



RACE matters

Traces of the G.I. Bill: An Annie E. Casey Foundation Approach to Racial Equity

Council on Foundations



The Annie E. Casey Foundation

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Presented by Paula Dressel, JustPartners, Inc.

Doing Work Around Race: *Various Approaches*



Casey's Approach: Closing gaps, through a focus on policies and practices, to achieve the Foundation's mission

Other Valuable Approaches:

- Prejudice Reduction
- Healing & Reconciliation
- Diversity/Multiculturalism
- Democracy Building/Civic Participation

SOURCE: Training for Equity and Inclusion, available from Aspen Roundtable on Community Change





Traces of the GI Bill:

My personal story, generations' policy history

- GI Bill: ostensibly for all returning veterans of WWII
- Redlining directed resources mostly to white veterans
- Enabled my family to move from public housing in Philadelphia to all-white suburbs, with better resourced schools
- Family borrowed from home equity to send me to college (first in family to go to college)
- College education tracked me for professional job at same time affirmative action was helping white women move into these jobs

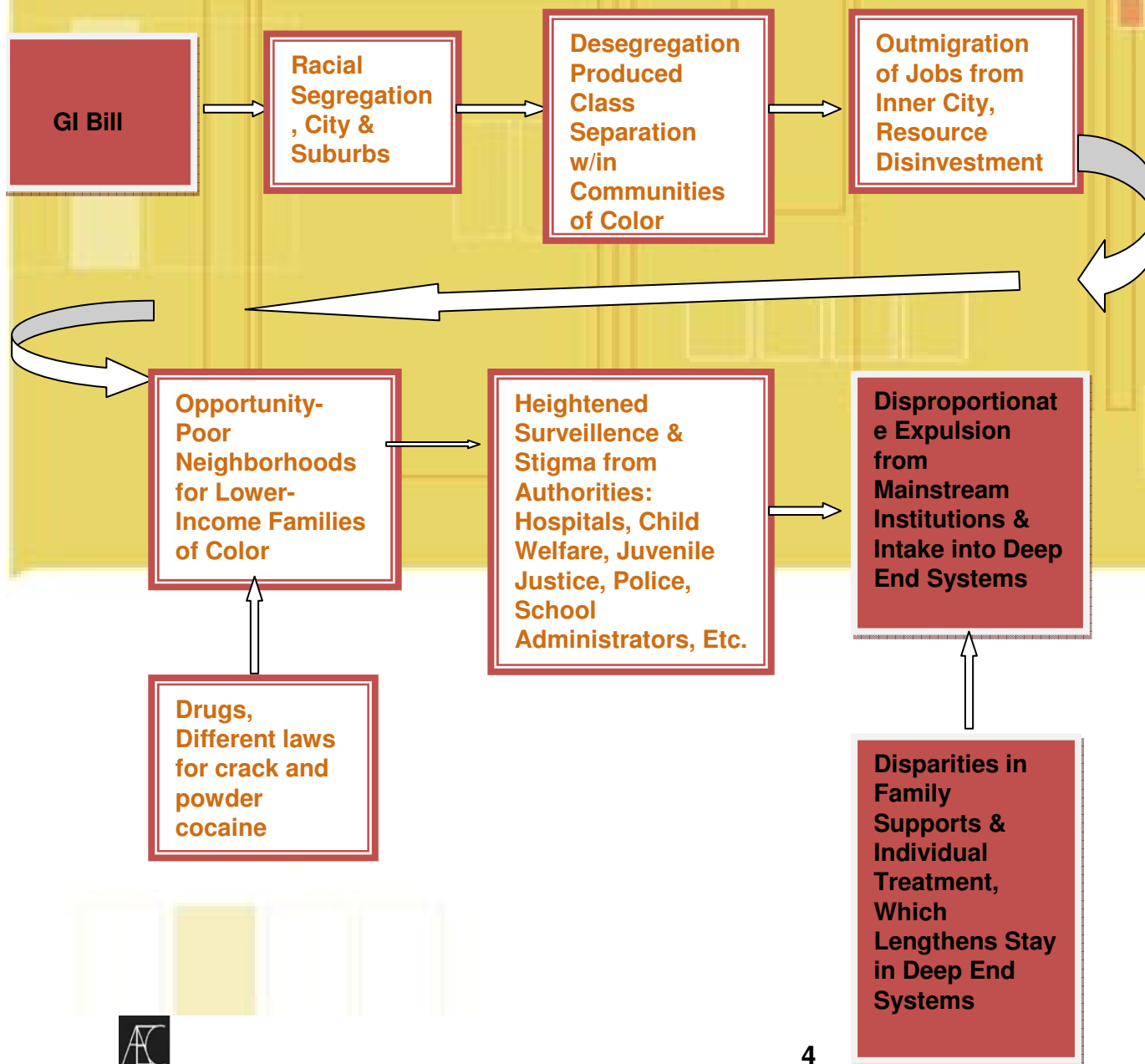
Allowed my working class family to begin to build assets through home ownership

I inherited my parents' resources

In contrast to my counterparts of color, whose fathers were denied mortgages through the GI Bill; created current city/suburb racial/class divides



PATHWAY FROM THE GI BILL TO CURRENT CHILD WELFARE/JJ/EDUCATION/HEALTH/JOB DISPARITIES



What to Do?

RACE MATTERS TOOLKIT



Race Matters

- Race Matters User's Guide
- Race Matters PowerPoint

Making the Case

- What's Race Got to Do With It
- Fact Sheets

Shaping the Message

How to Talk About Race

Doing the Work

Racial Equity Impact Analysis

System Reform Strategies

Community Building Strategies

Organization Self-Assessment



How Funders Can Use The Toolkit

INTERNALLY

- Build a Theory of Change to reduce racial disparities – ***What's Race Got to Do With It? & Fact Sheets.***
- Shape communications/publications/advocacy messages -- **How to Talk About Race**
- Review internal policies and practices to assess their ability to achieve equity internally -- **Racial Equity Impact Analysis, Organizational Self-Assessment, MORE Race Matters** series

EXTERNALLY

- Build grantee understanding and shared language on racial equity and racial disparities using the **Race Matters PowerPoint & 3 core tools**
- Provide grantees with a quick analysis and facts about racial disparities in key issue areas using the **Fact Sheets.** Fund local grantees to develop local fact sheets
- Promote effective discussion and advocacy amongst partners using **How to Talk About Race**
- Provide grantees and other partners the capacity to assess the effect of policies/program proposals using the **Racial Equity Impact Analysis**





LESSON LEARNED:

**With the right *message*,
analysis, and *tools*, people
will work toward racial equity.**



The Race Matters Toolkit:

<http://www.aecf.org/KnowledgeCenter/PublicationsSeries/RaceMatters.aspx>

MORE Race Matters Series:

<http://www.aecf.org/KnowledgeCenter/PublicationsSeries/MoreRaceMatters.aspx>

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