

Wellbeing & Equity



Advisory Committee Meeting

Wednesday, February 1, 2023 2:00 – 4:00 pm



WELLBEING

BLUEPRINT >>>>>>

- American systems are fundamentally unfair. Racism, sexism, homophobia and other oppressions are baked in. This is structural – it goes deeper than the individuals who work in these systems. These structures mirror public narratives and attitudes: people caught up in systems are the ones who need to change.
- We have to focus the change where it belongs: on the systems themselves. But to only re-imagine each system individually – child welfare, housing, courts, finance, healthcare, education and more – misses the opportunity to create a far more just, impactful and hopeful way forward. We have to start with people and communities, centering what every person needs to thrive.



Centering on Community

- Systems need to change. Systems won't change— they can't change— without centering on community.
- Centering on community means starting with the following question: **“What matters to you?”**

[Source: The Wellbeing Blueprint](#)



"My favorite thing about the Wellbeing Blueprint is always starting with what is most meaningful to a person: their wellbeing. Outcomes are more likely to be successful when people receiving services have the chance to design them with their wellbeing at the center."

— Tamara Bauman

Housing Advocate at **Solid Ground**



HERE ARE SIX WAYS TO DO IT:



Start with what matters to people:
wellbeing



Push against harms in communities
already facing the greatest
adversity



Build on social connections and
social capital



Build financial security



Span boundaries



Sustain transformation beyond the
pandemic

Anti-Racist Organizing Principles

Undo Racism

Racism is the single most critical barrier to building effective coalitions for social change. Racism has been consciously and systematically erected, and it can be undone only if people understand what it is, where it comes from, how it functions, and why it is perpetuated.

Sharing Culture

Culture is the life support system of a community. If a community's culture is respected and nurtured, the community's power will grow.

Maintaining Accountability

Organizing with integrity requires that we be accountable to the communities struggling with racist oppression.

Networking

We recognize that the growth of a movement for social transformation requires networking – “building a net that works.” Networking means building principled relationships based on humane values.

Learning from History

History is a tool for effective organizing. Understanding the lessons of history allows us to create a more humane future.

Developing Leadership

Anti-racist leadership needs to be developed intentionally and systematically within local communities and organizations.

Gatekeeping

Persons who work in institutions often function as gatekeepers to ensure that the institution perpetuates itself. The gatekeeper becomes an agent of institutional transformation by operating with anti-racist values and networking with those who share those values and maintain accountability in the community.

Analyzing Power

As a society, we often believe that individuals and/or their communities are solely responsible for their conditions. Through the analysis of institutional power, we can identify and unpack the systems external to the community that create the internal realities many people experience daily.



Anti-Racist Organizing Principles contin.

Undoing Internalized Racial Oppression

Internalized Racial Oppression manifests itself in two forms:

Internalized Racial Inferiority

The acceptance of and acting out of an inferior definition of self given by the oppressor is rooted in the historical designation of one's race. Over many generations, this process of disempowerment and disenfranchisement expresses itself in self-defeating behavior.

Internalized Racial Superiority

The acceptance of and acting out of a superior definition is rooted in the historical designation of one's race. Over many generations, this process of empowerment and access expresses itself as unearned privileges, access to institutional power, and invisible advantages based upon race.



Benefits of utilizing the Blueprint & Principles

- Honors our Theory of Change
- Helps identify community priorities
- Helps prepare and meet community needs
- Increases participation and understanding of different perspectives
- Decisions are better-informed
- Demonstrates commitment to anti-racism



Thank You

Learn more at the [Wellbeing Blueprint](#)
& the [People's Institute for Survival & Beyond](#)

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