

ACRC Anti-Racism Group April 2023 Notes

In attendance:

Lisette Burton, Patti McCloud, Tenecia Waddell-Pyle, Anna Kesic, Candace Ott, Tami Soper, Janese Brownhill, Rachel Meurer

Discussion prompt: Are DEI Efforts Stalled or Actively Under Attack?

Recent Articles:

Hamstrung by 'golden handcuffs': Diversity roles disappear 3 years after George Floyd's murder inspired them – view [here](#)

DEI Has Failed; We Do Not Need More of It – view [here](#)

Why So Many DEI Programs Are Failing And How To Improve Them – view [here](#)

Challenges for providers:

- Dissonance between organizational/individual values (what we want to do) and external pressure or limitations from politicians, government, or other funders – particularly for non-profits
- People leaving DEI work because of constant fight/battle within organizations
- For people from marginalized communities leading the work, double-edged sword because of the personal impact
- Fear and control are driving the negative narratives.
- Even the term “equity” drives fear – some people believe that some group has to lose or give up something for others to gain (scarcity mindset instead of abundance)
- This is painful and difficult to watch progress toward basic human rights under attack

Strategies to get in front of efforts to weaponize terms related to DEI work - similar to how terms like Social Emotional

- Explain upfront what DEI actually is - this is about creating safety and well-being for people
- Help people see themselves in the conversation – there are all kinds of differences that make up each of our identities
- Give examples and definitions in plain language to avoid getting caught up in perceived buzz words
- ACRC can highlight positive examples of DEI work and its impact