



RACIAL EQUITY COFFEE CHATS

For the past 18 months, Wallace Center has held biweekly Racial Equity Coffee Chats. These informal meetings are led by different staff members and have covered a range of topics related to racial equity. The chats are intended to create a conversational space for sharing personal experiences and expanding our collective understanding of the role of race in our agriculture and food systems.

As part of this process, we’ve developed a loose facilitation structure to guide the conversation. We’ve outlined that structure [here](#) and provided a list of topics and resources that we’ve discussed in this document. We are not experts in this, but we hope that this resource list can be a useful tool for you and your colleagues as you educate yourselves and center anti-racism and racial equity in your programs, operations, and internal culture.

COFFEE CHAT TOPIC IDEAS & RESOURCES

Topic	Resources
Solidarity Philanthropy	<ul style="list-style-type: none"> - Solidarity Philanthropy (Justice Funders) – link to article - Things that anti-racism allies need to stop doing (Dr. David Campt) – link to article
Racial Wealth Income Gap	<ul style="list-style-type: none"> - 12 Key Federal Policies that Have Contributed to the U.S. Racial Wealth and Income Gap (from NETWORK Lobby) – link to article - The Road to Zero Wealth: How the Racial Wealth Divide is Hollowing out America’s Middle Class (from Prosperity Now and Institute for Policy Studies) – link to article
Redlining	<ul style="list-style-type: none"> - Watch this six-minute 2018 NPR video: Why Are Cities Still so Segregated? - Birmingham’s ‘Food Deserts’ Have Been Shaped by its Redlined Past (Civil Eats) - How A Half Century Of Redlining Successfully Segregated American Neighborhoods (HuffPost) – link to article - Modern-day redlining: How banks block people of color from homeownership (Chicago Tribune) – link to article - Interactive redlining maps – link to maps - Additional reading: The Color of the Law: A Forgotten History of How Our Government Segregated America – link to book order
Intersectionality	<ul style="list-style-type: none"> - Here is Kimberlé Crenshaw on what intersectionality is and how it shows up in our awareness of violence against black women – link to TEDTalk - And activist Britney Packnett with a few other examples – link to video - Here’s a look at how this shows up for Asian American women – link to article - Another example of intersectionality is the degree of violence that black queer people, particularly trans people, face – link to article - An historic aspect of this dynamic is how white women purposefully excluded black women from the Women’s Suffrage Movement – link to article
Land Theft in the United States	<ul style="list-style-type: none"> - My Country by Nahko and Medicine for the People – link to song - The Invasion of America: How the United States Took Over an Eighth of the World – link to map - Current Indigenous population beyond reservation lands: link to map

	<ul style="list-style-type: none"> - Native Land – link to interactive map - Extra reading: An Indigenous People’s History of the United States – link to book
White Fragility	<ul style="list-style-type: none"> - Start here with this primer: Why It’s So Hard to Talk to White People About Race - link to article - Then read this great example of what white fragility often looks like, in the form of white women’s tears – link to article - An analysis of equity language and how it protects white folks – link to article - Robin DiAngelo’s more academic analysis on white fragility – link to full text
Reparations	<p>Calls for Reparations</p> <ul style="list-style-type: none"> - Movement for Black Lives Reparations Platform – link to platform - The Case for Reparations, Ta-Nehisi Coates – link to article and audio <p>Examples</p> <ul style="list-style-type: none"> - Individual: Indigenous Land Reparation - Community Organizing for poor and indigenous reparations - Door Knocking for Reparations as a Rich Kid - University: Why Are Georgetown Students Paying Reparations? - City: 2015 City of Chicago signed into law an ordinance granting cash payments, free college education and a range of social services to 57 living survivors of police torture - Fed & State Government: Six Examples of Reparations
Pigford V. Glickman	<p>Did you know that <u>the largest civil rights lawsuit in U.S. history</u> was a class-action lawsuit brought by (mostly southern) Black farmers against the United States Department of Agriculture? Did you know that the case was re-settled under Obama’s presidency?</p> <p>The story of Black farmers’ class action lawsuits against the USDA in the late 90s, its recent resettlement, and the subsequent suits against USDA it inspired (by Native America, Hispanic, and women farmers), is amazing. These cases are illustrative of the direct, axiomatic bearing racial equity has on our work and within agriculture and food systems more broadly.</p> <p>Check out this speech by J.L. Chestnut. Mr. Chestnut, the first Black attorney in Selma, Alabama and a colleague of Dr. King, was the lead attorney in the first Pigford suit. In this 35-minute video he gives a rousing telling of the story of this case. If you do want to read more check out this short overview of the case published by RAFI.</p>
Environmental Racism & Justice	<p>Two optional resources to spur conversation:</p> <p>The first resource is a map on environmental justice indicators published by EPA. To use, click Map Data at the top of each map.</p> <p>Crucially, mainstream environmentalism has historically ignored and even undermined issues of environmental justice. The second resource is a piece from Grist about this.</p>
Interrupting Micro-aggressions	<ul style="list-style-type: none"> - Tool: Interrupting Microaggressions – link to PDF
1619 Project	<p><i>Note:</i> this is an incredibly rich body of research, reflections, poems, stories, images and audio storytelling by Nikole Hannah Jones and others at the New York Times. You may want to focus on a particular work within this project for your conversation.</p> <ul style="list-style-type: none"> - Overview of 1619 Project - More from the Project - 1619 Podcast
Reaching Resistant Audiences	<p>Conversations about racism and equity can be hard to have with particular groups of stakeholders. Many are unfamiliar with the issue or have received information that quickly</p>



polarizes the topics. So how do we engage audiences that are resistant to discussion on racism and equity, either because of their exposure or perspective?

What are the different experiences, challenges and breakthroughs you've had or that you know of when it comes to engaging unengaged stakeholders in the conversation about race and equity? What worked? What didn't? Which tools could be most helpful in building relationships with these stakeholders that are allied rather than antagonistic?

Resources:

- Talk About Race Toolkit (from the Center for Social Inclusion) – [link to PDF](#)
- Chimamanda Ngozi Adichie's "The danger of a single story" – [link to TEDTalk](#)

Slavery and the Capitalist Structure

- In order to understand the brutality of American capitalism, you have to start on the plantation (1619 project) – [link to article](#)
- The Economy that Slavery Built (1619 project) - [link to podcast episode](#)

White Organizational Culture

- Transforming Organizational Culture Assessment Tool (MP Associates) – [link to tool](#)
- White Supremacy Culture (Tema Okun, dRworks) – [link to article](#)

Ralph Paige / The Federation of Southern Cooperatives

The Legacy of Ralph Paige

- Ralph Paige Obituary (NY Times) – [link to obituary](#)
- The Federation Of Southern Cooperatives News Archives and Timeline – [link to webpage](#)

Green Gentrification and Urban Ag

- D.C.'s Urban Farms Wrestle with Gentrification and Displacement (CivilEats) – [link to article](#)

New Years' Anti-Racist Resolutions

How will we each personally and professionally commit to being actively anti-racist in 2020?

Honoring MLK

[Nonviolence and Racial Justice](#)

U.S. Tribal Treaties

Do we understand the history of tribal treaties in the U.S.? Specifically, do we understand how their formation and systematic breakage by the federal government paved the way for the nation's expansion and establishment of our agricultural systems? These treaties remain today, and tribal nations fight for their recognition.

- Here's a [quick primer video](#)
- Also, here's a fascinating [map](#) that allows you to see the tribes and treaties around the country

How we talk with other organizations about our racial equity at Wallace

- The 10 R's of Talking About Race: How to Have Meaningful Conversations – [link to article](#)
- As a reference here is a [RE Glossary](#) of Terms – [link to article](#)
- Awake to Woke to Work. An organization tool for moving along the path (from ProInspire) – [link to tool](#)

Dealing with Everyday Phrases with Racist Origins

Everyday conversations can include phrases that have racist origins or evolutions. Most use race to diminish one group to benefit white people. Let's talk about how to recognize these terms, stop their use, and create a culture of constructive accountability and responsiveness.

- Check out NPR's [Word Watch](#) for examples, including details on their evolutions.
 - Sometimes, bringing this up to someone using these terms can result in defensiveness. Check out Robin DiAngelo's [explanation](#) on how racism isn't just individualized, conscious or intentional.
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