

CAF Track 1: **Advancing Equitable Adaptation**

Workshop #1: **Dismantling White Supremacy**

Tuesday, July 27th • 10:00 AM - 12:00 PM

[Main Session Recording](#)

Description

The first workshop for *Track 1: Advancing Equitable Adaptation* will focus on white supremacy in the workplace: how it shows up, how it affects adaptation efforts, and how to begin dismantling racism from the inside out. This workshop intends to center the work of this track in our present reality - the hard truths we must face head-on in order to deeply integrate equity into our adaptation work. This highly interactive workshop will include a set of breakout discussions, time for reflection, and brief presentations. As the first workshop, we will also discuss group norms and overall challenges related to advancing equitable adaptation to inform future workshops. We hope you can join us for this important conversation!

Track Facilitators

- **Hoi-Fei Mok** | Sustainability Manager, City of San Leandro
 - **Monica Palmeira** | Senior Analyst, California Public Utilities Commission
 - **Nick Tipon** | Member, Granton Rancheria; Board Member, Point Blue Conservation Science
 - **Julia Kim** | Climate & Energy Program Director, Local Government Commission
-

Welcome

Code of Conduct and Group Norms

[CAF Code of Conduct & Track 1 Group Norms](#)

- All participants are asked to abide by the CAF Code of Conduct and Track 1 Group Norms
- Opportunity for participants to suggest improvements to Track 1 Group Norms for future workshops
- Norms will be finalized and reviewed at the next workshop

Track Challenges

Challenges identified in [EasyRetro](#)

- Known challenges related to Advancing Equitable Adaptation

- Balancing long term impacts with immediate community needs
- Reconciling need to move quickly and urgently to respond to climate change with slower intentional process of building authentic relationships, cultural competence, and community involvement
- Building power in place and support existing community leaders in advancing climate resilience initiatives
- Developing a co-leadership model in adaptation that is centered in equity, recognizing government authority and role in adaptation
- Adapting to climate change impacts while addressing systemic racism and historic/ongoing inequities
- New challenge questions of high interest:
 - Having governmental stakeholder engagement processes as the main way to ensure equity in outcomes but those processes do not compensate (or poorly compensate) those who choose to engage in them, so the people who have time/ resources to engage are relatively privileged
 - Innovative hybrid community engagement strategies in a post-Covid world
 - Promoting Urban forests
 - Encouraging retrofitting on older homes without overburdening renters

Presentation: White Supremacy in the Workplace

Presentation from Ariel Guererro | Founder Co-Founder and Managing Partner, OG Racial Equity Collaborative

Presentation

- While the interpersonal side of white supremacy is as prevalent as ever, this presentation focuses on the structural/ systemic impacts of White supremacy culture
 - How do past and present systems and histories impact of modern systems and practices
 - Our systems are not failing us, they are functioning exactly as they were designed to
 - Our education system, our financing systems, our housing systems are all designed to function as they have been.
- Core Components of White Supremacy
 - Control of material resources
 - Despite being in a “Blue” State, New York has one of the most segregated school systems today
 - In order to answer the questions brought up while doing racial equity work, we must first address the question; How does white supremacy systems culture hoard material resources?
 - Privilege
 - Whiteness is often weaponized not only throughout day-to-day life in the public space but also within organizations.

- Whiteness is often associated with being right or being the correct way to do something.
 - Different paradigms exist for people who are perceived differently i.e. someone who is white presenting will almost certainly be perceived differently from someone who is not.
 - Exclusion
 - Social disadvantage, economic disenfranchisement, and democratic exclusion are not mutually exclusive and instead reinforce each other through the phenomenon of social exclusion. This is an integral part to White Supremacy Systems Culture.
- White Supremacy Culture
 - White Supremacy Systems Culture is the foundation of all the systems with which we participate everyday.
- Unpacking White Supremacy: different ways that White Supremacy Systems Culture takes shape
 - Perfectionism
 - This concept of Perfectionism can be incredibly harmful especially when working in Government or doing work that touches the lived experience
 - Sense of Urgency
 - Many of the actions that we take are performative, we do we need to respond so quickly to events such as the
 - Defensiveness
 - Quantity over Quality
 - Worship of the Written Word
 - Only one right way
 - Paternalism
 - Either/ or thinking
- These ideas are covered further in depth in this [document](#).

Report Out from Breakouts #1

How does white supremacy show up in your workplace?

Breakout discussion notes captured by participants in [Jamboard](#)

- Many of us are encountering the same issues everywhere and throughout all sectors.
- There is much work to be done to normalize these conversations and make them less awkward.
- Translation is key to making materials and conversations more accessible. California is an incredibly diverse State and this work is simply not accessible to all if certain materials are not accessible in languages other than English.
- Even those in roles that are meant to advance equity work can participate in and perpetuate the very systems that they intend to work against.

- Organizations such churches are already trusted by the communities that they are based in.
- Racism is finally being identified as a public health issue
- As we are all coming from different backgrounds, it is important to develop meanings for the words that we use during these conversations that we all can agree on.

Q&A with Ariel

How do we raise attention to these issues within an organization despite these conversations being very difficult to have?

- This is where internal organization and the normalization of these conversations must occur. We cannot do it on our own. This work cannot always fall exclusively on the backs of BIPOC communities. There is a portion of this burden that needs to be taken up by white individuals in positions of power.

How do we make sure that these efforts have a meaningful impact? A moving conversation or presentation can be powerful, but how do we ensure that these efforts are not lost along the way?

- Investment- put your money where your mouth is. If an organization is committed to this work they will make the investments to do so. Diversity, equity, and inclusion must be made core parts of the structure of an organization for these efforts to have a meaningful impact.

Report Out from Breakouts #2

How have you seen white supremacy affect your work as an adaptation practitioner?

Breakout discussion notes captured by participants in [Jamboard](#)

- It is very important to engage with CBOs but we must be careful to not go as far as to take advantage of them.
- There is no time for inauthentic conversations to be had in this space.
- These changes will not happen overnight. Which is why it is so important to begin this work and have these conversations now.

Next Steps

- Facilitators will be incorporating the feedback of participants as they develop the next workshop which will be taking place on August 16th, 10:00am - 12:00pm.