

Consumer Health Foundation's

Racial Equity
Learning Exchange
Resources

In 2018, CHF launched a pilot project called the Racial Equity Learning Exchange which convened nonprofit staff and leaders from advocacy organizations in the Washington, DC region whose organizations have made an explicit commitment to racial equity in its mission or are undergoing a process to become a racially equitable organization.

We were able to convene almost thirty participants who worked on different issues including healthcare, immigration rights, food and environmental justice, housing, education and more. All the participants were from organizations that made a commitment to racial equity and were at different stages in operationalizing it. They met six times for three hours throughout the year.

Participants were asked what issues they would like to see covered in the sessions and Gita Gulati-Partee, founder of Open Source Leadership and our consultant, worked with us to design the series with these comments in mind. Resource speakers were also invited throughout the series.

Some of the topics covered included racial equity communications and policy analysis, white culture and privilege, implicit bias, managing with a racial equity lens and visioning equity. Participants were provided with many resources and we would like to share some with you.

Participants were asked to read or watch a short a video before each session to provide some context for the upcoming topic. Below is a list of the readings or videos:

- **Session 1: *Racial equity framework and community norms***
 - [The Curb Cut Effect](#) by Angela Glover Blackwell in *Stanford Social Innovation Review*, Winter 2017.
 - [The Case for Reparations](#) by Ta-Nehisi Coates in *The Atlantic*, June 2014.
 - Video: [How I Learned to Stop Worrying and Love Discussing Race](#) by Jay Smooth in a TEDxTalk.
- **Session 2: *Racial equity communications and policy analysis***
 - [Talking Productively about Race in the Colorblind Era](#) by the Kirwan Institute for the Study of Race and Ethnicity, January 2015.
- **Session 3: *White culture and privilege***
 - Video: [White Dominant Cultural Norms vs. Universal Norms](#) by Tim Wise
- **Session 4: *Implicit bias***
 - [Look Twice – Are We Born Racist?](#) by Susan T. Fiske in *Greater Good Magazine*, June 2008
 - [Where Bias Begins – The Truth about Stereotypes](#) by Annie Murphy Paul in *Psychology Today*, May, 1998
- **Session 5: *Managing with a racial equity lens***
 - [How Slavery Inspired Modern Business Management](#) by Caitlin Rosenthal in *Boston Review*, 2018.
 - [Why I Don't Bring My 'Whole Self' To Work](#) by Jonathan Jackson in *Blavity*, 2017.