



Racism Can't Live Here

A Collection of Learnings for Advancing Racial Equity



**WELLS
FARGO**

Empowered by



HAND Members & Friends,

"Slavery was bipartisan. Jim Crow segregation was bipartisan. The refusal of women's suffrage was bipartisan...The 3/5 compromise was the creation of a punitive national unity at the expense of black people's basic humanity. When colleagues talk to me about bipartisanship - which I believe in - I just have to ask: at whose expense?"

If you're reading this, you are likely familiar with HAND and our ongoing commitment to centering equity across all aspects of our organization. As we embark upon the second year of our racial equity learning series, we are excited to release this toolkit to support your individual journeys to create more equitable outcomes in the communities you serve.

I'm also reminded of the last toolkit we released, and the references to the changing tide in American democracy. Prior to its publishing, the Democrats regained control of Congress, including the historic election of Senator Raphael Warnock to one of Georgia's open seats. In more recent months, Warnock took to the Senate floor with the above words on the passing of voting rights.

At whose expense? As we journey through our newest learning series and this toolkit, I invite you to reflect on this question. When new housing appears in a gentrifying neighborhood - at whose expense? When housing is built exclusively on certain sides of town - at whose expense? When black and brown real estate developers are prevented access to capital to do work in communities that look like them - at whose expense? When acquisition and portfolio are prioritized over investment in the people living inside the units - at whose expense?

Warnock's words above also speak to bipartisanship, defined as the agreement or cooperation of two political parties that usually oppose each other's policies. Although he was referencing the political sphere, the concept of bipartisanship is still very relevant in the work we do. Are we listening to each other? Having honest conversations with each other as we work to make changes to the very policy that undergirds the work we are trying to do? The system we operate under was intended to create the sharpest inequities we are working to resolve, and there is a vested interest in doing more of the same – benefiting a few at the expense of others.

Because our very way of life is embedded with this system that has disproportionately impacted people of color, there is much to understand, unravel and re-write for our communities to be places where all can truly thrive. We must not fear this change but instead embrace it. In order to obtain different results, we must get comfortable with the uncomfortable. Reversing those policies and advocating for investments that yield equitable outcomes will look different, and so will our approach.

This toolkit is by no means an exhaustive resource on racial equity, but it can certainly serve as a launch point to help you navigate through each session and your own journey beyond this series. Our hope is that you will benefit from the following materials, but also share with your colleagues, friends, family members and anyone in your network that is intentionally working toward a more just, equitable and inclusive region. Wherever you are on your path, we welcome you to join us in this important work.

In solidarity,

Heather Raspberry
Executive Director, HAND



Enslavement. Black Codes. Jim Crow. Segregation. Gentrification.

This country has a long history of developing systemically backed strategies that displace, mistreat, and disadvantage non-white residents from access to affordable and safe neighborhoods. To build equity in access to housing, the industry needs disruptors - individuals who will find innovative and consistent solutions that can help tear down, abolish, and redevelop strategies, and programs.

This toolkit provides resources that support building cultural intelligence and leveraging your knowledge to impact real change, for the betterment of communities of color and all communities.

As an added bonus, check out the specially curated [Lyrical Lesson Playlist](#) - a collection of socially conscious music to bring awareness and insight into struggles, the beauty, and the triumphs of the movement for racial equality.

(Trigger Warning: Lyrics from the songs may invoke strong emotions and language that makes you feel uncomfortable. Art is often gritty and real.)

It's time to move from understanding to action because racism can't live here.



Foundation for Learning

Lyrical Lesson

"Then I go to my brother and I say, brother, help me please. But he winds up, knockin' me back down on my knees. Oh, there been times that I thought I couldn't last for long, but now I think I'm able, to carry on. It's been a long a long time coming, but I know a change gonna come" ~ Sam Cooke, A Change is Gonna Come

Cultural Intelligence (CQ)

The ability to utilize culture-specific knowledge coupled with an understanding of social climates to communicate and make equitable and inclusive decisions.

Types of CQ

COGNITIVE CQ

A strong foundation of knowledge in the norms and practices of different cultures

META-COGNITIVE CQ

High-level ability to recognize cross-cultural contexts and using the information to make decisions before, during, and after engagement

MOTIVATIONAL CQ

The ability to have social awareness when interacting with others and for consideration of the social climate and it's impact on various cultures

BEHAVIORAL CQ

The ability to understand, advise, and adapt to the behaviors in cross-cultural contexts

The Impact of CQ

Keep CQ at the forefront of decision making from your disruption journey at home to the workplace to create sustainable impact.



Building Your Own CQ Library



1. Motivation & Drive

What is the motivating factor that will propel and sustain you as you build CQ?

3. Strategy Development

Identifying how you will utilize the information acquired and the impact that the information will have on decisions is vital in the process. Without understanding the significance of the information it will lack impact and will seem useless.

2. Acquire Knowledge

Seeking out intentional and genuine avenues to gain knowledge. Each of the four areas of CQ requires different interactions and channels for knowledge building.

4. Action

The process of actively utilizing the knowledge acquired. This step isn't linear and will often come with triumphs and mistakes.

Resources



New Disruptor

"Why you need cultural intelligence (and how to develop it)"
IESE Business School (Article)

Intermediate Disruptor

Understanding the CQ Wheel
Living Institute (Video)

Disruptor on a Mission

Cultural intelligence and competencies
Soon Ang, Thomas Rockstuhl, and Mei Ling Tan (Scholarly Article)



AWARENESS



Lyrical Lesson

"Picket lines and picket signs. Don't punish me with brutality. Come on talk to me. So you can see, what's going on (What's going on)." ~ Marvin Gaye, What's Goin On

Resources



New Disruptor

[Systemic Inequality: Displacement, Exclusion, and Segregation](#)

Center for American Progress (Article)

Intermediate Disruptor

Evicted: Poverty and Profit in the American City

Matthew Desmond (Book)

Disruptor on a Mission

How the Suburbs Were Segregated: Developers and the Business of Exclusionary Housing, 1890–1960

Paige Glotzer (Book)



DISRUPTION



Lyrical Lesson

"Freedom. Where are you? 'Cause I need freedom, too. I break chains all by myself. Won't let my freedom rot in hell. Hey! I'ma keep running. 'Cause a winner don't quit on themselves."

~ Freedom, Beyonce ft. Kendrick Lamar

Resources



New Disruptor

The Black Butterfly: The Harmful Politics of Race & Space in America

Dr. Lawrence Brown (Book)

Intermediate Disruptor

Jim Crow of the North

Twin Cities PBS (Documentary)

Disruptor on a Mission

A Matter of Place

The Fair Housing Justice Center (Documentary)



UNDERSTANDING



Lyrical Lesson

"Cause it's plain to see a man's integrity. By the way he treats those he does not need. And it's time we talk about it. Let's not waste our common ground. We will fall for standing and watching, all in silence" ~ Miguel, Now

Resources



New Disruptor

Critical Race Theory: An Introduction (3rd ed)
Richard Delgado (Book)

Intermediate Disruptor

Critical Race Theory: The Key Writings That Formed the Movement
Kimberle Crenshaw, Neil Gotanda,
Gary Peller, & Kendall Thomas (Book)

Disruptor on a Mission

American Apartheid: Segregation and the Making of the Underclass
Douglass S. Massey (Book)



ACCOUNTABILITY



Lyrical Lesson

"I remembered you was conflicted. Misusing your influence, sometimes I did the same. Abusing my power full of resentment. Resentment that turned into a deep depression - We gon be alright ~ We Gon' Be Alright, Kendrick Lamar

Resources



New Disruptor

We Gon Be Alright

Jeff Chang (Book & Audiobook)

Intermediate Disruptor

Stuck in Place

Patrick Sharkey (Book)

Disruptor on a Mission

American Apartheid: Segregation and the making of the underclass

Douglass S. Massey & Nancy A. Denton (Book)