



## EGA Racial Equity Point of View (POV)

Racial equity work can often show up as performative or be conflated with diversity and inclusion. Through the EGA Racial Equity Point Of View (POV), we seek to clarify why racial equity matters to us, express our commitment to centering racial equity within our work, and articulate EGA's shared intention and commitment to advancing racial equity.

*It is our hope that with this POV, we can support EGA membership engagement in online learning, inspire and influence funders, and elevate new voices and leaders in the field.*



### AS EGA BOARD AND STAFF

- Center BIPOC and marginalized communities who bear the brunt of environmental oppression and create a welcoming space to learn from them.
- Model a new narrative that is both/and of equity and environment.
- Continue to build out data that tells the story of how to democratize grantmaking, philanthropic power, and community wisdom by using quantitative and qualitative information to tell a more complete and robust story.
- Be responsive to the ways we may be perpetuating white dominant culture, practices, policies, and norms and to actively work together to undo those patterns.
- Focus on what we have to gain through our racial equity work and the opportunities for progress, not what "we" may lose or the barriers, fears, and fragility that we may face.
- Choose boldness and courage. Even if we mess up, we keep going.



### AS EGA MEMBERS

- To our members and colleagues that are on the racial equity learning journey, but perhaps at a different point along the path, our actions are aimed at keeping everyone moving forward, one step at time.
- Embed a multitude of learning spaces that welcome a variety of learning interests and needs, while being mindful of holding space that builds courage even when fear and fragility may appear.
- Curate spaces for peer-to-peer learning about racial equity and environmental justice, including creating spaces for board and trustee specific learning.
- Bring in diverse thinking and voices by embracing non-white centered learning and wisdom, learning from other justice-rooted fields of work like restorative justice and BIPOC community organizing.
- Connect members to tools for assessing racial equity work.
- Invite white-identifying individuals to highlight specific commitments for themselves and who they have accountability to in community.
- Center addressing past and current injustice, not white comfort.
- Take risks and be courageous!



### EGA AS AN INSTITUTION

- Review and revise EGA's policies, organizational structures, and procedures to ensure they are conducted with a racial equity lens
- Explore and integrate new practices that promote racial equity.
- Listen, Learn, and try.