

REDF

REDF Accelerator | Race, Equity, & the Intersectionality with ESEs

Through candid conversations, we can surface inconvenient truths that create friction around Diversity, Equity, and Inclusion that potentially prevent progress (Great Place to Work)

***Diversity** is the representation of all our varied identities/differences (race, ethnicity, gender, disability, sexual orientation, etc.), collectively and as individuals*

***Equity** is the guarantee of fair treatment, access, opportunity, and advancement for all groups, through the identification and elimination of barriers that have prevented full participation*

***Inclusion** builds a culture of belonging by actively inviting the contribution and participation of all people*

External and Societal Obstacles to Achieving Racial Equity in the U.S.¹:

- Mass incarceration and collateral consequences
- Barriers and inequitable access to social capital and financial resources
- Public education funding, quality, and access
- Systemic workplace, housing, and healthcare discrimination
- Lack of representation in government, corporate leadership, and other spheres of “power”
- Historic and ongoing lack of access and underfunding of minority and/or lived experience led founders and CEOs

Race & Equity in the Work of Employment Social Enterprise:

- 100% focus on barriers and lived experience
- After an analysis of 2018 Employment Social Enterprises in the REDF networks, 75% traditionally marginalized minority groups (primarily black and/or Hispanic/Latino)
- Inherent privilege to entrepreneurship (means)

Challenges and successes your ESE have faced/surfaced around Race/Equity and the intersection with this work:

- Your enterprise
- You as a leader

REDF's Organizational Vision | REDF is working to build a better, more inclusive society, where all people have the jobs and support they need—and the pride, purpose, and path to self-sufficiency they deserve. To make that vision a reality, REDF invests in employment social enterprise (ESE) businesses that employ and empower people overcoming barriers to work.

Internal | REDF Teams

- Current REDF Leadership Diversity (2020 SLT) 4/12
- Current Board Diversity 6/16
- Current Advisory Council Diversity 7/21
- Current REDF Staff Diversity 24/48

External | REDF Programs

During the past strategy, we intentionally worked to achieve more diversity in our programs, and our current programs reflect this shift. POC/LE Leader breakdown for:

- VPP: 2/16 (where REDF spends the most resources and \$)
- 2020 Accelerator: 9/18 (new strategy increases investments)
- Seattle Strategic Grants: 4/6
- BA RISE: 3/6

What is REDF planning?

- Expand the networks REDF has traditionally held – to build connections more community and diversify pipeline of ESE leaders
- Expand REDF experts/facilitators to more community diversity
- Use a Race & Equity lens for delivery and implementation of all content
- Include sessions on the intersectionality of Race/Equity and ESEs
- Building cohorts (across programming) that explicitly values diversity and intentionally creates a space that identifies positions of power and builds anti-racist conversations
 - For leaders of dominant groups
 - build trainings for leaders, programing, and business
 - how are you breaking down the systems of oppression in your ESE (how does this show up in your participant eval?)
 - For leaders of predominantly marginalized groups
 - build trainings for leaders
 - Where is the burden/not retraumatize – people are not case studies
 - Adding the session/deep dive/assignment – how do we all hold ourselves accountable

What Would You Like to See?