

Belonging through Philanthropy in a Time of Division

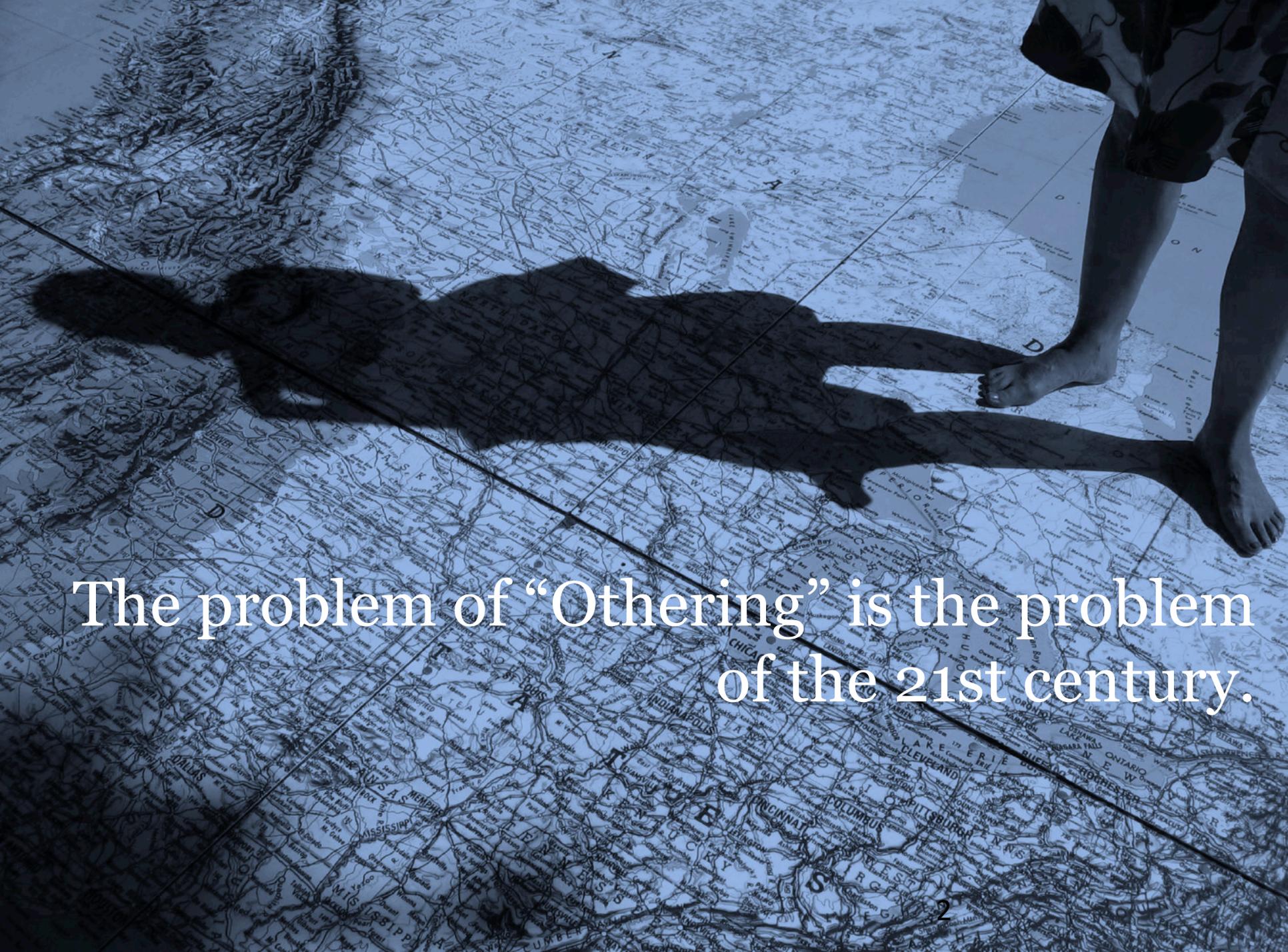


Southern California Grantmakers Conference: Our Common Humanity

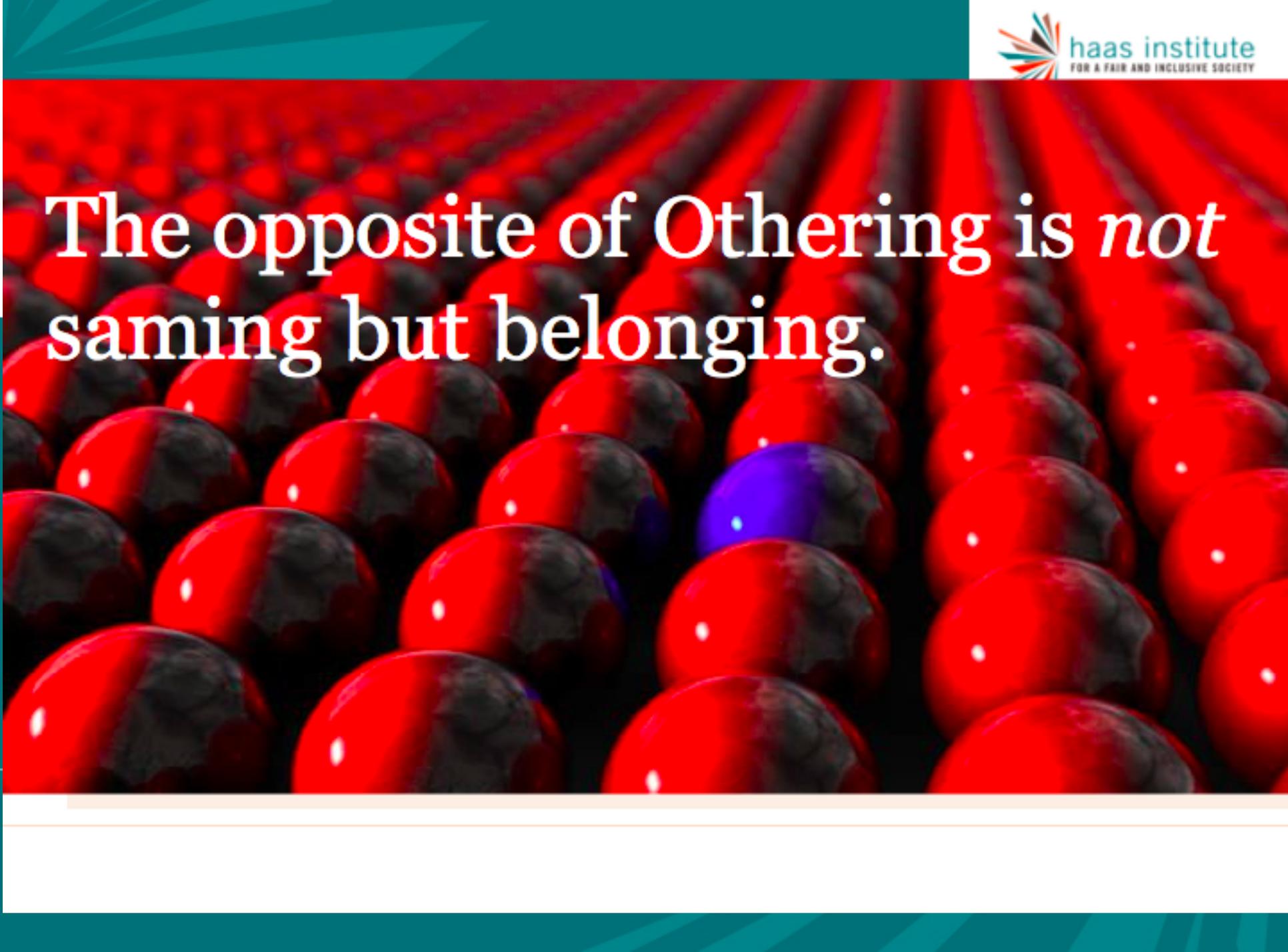
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AUTHORIAL SUPPORT:
Haas Institute



The problem of “Othering” is the problem
of the 21st century.



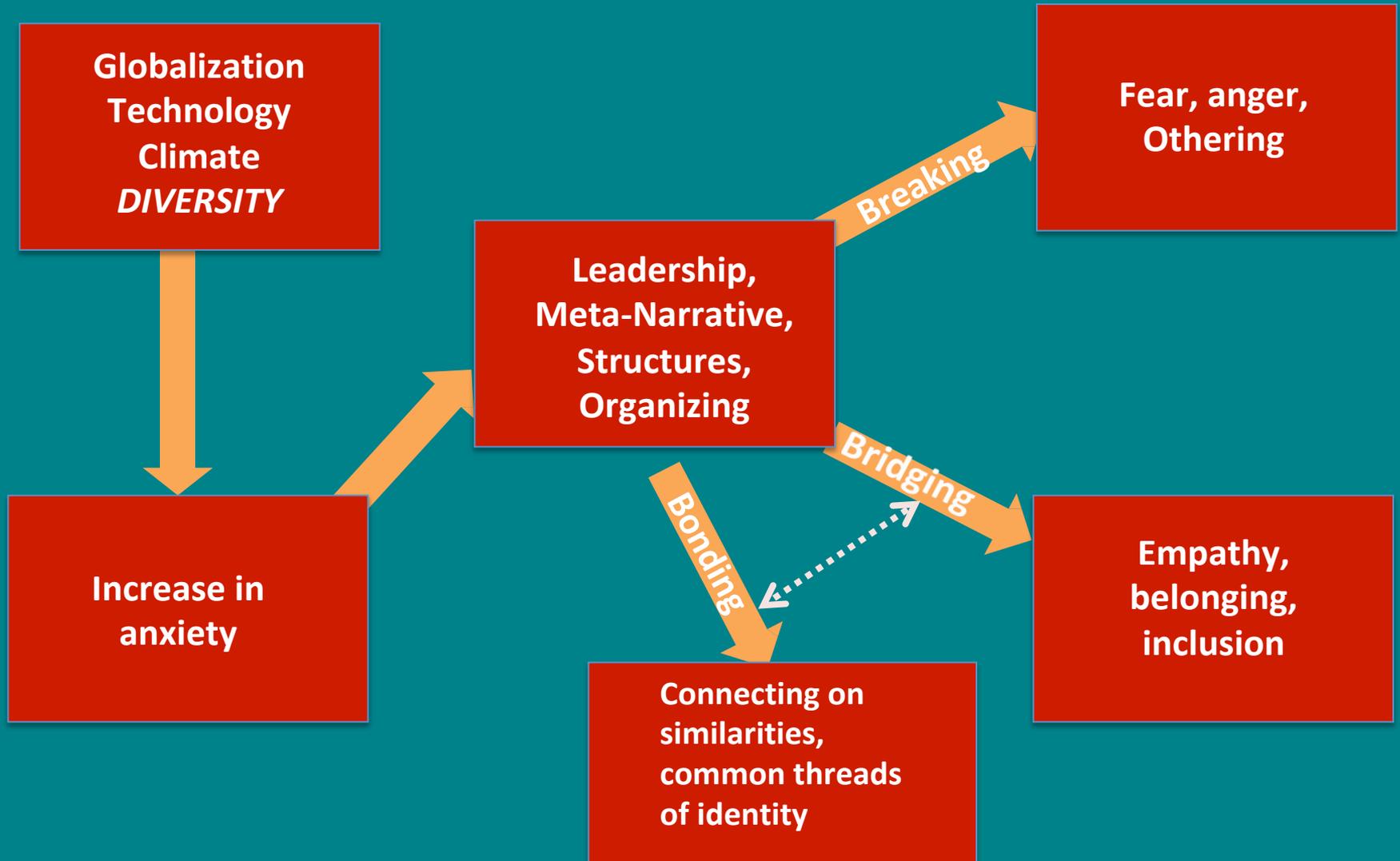
The opposite of Othering is *not* saming but belonging.

Structural Racialization/ Marginalization

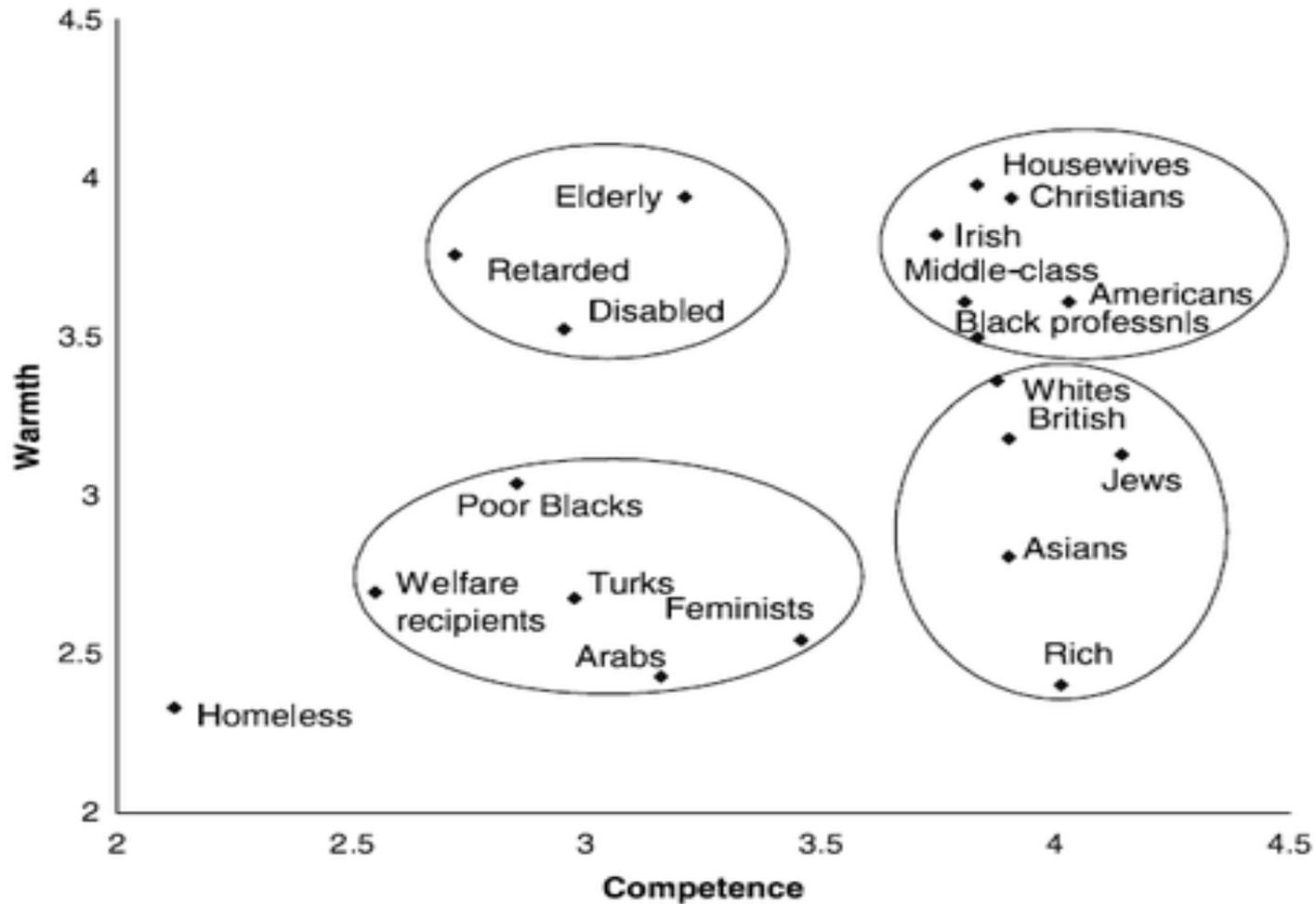


- Structures are not neutral
- Our relationship to the structures is uneven both as individual and groups
- Power gives us greater positive access to structure and more ability to shape structures
- Structures enhance or depress life outcomes
- Life outcomes cannot be reduced to individual choices or interpersonal relationships
- We live in structures/systems and they live in us

Rapid change causes anxiety:



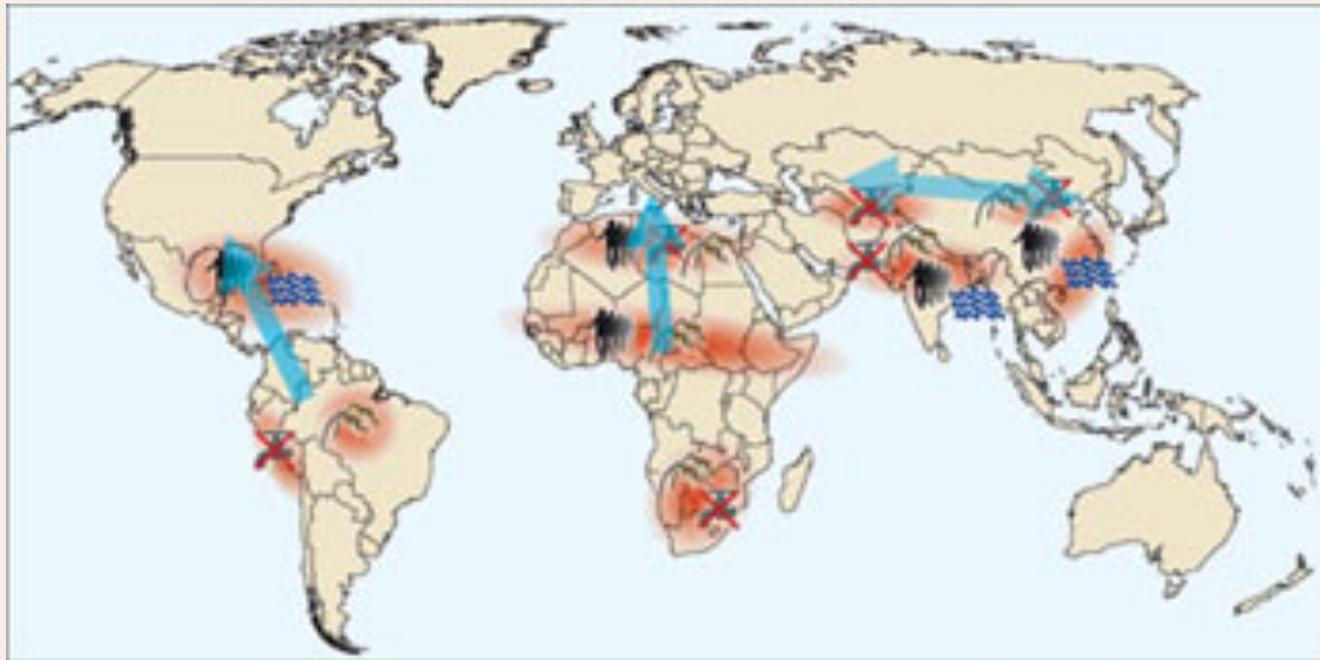
Universal Dimensions of Social Cognition (Susan Fiske et al.)



Structural/Cultural Inclusion

- Design structures practices and stories to promote the outcome you want
- Not just ending marginalization but to belong
- Bridge

Climate Change and Migration



Conflict constellations in selected hotspots



Climate-induced degradation of freshwater resources



Climate-induced decline in food production



Hotspot



Climate-induced increase in storm and flood disasters



Environmentally-induced migration



Main trajectories

Fig. 11.1 A map of conflict and migration induced by environmental stressors (source: German Advisory Council on Global Change WBGU (2007): Climate Change as a Security Risk arrows added by UNU-EHS)

People are differently situated

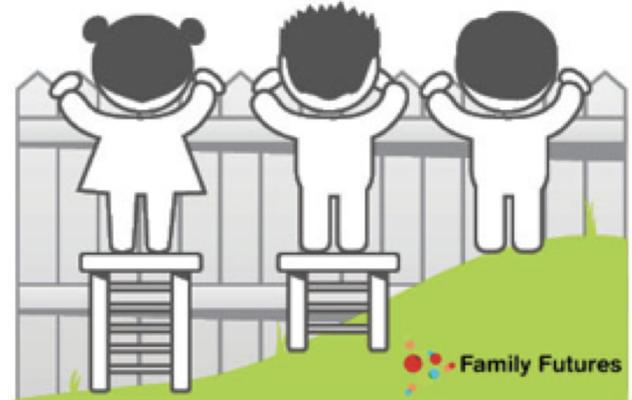
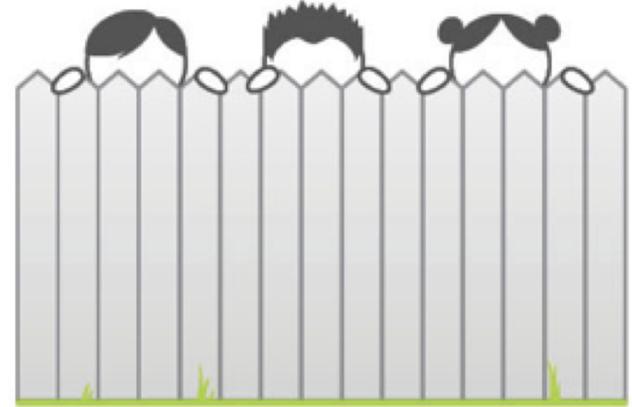
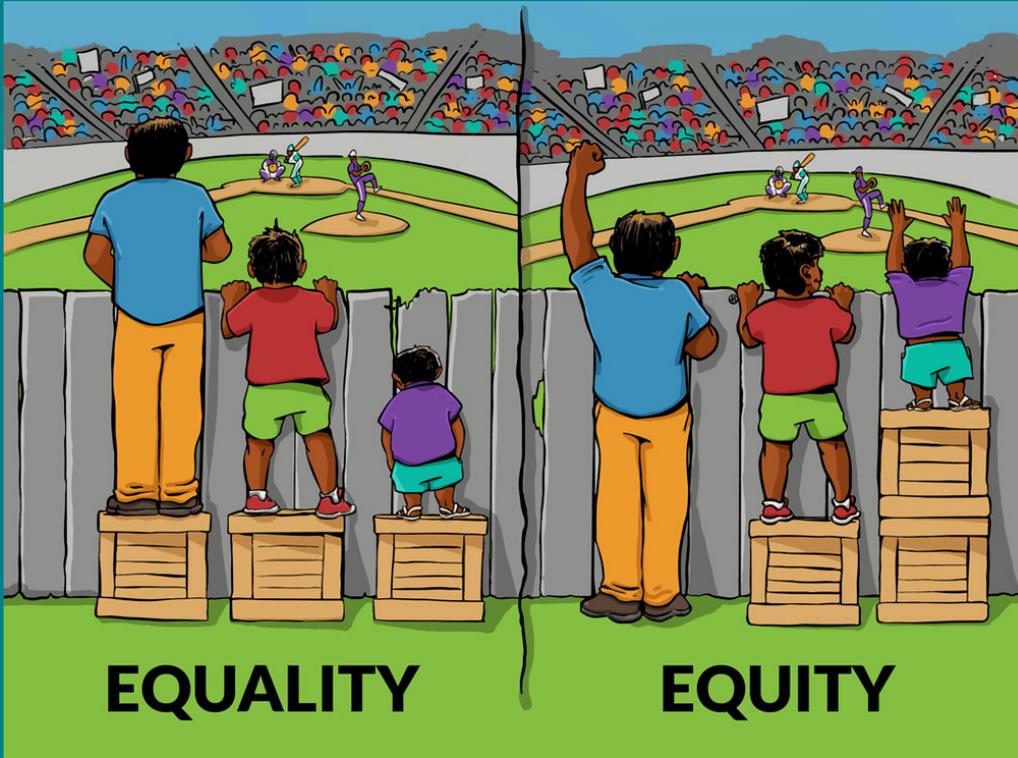
Not only are people situated differently with regard to institutions, people are situated differently with regard to infrastructure



People are impacted by the relationships between institutions and systems...



...but people also impact these relationships and can change the structure of the system.

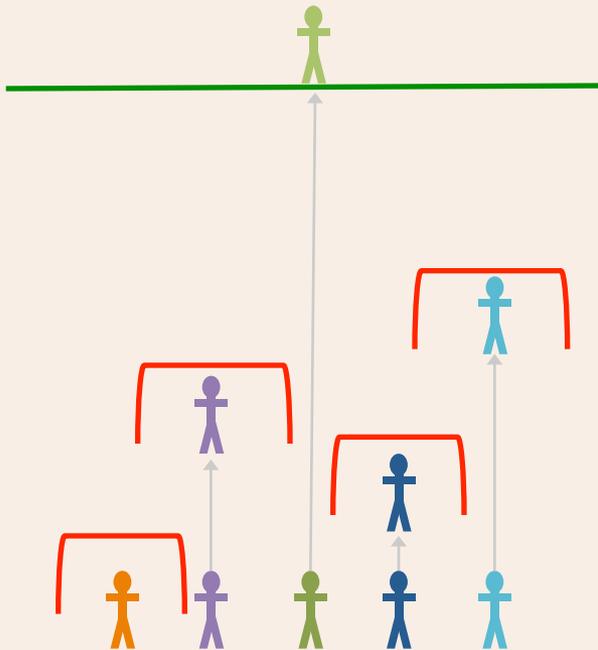


TM 2014 Targeted Universalism Image designed by Family Futures

TM

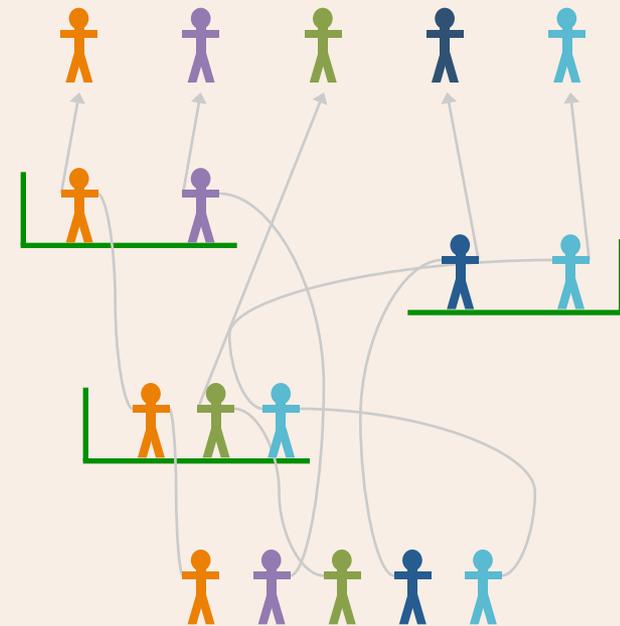
Targeted Universalism: Equity 2.0

Groups are situated differently within structures, stories and power.



Targeted universalism responds with universal goals and targeted strategies

vs.



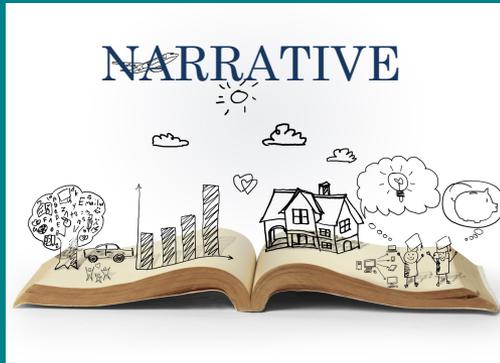
Who is in the circle of human concern?







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Q&A

Q&A

QUESTIONS & ANSWERS SESSION



We have many different ways of being.

ECONOMIC BEING
WEALTH



POLITICAL BEING
POWER

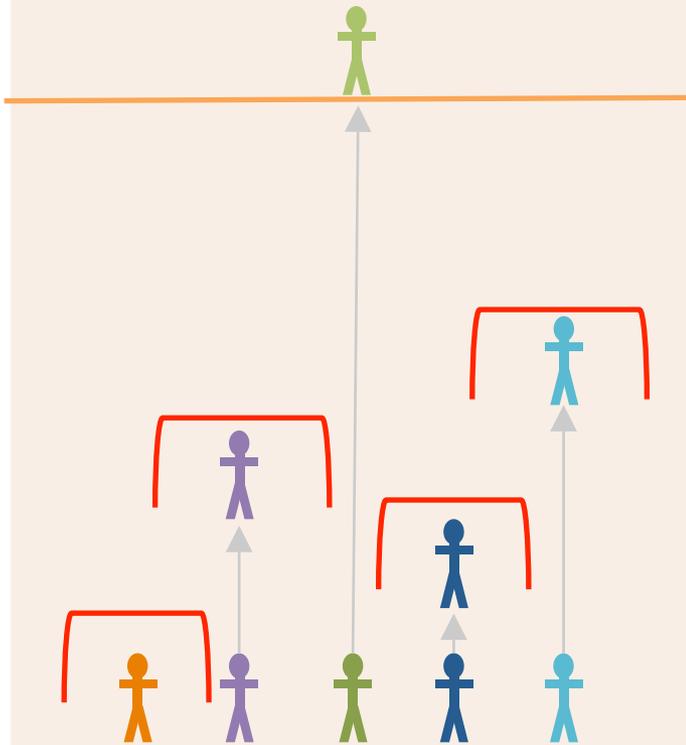


ONTOLOGICAL BEING
IDENTITY/SELF/SPIRIT

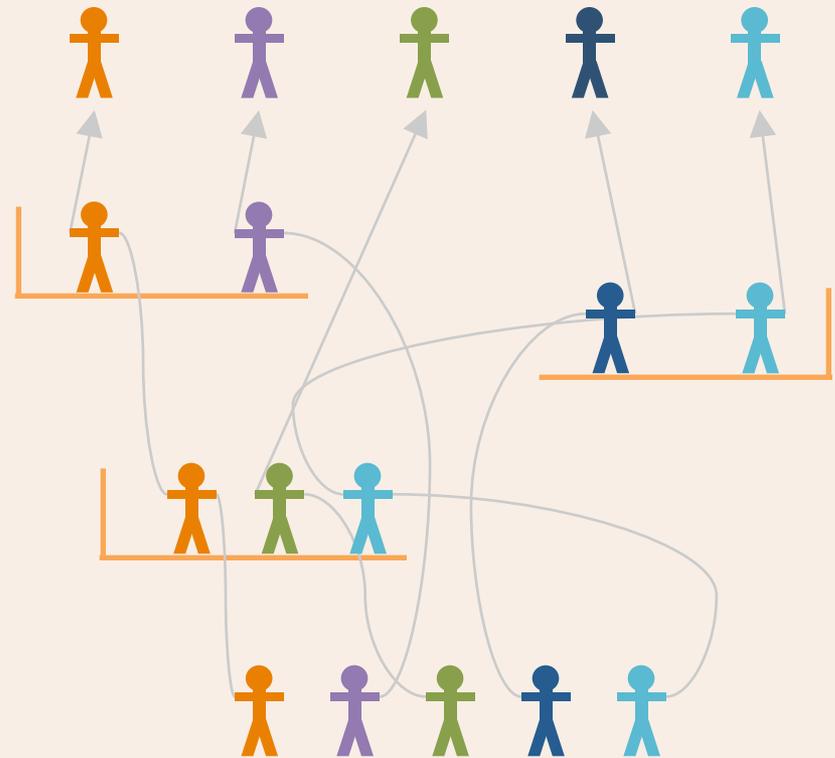


Targeted Universalism

A TOOL TOWARDS BELONGING



Structural inequity is a form of
othering: it produces consistently
different outcomes for different



Targeted universalism highlights
pathways different groups face and
suggests structural changes to make

The Role of Resentment

“The various forces challenging the core American culture and creed could generate a move by native white Americans to revive the discarded and discredited racial and ethnic concepts of American identity and to create an America that would exclude, expel, or suppress people of other racial, ethnic, and cultural groups. Historical and contemporary experience suggest that this is a highly probable reaction from a once dominant ethnic–racial group that feels threatened by the rise of other groups. It could produce a racially intolerant country with high levels of intergroup conflict.”

— Samuel Huntington, *Who are We?* (2004)

Othering & Political Polarization



- The conventional wisdom is that the economic losses suffered by working-class people throughout the developed world explain the rise of the new right.
 - This economic anxiety argument holds that working-class white men have lost economic ground relative to women and other racial and ethnic groups over the past several decades, sparking feelings of anger and resentment.
- However, political polarization doesn't need economic insecurity to thrive.
 - The 1950s saw both historic income growth and Jim Crow laws. But economic anxiety can “amplify racial threat effects” by leading the majority to fear losing scarce resources to the rising minority. The key factor is fear of loss including status.

To achieve transformative change, we must
create an environment in which everyone
belongs.

Belonging is the greatest gift society can give us.

Structural Racialization

- Modern forms of racial inequity are caused by systems and structures more than individual “bad apples.”
- These practices, cultural norms and institutional arrangements help create and maintain (disparate) racialized outcomes
- Structural racialization refers to the ways in which the joint operation of institutions **produce** racialized outcomes
 - In this analysis, **outcomes** matter more than **intent**

Structural/Cultural Inclusion

- Design structures practices and stories to promote the outcome you want
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Structural Marginalization & Racialization



1. Shift in focus from just people to structures and institutions
2. Structures are not neutral; they require design, intervention and monitoring if they are to serve justice and promote belonging
3. **Race plays a direct and indirect role in the development of these structures**
 - Not dependent on individual racialization
 - Beyond the practices and procedures with any one institution
 - Ways in which various institutions interact and arrange themselves
 - Produces predictable unjust outcomes that are cumulative

Opportunity Structures: Space, Place, & Life Outcomes

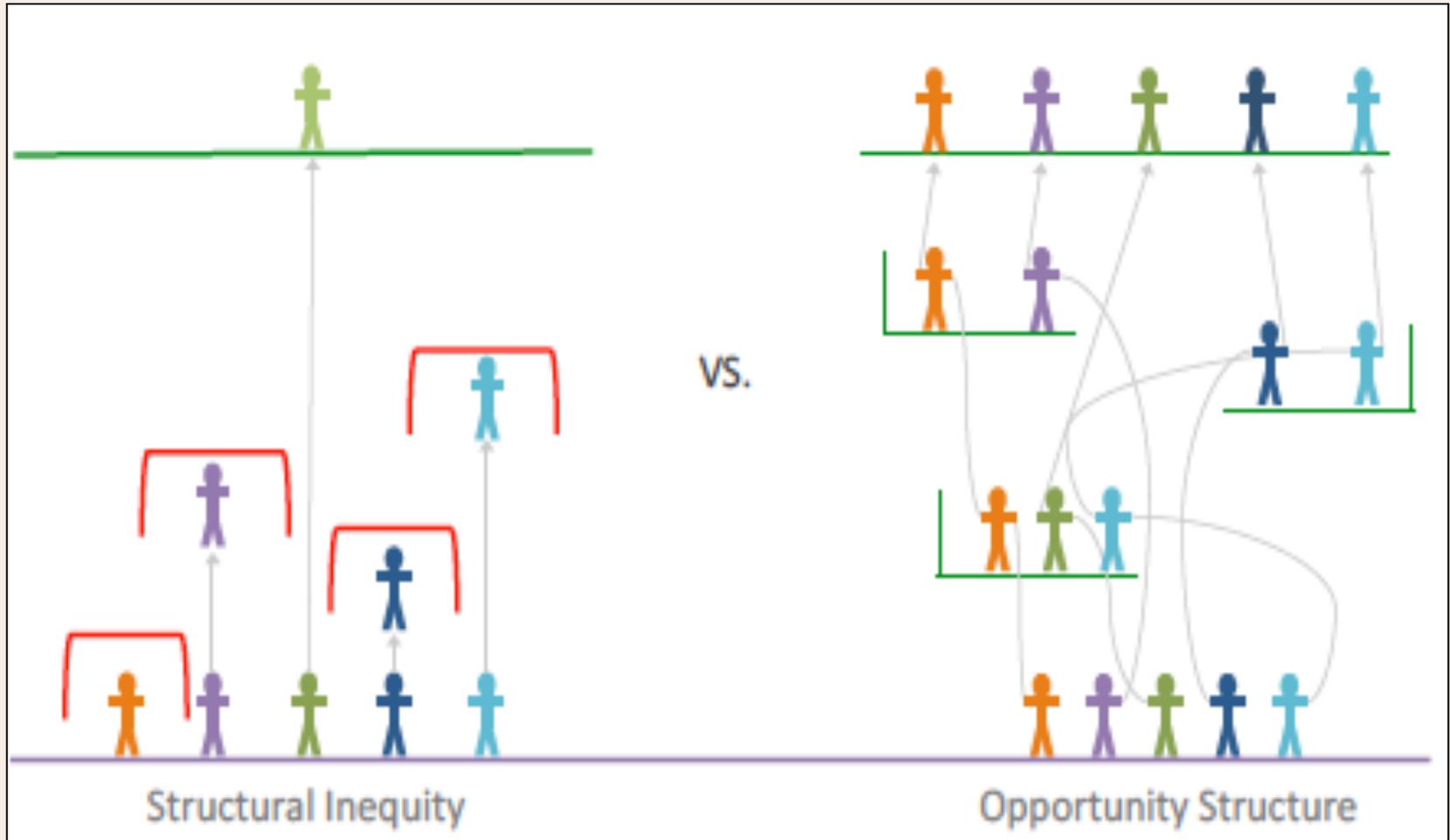


- **Opportunity structures** are the web of influences beyond our individual control that enhance and constrain our ability to succeed and excel
- Life chances are shaped by opportunity structures, and those structures are just as important, if not more so, than the choices that individuals make
- Opportunity structures influence both how and who we are

Targeted Universalism

- Universal goals
- Targeted strategies
- Based on our situatedness in
 - Structures
 - Culture

Universal Goal with Targeted Strategy



Read *Racing to Justice* today!



RACING TO JUSTICE

*transforming our conceptions of self and other
to build an inclusive society*

john a. powell

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