

January BT EJ Hub Agenda

Wednesday 1/20 2:00pm - 4:00pm

Zoom link:

<https://us02web.zoom.us/j/81388039870?pwd=UExvWURrM0FkbW1DanBiRHppYjVUT09>

Attendees: Becky, Nadia, Yordi, Lilah, John, Fernanda, Laura Jester, Christine (MJV), Marta Roser, Nick (VLAWMO), Sage Passi, Stacey L, Stephanie H, Katie K,

Objective of Meeting: Understanding and pausing

Greeting (Becky) [2:00 - 2:05]

Introductions/Ice Breaker [2:05 - 2:15]

- **Name**
- **Organization**
- **What's the first word that comes to mind when you hear "white supremacy"?**
→ *Pervasive, quarrels with family, confederacy, hatred, current, non-compassion, white-saviorism, white power, bully, performative, selfish, otherism, colonization, detachment*

Equity Pause (Lilah) [2:15 - 3:00]

- **What does it mean to you to be anti-racist?**

Shared with group: *Anti-racism refers to a form of action against racial hatred, bias, systemic/institutional racism, and the oppression of marginalized groups. Anti-racism is usually structured around conscious efforts and deliberate actions to provide equitable opportunities for all people on an individual and systemic level. As a philosophy, it can be engaged with by: acknowledging personal privileges, confronting acts and systems of racial discrimination, and/or working to change personal racial bias.*

- Thinking about and knowing history, unpacking life events, and unpacking all of our own stuff
 - Understanding of situations from more than one perspective, different ways of life
 - Active listening versus selective listening
 - Microaggressions, how something can be "Borderline" racist and challenging to address directly
 - Physical space shared with others (face to face communication) versus virtual communication
 - Pathway from just "not racist" to anti-racist can be vulnerable
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- **Follow-up: How can this work that we're doing be "anti-racist"?**
 - *Small group breakouts for discussion (15minutes?)*
 - *Report back (15 minutes)*

- Communicating, even though it may be a difficult conversation
- Create a better understanding of privileges that are prevalent
- Using privilege to do meaningful work in our communities
- Understanding this is a personal exercise, acknowledging privilege and how that makes us feel → acknowledge and then confront that privilege (not an OR, it's an AND)
- EJ Hub can be the space where we are comfortable to challenge ourselves to get a little bit uncomfortable
- *Challenges*: Listening vs talking, feeling comfortable enough to speak in front of new people in virtual world
- *Positives*: relationship building through this process, creating a **Brave Space (compassion as anti-racist)**
- **Spaces and communicating through specific terminology** (ouch, wow, whoops, "Sensitive Shark") and how this is used in some organizing spaces
- Take the time for good, effective communication
- Yordi Shared: in the words of Angela Davis, "liberation is a constant struggle" - I think everyday checking yourself and others I think

Working Group Framing/ Grounding (Yordi) [3:00 - 3:05]

- These are intended to be part of the "meat" of where the work takes place for EJ Hub
- Intention: to dive deeper than we are able to in these large EJ Hub meetings
- Specific contact for each working group - encouraging signing up for EJ Hub Working Groups, can rotate through working group meetings

Working Group Report Back (Lilah) 3:05 - 3:45

(2 - 3 mins each)

- *What has been done within your working group since last time?*
- *Where is support needed?*

1. Comp Plans (Nick - VLAWMO)

- a. Spreadsheet is color coded based on each meeting topic (homework on front end)
- b. Meetings are a collaborative effort
- c. Comp plans speak on many topics, will be funneled down in next stages
- d. Next meetings: January 28th 7:30am, Feb 11th 7:30am

2. Problem Statements (Nadia - MB)

- a. "Why" definition development for EJ Hub, brainstorming consolidating documents and sharing
- b. Consolidating Prob + Goals statements and Member Role for new members/accessibility
- c. Next meeting 1/29 10am - 11am

3. Resources (Becky - MB)

- a. Submitted budget by steering committee, budget was approved
- b. Working on adding new people/members to EJ Hub

- c. Funding EJ Hub work through Henn Co as possible option moving forward
- d. Next Meeting: to be determined (Stacey)

4. Workshops (John - MB) - discussion, break out groups (John does break out groups & members choose group in chat: each group led by a EJ Hub member who facilitates asking the questions John supplies, & one staff takes notes)

a. group 1 - Yordi

- i. **Policies, practices, and planning documents in our work are discriminatory practices towards BIPOC, with programs that do not engage community stakeholders or, for example, costshare programs.**
- ii. People already have to be invested in this work (MS4 trainings example)
Best practices for training other people, saving money as an organization, defining discriminatory practices in our institutions, actualizing the tool as well as referencing.
The challenge – Some people are coming in with no anti-racist trainings, so how do we set this up as a stepping stone in these trainings...

b. group 2 - Fern

- i. **The voices of BIPOC community and their knowledge does not show up in decision making of government, environment, neighborhood organizations, and others with high stakes in policy due to a broken relationship between these institutions and BIPOC people**
- ii. Meeting community members where they are at rather than saying “join us” → looks like asking “what’s the best way you would like to get involved? How would you like to have a place at the table?”
Giving people the role they want to have rather than what we are projecting onto them

c. group 3 - Becky

- i. **The majority of clean water and natural resource funding is not being invested in EJ communities.**
- ii. GIS mapping of Clean Water funds? Hennepin county, other funding
What are the barriers to different funding sources? → cost share, comp plans languages and barriers

d. Group 4 - Lilah

- i. **The lack of voice and representation of BIPOC within institutions affects our youth by not seeing themselves or their knowledge in these kinds of roles.**
- ii. Examples: Sustainability of Native Perspectives - seminar example
TEK vs traditional environmental sciences
Curriculum from tribes in Washington State (embed in elementary curriculum) with training sessions → how this was done, who are the teachers disseminating this knowledge?

Who is the audience?

Wrap-Up [3:45 - 4:00]

- **Website Update (John)**
- **EJ Hub Calendar for 2021 (Nadia)**
 - *Set date for EJ Hub each month (Third Wednesday each month?)*
 - *Working Group meetings (every group monthly schedule, next meeting)*

Tentative February EJ Hub: Wednesday February 17th 2pm - 4pm

Working Group Meetings:

Workshops: First Monday of month 2pm - 3pm

Comp Plans: Jan 28 @ 7:30am

Problem Statements: Fridays, biweekly [starting 1/29] 10am - 11am

Resources: TBD

Working Group Survey:

https://docs.google.com/forms/d/1oSaKac3nqJG7kSPojeXKIDcVhsEJBds-hy4bW58COhY/viewform?qxids=7628&edit_requested=true

Plans for Next EJ Hub:

- Establishing file sharing
 - Website?
- Diving deeper into BT EJ Hub Workshops