Racial Equity: Designing for Liberation

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Purpose/Objectives:

- Explore ways to center those most harmed within grantmaking strategies,
- Develop a safe community of practice for grantmakers focused on the liberation of BIPOC communities.
Communication to the Board

We can disagree and still love each other...

...unless your disagreement is rooted in my oppression and denial of my humanity and right to exist

- James Baldwin
"If you have come to help me, you are wasting your time. But if you have come because your liberation is bound up with mine, then let us work together."

- Dr. Lila Watson
Liberatory Design

- Structure
- Pattern (Strategies)
- Process

- Relationship
- Identity
- Information

CONTEXT
HISTORY
OPPORTUNITY
OPPRESSION
An organization wants students to be able read at or above grade level.
Current Data Trends: Setting the Context

11% of Alameda county’s population is Black*

47% of Alameda county’s homeless people are Black*

Percentage of Population Below the Poverty Line by Race**

- Black: 24%
- Hispanic: 21%
- Native American: 22%
- White: 11%

* 2019 Alameda County Homeless Count Report
** 2019 United States Census
Strengthening the Learning Ecosystem

**Education Theory of Change:**
We can end cycles of oppression and poverty by centering equity and “a comprehensive place-based approach” starting with literacy for early learners.

Inspired by Geoffrey Canada
President of the Harlem Children’s Zone
Equity Levers

The Learning Ecosystem

Innovation
Teaching & Learning
Home & Community
Strategic Networks
Policy
Leveraging Teaching and Learning: MIXED METHODS AND EFFECTIVE PRACTICES
Program Effectiveness During Covid

Regression-adjusted average for beginning of year outcomes across school years

Note: Hierarchical Linear Modeling models clustered at site and control for student language, attendance, race, and income.
OUUSD-Men of Color Program: Amin Robinson, Early Literacy King

We are building a PATHWAY for young men of color.

Become a mirror for young kings to read, write, and discover.
Community Strategy Council: Rethinking the Table

We believe people can solve their own problems.

Both the problems and solutions reside within communities and systems.
Power To The People
Population Effects:
Reaching Every Student in Oakland
Education Investment Portfolio 2021-2023

- Teaching and Learning: 65%
- Innovation: 13%
- Social Emotional Learning: 9%
- Policy: 5%
- Strategic Networks: 3%
- Evaluation and Research: 2%
- Home and Community Impact: 2%
- Other: 13%
What are the challenges and barriers to changing the culture of an organization to become more focused on racial equity and liberation?
Discussion and Next Steps
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