

1

It's TIME



It's TIME

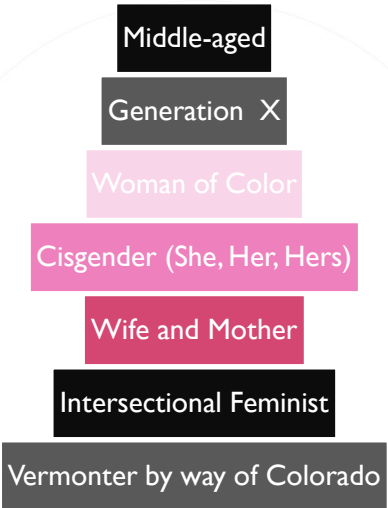
For White Women to Step Up for Racial Justice

AFP WEBINAR | October 6, 2020

1

2

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Middle-aged

Generation X


Woman of Color

Cisgender (She, Her, Hers)

Wife and Mother

Intersectional Feminist

Vermont by way of Colorado



Alexis Kanda-Olmstead
Director
Advancement Talent Management
Dartmouth College

2

It's TIME




White
Cisgender (she/her)
Middle-aged
Gen X
Middle class with working class roots
Wife
New Englander with Midwestern roots

Brianna Boggs
Executive Coach and Consultant
Brianna Boggs Coaching & Consulting

3

3

It's TIME

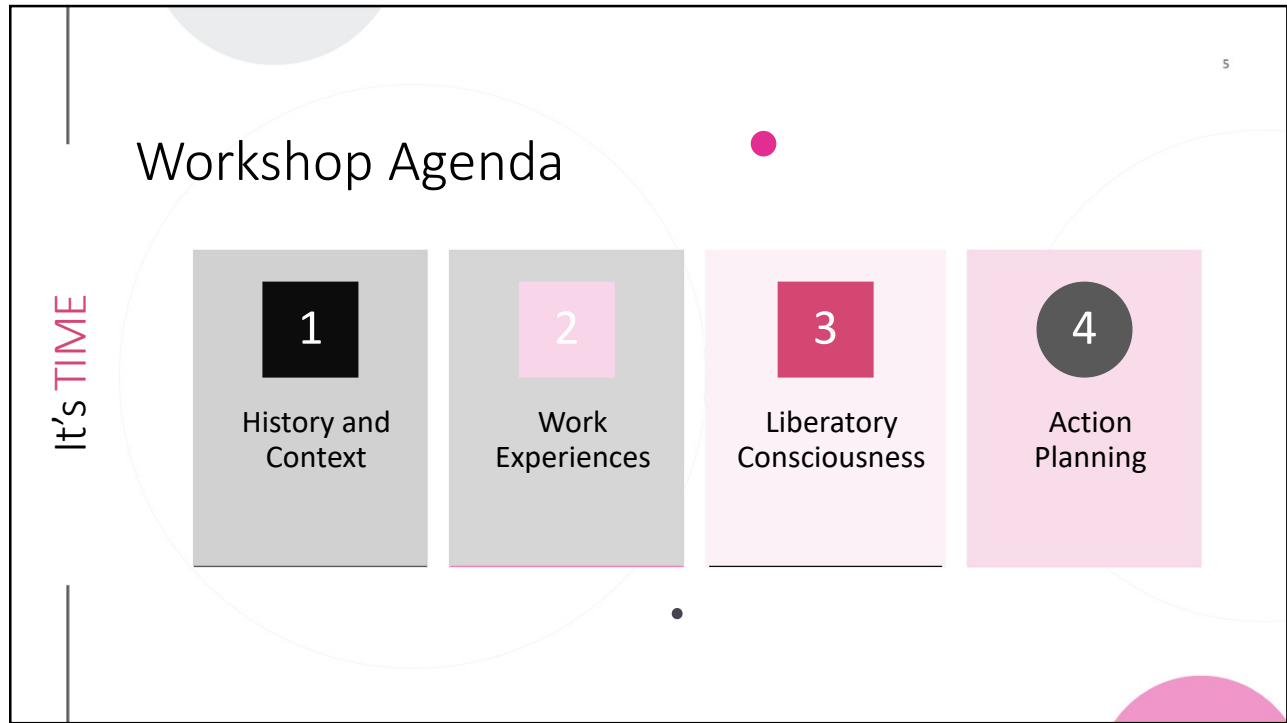


LET'S CHAT

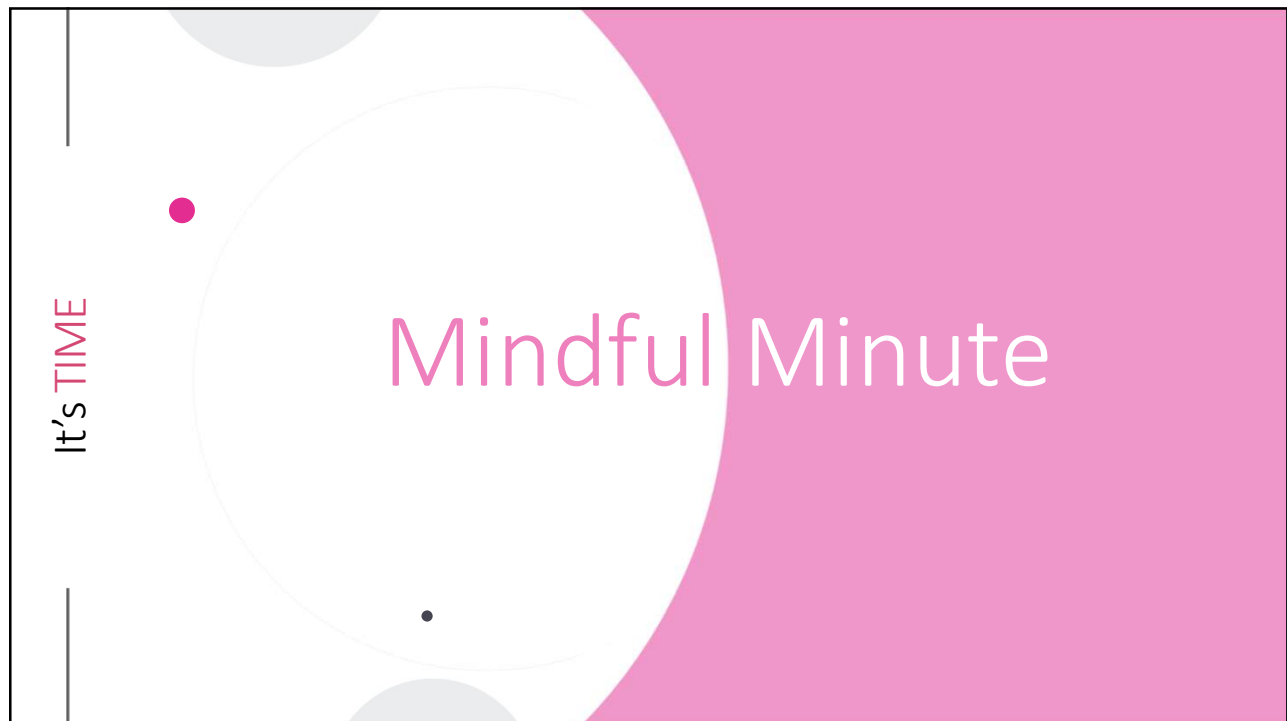
Please share your name and where you're joining from.

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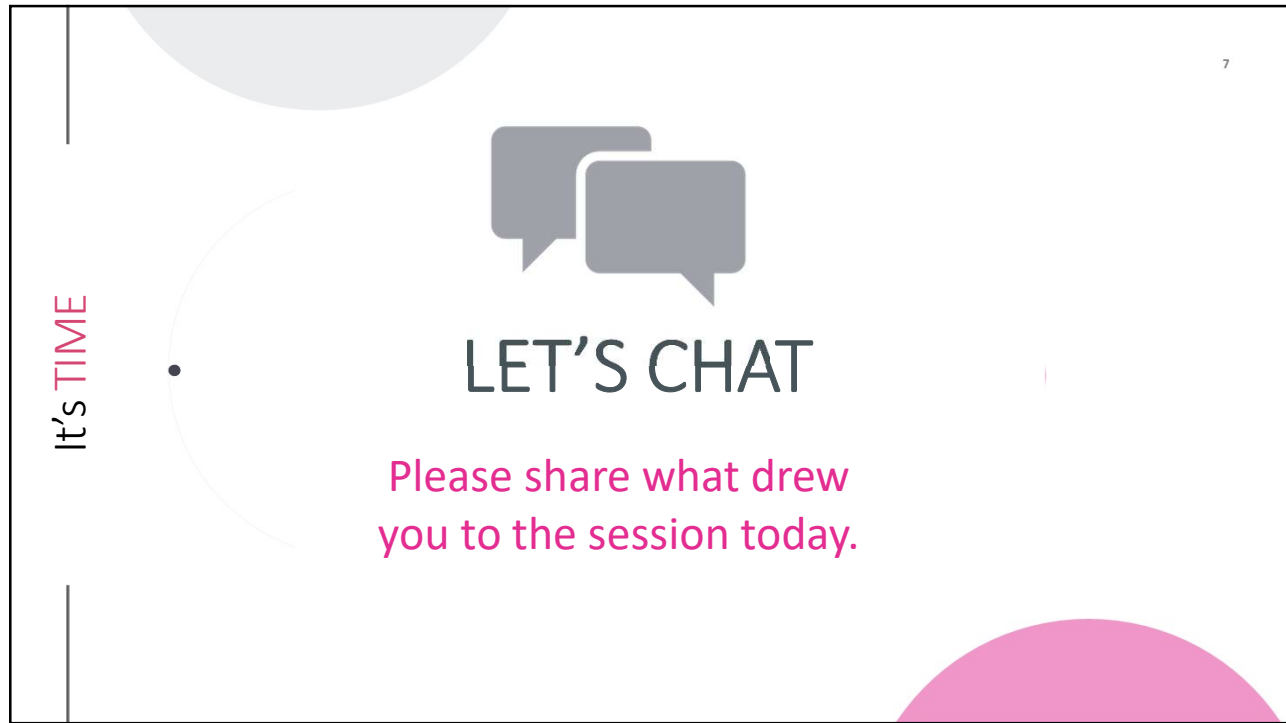
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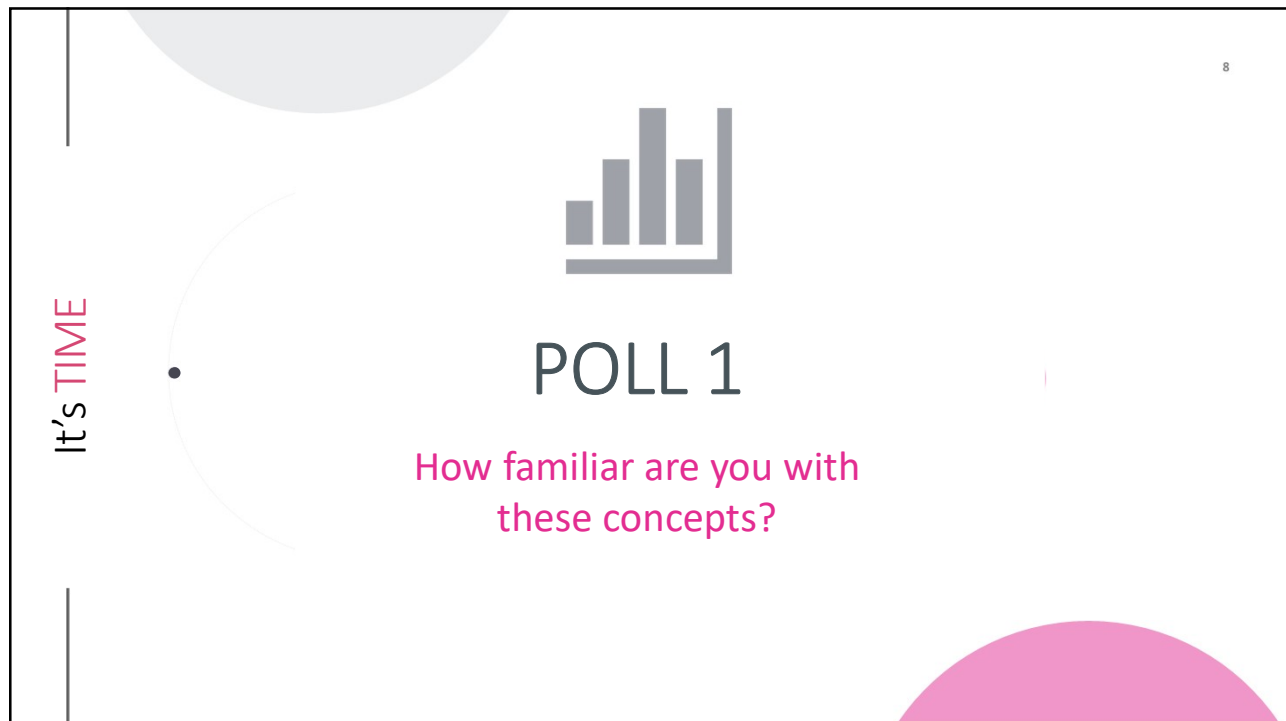
6



LET'S CHAT

Please share what drew you to the session today.

7



POLL 1

How familiar are you with these concepts?

8

9

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The opposite of 'racist' isn't 'not racist.'

How to be an Antiracist
Ibram X. Kendi

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9

10

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Working at the Intersection

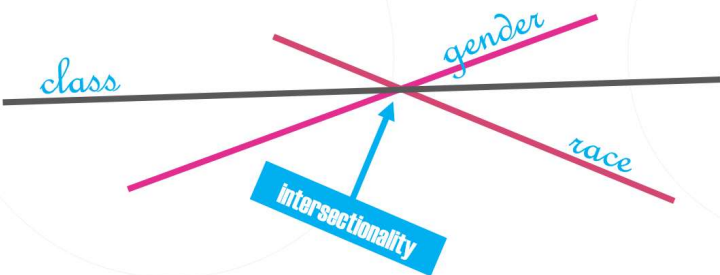
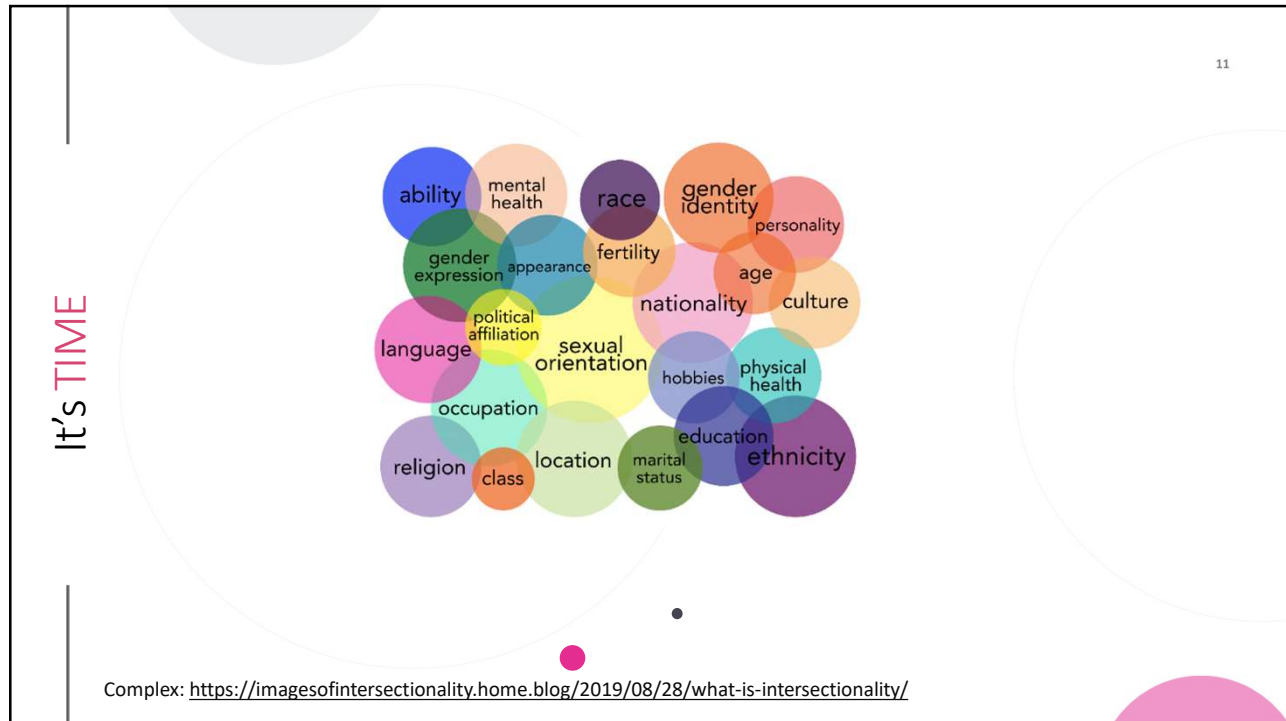
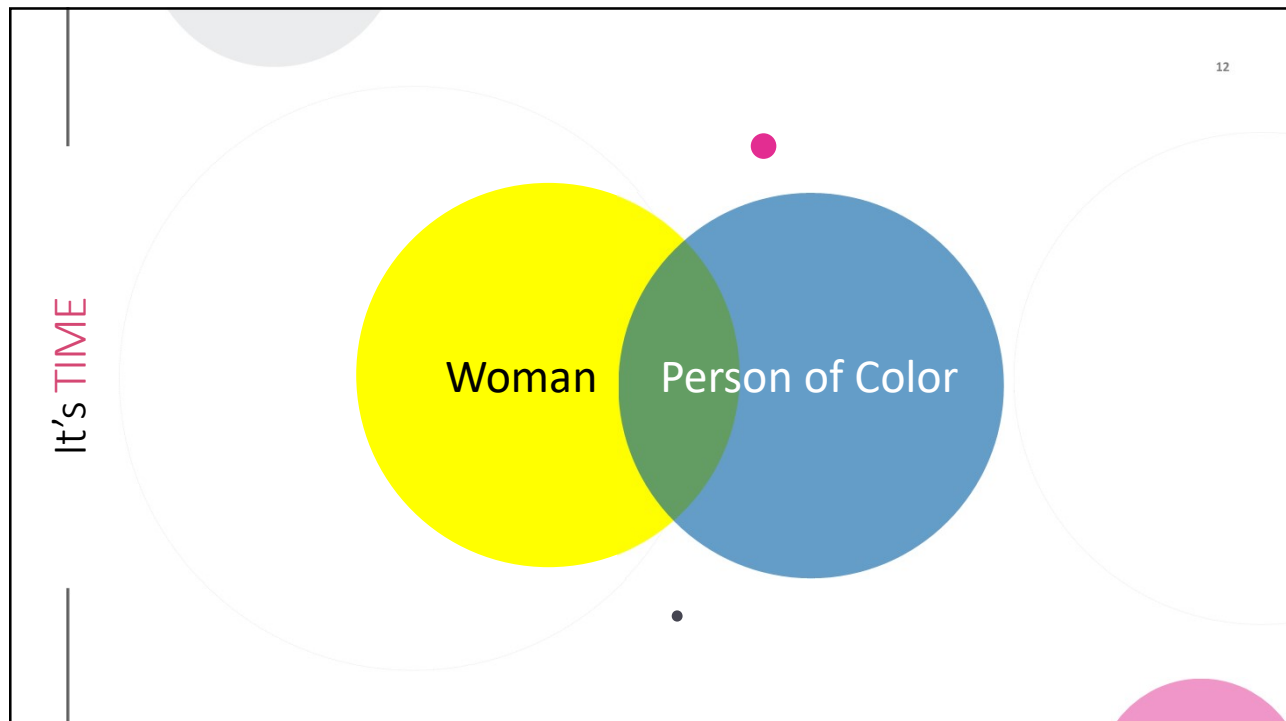


Image credit: Jennifer L. Le, Ph.D.

10



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For women of color, the glass ceiling is actually made of concrete.

Jasmine Babers
The Aspen Institute

13

14

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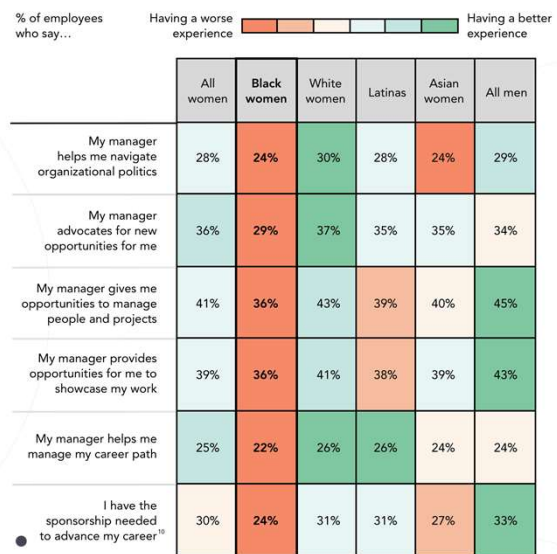
Exclusion Segregation Integration Inclusion

Image credit: Playcore <https://www.playcore.com/inclusive-play-matters-1>

14

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Black women **receive less support** from their managers as compared to white women.

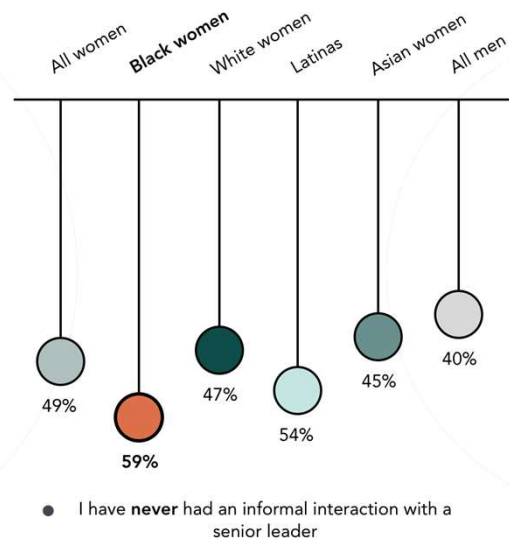


The State of Black Women in Corporate American (Lean In and McKinsey & Company)

15

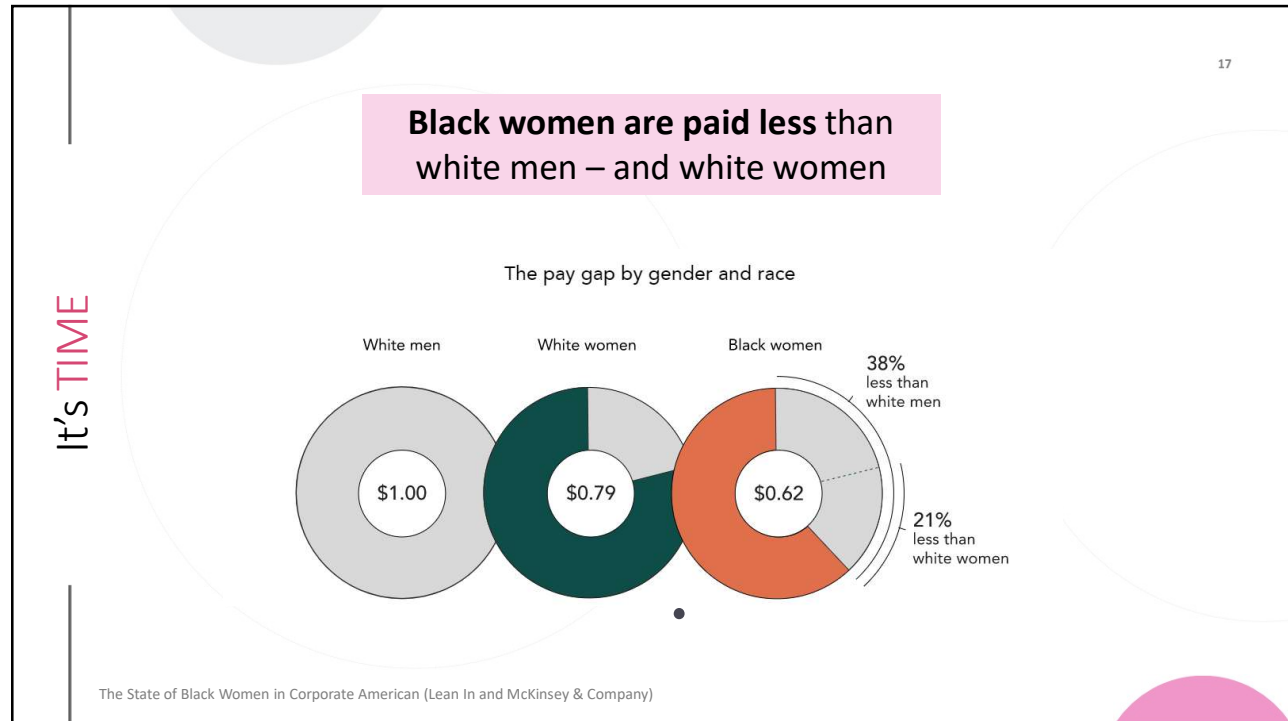
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59% of Black women have **never—not once—** had an informal interaction with a senior leader at their company.

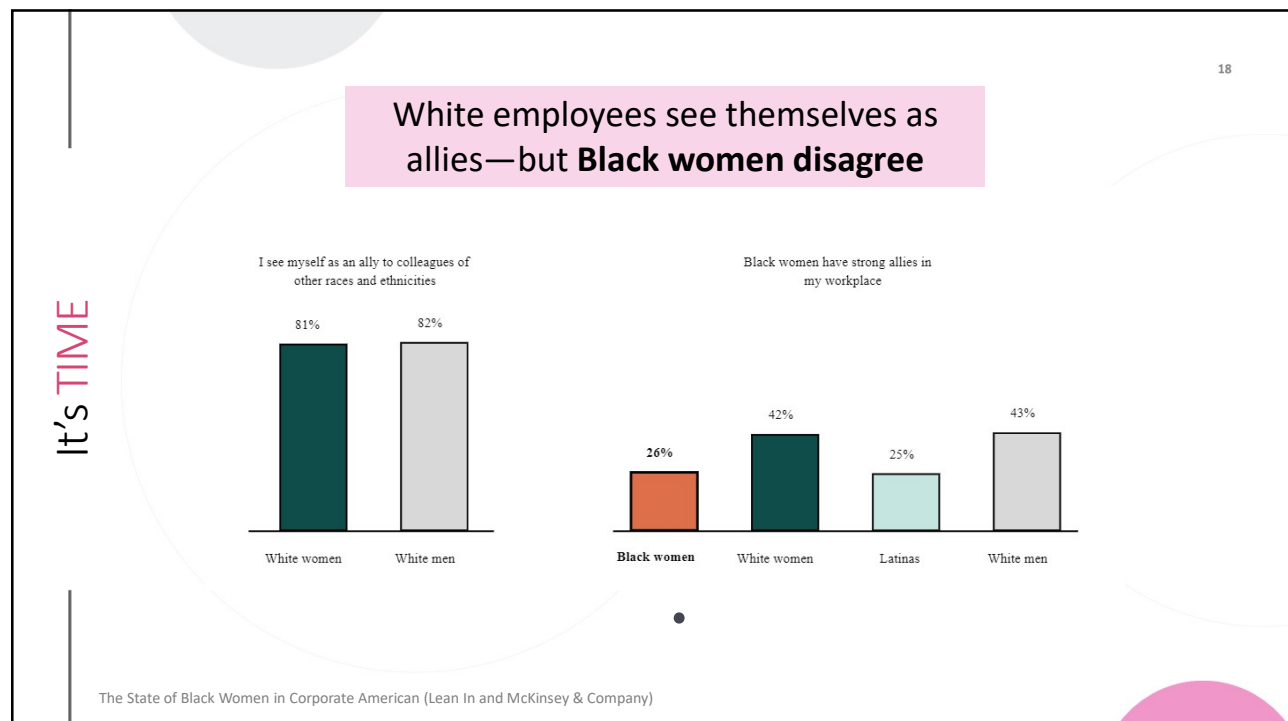


The State of Black Women in Corporate American (Lean In and McKinsey & Company)

16



17



18

19



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POLL 2

Which of the research findings most surprised you?

19

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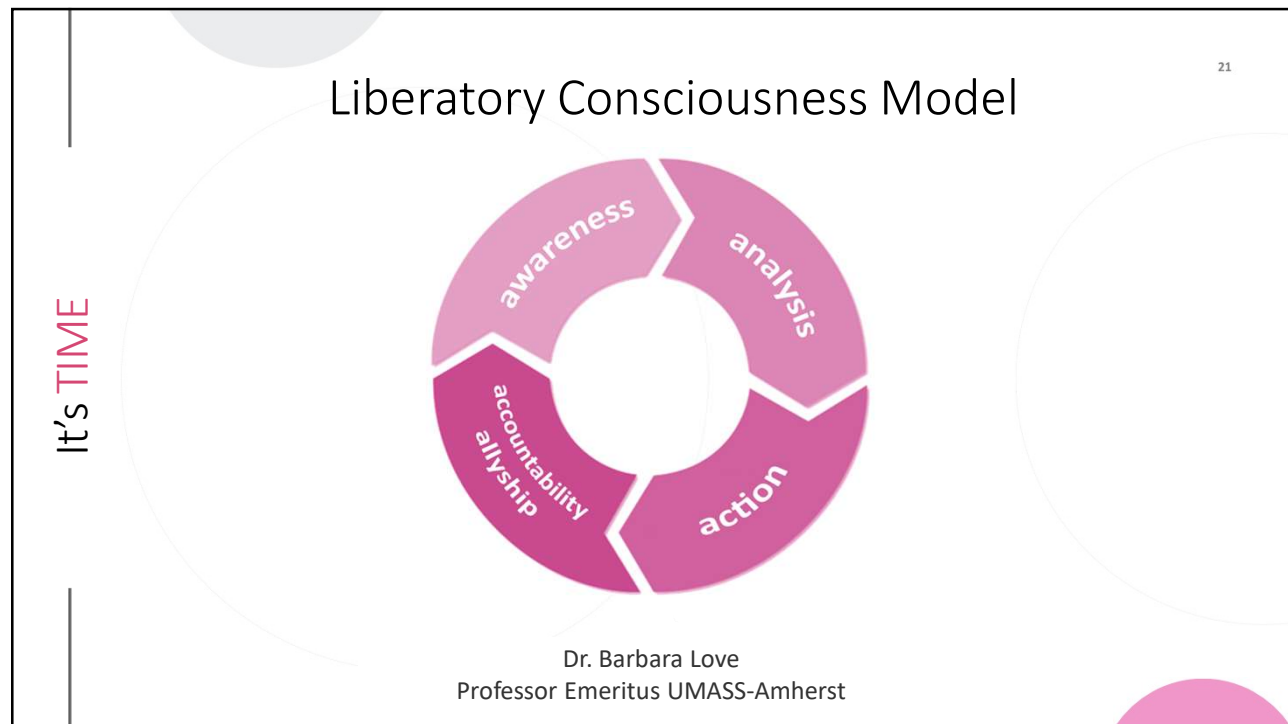
It's TIME

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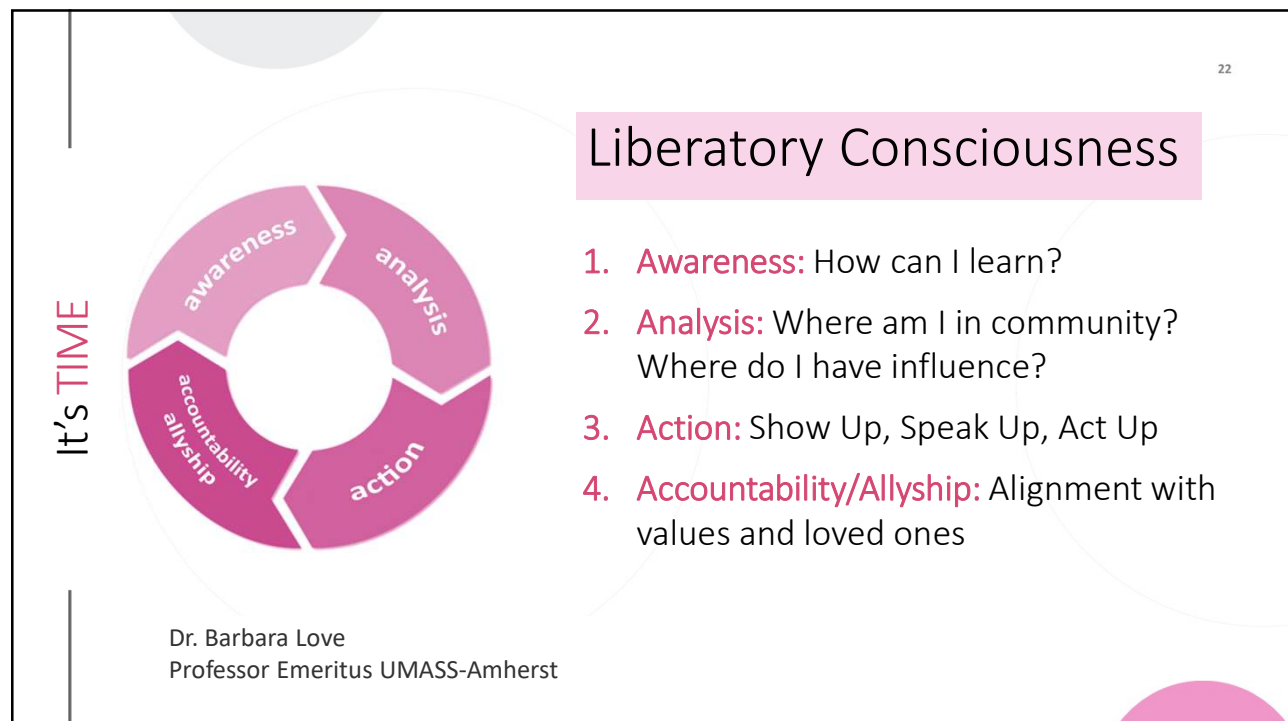
Women, if the soul of the nation is to be saved,
I believe that you must become its soul.

Coretta Scott King

20



21



22

23

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POLL 3

In which phase have you been spending most of your time?

23

23

24

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LET'S CHAT

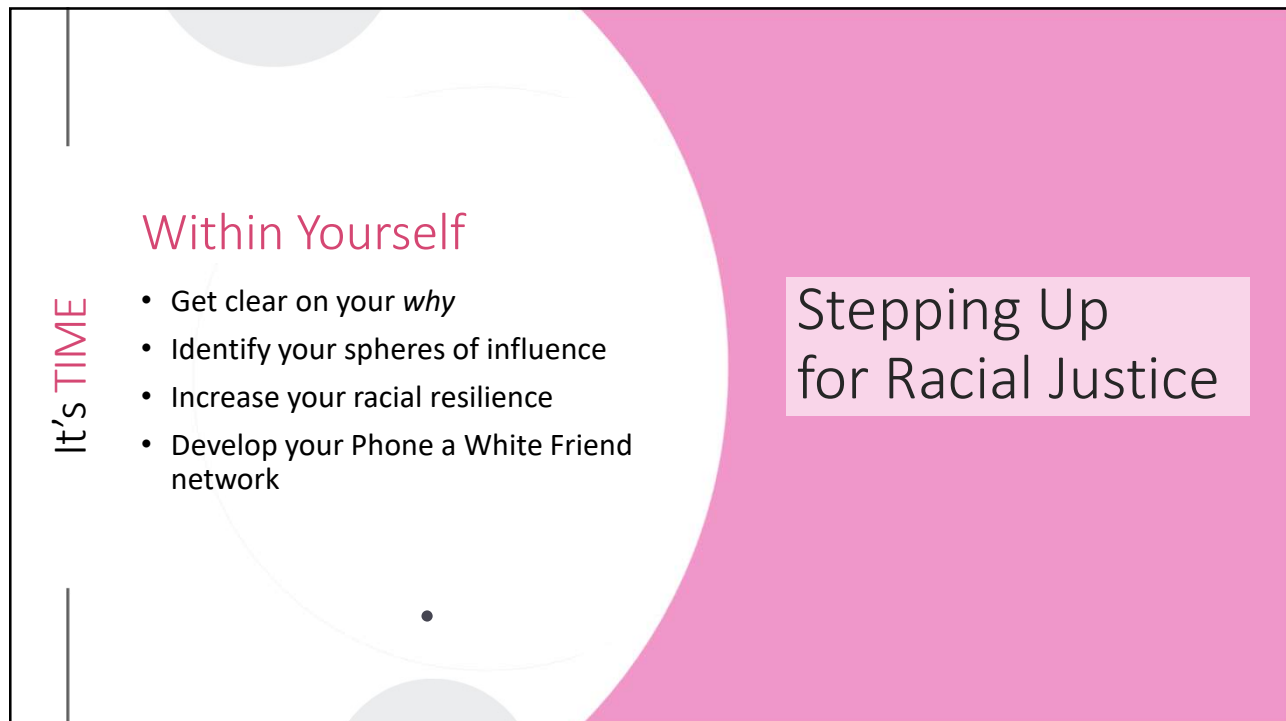
In which phase would you most like to deepen?

24

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25



26

27

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LET'S CHAT

In what way will you “step up” for racial justice within yourself?

27

27

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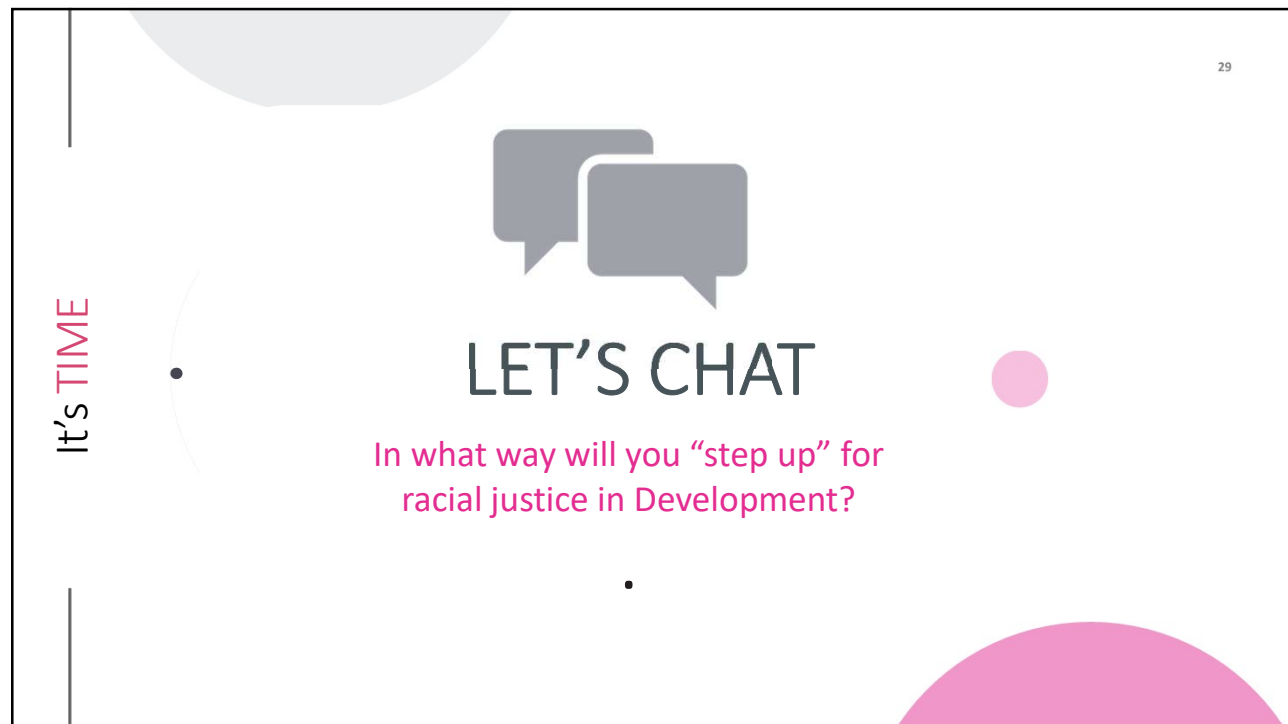
In Development

- Listen to diverse constituencies
- Engage donors of color
- Fundraise for initiatives that combat racial inequity
- Offer culturally-relevant programs and events
- Bring these insights to your boss, leaders, and Board

Stepping Up for Racial Justice

28

28



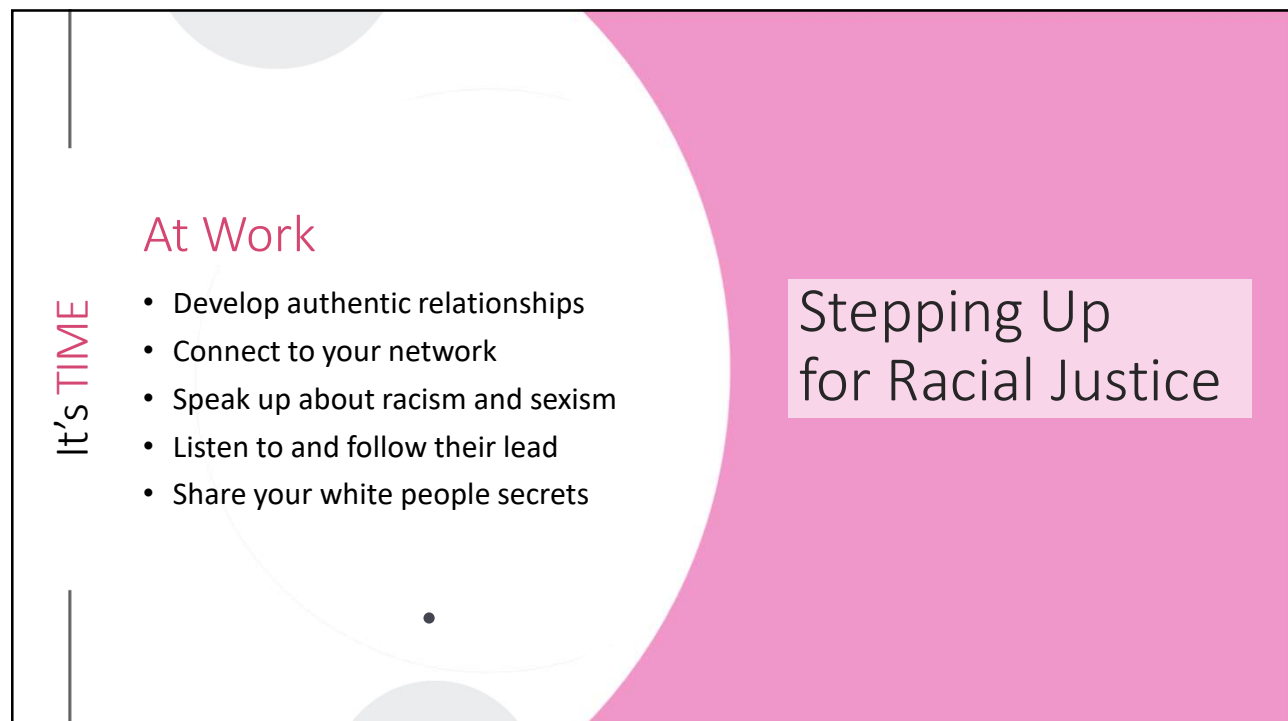
29

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LET'S CHAT

In what way will you "step up" for racial justice in Development?

29



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At Work

- Develop authentic relationships
- Connect to your network
- Speak up about racism and sexism
- Listen to and follow their lead
- Share your white people secrets

Stepping Up
for Racial Justice

30

It's TIME



LET'S CHAT

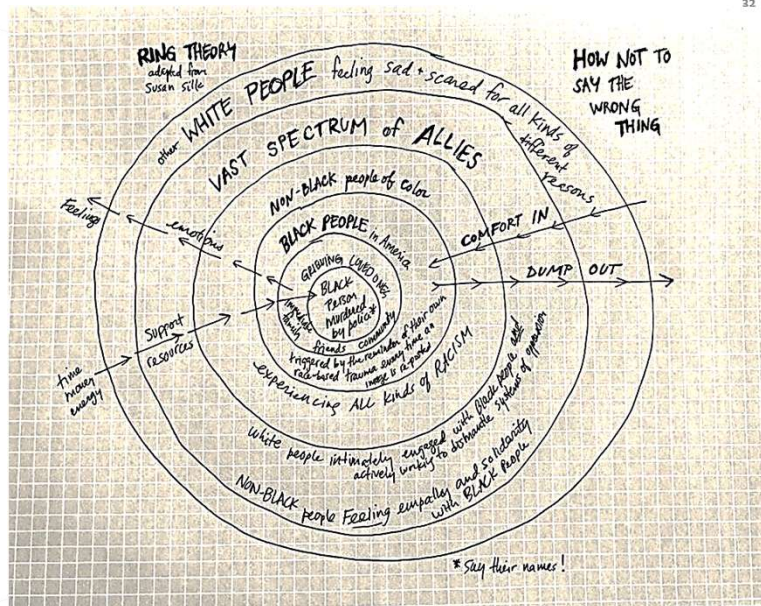
In what way will you "step up" for racial justice at work?

31

Ring Theory

Susan Silk

It's TIME



Drawing by Lily Cox-Richard

32


33

It's TIME

Next Steps

- Write your plan!
- Talk about race
- Continue your learning
- Share this presentation

WHITE WOMEN AND THE POWER PARADOX
Tuesday, 10/27/20
4:00 – 5:30 ET
BriannaBoggs.com
Hello@BriannaBoggs.com



33

34

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QUESTIONS

34

35

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35

36

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White Privilege

Unearned, often invisible, accumulated advantages, compounded interest white people experience throughout life that positively affects all domains of life (economic, emotional, mental, physical, spiritual and civic) and harms people of color.

Madeline McNeely

36

37

White Supremacy

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- Laws, structures, systems, behaviors designed to ensure the domination of white people and maintenance of white culture and privilege as more important than any other ways of being and knowing in the world.
- Ensures that white people and the advantages conferred on them are rendered more important and supreme to the rights of people of color.
- Requires beliefs/attitudes that white people are “better than and worthy of more, better... *(fill in the blank)*” than people of color.

• Madeline McNeely

37

38

The Three Pandemics

It's TIME

1 COVID-19

2 Economy

3 Racism

38