



FIRST ANNUAL EQUITY AND JUSTICE SYMPOSIUM

Thursday, June 9, 2022 • 12pm-5:30pm
The Huntington Library and Museum

BLACK  **Q**UITY collective

WELCOME FROM OUR TEAM

It is with deep gratitude that we welcome you to the Black Equity Collective's inaugural Equity & Justice Symposium. Our team has worked tirelessly to bring this day together and we're thrilled to finally bring our full community into one room to animate our mission of joining funders and communities as partners in strengthening the long-term sustainability of Black-led and Black-empowering organizations in Southern California.

We've all been through a lot over the past two years. We've witnessed the unthinkable: a global pandemic that has claimed over one-million American lives, threats of our government descending into autocracy, a deadly and unapologetic resurgence of white domestic terrorism against people of color and economic instability that's resulted in a humanitarian crisis for our houselessness neighbors. Yet, despite our troubling times, we continue to choose hope. As Dr. King said in his *I Have a Dream* speech, "We will be able to hew out of a mountain of despair, the stones of hope."

Each of you in this room today represents a stone of hope. As Black leaders in community, your love for and commitment to our people is stronger than ever. You have held our community with strength, you have spoken truth to power and you continue to disrupt the status quo with your tenacity and determination to live, and thrive. As funders, you have committed yourselves to the pursuit of Black equity, to unlearning and relearning, to solidarity and allyship, to a journey of transformation so that our sector can become what it has never yet been—pro-Black.

We celebrate what it means to be in this room today. All of us have a responsibility to create a better and more just way, and, all of you are part of what it will take to harness the possibility for Black equity to thrive. Thank you. Whether it's been with your thought partnership as a member of our Executive Committee, your financial support as a funder, your membership and engagement as a Black-led organization, your expertise as an organizational resiliency partner, or your excellence as a BEC team member, each of you has contributed to our work in a deeply meaningful way. We remain committed to the journey ahead and see today's Equity and Justice Symposium as an essential space for continuing our work together.



Kaci Patterson
Founder + Chief Architect
Black Equity Collective



Laresha Franks
Senior Leader,
Organizational
Development



Brittney Miller
Director of
Philanthropy



London Jones,
Leader,
Network
Engagement



Candice McKinnon
Senior Leader,
Evaluation and
Learning



Miaya May
Administrative
Coordinator



Michele Woodson
Fiscal & Operations
Manager



Gloria Coulanges
Consultant,
Marketing
& Branding



Dr. Ange-Marie
Hancock Alfaro
Research
Partner

PROGRAM

12:00pm-12:10pm: Spoken Word Performance "Cannibal" by Alyesha Wise

Alyesha Wise is an award-winning, published poet, educator & speaker from Camden, N.J. Currently residing in LA, she is the co-founder of Spoken Literature Art Movement and the Director of Program Development for Street Poets, Inc., an organization mostly serving juvenile injustice-involved youth with mentorship and arts programming. Alyesha has been featured on platforms and in publications such as OWN TV, BET, LA Times, Bustle, Afropunk, PBS, BuzzFeed and more. Other collabs include the ACLU, The Shabazz Center, The Nantucket Project, Brave New Films and the Google Interstellar Project. Ron Howard once wrote about Alyesha's work, "Very Powerful."



12:10pm-12:20pm: Opening Remarks Zahirah Mann, Chair of The Black Equity Collective Executive Committee

Zahirah Mann is President and CEO of SLATE-Z, a collective impact effort addressing economic revitalization and environmental sustainability in South Los Angeles. SLATE-Z collaborates with 100 local partners and is part of a national Promise Zone Network working to transform 22 high poverty communities. Prior to SLATE-Z, Zahirah was a Senior Program Officer at The Ralph M. Parsons Foundation, where she helped launch and lead Foster Together Network, a countywide collective impact initiative. Zahirah has worked at the Annenberg Foundation and United Way of Greater Los Angeles. Before entering philanthropy, Zahirah represented a broad array of nonprofit and governmental entities as a community economic development and environmental attorney.



12:20pm-1:50pm: Panel Discussion Courageous Action: The Pathway to Reparations

Panelists:

Dr. Cheryl Grills, Felicia Jones, Karren Lane, and James Woodson

Moderated by: Kaci Patterson

Given the current political landscape and modern day forms of domestic racial terrorism, there is an overwhelming need to address generational, structural, and systemic harm. This panel will feature several leaders who will discuss the work of the California Reparations Task Force and why it's time for us to be courageous and double down on pursuit of Black possibilities in our state. This is an opportunity for community based organizations to see a path to engage in the work to secure reparations in California, and for funders to understand how to align themselves and rally behind a pro-black policy that has implications to support a broader movement for community health and well-being across multiple issue areas



**Dr. Cheryl Grills, Clinical Psychologist, Professor
at Loyola Marymount University
California Reparations Task Force Member
National African American Reparations Commissioner**



Cheryl Grills, Ph.D., is a Clinical Psychologist with a current emphasis in Community Psychology. On the faculty of Loyola Marymount University (LMU) for the past 34 years, she is a Professor of Psychology, Director of their Psychology Applied Research Center, and President's Professor in their College of Liberal Arts. Dr. Grills is a national past President of the Association of Black Psychologists and currently serves as Commissioner and Vice Chair of Los Angeles County's Sybil Brand Commission for Institutional Inspections, which focuses on conditions and practices within county jails and correctional facilities. Dr. Grills was appointed to the Reparations Task Force by Governor Gavin Newsom.



Felicia Jones
Deputy Director, Congregations Organized for Prophetic Engagement (C.O.P.E.)
Co-Chair, Black Equity Initiative Inland Empire

Felicia Jones is the Deputy Director and Chief Strategist with Congregations Organized for Prophetic Engagement (COPE) in San Bernardino, CA. In this role, she supports the organization's multi-issue racial and social justice organizing

through campaign strategy, coalition building, policy advocacy, and grassroots leadership development. She also serves as the co-chair of the Inland Empire Black Equity Initiative, a regional coalition of Black-led organizations developing a shared agenda for policy and systems change. As co-chair, she helped establish the Black Equity Fund that seeks to strengthen and scale Black-led and empowering organizations' sustainability and capacity to lead systems change work.



Karren Lane
Program Officer, The California Wellness Foundation
Vice Chair, Black Equity Collective

Karren Lane, J.D., is the Program Director for the Leading Power for Change portfolio at the California Wellness Foundation. Prior to her role at California Wellness, she served as a Program Director at the Weingart Foundation. In her time with the Weingart Foundation, she co-designed and

launched their \$4.25 million, multi-year Youth Organizing Capacity Building Initiative. She also led the foundation's grantmaking strategies in South Los Angeles and Southeast Los Angeles, while working to increase investments in youth organizing, leaders of color, and economic inclusion in Orange, Ventura, Riverside, and San Bernardino counties.



James Woodson, Esq.
Executive Director, California Black Power Network

James Woodson, Esq. is the Executive Director of the California Black Power Network, a growing and thriving ecosystem of Black-led and Black-serving community-based organizations working together to change the lived conditions of Black Californians by dismantling systemic and anti-Black racism.

Previously, James served as the Redistricting Lead and Policy Director of the California Black Census and Redistricting Hub, a coalition of over 30 Black-led and Black-serving organizations across the state focused on maximizing participation in the census and redistricting process among hard to count Black communities.

1:50pm-2:05pm Break

2:05pm-2:25pm: Data for Good? Realities and Opportunities in Philanthropy in Black Communities
Presented by: Stephen Minix

2:25pm-3:35pm: A New Vision-Understanding Data through a Black Equity Lens
Facilitated by: Dr. Ange-Marie Hancock Alfaro

In philanthropy and non-profit organizations, evaluative measures are often created without input from community voices. What communities of color generally, and Black communities specifically, consider good and effective metrics of impact are rarely part of evaluative or rubric design. As a result, Black-led and Black-empowering organizations are not judged according to their own standards of success. Black community members have unique perspectives that should be utilized in establishing collaborative measurement criteria for their organizations. At the same time, funders increasingly acknowledge that our current metrics for evaluating what constitutes a "good organization" are insufficient and often only include superficial metrics around diversity, equity and inclusion. However, through collaboration, funders and BLOs can co-create more substantive and equitable measurement criteria that uplifts, instead of harms, the black community.

In this two-part presentation and discussion, you will hear from leaders in the field of data and evaluation. These leaders will discuss how evaluative measures have created structural harm in Black communities and provide ways that data can be used to support and uplift all stakeholders. Funders and BLOs will participate in small group discussions centered on using the Principles for Black Equity as a tool for evaluation.



Stephen Minix
Managing Director, UpMetrics

Stephen joined UpMetrics in 2015 for one reason: a unique opportunity to continue to uplift communities. In his role as Managing Director Stephen empowers partners to utilize their data to accelerate progress toward outcomes: informing all decisions, gaining new insights and telling their story to a

wider audience. Stephen is passionate about building capacity at impact organizations as he has dedicated his life's work to the advancement of youth and communities through education and development. He began his career by serving young people and communities in Southern California as a public school and public charter school teacher (Locke High School), coach, athletic director, administrator, district coordinator for afterschool programs and adjunct professor. He was recognized as the CIF Los Angeles City Section Athletic Director of the Year in 2015. Today, Stephen continues to be active in the community, serving as a Green Dot Public Schools Ambassador and an inaugural board member (board chair) for MENTOR California.





**Dr. Ange-Marie Hancock Alfaro, Director
Dean's Professor of Gender & Sexuality
Studies / POIR Director, USC-IIST and USC
Dornsife Center for Leadership by Women
of Color, Research Partner BEC**

Dr. Ange-Marie Hancock Alfaro is Dean's Professor and Chair of the Gender Studies and Political Science at the University of Southern California and a globally recognized scholar of intersectionality theory, the world's leading analytical framework for analyzing and resolving inequality.

She has written numerous articles and three books on the intersections of categories of difference like race, gender, class, sexuality and citizenship and their impact on policy. The applied forms of her research focus on racial and gender equity at the local and regional levels. She currently directs the USC Center for Feminist Research, the USC Dornsife Center for Leadership by Women of Color, and USC-IIST, the USC Institute for Intersectionality & Social Transformation. Her current work includes new research projects on asylum requests by survivors of domestic violence, empirical applications of intersectionality, and The Kamala Harris Project, a collective of scholars dedicated to tracking all aspects of the first woman of color vice president in U.S. history.

3:35pm-3:45pm Closing Remarks from Kaci Patterson

4:00pm-5:30pm Afternoon Mixer

Join the BEC Data Workgroup Today!

The Principles for Black Equity were created by the Black Equity Initiative (BEI) to serve as a guide and call to action for any funder or government body seeking to disrupt racial injustice at scale. These principles encompass a guiding framework for funders and BLOs to utilize in their day-to-day practices. Though we know what these principles are (truth, strength, strategic disruption, and love), it is time to determine how we can measure them within our organizations, and begin to create new standards for the field.

Your powerful voice is needed to engage in conversations around how to create equitable data and evaluation metrics to ensure funders and BLOs use data in supportive and empowering ways. This data workgroup is designed to center the voices of BLOs and funders in the evaluation design process to establish equitable standards that are grounded in the Principles for Black Equity. The data workgroup will consist of the following:

- A combination of funders and BLOs totaling 10 people
- An organizational stipend for BLOs who participate
- A one-year commitment from July 2022-July 2023
- Monthly meetings between 90 minutes - 2 hours long
- First meeting will begin in July 2022
- Developing a draft rubric to be shared at the 2023 Symposium



If you are interested in a collaborative data work group that will determine how to use the Principles for Black Equity to evaluate your organization, join us now! Scan the QR code or use the link to sign up today!



THANK YOU TO OUR SPONSORS



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A very special thank you to our friends at
the Huntington Library & Museum for their
support!

The Black Equity Collective is proud to support
"Black-owned" businesses. Here are the vendors we
used for our swag.

Sip & Sonder: Inglewood-based Black women-owned
coffee shop

New Day Promotional Products: Atlanta-based Black
woman-owned promotional product vendor

