

You Ain't Got the Answers: Community Driven Solutions and Non- Performative Allyship



YWCA Racial Justice Summit 2019

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**YOU AIN'T GOT THE ANSWERS
SWAY!**

memecrunch.com

Overview

- Defining Community Driven Solutions
- Deconstructing NPIC and Performative Funding Practices
- Protecting Community Based Leaders
- Allyship and Relationship Building

Community Driven Solutions (CDSs) Defined

- Devised, maintained, executed, and owned by community
- People/place-based
- Builds on existing community capacity
- Proudful
- Rooted in equity/justice principles and impact
- Deeply intersectional
- Hard work that takes time + long term investments

CDSs Significance

- Sustainable Solutions.
 - Foster Resiliency
 - Intersectional / Holistic Approach
 - Sovereignty and Freedom
 - Confront Root Causes

CDSs and the Non-Profit Industrial Complex

- What is the NPIC, and how is it relevant to CDSs?
 - “A system of relationships between the local/federal government, the “owning” classes, foundations, community, and non-profit orgs that results in the allocation of public and private funds to support mission driven work.”

CDSs and the Non-Profit Industrial Complex

- What is the NPIC, and how is it relevant to CDSs?
 - Generational wealth and exploitation is the foundation of the NPIC
 - Margin of profit = Margin of exploited resources
 - Funds / aides a large majority of various community needs services (social, educational, health, etc.)
 - Is the primary means of funding work
 - Creates competition and infighting

CDSs and the Non-Profit Industrial Complex

- Why does it matter where the money comes from?
 - Billions allocated each year
 - Where it comes from is key to understanding..
 - Intention
 - Responsibility
 - How to Give

Deconstructing the Players of the NPIC

- Who are the significant NPIC players and...
 1. Who/What have they exploited to achieve their success?
 2. Who/What does their work benefit now?

Player #1: Foundations / Funders

1) Who/What have they exploited to achieve their success?

- People of Color
- The Environment
- Working Class
- Tax Payers

Player #1: Foundations / Funders

2) Who does their work benefit now?

- Self-Interests
 - Finances
 - Self-identified issues
- Non-profits

Player #2: Academia

1) Who/What have they exploited to achieve their success?

- Indigenous / Community Land
- Students
- Prison Labor / Investments
- Community

Player #2: Academia

2) Who does their work benefit now?

- Students
- Faculty / Staff
- Self-Preservation
- Community
- Non-profit partnerships

Player #3: Non-profits

1) Who/What have they exploited to achieve their success?

- People of Color
- The Environment
- Working Class
- Tax Payers
- Practitioners -- often of color
- Community

Player #3: Non-profits

- 2) Who does their work benefit now?
- Practitioners -- typically of privilege
 - Community
 - Foundations / Funders
 - Self-Preservation

Player #4: Community Based Orgs

*Note: Not in communities of privilege

- 1) Who/What have they exploited to achieve their success?
 - N/A, are often the victims of systemic injustice and exploitation
- 2) Who does their work benefit now?
 - Themselves

Defining / Prioritizing Issues and Solutions

- Why does it matter?
 - Important practice for anyone engaging with organizations / funders and their work
 - Who's making decisions, and how?
 - Helps distinguish between real vs. performative work

Defining / Prioritizing Issues and Solutions

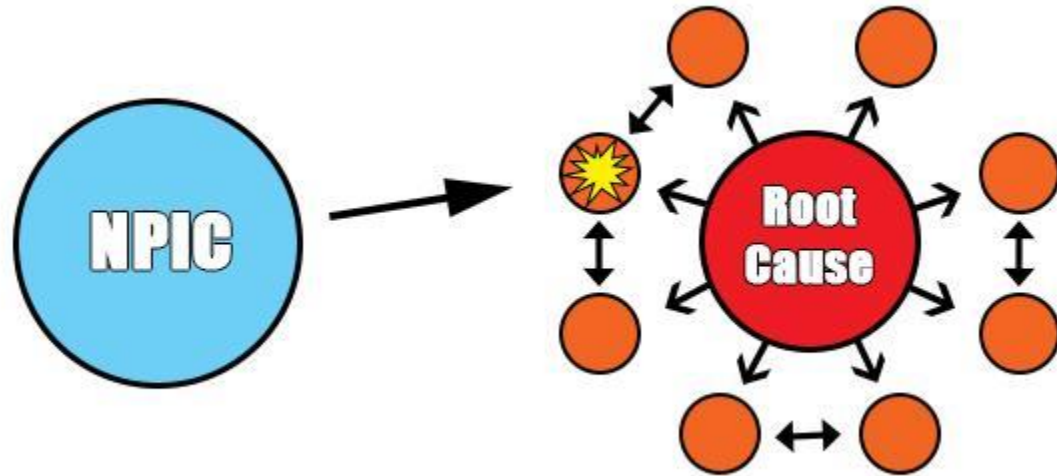
- **Defining Elements**

- Experience
- Research / Data
- History (Sankofa)
- Entitlement
- Misinformation

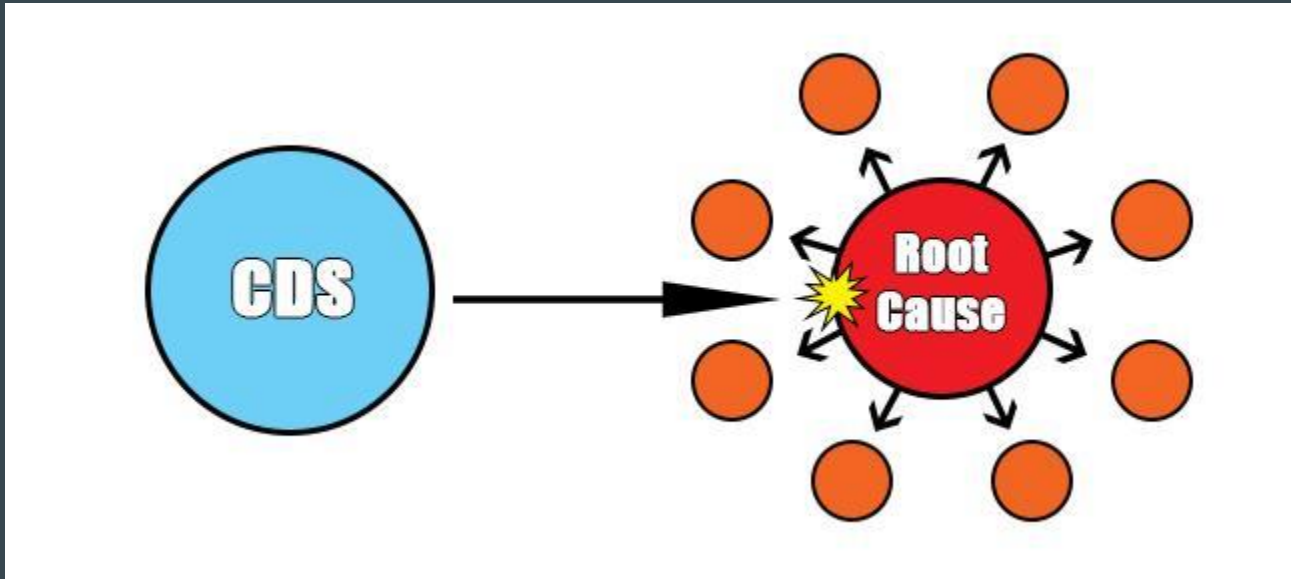
Defining / Prioritizing Issues and Solutions

- **Analyzing Priorities**
 - Need-based Analysis
 - Internal Interests
 - Quantity Over Quality
 - Commitment
 - Exploitation

Defining / Prioritizing Issues and Solutions



Defining / Prioritizing Issues and Solutions



Defining / Prioritizing Issues and Solutions

- **Recap / Reframing**

- NPIC depends on Non-profits to solve societal issues it benefits from / creates
- NPIC players owe more than they give
- NPIC players can cause more harm than good
- CDSs eliminate “smoke and mirrors”

Defining / Prioritizing Issues and Solutions

Recap / Reframing

- What It Is
 - Oppressive forces defining issues they cause and prioritizing solutions based on self-interests
- What It Needs to Be
 - Community defining their issues / priorities, demanding oppressors what they owe + interest

Case Studies: City of Madison SEED Grants

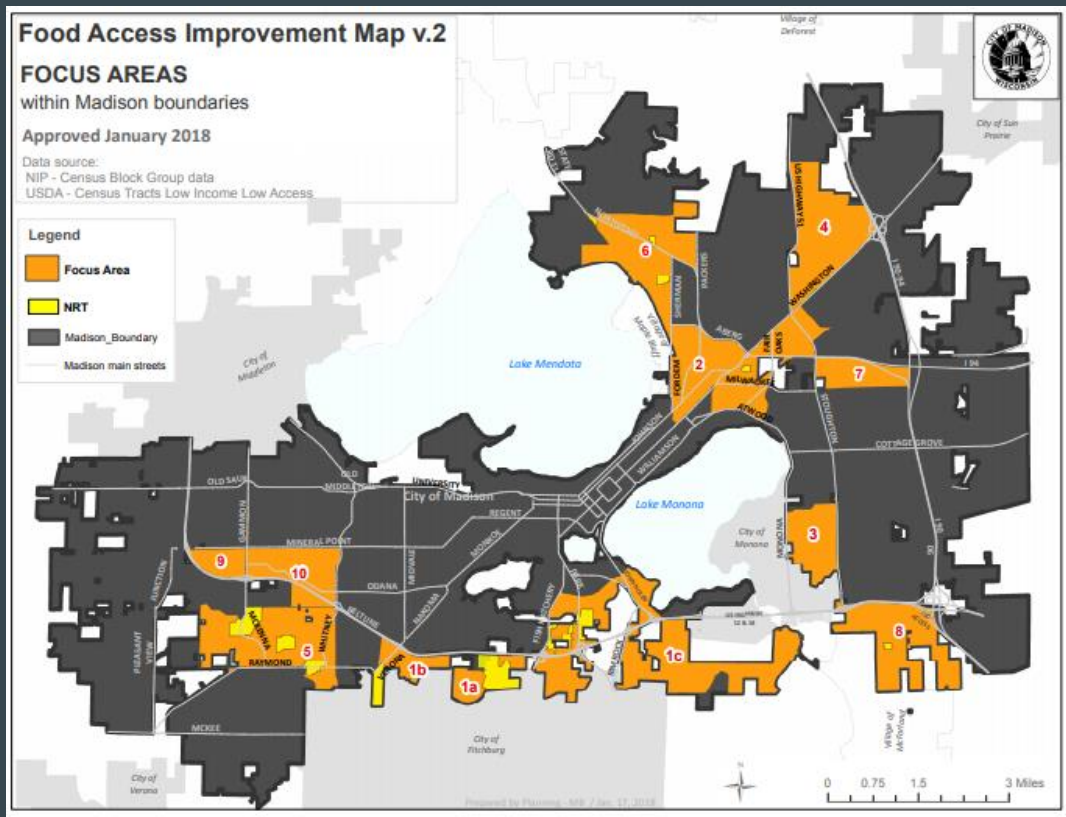
<https://www.cityofmadison.com/mayor/programs/food/seed-grants>

Criteria:

- Demonstrates financial need
 - Focus on small orgs, orgs just getting started, or orgs with a new project focus
 - Do not have to be incorporated 501c3's but need a fiscal sponsor
- Address racial equity and social justice goals
 - Priority on serving 'Food Access Improvement Areas' w/in the City
 - Developed based on census and USDA data around food access, income, vehicle ownership
 - Demonstrate project impact and org collaboration with community members, with specific focus on orgs and communities of color
- Evaluation and metrics
 - Metrics specifically defined by the organizations applying for grant-funding

Case Studies: City of Madison SEED Grants

Food Access Improvement Map



Case Studies: City of Madison SEED Grants

Evaluation and Metrics

PART IV: EVALUATION (20 POINTS)

The following section is about the specific goals of your project and how you will measure them to determine the success of your project. We look for projects with clear goals and ways to measure the progress towards those goals. Please answer each question in no more than 150 words

8. What are the goals of your project? These could be about the quantity (e.g. the number served) and quality (e.g. the number who achieve a positive outcome) of your project.

9. How will you measure the progress towards your goals? Please list at least 3 specific measures and/or project benchmarks that will be used. Ideally these will relate to your project goals listed above. (NOTE: these measures will be used in the SEED grant follow up evaluation form)

Case Studies: EFOD (efod.org)

Equitable Food Oriented Development

- Criteria
 - Equity and Justice First
 - Place-Based
 - Market-based / Business Strategies
 - Community Leadership Development / Organizing
 - Community Ownership

Case Studies: CSU (@CSUINC & @VMPCSU)

- Community Services Unlimited (CSU)
 - Deeply intersectional work
 - Community Center
 - Organic Marketplace
 - Urban Farm
 - Intergenerational
 - Survival AND Systemic

Protecting Community Based Leaders

Why is the health / well-being of community leaders crucial to the success of Community Driven Solutions?

Protecting Community Based Leaders



Protecting Community Based Leaders

- The “Validation” Problem
 - NPIC funders demand years of successful programming with little to no resources from Community Based Orgs to “earn” legitimacy in their eyes
 - This essentially makes burn-out a prerequisite for funding
 - Funder’s skepticism manifests into unnecessary barriers

Protecting Community Based Leaders

- The “Validation” Problem
 - Funders Mindset:
 - We like them, but they’re not ready yet
 - We can’t fund...
 - Multiple staff
 - Their high-level ideas and programs
 - IF they talk about us, we can fund...
 - Events and surface level work with pictures

**COMMUNITY BASED ORGS
ARE NOT
YOUR SIDE PIECES**

Uplifting Existing / Developing Leaders

This is NOT charity work

This is NOT a personal investment

This IS about identifying the support you owe,
AND showing up in the right ways to give it

Uplifting Existing / Developing Leaders

- Personal Support
 - Health
 - Housing
 - Family / Child Care
 - Finances
 - LISTENING and Affirming Their Words
 - Other Unique Needs

Uplifting Existing / Developing Leaders

- Organizational Support
 - SHOWING UP
 - Navigating the NPIC
 - Professional Development
 - Increased Visibility
 - Coming to their Defense

Uplifting Existing / Developing Leaders

How do you appropriately offer resources to community leaders?

1. Acknowledgement
2. “What do you need?”
3. LISTEN
4. Reflect
5. Offer OR Stay Connected

Uplifting Existing / Developing Leaders

Support Alternative Economies

- Social Enterprises
 - Products
 - Events
- Fundraisers

Non-Performative Allyship and Relationship Building

- Allyship Defined
 - Is an Action, NOT an Identity
 - NOT self-declared, must be recognized by those you work to be an ally to
 - Ally = Accomplice

“An active, consistent, and arduous practice of unlearning and re-evaluating, in which a person in a position of privilege and power seeks to operate in solidarity with a marginalized group.”

Non-Performative Allyship and Relationship Building

- Ally Responsibilities (credit: Anti-Oppression Network)
 - Actively acknowledge one's privilege and power, and openly discuss them
 - Listen more, speak less
 - Work with integrity and direct communication with marginalized groups
 - Do not expect to be educated by marginalized groups
 - Build capacity to receive criticism
 - Embrace uncomfotability, emotions, and guilt
 - Place personal needs 2nd
 - Do not expect or seek recognition

Non-Performative Allyship and Relationship Building

- Performative Allyship Defined
 - All talk, no walk
 - Action with ulterior motives
 - Aligning with cause for self-image
 - Benefiting from false alignment
 - Unwillingness for uncomfortable accountability

Non-Performative Allyship and Relationship Building

Why does this distinction matter?

Non-Performative Allyship and Relationship Building

- Notes from the Field
 - THIS WORK LOOKS DIFFERENT
 - You Might Not be Useful
 - Believe What's Told to You
 - Your Help is Not a Handout, It's a Responsibility
 - Give Without Expectations

Activity #1: Allyship in Practice

What communities do you consider
yourself an ally to?

Activity #1: Allyship in Practice

How do you know?

What have you done?

Is it what's been asked of you?

Activity #1: Allyship in Practice

Group Share:

-Did anything change?

-How will your practices change moving forward?

Activity #2: Resource Mapping

What resources / support / spaces do you personally have access to sharing?

Activity #2: Resource Mapping

How will you share these resources?
Who needs them?

Activity #2: Resource Mapping

- Community Based Leaders
 - Name / Info / What you need

- Allies
 - Name / Info / What you can give