



Facilitating NETWORK's Racial Wealth & Income Gap Workshop

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NETWORK Advocates Training

Introduction—Today's Goals

- ☀️ Provide deeper understanding of NETWORK's RWIG workshop
- ☀️ Offer facilitation support and pro-tips
- ☀️ Equip you to successfully lead RWIG in your own community



Introduction—RWIG Goals

- ☀️ Educate audience on racial wealth and income gap in the U.S.
- ☀️ Detail the history of racist federal policies that have created and exacerbated the racial wealth gap
- ☀️ Invalidate racist messages about the choices and character of people of color
- ☀️ Illuminate the political manifestations of white supremacy and privilege
- ☀️ Display how seemingly benign policies can have hidden and horrific repercussions on people's lives
- ☀️ Impress the need for an intentional anti-racist lens from our policymakers and policies

Introduction—Leading RWIG

- ☀️ Facilitator's Guide
- ☀️ Materials online
- ☀️ Policy Expertise
- ☀️ History and nuance of workshop
- ☀️ Support from NETWORK



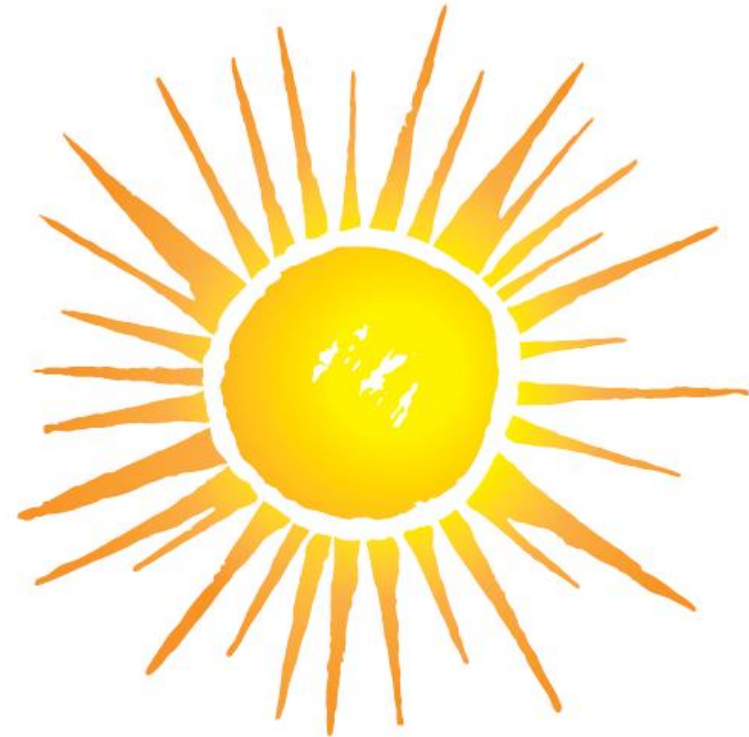
Before Your Workshop—Shared Vocabulary

- ☀ Race
- ☀ Prejudice
- ☀ Power
- ☀ Racism
- ☀ White supremacy
- ☀ White privilege
- ☀ Oppression
- ☀ Institutional oppression
- ☀ Identity
- ☀ Intersectionality



Before Your Workshop—Reflect

- ☀️ What's my racial identity?
How do others identify me?
- ☀️ What privileges or disadvantages result from how I identify or how others may identify me?
- ☀️ What type of social power am I bringing into the room due to my identity or role as facilitator?



Leading RWIG—Introducing Self & NETWORK

Presenters

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What Is NETWORK?

NETWORK **educates, organizes,** and **lobbies** for economic and social transformation



Leading RWIG—History of Workshop



Leading RWIG—Intro of Purpose

Purpose

- ☀ Discuss basic information on income, wealth inequality, and the racial wealth gap
- ☀ Understand the creation and perpetuation of the racial wealth and income gap



Leading RWIG—Opening Prayer

We Pray

God, just and merciful, you alone are the Lord of Justice and Mercy. We turn to you.

Throughout time, your children have cried out to you when seeking mercy amidst injustice. We know the movement of your hand as it calms the waters, steadies the step, and illumines the path through difficult journeys.

God, just and merciful, we turn to you.
Clear our vision, Lord.

Your son, Jesus of Nazareth, stood before a cross knowing the assault of lies, the weight of shackles, the sting of scourging, the absence of respect, the pangs of exhaustion, the judgment of unjust systems, the apathy of others.

God, just and merciful, we turn to you.
Encourage our hearts, Lord.

For generations, your children of color have stood before crosses in this land nurtured by their blood and tears. Their descendants know the assault of health disparities, the weight of redlining, the sting of hiring discrimination, the absence of fair housing, the pangs of rights denied, the judgment of unjust wages, the apathy of many.

God, just and merciful, we turn to you.
Guide our steps, Lord.

Our nation's original sin is a complex web of crosses built on the idols of racism and white privilege. Until this painful and shameful past is reconciled, tomorrow will be as today.

God, just and merciful, we turn to you.
Inspire our actions, Lord.

Dismantling these idols requires the change of hearts, minds, laws, and practices. May this arduous task be rooted in your justice and mercy.

God, just and merciful, we turn to you.
Heal our nation, Lord.

Amen.

Written by Leslye Colvin, NETWORK Board Member

Leading RWIG—Shared Agreements

NETWORK's Racial Justice Shared Agreements

- ☀️ Speak up/make space
- ☀️ We are each experts on our own experiences
- ☀️ Respect confidentiality/continue the conversation
- ☀️ Whether or not it has been named, the personal manifestations of power are present
- ☀️ Practice self-care
- ☀️ Embrace and express discomfort
- ☀️ Resolution will not happen today
- ☀️ Make space for evaluation of progress and tension



Leading RWIG—Wealth v. Income

Wealth vs. Income

BASIS FOR COMPARISON	INCOME	WEALTH
MEANING	Money received or earned on a continuous basis, as a return for work or investments.	Money or valuable possession accumulated by a person during the course of his life.
WHAT IS IT?	Flow of money	Stock of assets
ACQUISITION	Income is generated immediately.	Wealth is created over time.
EXAMPLES	Wages/salaries from jobs, interest from savings, etc.	Stocks, bonds, ownership of property, fine art

Income is a stream that helps in the creation of wealth

Wealth is what you have minus what you owe



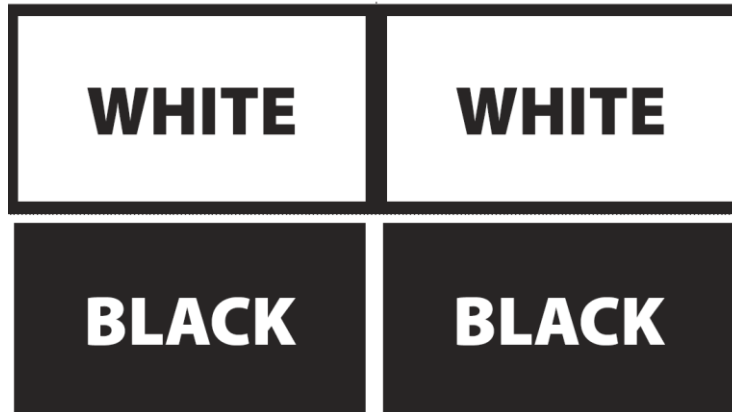
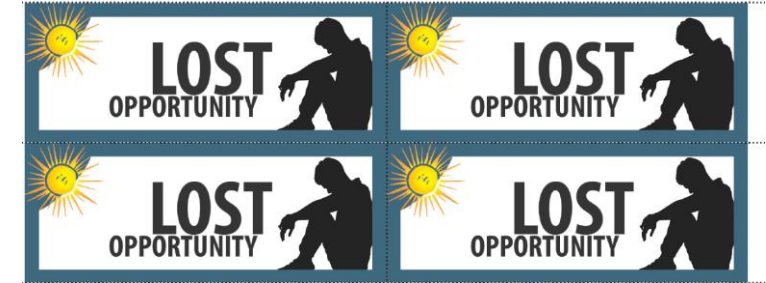
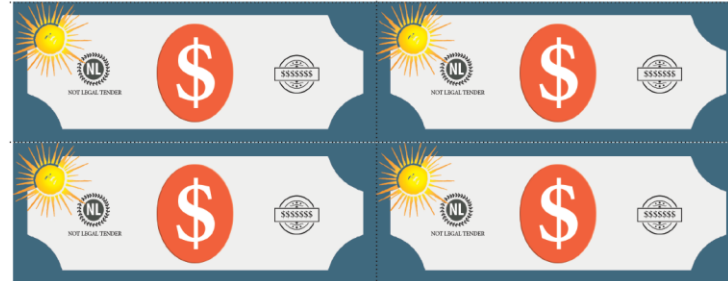
Leading RWIG—Intro Activity




Racial Wealth and Income Gap Experience



Leading RWIG—Intro Materials



 **POLICY 1**
**SLAVE CODES, THE FUGITIVE SLAVE ACT,
AND AMERICAN CHATTEL SLAVERY
(1619–1860)**

Slave Codes, the Fugitive Slave Act, and American Chattel Slavery: Early on in American/Western History, the implementation of several state and federal legal measures such as slave codes and the fugitive slave act created a difference between racialized groups. The slave codes created “servitude for natural life” for African laborers. 250+ years slave labor of millions of African and Black people was the foundation of the American economy and global force that it eventually became. On the eve of the Civil War, Black slaves were valued at an estimated \$3.6 billion (not scaled for modern inflation).

ACTION
Black participants

- Receive **10 Lost Opportunity Cards** to represent the wages, property, time, and family members that were lost during the 250+ years that Black people were considered property that could be bought, sold, and disposed of at will.

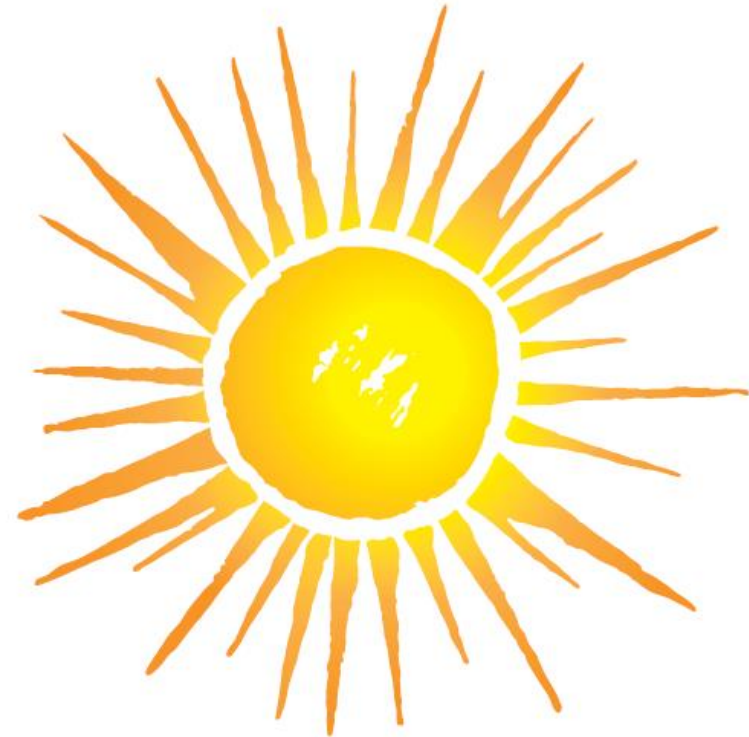
White participants

- One white participant, receive **5 Money Cards** and **5 Land Cards** to represent the building wealth of many Southern plantation owners. The other white participant receives **2 Lost Opportunity Cards** to represent the lack of access that many poor white farmers had to land and wealth.

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ADVOCATES FOR JUSTICE, INSPIRED BY CATHOLIC SISTERS

Leading RWIG—Complete Activity

- ☀ Multiple facilitators helps with early questions from small groups
- ☀ Once they get into a groove, they'll be fine!
- ☀ Encourage small groups to save discussion for the end
- ☀ Bring long policy descriptions in case questions come up
- ☀ Don't know the answer? That's okay too!



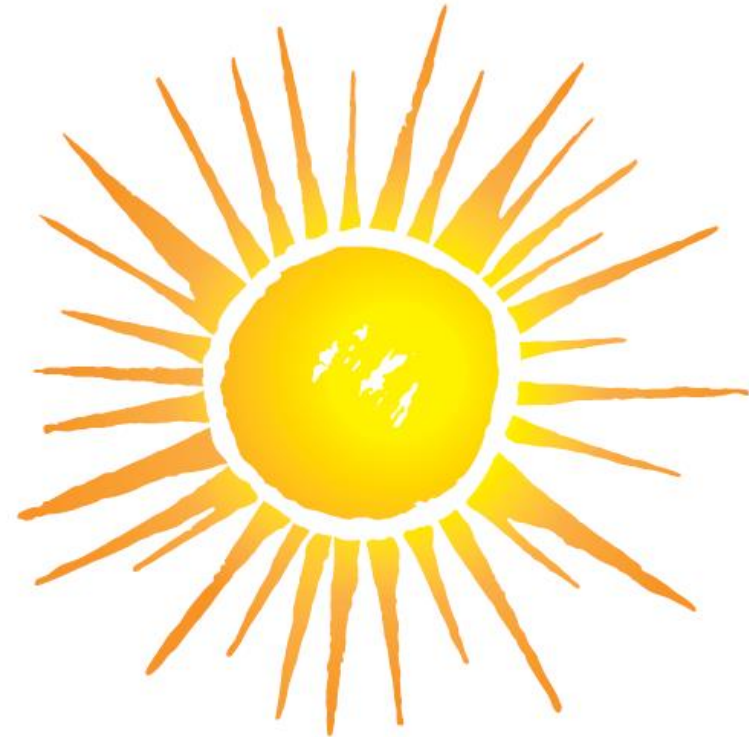
Leading RWIG—Debrief

- ☀ Reflection questions provided
- ☀ Generally very positive responses
- ☀ Often story sharing
- ☀ Affirm and express gratitude for vulnerability
- ☀ Be prepared for questions
- ☀ Explore where discomfort is coming from



Leading RWIG—Part II

- ☀️ Name the transition
- ☀️ Data/charts
- ☀️ Cyclical nature of economic inequality
- ☀️ Homeownership as the single largest driver of the wealth gap
- ☀️ Housing discrimination



Leading RWIG—Introducing NETWORK's Build Anew Policy Agenda



Cornerstones to Build Our Country Anew


- ☀ Dismantle Systemic Racism
- ☀ Cultivate Inclusive Community
- ☀ Root Our Economy in Solidarity
- ☀ Transform Our Politics

Despite our divisions, we proclaim that all people in the United States, together, make up one single community. Pope Francis says, "Hope would have us recognize that there is always a way out, that we can always redirect our steps, that we can always do something to solve our problems."

In this hope, we can, and we must, build anew!




Leading RWIG—Introducing NETWORK's Build Anew Policy Agenda




BUILD ANEW
A JUSTICE AGENDA FOR ALL OF US

Policy Areas to Build Anew

We build our country anew by prioritizing racial equity, caring for the Earth, and improving the well-being of all people and communities through legislative advocacy for:



- Our Economic Security
- Our Healthcare, Housing, and Food Policies
- Our Taxes
- Our Democracy
- Our Immigration and Justice Systems



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Leading RWIG— Pro-Tips, FAQs, Best Practices, & Troubleshooting

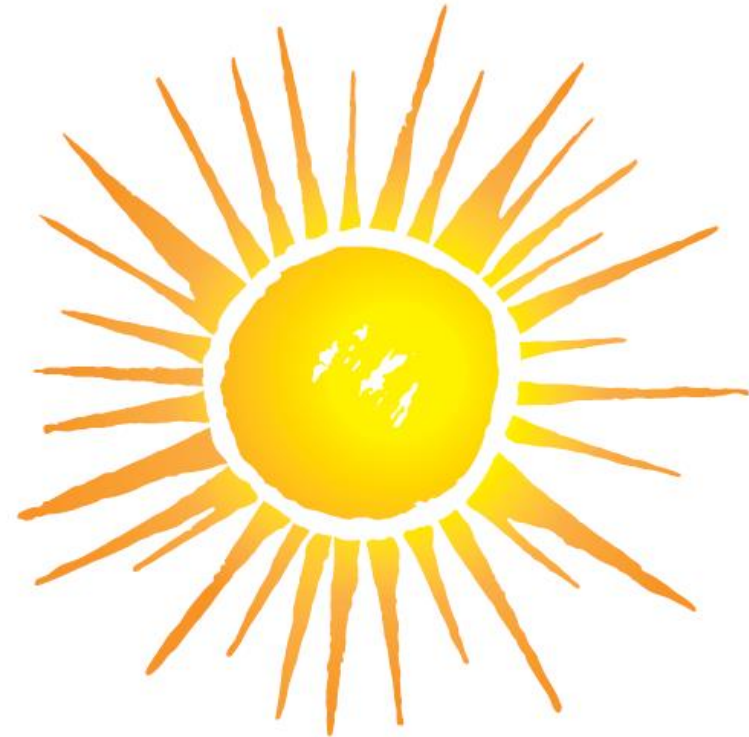
- ☀️ Name the disparity between the white people who enslaved people and those who didn't
- ☀️ G.I. Bill is always a shock
- ☀️ Help make the connection to white privilege
- ☀️ Encourage sharing of family/community histories—make it personal
- ☀️ Add a redlining map from your community
- ☀️ Emphasize historic/modern nature of impact



Let's Practice!

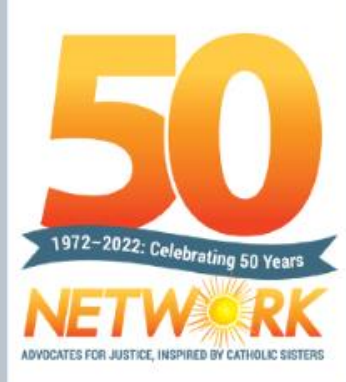
While leading the experience debrief, a participant says, "I know a Black family that is wealthy, and it's because of the responsible choices that they've made."

Facilitator: How do you respond?



Call to Action





Questions?

Thank you!

