



RACIAL EQUITY THROUGH PARTNERSHIPS

MAY 2021

ABOUT ENTERPRISE

Our mission is to make home and community places of pride, power and belonging, and platforms for resilience and upward mobility for all.

Since 1983, Enterprise has been investing in affordable housing and community development across the country.



Increase Housing
Supply



Advance Racial
Equity

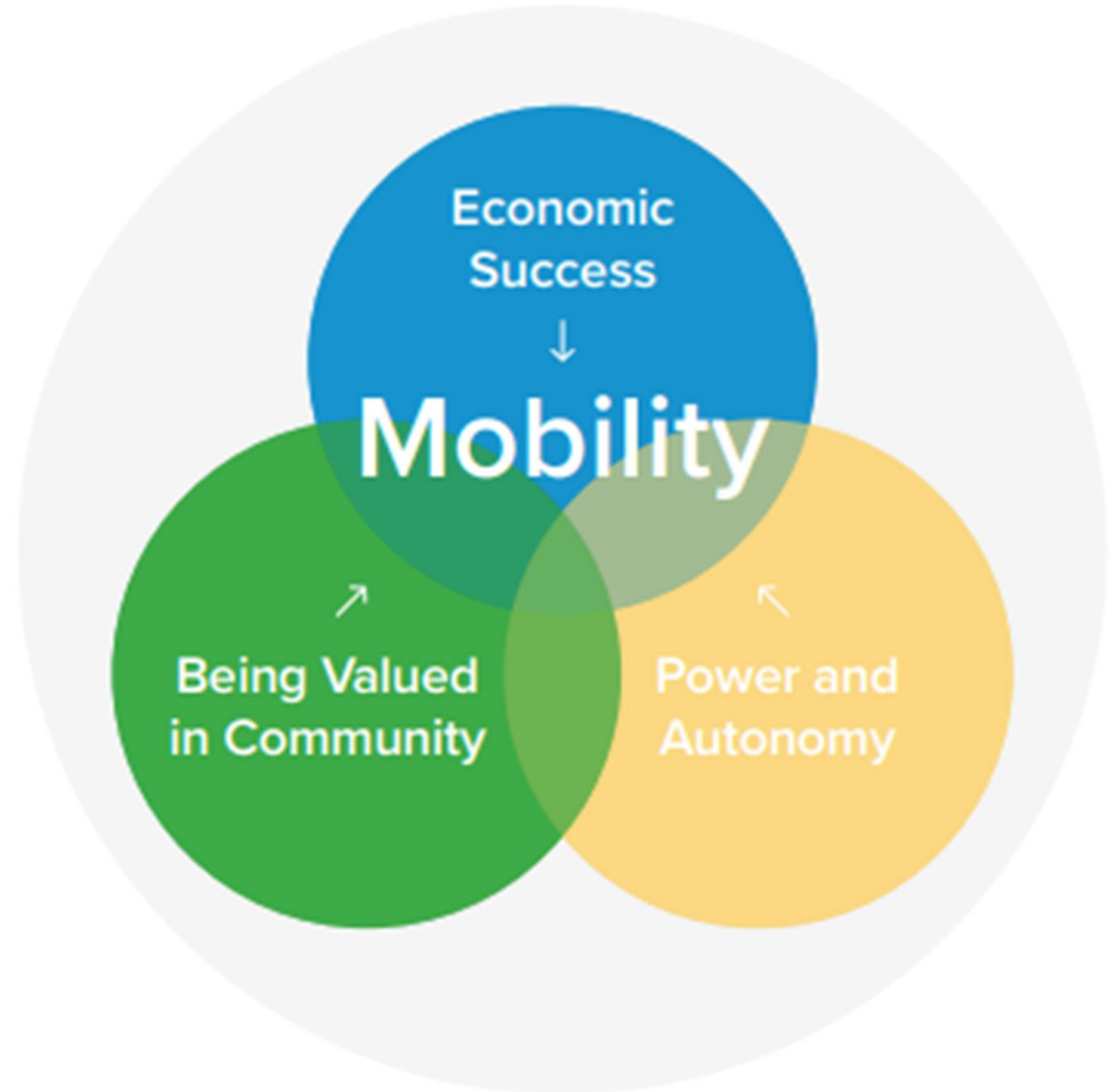


Build Resilience &
Upward Mobility

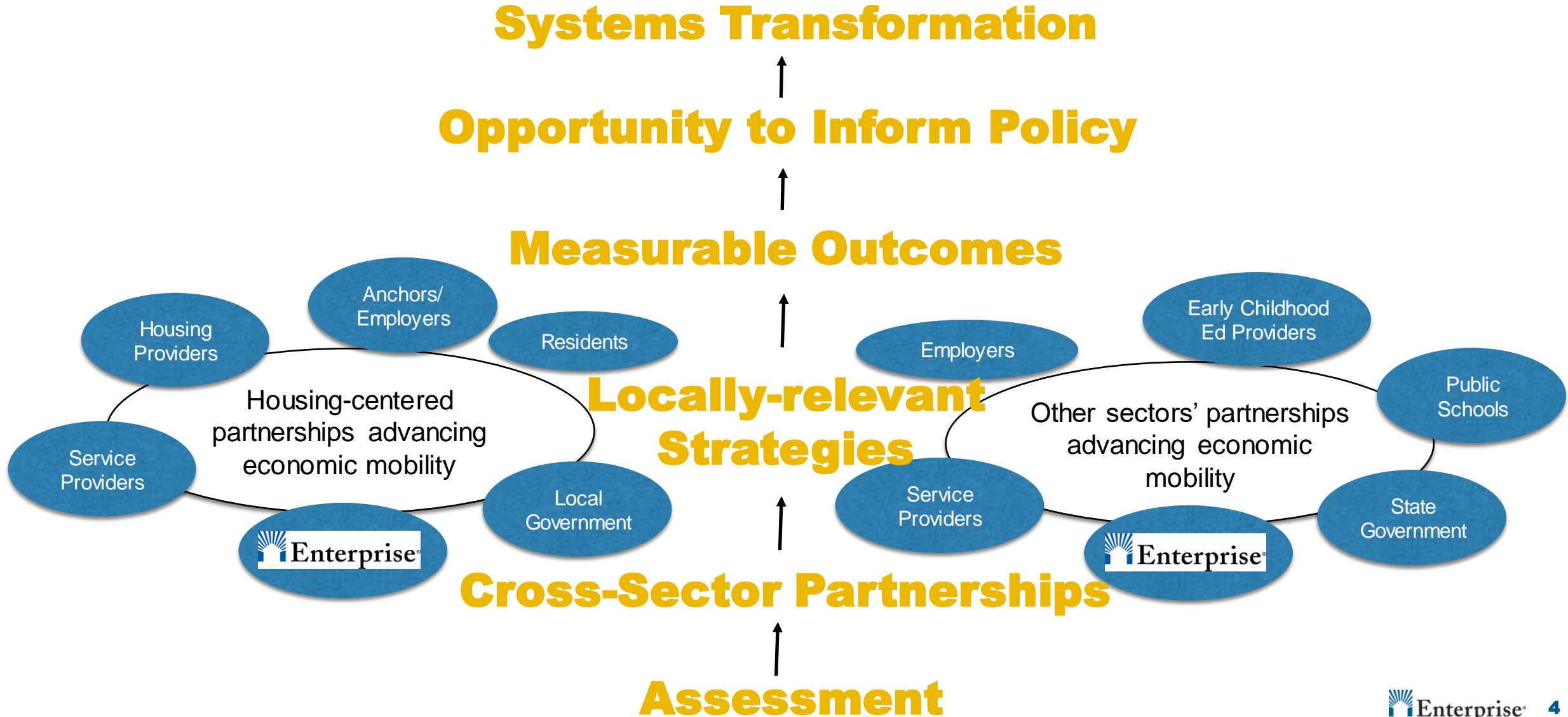
OUR GOAL

ECONOMIC MOBILITY

Enterprise's [Economic Mobility Initiative](#) seeks to eliminate disparities in economic outcomes through a systems- and people-focused partnership model, leveraging Enterprise's core strengths as a convener and collaborator



OUR APPROACH



CONTEXT

The Discrimination Iceberg

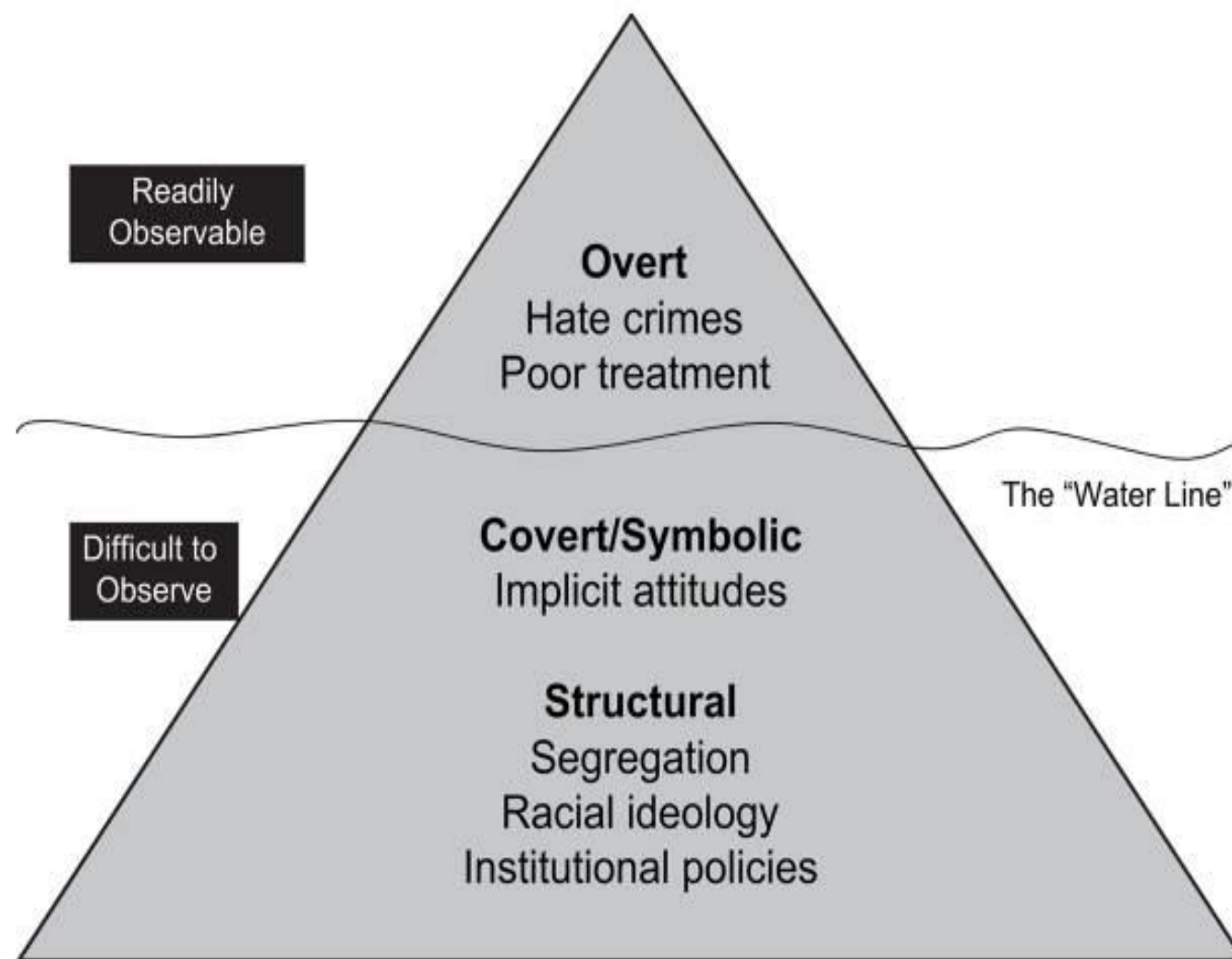


Image adapted from: Gee GC, Ro A. *Asian American Communities and Health: Context, Research, Policy and Action*. San Francisco, CA: Jossey Bass; 2009

OUR APPROACH

ANTI-RACIST INVENTORY

The Anti-Racist Approach to Economic Mobility tool was created to unify our approach to place-based work around the country. As an inventory, the tool allows Enterprisers to pause, reflect, and engage with intention in work that actively promotes anti-racist engagement at the various stages of our technical assistance approach.

Our inquiry is framed by five principles:

- **Overcoming Disparate Outcomes**
- **Humility in Relationships**
- **Courageous Reflection for Changing Unconscious White Supremacy**
- **Power Shifting**
- **Advocacy and Allyship**

DISPARATE OUTCOMES:

Enter engagements by assessing and acknowledging any disparate impacts. Design engagements to intentionally and explicitly undo racially-based harm.

PARTNERSHIPS AND COLLABORATION

- How does our role in a partnership or collaboration perpetuate (or reduce) racially disparate impacts?
- Have all parties identified and acknowledged the source of their positional power based on historical and systemic factors?

LOCALLY RELEVANT STRATEGIES

- How are the strategies tailored to close any disparity gaps?
- Do the strategies explicitly address disparities in power?
- Do the strategies repair historic harm?

MEASURABLE OUTCOMES

- Are the outcomes explicitly tied to power, autonomy, and being valued in community?

HUMILITY IN RELATIONSHIPS:

Continually adapt methods of partnership, evaluation, and reflection to be effective partners *with* communities (rather than for communities). All relationships should to be durable (or account for transitions that mitigate harm), patient and humble.

PARTNERSHIPS AND COLLABORATION

- Have we asked the community what they want/need in working with us?
- How are we supporting equitable engagement (timing, compensation, translation, childcare)?
- Are we being transparent and humble about the power that our platform provides?

LOCALLY RELEVANT STRATEGIES

- Are the community-identified needs central to the strategies?
- Are sustained community voices driving the direction of our strategies?
- Do the strategies incorporate equitable engagement opportunities (timing, compensation, translation, childcare, etc.)?

MEASURABLE OUTCOMES

- Are there sustained community voices driving the evaluation of our engagement?

PRINCIPLE

COURAGEOUS REFLECTION FOR CHANGING UNCONCIOUS WHITE SUPREMACY:

Create and maintain safe spaces for ongoing internal reflection of our impacts and create radically honest feedback loops from community partners (especially with respect to any racially-based impacts). Acknowledge that *everything* that we do either combats or supports a white supremacist culture.

PARTNERSHIPS AND COLLABORATION

- How does our partnership further (or challenge) white supremacist notions?
- In what ways do we (or other partners) serve as gatekeepers to knowledge?
- Have we asked for feedback about our process/engagement? From whom?
- When and with whom do we reflect on both the process and the engagement?

LOCALLY RELEVANT STRATEGIES

- In what ways do the strategies create or reinforce the notion of “deservedness” to limit access to programs, knowledge or legitimacy?
- What role does qualitative data play in shaping the strategies?
- In what ways might the strategies perpetuate (or overcome) historic harms?

MEASURABLE OUTCOMES

- Do our outcomes challenge or promote white supremacist notions?
- When and with whom do we reflect on the process of measuring the outcomes?
- What role does qualitative data play in the outcomes?

POWER SHIFTING:

Identify power in our relationships and explicitly share our power. Whenever possible, actively reduce barriers to accessing resources and develop anti-racist programming.

PARTNERSHIPS AND COLLABORATION

- Have we interrogated and acknowledged our power within the engagement?
- How can we eliminate barriers for equitable distribution of power and access to resources?
- Does everyone have agency in the partnership relationship? Are all partners sufficiently resources to participate in collaboration?
- Are there ways we can be more transparent in our budgeting and decision-making to better share power?

LOCALLY RELEVANT STRATEGIES

- Do the strategies acknowledge racialized power dynamics and positionality?
- How do the strategies foster trust-building and collaboration?
- Where have we made space for the restoration necessary to spur radical imagination?

MEASURABLE OUTCOMES

- Do the outcomes equalize power or eliminate barriers for equitable distribution of power and resources?

ADVOCACY AND ALLYSHIP:

Use our power to challenge assumptions, build spaces that bridge power and culture silos, advocate for anti-racist programming/policies and be an ally through sustained partner support, qualitative evaluation and collegial support.

PARTNERSHIPS AND COLLABORATION

- What is the duration of our engagement or support? Have we explored the impact of the period of support with the partners being supported?
- Where can we create spaces for meaning-making and to bridge power and cultural differences?
- Are we using our position to elevate our community partners and to advocate *with* them for *their* solutions?

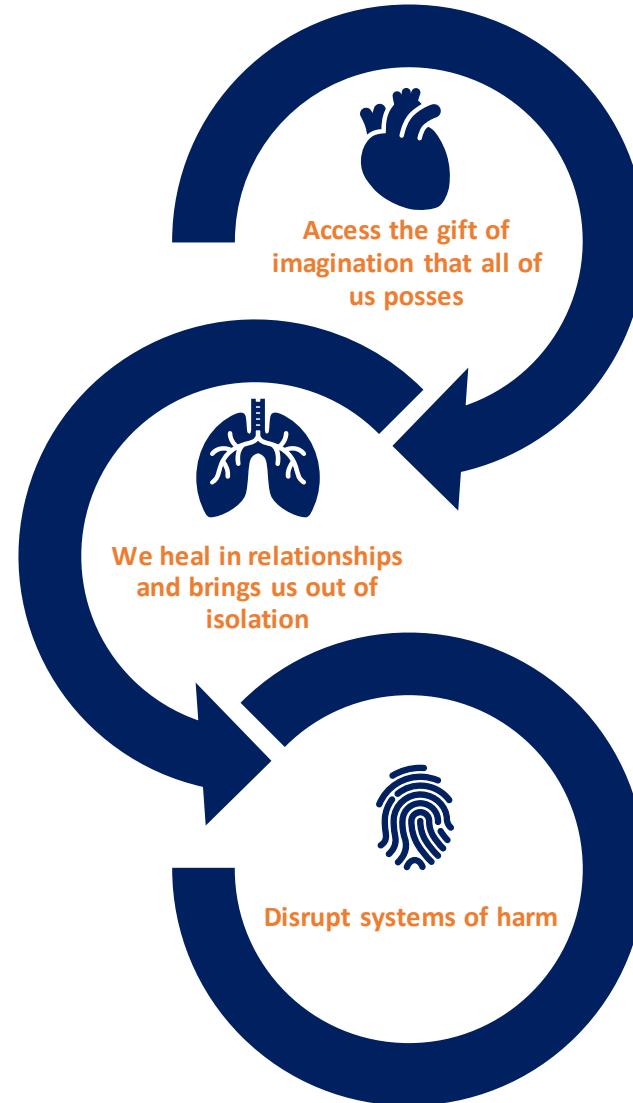
LOCALLY RELEVANT STRATEGIES

- What is the duration and impact the duration of the strategy? Has any potential harm from the period of engagement been addressed or mitigated?
- Do the strategies elevate our community partners and advocate with them for their solutions?

MEASURABLE OUTCOMES

- Do the outcomes elevate our community partners and advocate with them for their solutions?

POWER, AUTONOMY, BEING VALUED IN COMMUNITY IN ACTION



THANK YOU!

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