



GEO's First Steps into Racial Equity

Suprotik Stotz-Ghosh
Senior Advisor, Racial Equity
September 2017

Overview



1. How did GEO arrive at “a focus on racial equity”?
2. Where is our focus heading?
3. What am I excited about with this work?
4. What’s the potential value for the field?

Continuum on Becoming an Anti-Racist Multi-Cultural Institution



I. Exclusive	II. Passive	III. Symbolic Change	IV. Identity Change	V. Structural Change	VI. Fully Inclusive
a segregated institution	a 'club' institution	a multicultural institution	an anti-racist institution	a transforming institution	a transformed institution in a transformed society



Monocultural

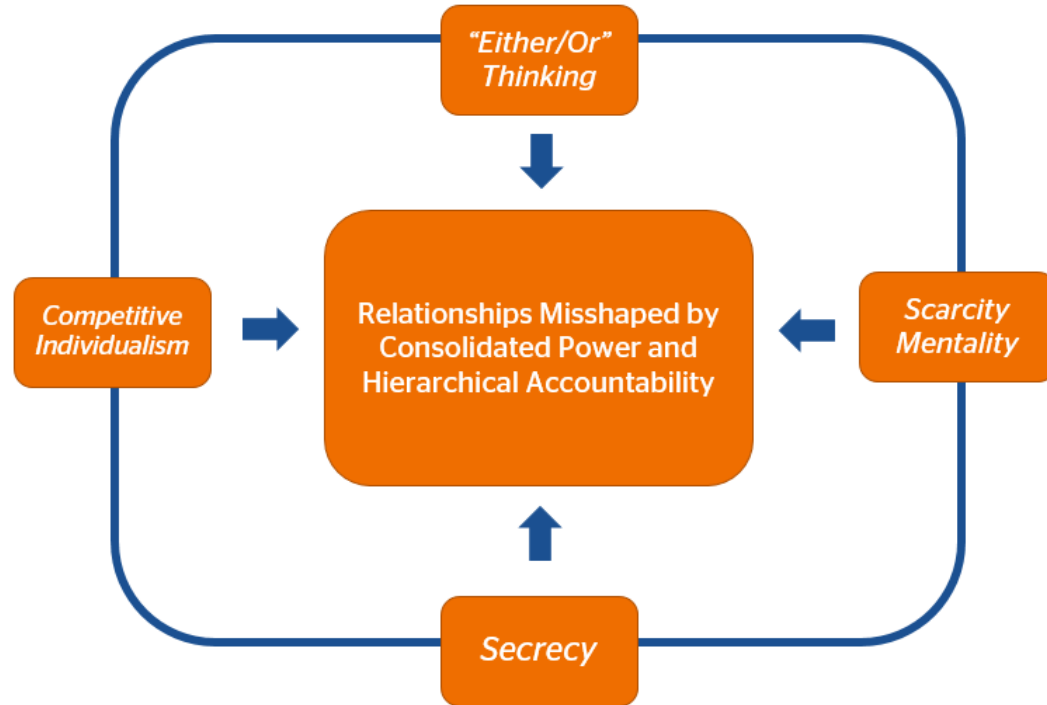
Multicultural

Anti-Racist

***Anti-Racist
Multicultural***

*Adapted from Crossroads Anti-Racism Organizing and Training; original concept by Bailey Jackson and Rita Hardiman.
Intended for educational uses only.*

Traditional White Institutional Values



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Q: How did GEO arrive at “a focus on racial equity?”

A: It depends on whom you talk to. We’re still learning our history.



Q: Where is GEO's focus on racial equity heading?

A: FROM racial equity as “relevant” TO “essential” to our mission . . . *we think.*

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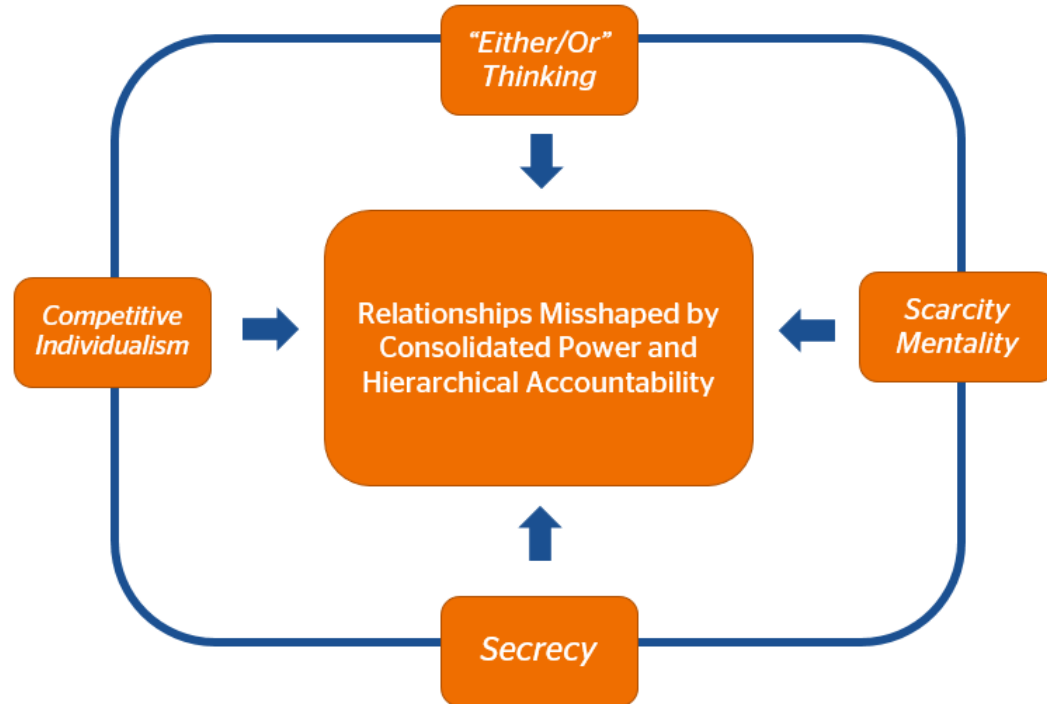
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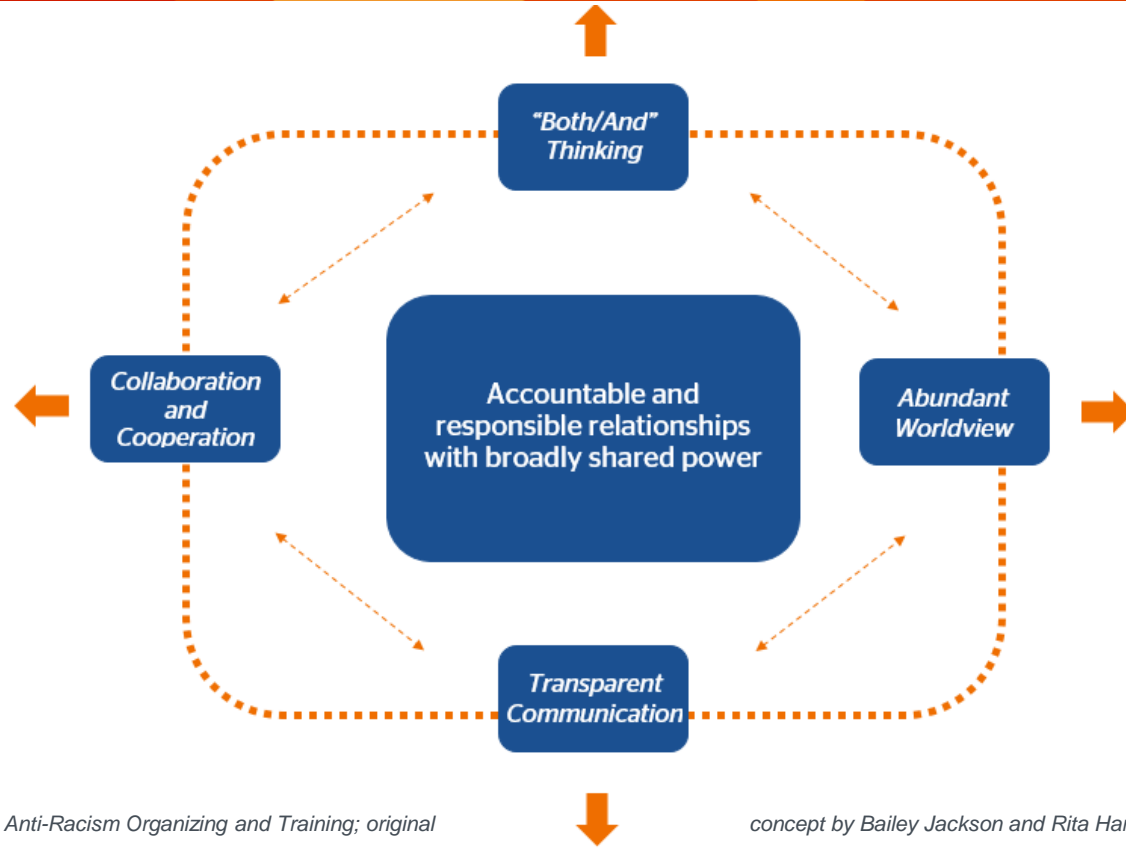
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Transforming Institutional Values

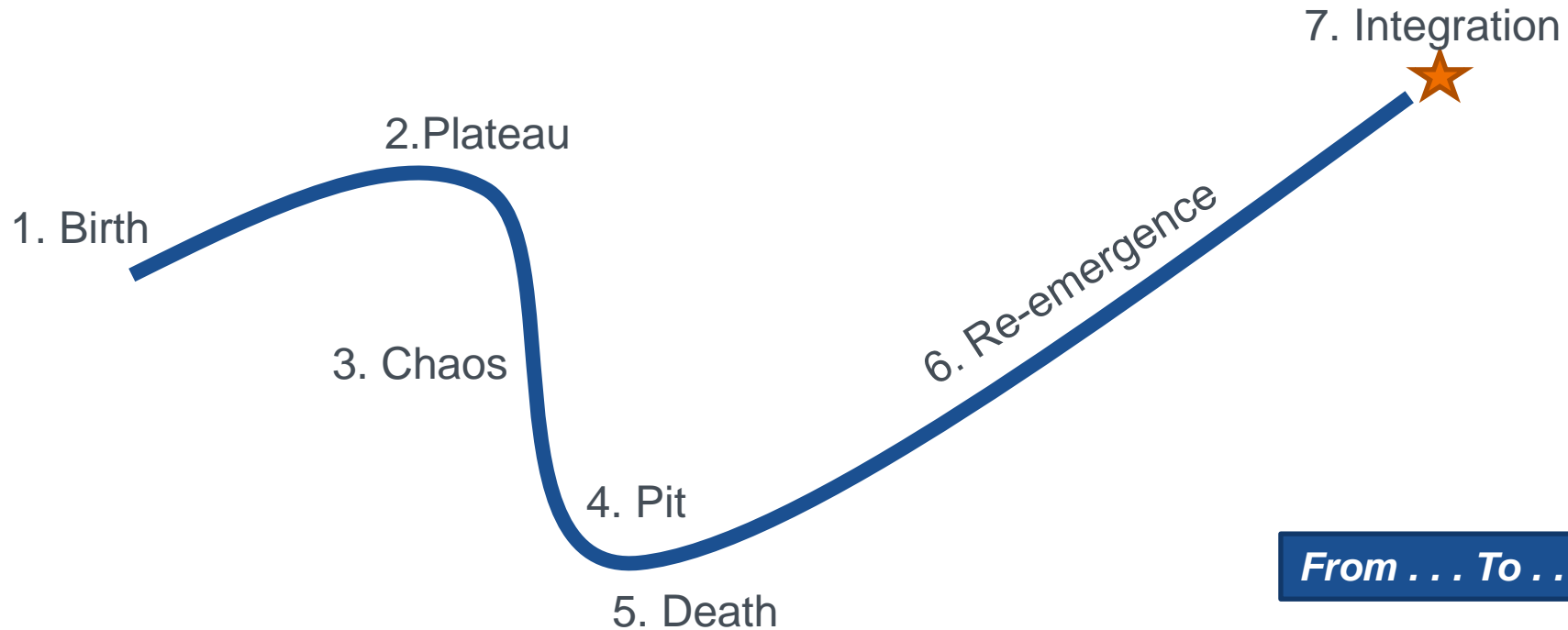




Q: What am I excited about?

A: The potential for transformation.

Seven Stages of Transformation





Q: What's the potential value for the field?

A: 64% of GEO Members place DEI as Essential or Central to their mission . . . and, we have a lot to learn—internally, to develop a strong racial equity analysis, and in the field about our role in the racial equity landscape.

THANK YOU!

stotz-ghosh@geofunders.org

202-420-7822

geofunders.org

