

*INTERNATIONAL  
HOUSE DAVIS*

COMMUNITY  
INSIGHT SESSION

# EXPLORING RACIAL EQUITY

MARCH 2021



Pavement Painting by @shyboytoto

*SESSION FACILITATED BY-*

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Racial Justice Advocates (RJA)  
**Danielle Lawrence:** Consultant, RJA  
**Molly Reagh:** Consultant, RJA  
**LaTanya Mosely:** Consultant, RJA

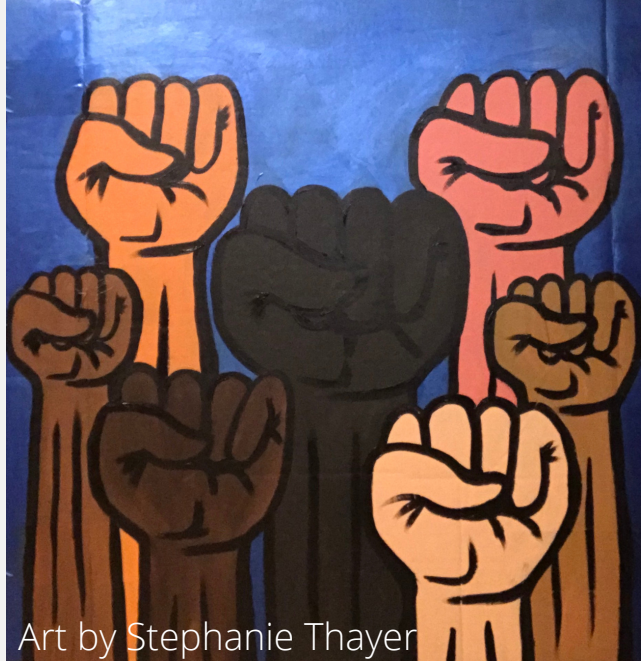
*REPORT CREATED BY-*

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# BACKGROUND



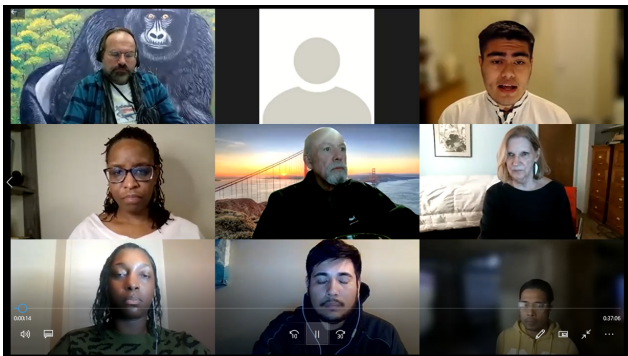
In September of 2020, International House Davis (I-House) launched an Anti-Racism Initiative because we recognize that the history of enslavement, colonialism, and racial inequity has negatively affected generations of Black, Indigenous, and People of Color (BIPOC). I-House is the community space to explore the global issues of our time, and racism is the most pressing global issue of this era.

The staff and board of I-House had many conversations with others in the nonprofit community, and we came to recognize an intense desire to explore how nonprofit leaders can catalyze change to create an anti-racist future in Yolo County. We believe that the non-profit sector has the power to address racial inequities and create a better future in our community and our world.

In partnership with Racial Justice Advocates (RJA), a consulting firm of organizational activists in Sacramento, I-House held a community insight session via Zoom on Thursday, March 11, to discuss the issues, considerations, and challenges that arise when addressing racism within our organizations and in the communities we serve. We invited 16 local individuals with experience addressing racism in our community to participate in the session. 11 people representing government, nonprofit, community coalitions and local philanthropy participated. This insight session has informed the actions of I-House's continuing anti-racism initiative.

# PARTICIPANTS

Nancy Callahan, IDEA Consulting  
Ed Callahan, UC Davis Medical Center (Retired)  
Gloria Partida, The Davis Phoenix Coalition  
Dzokerayi Minya, ZimCuisine and Tese Foundation  
Joby Morrow, Humanized Consulting  
Koen Van Rompay, Sahaya International  
Anoosh Jorjorian, Inclusive Futures Consulting  
Mikael Villalobos, UC Davis Office of Diversity, Equity and Inclusion  
Luis Fernando Anguiano Quiroz, The ApoYolo Project  
Kate Mellon-Anibaba, Solidarity Space Davis  
Leonardo Madera-Zamora, American Leadership Forum



## **SELF-DESCRIBED RACIAL IDENTITY**

- *ASIAN OR ASIAN AMERICAN: 1*
- *BLACK OR AFRICAN AMERICAN: 2*
- *NATIVE HAWAIIAN/PACIFIC ISLANDER: 1*
- *HISPANIC OR LATINX: 3*
- *SOUTH ASIAN: 1*
- *WHITE OR CAUCASIAN: 3*

## **SELF-DESCRIBED GENDER IDENTITY**

- *FEMALE: 6*
- *MALE: 5*
- *OTHER: 0*

## **INDUSTRY OR FIELD**

- *GENERAL NON-PROFIT: 5*
- *EDUCATION: 1*
- *HEALTH CARE: 2*
- *ARTS AND CULTURE: 2*
- *CONSULTING: 1*



*Analysis*

# THE KEY FINDINGS

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**1**

## **The city of Davis is perceived to be diverse, but BIPOC do not have this lived experience**

"People say Davis is diverse, but it doesn't seem that way to me. The decision-making tables don't have people of color, or don't have enough people of color."

"Often people are racist without realizing it."

**2**

## **An "old-guard", that is predominately white and male, wield power in Davis**

"Many of the individuals who have access and power have lived in Davis for a very long time. They are very entrenched and anchored in their community and ways of doing things that do not include new faces."

"There is no true effort to include organizations or individuals who are outside of the established nonprofit circles."

**3**

## **Davis has not centered diversity, equity and inclusion in the community**

"A huge barrier (to racial equity) is our failure to center DEI in our culture, we always engage in DEI in reaction...It is also seen as "incidental" as opposed to integrating it as a core component of how we operate."



*Analysis*

# THE KEY FINDINGS

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## 4

### **BIPOC want equitable access to resources and funding**

“The channels for folks working on behalf of people of color (or are people of color) are not privy to the same informal access to the people doing the decision making and pulling the levers.”

"Access to funding and resources is all about who you know."

## 5

### **BIPOC need vocal allies, they are tired, frustrated and feel they are fighting alone**

“Many of us end up with reputations of being angry and difficult to work with because we point out problems over and over. You get angry and impatient in some ways or you drop out.”

“People are so afraid of conservative white backlash that they won’t actually stand up for POC even though they say they’re supportive of POC - only want to be supportive behind the scenes and not publicly.”

“There’s just so much explaining over and over of WHY you need to include people of color, dealing with microaggressions over and over in meetings; people explain it away as “just the way they are” but it’s really a problem and a bigger pattern, There’s so much labor that goes into explaining the problem - it’s exhausting”



# REFLECTIONS & CONSIDERATIONS

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# 1

## **Who are the "old guard" and who are the allies?**

Identify these people and engage them in the conversation. How does I-House move from "old guard" to ally/abolitionist?

# 2

## **What are the major funding streams for nonprofits and how can we increase access?**

How can I-House support access to and information on funding opportunities and grants?

# 3

## **How can we support the care and resiliency of our BIPOC community members?**

Can we create a curriculum to address microaggressions and bias? How can we showcase and uplift grassroots efforts that exist outside the nonprofit establishment?

# 4

## **Lack of awareness and lack of access are inter-related issues**

When white leaders are unaware of racial inequities and when they work within their own networks, BIPOC organizations and BIPOC leaders get left out.

*"Nonprofit leaders, who are majority white folks, really need to learn allyship techniques of centering BIPOC, stepping back and having BIPOC step forward, and backing us up."*