

**Meeting Notes**

January 2014

There were two main topics for this meeting: reviewing the 2014 calendar and exploring important terminology in the field of diversity, inclusiveness, and anti-oppression work.

After welcome and introductions, Jamie facilitated both small group and large group conversations about language and terminology.

There were two handouts from the meeting – the calendar and terminology. Both will be attached to these notes when emailed to COFIE members. All of this information will also be available soon at the COFIE website.

The questions addressed during the small group were:

1. Why is having shared language important in inclusiveness and equity work?
2. What is problematic about broadly using certain terms, like white ally, white privilege, or reverse racism?
3. How do binary frames distort our perceptions and understanding of the issues, i.e. racist society versus post-racial society?
4. What is dog whistle language and how does its use frame our social narratives?
5. What are some of the most difficult or contentious ways the use of language shows up in our work as funders working on issues of inclusiveness and equity?

As a group, we watched a short video about reverse racism. <http://blog.angryasianman.com/2013/12/reverse-racism-exists-all-you-need-is.html?m=1>

Below is a link for more information about “dog whistle language.”

<http://m.democracynow.org/stories/14141>

This link came from a COFIE member in reference to conversation that came up during the meeting about “white feminism.”

<http://groupthink.jezebel.com/this-is-what-i-mean-when-i-say-white-feminism-1498799007>

Finally, here is a link to an episode of “What Would You Do?” that tackled racism.

<http://www.youtube.com/watch?v=Gpu_vfMaG-A&sns=em>

**Next steps:**

1. Reminder about an upcoming D5 webinar:

D5: Advancing Issues at the Core of All Communities and All Philanthropy

January 23, 2014 1:00 – 2:00pm ET

To register – [homar@d5coalition.org](mailto:homar@d5coalition.org)

1. Please review the 2014 calendar and let Jamie know if you are interested in helping with any session. You could send relevant materials and links, co-present, suggest presenters, etc. Brenda and Cindy are already signed up for February – thank you!! Also, Bonnie Moya has expressed interest, although we haven’t found the perfect spot for her yet.
2. We confirmed that over the course of the year, we will read the book -   
   “Tempered Radicals: How Everyday Leaders Inspire Change at Work” by Debra Meyerson. Our December conversation will be based on the book.
3. Jamie and Erin will type up meeting notes and send them out to all.
4. For those who haven’t got back to Erin yet about the roster, please do. We would like to distribute this at the next meeting.
5. Please remember to RSVP for each meeting (yes or no). It’s helpful for Erin with snacks, etc. but more so for Jamie. Sometimes the number of people attending matters when she is developing the structure and format of a meeting.