

ROOM 1

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

For example, how has it affected approaches to community engagement, partnerships, budgeting, policy decisions, planning decisions, hiring/retention, and implementation?

Board that governs climate adaptation practice are all white, the limited pool of voices means ideas are white washed.

Incorporation of BIPOC voices at the board level is important, but may stem from white savior complex

White savior complex is covert. Inherent sense of "this is what I think is best for you" rather than hearing what the people who are living the policies have to say, or codesigning the policies

forgetting that certain communities are in survival mode - having to go into the communities to see what the actual needs are.

overlooking the cultural customs or norms in the community before going into the community to ask for their needs

smaller non profits try to get into the space, but funding is hard if they don't have the capital to wait for reimbursement. They can't survive in the process. Need seed money to do the work.

state climate resiliency funds are going to predominately white/male areas, places like LA are not getting proportional funds. Shows the lack of connection from equity talk to implementation.

Inland Empire do not get funding at the same level at other areas. Difficult to bring in funders in the area.

Grant makers are pretty homogenous and moderate, puts grant seekers in hard place bc messaging in the grant needs to be moderate in order to get funds. Perpetuates slower change and how orgs operate.

NYC: participatory budgeting is one way to design funds with more input, but even then, some neighborhoods are better resourced and have a much bigger lead to implement even with an equitable process.

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Limited budget to put towards community engagement.

City/County staff paid to be at meetings, but community volunteers their time.

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Not being able to work with community based organizations bc it's "not how we've done it"

Funding prioritized for communities with political power

As a POC, the expectation that I will teach about certain topics, be involved in all the committed, etc. but not incorporating this into my workplan. Takes up so much emotional labor

Not going further to create an inclusive environment than simply requiring "Diversity Training"

postings to the same networks. not being willing to change job descriptions/qualifications then being surprised when the applicants are not diverse, which in turn impacts our work bc we keep upholding white supremacy through our

Not including DEIJ/EJ in budgeting. Not paying community orgs/ community leaders for their work and expecting them to volunteer their time

having to convince people this is important/relevant to the work we are doing

finding in our efforts is that primarily because the on-the-ground workforce is primarily people of color, that they have been invisible, and I have to start the conversation in ways that bring attention to the workforce in the first

Workforce professionals always want to push the program being about moving the workers into higher education, rather than supporting creating good work with good pay without it

no teeth to implementation. give staff resources but not putting money where their mouth is

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Local gov has a practice of engaging community only after options have already been identified-- not doing genuine community engagement, plans not modified or designed to respond to community need

Theme of paying community/
CBOs for engagement in gov
processes

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Attorneys and legal approaches of agencies being very defensive and perpetuating systems of white supremacy

Being "objective" and "risk averse" leads to little progress in dismantling "how we've always done things"