



# Leadership Practices for Race Equity Impact



July 14, 2021

Today's Presenters:



**Monisha Kapila**  
Co-CEO, ProInspire

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Co-CEO, ProInspire

# Welcome! As you settle in...

## Set up your Zoom:

- > Please turn your video on (when possible) and mic **off** (unless sharing)
- > If you are on the phone, link your video and audio
- > Rename yourself:
  - > First Name (pronouns)
- > Use the Chat feature to submit questions at any time during the presentation

## Gather what you need:

- > A journal and writing utensil, or whatever best supports you to reflect
- > Water, coffee, tea, snacks - throughout our time together, listen to your body and care for yourself

## For your information

- > This meeting is being **recorded**
- > Links to the recording, materials, and post-event survey will be emailed **after the session**
- > **Save the Date!**  
**Tuesday, September 14** is our next virtual session on **Leadership Succession Planning**



## About NHSA

- > **NHSA** is a leading voice in supporting the human services sector and promotes collaboration to advance the collective power, knowledge, strategy, and systems that build well-being within individuals and our communities.
- > **NHSA** is committed to fostering a culture of racial and ethnic diversity, equitable access for all, and inclusion throughout the nonprofit sector.
- > **NHSA members** are some of the nation's most engaged human services organizations that collectively strengthen the sector and support a nation where everyone can reach their full potential.
- > Programs **NHSA** operate include issue-based convenings, public policy education & advocacy, capacity-building & technical assistance, and a discount group purchasing program called **PurchasingPoint**<sup>®</sup> that has saved nonprofits an estimated \$212 million in operational costs since its launch.

# ProInspire Team



**Monisha Kapila**  
(she/her/hers)  
Founder and Co-CEO



**Bianca Casanova Anderson**  
(she/her/hers)  
Co-CEO

# About ProInspire

## Vision



We envision an equitable and just society: free of systemic oppression where all people thrive.

## Mission



We activate leaders at all levels to accelerate equity at individual, organizational, and systems levels.

## Bold Goal



Social sector leaders at all levels will have the competencies, confidence, and connections to accelerate equity.



# Chatbox Check-in

Please rename yourself to include Name and Pronouns. In the chat, share:

- > Where you're joining from and your role
- > Your favorite ice cream (or sherbet, froyo, etc.) flavor

# Session Goals and Agenda



Give an overview of the ProInspire **Leading for Race Equity Impact** model



Explore individual leadership practices that accelerate race equity



Brainstorm a personal commitment to fostering race equity within your organization

# Community Agreements

- > Be a learner, engage with bravery and curiosity
- > Take space, make space
- > Listen, listen, listen and process
- > Speak from the “I”
- > Acknowledge and attend to impact



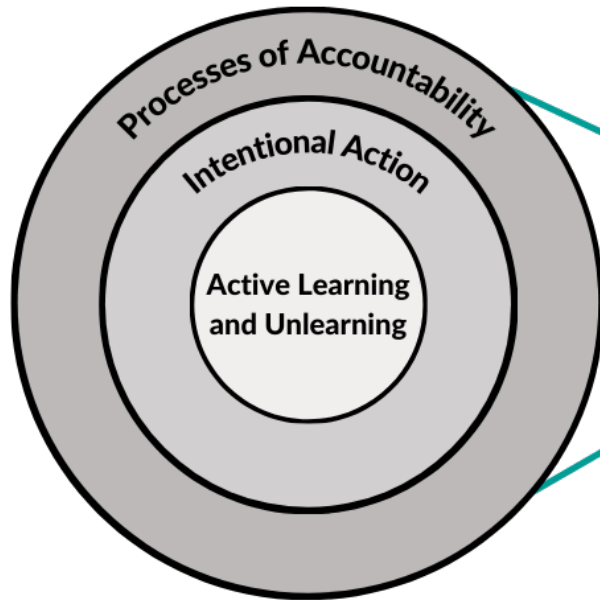
# Our Foundational Beliefs





ProInspire believes that it is essential for **leaders at all levels in the social sector** to:

- > Center race equity in their work through **active learning and unlearning, intentional action, and processes for accountability**
- > Prioritize authenticity, allyship, solidarity, and strategic action to **interrupt oppression and advance race equity**
- > Develop their race equity analysis, **personally and professionally**
- > Embody **leadership practices in any position** within an organization
- > Identify how to **redefine, reimagine, and change institutions and systems** from their roles within organizations

# THE PROINSPIRE LEADERSHIP MODEL FOR RACE EQUITY IMPACT

## AREAS OF ADVANCING RACE EQUITY (3A'S)



WINDOWS OF LEADERSHIP <i>and Core Beliefs</i>			
 <b>SELF</b> <i>Sense of Identity</i>	 <b>PEOPLE</b> <i>Centering Relationships</i>	 <b>ORGANIZATIONS</b> <i>Aligning Values</i>	 <b>SYSTEMS</b> <i>Collective Reimagining</i>
Inner Well-being	Conscious Communication	Co-Creating Culture	Understanding Inequities
Honoring Full Humanity	Interdependent Interactions	Shared Responsibility	Identify Impact
Authentic Self-Love	Restorative Relationships	Adaptive Change	Coalition Building

# Shift from white dominant norms to behaviors that advance race equity in philanthropy.

Leadership by individual

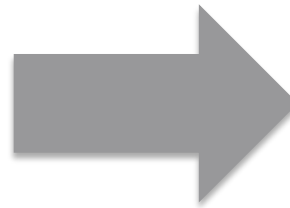
Leadership by collective

Productivity

Flexibility

Objectivity

Vulnerability



Decisions by those in power

Decisions by those most impacted

# Leading for Race Equity Impact Core Beliefs



# Leading Self

Core Belief	Examples
<p><b>Sense of Identity</b></p> <p>When leading <b>self</b> we are addressing internalized racism and oppression by compassionately working to cultivate inner well-being through <b>sense of identity</b>.</p>	<p><b>“..as power-holders in non-profits, white women’s behavior forms the backdrop of the nonprofit organizational cultures. These traits go a long way towards explaining why we see recurring patterns of white supremacy that show up in nonprofits—from the abysmal retention of staff of color to strategies that de-center directly impacted people. Naming how our ways of showing up have roots in the oppressive and violent structures of this place and time break open what is possible. <b>When we know better, we can do better...</b>”</b></p>

Source: Heather Lane Talley, “White Women doing White Supremacy in Nonprofit Culture”

# Leading People

Core Belief	Examples
<p><b>Centering Relationships</b></p> <p>When leading <b>people</b>, we are addressing interpersonal interactions that reinforce racial hierarchy, exclusion and bias by <b>centering relationships</b>.</p>	<p>“Growing closer isn’t just in service to the work of CompassPoint, it’s in service to our humanity. <b>When we go to work and know that we’re cared for, valued, and believed in, it allows us to feel a sense of belonging and pride, and a level of togetherness that can’t be appraised.</b> But opening ourselves up to sharing our sacred truths is no small request. When we open ourselves up in the pursuit of wholeness, we will also have moments of being hurt, harmed, or disappointed which can leave us feeling even more broken.”</p>

Source: CompassPoint, “We Can’t Work Toward Racial Justice and Equity Without Working on Relationships”

# Leading Organizations

Core Belief	Examples
<p><b>Aligning Values</b></p> <p>When leading <b>organizations</b> we are addressing norms, policies and procedures that perpetuate white supremacy by <b><u>aligning values</u></b>.</p>	<p>Annie E. Casey Foundation had a 3-year arc of learning to ensure all staff and departments were making changes to align with their race equity values, including:</p> <ul style="list-style-type: none"><li>● HR: Codifying equity focused characteristics into job descriptions and performance reviews.</li><li>● Procurement: Creating more equitable standards for vendor accessibility, selection, payment terms.</li><li>● Grants Management: Examining ways to strengthen relationship to program staff and to external community.</li><li>● Communications: Created new partnerships with journalists of color.</li></ul>

Source: Annie E. Casey Foundation, “Operationalizing Equity”

# Leading Systems

Core Belief	Examples
<p><b>Collective Reimagining</b></p> <p>When leading <b>systems</b> we are addressing inequities by disaggregating outcomes by race and partnering with others in the ecosystem to <u>reimagine the sector</u>.</p>	<p>Demos’ Statement of Rationale for our Racial Equity Transformation, written in 2014, articulates the organization’s foundational analysis, remains the intellectual backbone of Demos’ transformation and has been regularly referred to as the work unfolds.</p> <ul style="list-style-type: none"><li>● We Suffer Together. A deeper understanding of racism doesn’t just equip Demos to focus on communities of color; it helps Demos better understand what we have already identified as America’s two central problems—inequality in our democracy and in our economy.</li><li>● Progressive Class Politics Fall Apart on Race.</li><li>● More Than a Black-White Story</li><li>● Intersections Between Race and Other Group Identities.</li></ul>

Source: “Demos’ Racial Equity Transformation: Key Components, Process & Lessons”



# Reflection and Action Plan

What were your key insights around leadership practices for race equity impact, talent oriented organizations, and supporting people through unprecedented change:

- >
- >
- >
- >
- >

Action	Timing	Support

# Check-Out

Share **one thing** that you want to **hold on to** from today's session.

## HEAD:

Thinking, Data, Theory

## HEART:

Feeling, Emotions

## HANDS:

Action, Tools, Strategies



# Thank you for joining us!

Survey link is in the Chat box

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