of 4 and a set of 3 form the whole -Super string theory-</td>
<td>All sets are interrelated through the elements, plant, animal, and spiritual networks -White Buffalo-</td>
</tr>
</tbody>
</table>
Activity
Racial Equity and Volunteerism

• Volunteerism in mainstream vs. communities of color
  – Environment
  – Culture
  – Practice
  – Type of activities

• Ally -
Question

To attract diverse volunteers you need to be attractive
Next Steps

• Create plan for volunteer recruitment
• Building relationships
• White allies- be a change agent!
RESOURCES

UWKC Racial Disparity Data Document
www.uwkc.org/racialdisparityreport

People’s Institute Undoing Institutionalized Racism workshops
http://pinwseattle.org/

White Privilege: Unpacking the Invisible Knapsack, by Peggy McIntosh
https://www.deanza.edu/faculty/lewisjulie/White%20Privilege%20Unpacking%20the%20Invisible%20Knapsack.pdf

Racial Equity Tools

YWCA anti-racism tool kit