



**Center for  
& Equity  
Inclusion**

# **Food Bank of Northern Nevada**

## **Virtual Agency Partner Conference**

### **March 31, 2021**

**Traci Price - [traci@ceipdx.org](mailto:traci@ceipdx.org)**

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“We will not go back to normal.  
*Normal never was.*

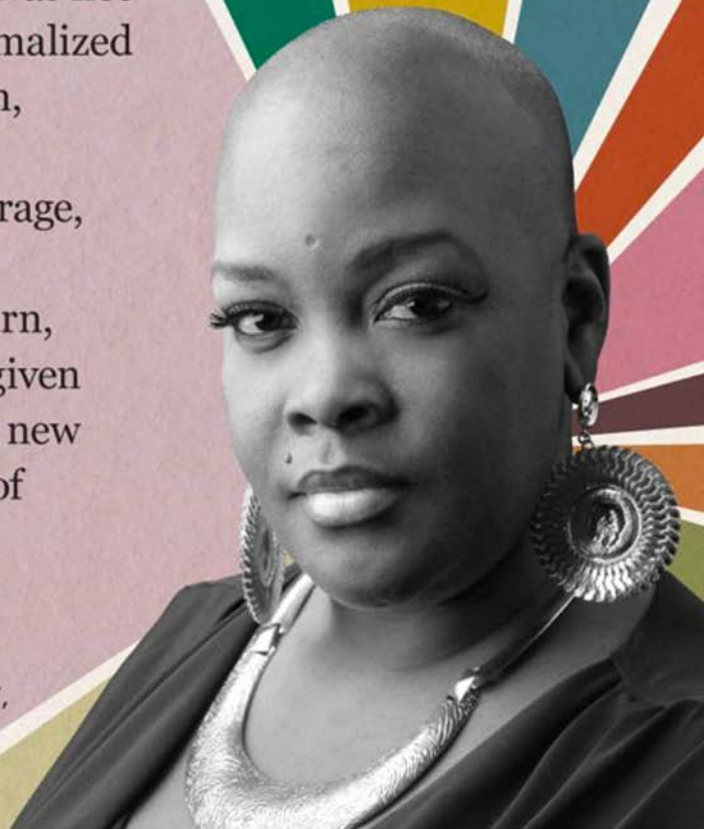
Our pre-corona existence was not  
normal other than we normalized  
greed, inequity, exhaustion,  
depletion, extraction,  
disconnection, confusion, rage,  
hoarding, hate and lack.

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://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**

# Group Agreements



# Introductions





new jersey



תיקון  
עולם





# 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?



VISIBLE

NON-VISIBLE



# DIVERSITY

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





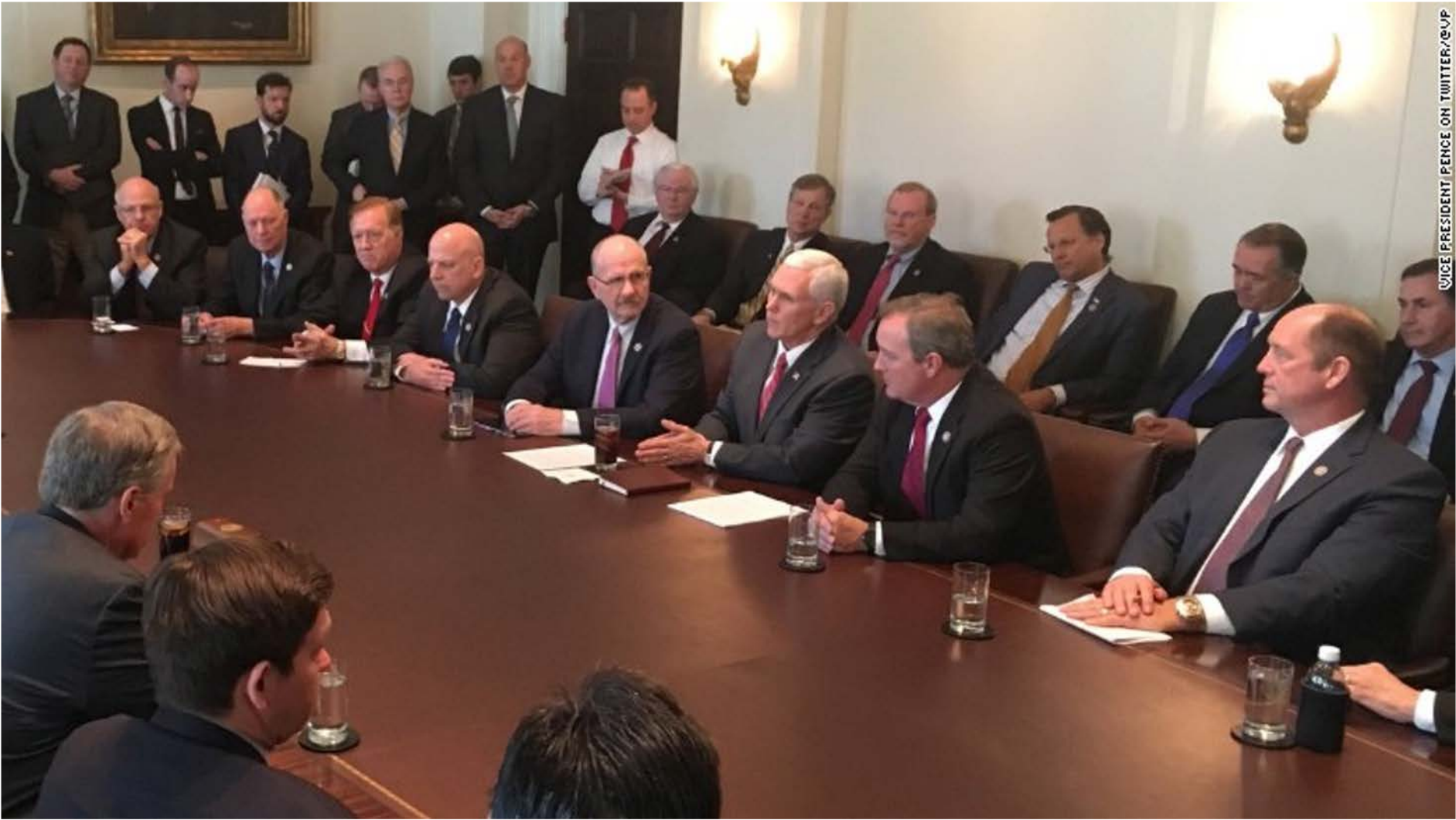
## Why Diversify?

- 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.



VICE PRESIDENT PENCE ON TWITTER/VOUP



# 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?



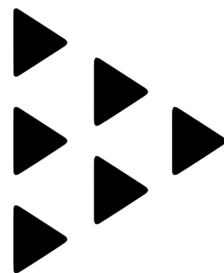
# EQUALITY

Values equal “**INPUTS**”

(of resource, time, amount, opportunities, etc.)

Assumes everyone begins with “**THE SAME**”

(opportunities, resources, experiences, history, etc.)



# EQUITY

Values equal “**OUTCOMES**”

(of performance, achievement, opportunity, resources, etc.)

Assumes everyone starts from **DIFFERENT PLACES**

(in terms of history, experiences, opportunities, resources,  
etc.)



## Equality



## Equity





# Inequality

Unequal access  
to opportunities





# Reflections & Appreciations



# THANK YOU!!

Traci Price - [traci@ceipdx.org](mailto:traci@ceipdx.org)