

FOOD FOR THOUGHT: COMMUNITY CONVERSATIONS

ENGAGE IN MEANINGFUL CONVERSATIONS ABOUT DIVERSITY, EQUITY, AND INCLUSION



PROMOTIONAL
PARTNERS



Zoom Discussions for Nonprofit Board & Executive Staff Members

Noon | *Welcome & Overview*

12:05 | *TED Talk Videos*

12:25 | *Community Conversations*



The US needs a radical revolution of values

Dr. Bernice Albertine King

CEO, The King Center

Daughter of Dr. Martin Luther King, Jr.



3 ways to be a better ally in the workplace

Melinda Epler

Writer & Activist



[The US needs a radical revolution of values](#)

Dr. Bernice Albertine King

CEO, The King Center

Daughter of Dr. Martin Luther King, Jr.

7 mins/2020 TED TALK

- To cultivate a society grounded in equity and care, we must uproot systems of oppression and violence.
- Heart work = hard work
- Systemic poverty – racism – militarism
- Choice: Nonviolent co-existence or violent co-annihilation

**"Freedom is never really won. You earn it and win it in every generation...
Every generation is called to this freedom struggle."**



3 ways to be a better ally in the workplace

Melinda Epler

Writer and activist

10 mins/2018 TED TALK

- We're taught to believe that hard work and dedication will lead to success, but that's not always the case.
- Gender, race, ethnicity, religion, disability, sexual orientation, and class affect our chances.
- Toxic workplace culture and micro-aggressions: daily “incidental” slights that wear over time
- Ally: Understand the imbalance and take steps to correct that imbalance
 - 1) Listen, unlearn, re-learn. Learn the language/terms. Don't interrupt. Echo & attribute.
 - 2) Speak up. Say something. Help. Normalize being an ally.
 - 3) Create change on your team; in your events; in your programs; across the organization.
- Each of us are powerful allies for those who face discrimination. Change it one at a time.

Equality



Equity



© 2017 Robert Wood Johnson Foundation.
May be reproduced with attribution.

- ❑ Dr. Bernice Albertine King notes, “**Every generation is called for this freedom struggle.**”
How would you describe the struggles that are happening today?
How are they different compared to prior generations? Similar?
- ❑ Have you personally faced **discrimination** in the workplace?
If so, what happened? What was the outcome?
- ❑ Have you had the opportunity to serve as an **ally** to help others? What did you notice?
What did you do? What would you do differently today?
- ❑ Looking to the **future**, what actions will you take to be a better ally both inside and outside the workplace?



TOPIC	TITLE	SPEAKER	MINS	YEAR	DESCRIPTION
Racism	The US needs a radical revolution of values	Dr. Bernice Albertine King CEO, The King Center Daughter of Dr. Martin Luther King, Jr.	7	2020	To cultivate a society grounded in equity and care we must uproot systems of oppression and violence. "Freedom is never really won. You earn it and win it in every generation...Every generation is called to this freedom struggle."
Inclusion/ Discrimination	3 ways to be a better ally in the workplace	Melinda Epler Writer and activist	10	2018	We're taught to believe that hard work and dedication will lead to success, but that's not always the case. Gender, race, ethnicity, religion, disability, sexual orientation affect our chances. Each of are allies for those who face discrimination.
Racism	The little problem I had renting a house	James A. White Sr. Consultant	13	2014	Fifty-three years ago, James A. White Sr. joined the US Air Force. But as an African American man, he had to go to shocking lengths to find a place for his young family to live nearby. He tells this powerful story about the lived experience of "everyday racism" -- and how it echoes today in the way he's had to teach his grandchildren to interact with police.
Racism	How we can make racism a solvable problem - and improve policing	Dr. Phillip Atiba Goff CEO, Center for Policing Equity	12	2018	When we define racism as behaviors instead of feelings, we can measure it -- and transform it from an impossible problem into a solvable one, says justice scientist Dr. Phillip Atiba Goff. In an actionable talk, he shares his work that helps police departments diagnose and track racial gaps in policing in order to eliminate them.
Hispanic	How to overcome apathy and find your power	Dolores Huerta Civil rights activist, community organizer	13	2018	"Sí, se puede!" -- "Yes, we can!" It's the rallying cry Dolores Huerta came up with as a young activist in the 1970s. She's lived by it in her tireless pursuit of civil rights ever since. With wit and humor, Huerta reflects on her life's work, offering inspiration for those trying to overcome apathy & get involved.
LGBTQ+	The myth of the gay agenda	LZ Granderson CNN and ESPN journalist	17	2017	In a funny talk with an urgent message, LZ Granderson points out the absurdity in the idea that there's a "gay lifestyle," much less a "gay agenda." What's actually on his agenda? Being a good partner -- and being a good parent.
Sexism	Me too is a movement, not a moment	Tarana Burke Civil rights activist	16	2018	In 2006, Tarana Burke was consumed by a desire to do something about the sexual violence she saw in her community. She took out a piece of paper, wrote "Me Too" across the top and laid out an action plan for a movement centered on the power of empathy between survivors. More than a decade later, she reflects on what has since become a global movement -- and makes a powerful call to dismantle the power and privilege that are building blocks of sexual violence.
Racism	How to deconstruct racism, one headline at a time	Baratunde Thurston Emmy-nominated writer, activist and comedian	17	2019	Thurston explores the phenomenon of white Americans calling the police on black Americans who have committed the crimes of eating, walking or generally "living while black." In this profound, thought-provoking and often hilarious talk, he reveals the power of language to change stories of trauma into stories of healing -- while challenging us all to level up.
Racism	Racism has a cost for everyone	Heather McGhee Writer and advocate	14	2019	Racism makes our economy worse -- and not just in ways that harm people of color. McGhee shares startling insights into how racism fuels bad policymaking and drains our economic potential. She offers a crucial rethink on what we can do to create a more prosperous nation for all.
Racism	Color blind or color brave?	Melody Hobson President of Ariel Investments	14	2014	In this engaging, persuasive talk, Hobson makes the case that speaking openly about race and particularly about diversity in hiring -- makes for better businesses and a better society. <i>*connect to grantmaking & program development</i>
Inclusion/ Discrimination	The urgency of intersectionality	Kimberle Crenshaw Civil rights activist	18	2016	Look boldly at the reality of race and gender bias, and understand how the two can combine to create even more harm. If you're standing in the path of multiple forms of exclusion, you're likely to get hit by both. In this moving talk, Crenshaw calls on us to bear witness to this reality and speak up.
LGBTQ+	A queer vision of love and marriage	Tiq Milan Transgender activist Kim Katrin Milan writer, educator and activist	17	2016	Love is a tool for revolutionary change and a path toward inclusivity and understanding. With infectious joy, Tiq and Kim question our misconceptions about who they might be and offer a vision of an inclusive, challenging love that grows day by day.
Disability	Our fight for disability rights - and why we're not done yet	Judith Heumann Disability rights activist	17	2016	Four decades ago, Judith Heumann helped to lead a groundbreaking protest called the Section 504 sit-in. Heumann tells the stories behind the protest -- and reminds us that, 40 years on, there's still work left to do.

SEE YOU NEXT TIME: ZOOM IN AT NOON

Register: <https://chescofc.org/explore/food-for-thought/>

DATE	FOOD FOR THOUGHT / TED TALK TOPIC
Jan 26 @ noon	The US needs a radical revolution of values – Dr. Bernice King 3 ways to be a better ally in the workplace – Melinda Epler
Feb 16 @ noon	Color blind or color brave? – Mellody Hobson
March @ noon	Food for Thought/Sweet Charity
March 2	Why are my neighbors going hungry? Food Security with Wendy Gaynor & Jodi Gauker
March 16	Where does our food come from? Local Sourcing with TBA & TBA
March 30	Sweet Charity à la COVID: Best Dessert Vote with Chef Jessica of Carlino's
April 20 @ noon	How to deconstruct racism one headline at a time – Baratunde Thurston
May 18 @ noon	Our fight for disability rights and why we're not done yet – Judith Huemann
June 15 @ noon	The myth of the gay agenda – LZ Granderson
July 20 @ noon	How we make racism a solvable problem and improve policing – Dr. Phillip Atiba Goff