

# YWCA IS ON A MISSION

eliminating racism  
empowering women

**ywca**

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**“The YWCA is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all”**

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# YWCA Madison

**Race &  
Gender Equity**

**Job Training &  
Transportation**

**Housing &  
Shelter**

eliminating racism  
empowering women  
**ywca**

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# Concrete - WHAT?

What can you see on the surface that is valued by the organization?

Most visible/tangible

Low - medium emotional level

An iceberg floating in the ocean. The tip of the iceberg is above the water line, and the much larger base is submerged. The words 'DIVERSITY', 'INCLUSION', and 'EQUITY' are written in large, bold letters on the iceberg, corresponding to the three levels of the organizational model.

**DIVERSITY**

# Behavioral - HOW?

How the organizational culture operates.

Unspoken rules, norms & expectations

Medium – High emotional level

Somewhat conscious

**INCLUSION**

# Symbolic - WHY?

Foundation for WHY the organization operates how it does.

Mostly abstract/unconscious–

Values, Beliefs & Underlying Assumptions

High – Very High emotional level

**EQUITY**

# Why

**is it important for the  
climate justice movement  
to strive for diversity,  
inclusion and equity?**

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**Environmental injustice has a disproportionate impact on communities of color and low income communities in the United States and around the world.**

# Disproportionate Impact

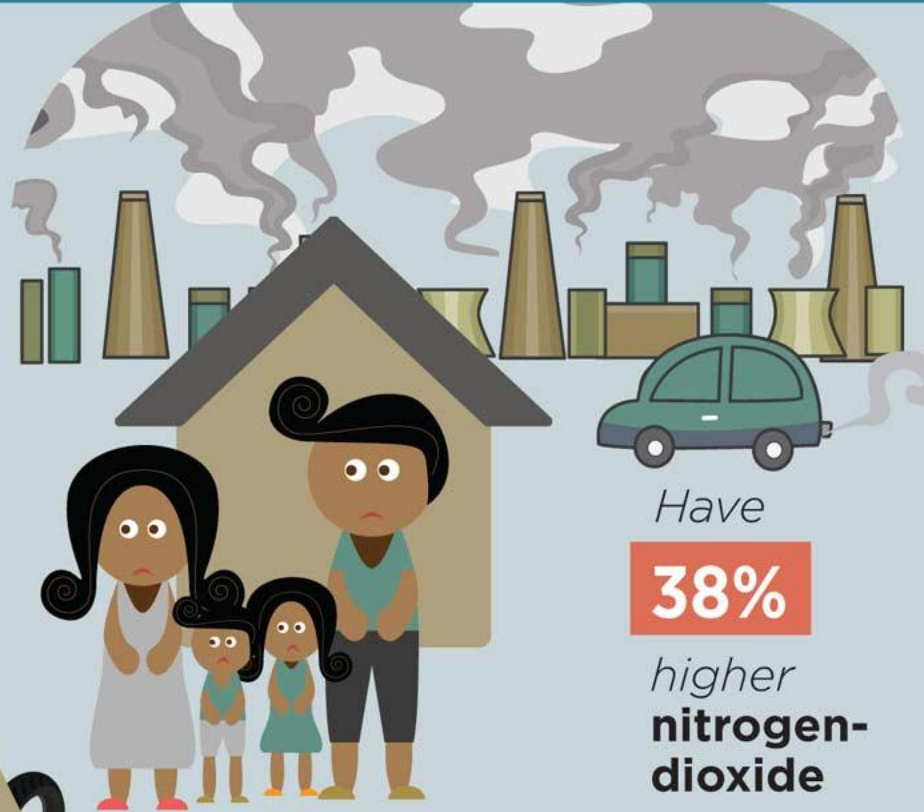
- Centuries of Institutional Racism has resulted in Communities of Color having less access to resources and being more vulnerable in difficult circumstances.
- Race – even more than class – is the number one indicator for the placement of toxic facilities in this country.<sup>1</sup>
- African Americans are exposed to 38% more polluted air than whites, and are 75% percent more likely to live in chemical-factory “fence-line zones” than the US average (Latinos are 60% more likely).<sup>2</sup>

# Environmental Racism Is Nothing New

Race is the most significant predictor of a person living near contaminated air, water, or soil.

**56%**

of the population near **toxic waste** sites are people of color.



People of color:

Have seen

**95%**

of their claims against polluters **denied by the EPA.**

Have

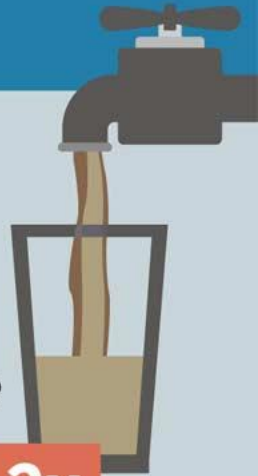
**38%**

higher **nitrogen-dioxide** exposure.

Are

**2x**

more likely to live without **potable water** and **modern sanitation.**





# Disproportionate Impact

- At least 68 percent of African Americans live within 30 miles of a coal-fired plant, compared with only 56 percent of the white population.<sup>3</sup>
- Heat-related deaths occur at a 150–200 percent higher rate among African Americans than among whites.<sup>4</sup>
- Inuit communities in Kivalina, Alaska, and communities in Thibodaux, Louisiana and beyond, will be losing their homes to rising sea levels in the coming few years.
- Navajo communities in Arizona are dealing with children being born with chromosomal abnormalities due to uranium mining.<sup>5</sup>

**Diverse Teams  
make **BETTER**  
decisions**

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# Diverse Teams:

- Focus More on Facts
- Process Those Facts More Carefully
- Are More Innovative



# New research finds diverse groups do more than simply introduce new viewpoints:

1 Diverse groups outperformed homogeneous groups not just due to an influx of new ideas, but because diversity triggered more careful information processing.

3 The presence of diversity in a group creates awkwardness, and the need to diffuse this tension leads to better group problem solving.

2 Though people feel more comfortable with others like themselves, this comfort and likeness can hamper the exchange of ideas and stifle the intellectual workout that stems from disagreements.

4 In diverse settings, new ideas can emerge, individuals can learn from one another, and they may discover the solution to a problem in the process

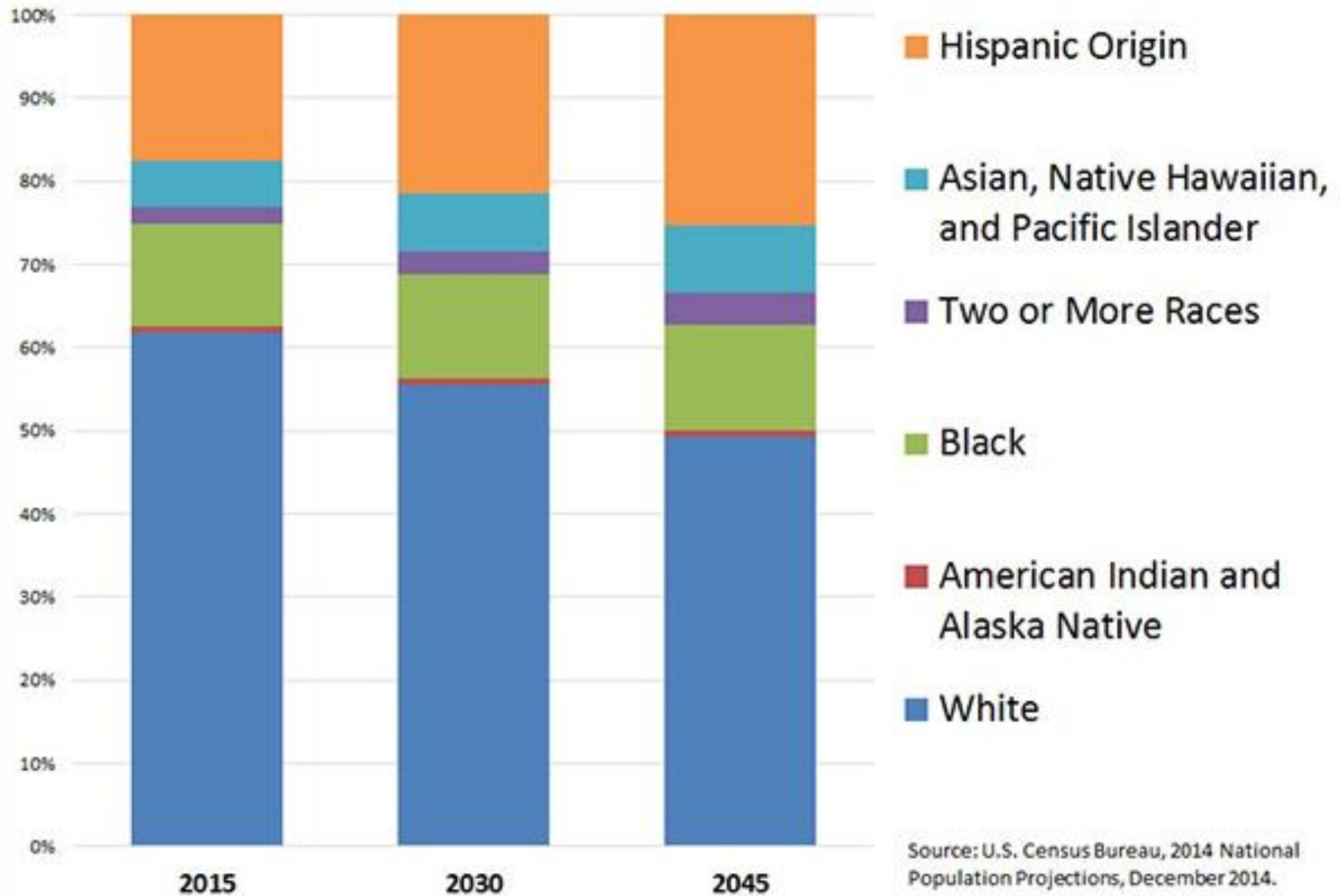
**“Nobody knows everything,  
and no group of people knows  
everything. But a peculiar  
attribute of homogeneous  
groups is that they can be  
unusually blind to what they  
don’t know.”**

- Matthew Yglesias (co-founder of Vox.com)

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# **CHANGING** **Workforce &** **Consumer** **Demographics**

## U.S. Population Will Become Increasingly Diverse



Source: U.S. Census Bureau, 2014 National Population Projections, December 2014.

# In "The Business Case for Racial Equity" (2013), the Kellogg Foundation states:

“Research has shown that businesses with a more diverse workforce have more customers, higher revenues and profits, greater market share, less absenteeism and turnover, and a higher level of commitment to their organization.”



# Racial Equity Impact Assessments

There are a series of questions that you can ask yourselves as part of your planning and decision making processing that will help support your efforts in making the most equitable plan.



# What?

- **What is the issue being analyzed & what are the main concerns?**
- **What existing policies influence this situation?**
  - **How might they create disproportionate impacts on communities of color and/or low income populations?**
- **What do that data tell you? What data is unavailable or missing?**

# Who?

- **How have you involved stakeholders?**
- **What individuals or groups could be impacted? Who would benefit? Who would be burdened? Are there potential disproportionate impacts?**
- **What are the demographics of the people who will be impacted?**
- **What input did you receive from those who would be impacted and how did you gather it?**

# Why?

- **What are the root causes affiliated with this issue?**
- **What needs are being met (or ignored) in this issue or decision?**

# How?

- Describe recommended strategies for address disparate impacts?
- What steps need to be taken for these recommendations to move forward?
- Who is accountable?
- How will those impacted be informed of progress and impacts over time?

# Resources:


[NAACP Climate Justice Resources](#)

[Government Alliance on Race and Equity Tools and Resources Page](#)

Center for Social Inclusion's Report:

[Community-Scale Energy: Models, Strategy and Racial Equity](#)

[Jemez Principals for Democratic Organizing](#)



“We are the ones we’ve  
been waiting for.”

- *June Jordan*

**THANK YOU SO MUCH!**

# Notes:

- 1) [http://d3n8a8pro7vhmx.cloudfront.net/unitedchurchofchrist/legacy\\_url/13567/toxwrace87.pdf?1418439935](http://d3n8a8pro7vhmx.cloudfront.net/unitedchurchofchrist/legacy_url/13567/toxwrace87.pdf?1418439935)
- 2) Fumes Across the Fenceline [http://www.naacp.org/wp-content/uploads/2017/11/Fumes-Across-the-Fence-Line\\_NAACP-and-CATF-Study.pdf](http://www.naacp.org/wp-content/uploads/2017/11/Fumes-Across-the-Fence-Line_NAACP-and-CATF-Study.pdf)
- 3) Air and Injustice: African Americans and Power Plant Pollution [http://www.energyjustice.net/files/coal/Air\\_of\\_Injustice.pdf](http://www.energyjustice.net/files/coal/Air_of_Injustice.pdf)
- 4) African Americans and Climate Change: An Unequal Burden [http://rprogress.org/publications/2004/CBCF\\_REPORT\\_F.pdf](http://rprogress.org/publications/2004/CBCF_REPORT_F.pdf)
- 5) <https://www.epa.gov/navajo-nation-uranium-cleanup>