FOOD FOR THOUGHT: COMMUNITY CONVERSATIONS

ENGAGE IN MEANINGFUL CONVERSATIONS ABOUT DIVERSITY, EQUITY, AND INCLUSION
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.
  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
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?
<table>
<thead>
<tr>
<th>TOPIC</th>
<th>TITLE</th>
<th>SPEAKER</th>
<th>MINS</th>
<th>YEAR</th>
<th>DESCRIPTION</th>
</tr>
</thead>
</table>
| 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 us is a ally 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 we've 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?                   | Mellody 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. *connect to grantmaking & program development |
| 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           | Tig 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, Tig 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 Huemann  
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. |
Register: [https://chescocf.org/explore/food-for-thought/](https://chescocf.org/explore/food-for-thought/)

<table>
<thead>
<tr>
<th>DATE</th>
<th>FOOD FOR THOUGHT / TED TALK TOPIC</th>
</tr>
</thead>
</table>
| 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**  
Why are my neighbors going hungry? Food Security with Wendy Gaynor & Jodi Gauker  
Where does our food come from? Local Sourcing with TBA & TBA  
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        |