Food Bank of Northern Nevada
Virtual Agency Partner Conference
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“We will not go back to normal. Normal never was. Our pre-corona existence was not normal other than we normalized greed, inequity, exhaustion, depletion, extraction, disconnection, confusion, rage, hoarding, hate and lack. We should not long to return, my friends. We are being given the opportunity to stitch a new garment. One that fits all of humanity and nature.”

— Sonya Renee Taylor

Author, Poet, Spoken Word Artist, Speaker, Humanitarian and Social Justice Activist
Every community owes its existence and vitality to generations from around the world who contributed their hopes, dreams, and energy to making the history that led to this moment. Some were brought here against their will, some were drawn to leave their distant homes in hope of a better life, and some have lived on this land for more generations than can be counted. Truth and reconciliation are critical to building mutual respect and connection across all barriers of heritage and difference.

We begin this effort to acknowledge what has been buried by honoring the truth. The Native communities in Portland number over 70,000 strong and are descended from over 380 tribes. We are gathering on the ancestral and occupied lands of the Multnomah, Wasco, Cowlitz, Kathlamet, Clackamas, Chinook, Tualatin Kalapuya, Molalla, and more who may call this place home. We pay respects to their elders past, present, and future. Please take a moment to consider the many legacies of violence, displacement, migration, and settlement that bring us together here today.

The CEI land acknowledgement text is adapted from recommendations found in the USDAC guidebook on honoring native land and with resources shared by NAYA. [https://usdac.us/nativeland](https://usdac.us/nativeland) & [https://www.up.edu/activities/files/leading-with-tradition.pdf](https://www.up.edu/activities/files/leading-with-tradition.pdf)

Our land acknowledgement evolves as our own understandings of our work in solidarity to Indigenous struggle grows. We would love to hear thoughts or feedback from you.
Session Overview
breath is an act of resistance

It's a radical act to breathe, because oppression takes the breath away.

-Michelle Cassandra Johnson
Stay **engaged**

Speak your **truth** responsibly

Listen to understand

Be **willing** to do things **differently** and experience **discomfort**

Expect and accept **non-closure**

**Confidentiality**
Introductions
Our Mission

To transform the way we work and live with one another.
THEORY OF CHANGE

The Center for Equity and Inclusion’s work is anchored in the belief that in order for meaningful, sustainable change to occur, a transformative process must take place. This process must support an organization in developing a common language, consciousness, and value in relationship to equity, diversity and inclusion (culture work). It must also develop concrete tools and an equity plan that embeds equity, diversity and inclusion into an organization’s identity, policies and procedures (institutional work).
Our Purpose

1. Engage in an intentional and uncomfortable learning process focused on race equity that raises collective consciousness while deepening our passion and will to engage in equity work. **Consciousness.**

2. Establish a common language, framework, and a set of tools that will assist us in advancing equity and inclusion efforts throughout the organization. **Tools.**

3. Utilize our collective consciousness and tools to positively impact interpersonal relationships, workplace culture, operations, programming, and practices. **Action.**
What are some fears or skepticism you have about diversity, equity & inclusion work?

What are some hopes & excitement you have about diversity, equity & inclusion work?
Common Language
Diversity & Inclusion

How do you define diversity?

How do you define inclusion?

What is the difference?

How do they work together?
DIVERSITY

The full range of differences and similarities, visible and non-visible, that make each individual unique.
Why Diversify?

- 1 teacher = 13% more likely to go to college
- 2 teachers = 32% more likely to go to college
- Expectations of Black students → self-fulfilling prophecy with college and racial achievement gaps
INCLUSION

An environment that engages multiple perspectives, differing ideas, and individuals from different backgrounds to help define organizational policy and practice, and help shape organizational culture.
Equality & Equity

How do you define equality?

How do you define equity?

How are they related or different?

What is equity’s relationship with inclusion?
EQUALITY

Values equal “INPUTS”
(of resource, time, amount, opportunities, etc.)

Assumes everyone begins with “THE SAME”
(opportunities, resources, experiences, history, etc.)
Values equal “OUTCOMES”
(of performance, achievement, opportunity, resources, etc.)

Assumes everyone starts from DIFFERENT PLACES
(in terms of history, experiences, opportunities, resources, etc.)
Inequality

Unequal access to opportunities
Reflections & Appreciations
THANK YOU!!

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