

# Putting Racism on the Table

~Expanding the Table for Racial Equity~

## The 2018 Series

### Discussion Guide

We encourage you to watch the videos in the *Putting Racism on the Table: Expanding the Table for Racial Equity* series with your colleagues and to then use these discussion questions to facilitate conversation and action. While this discussion guide was developed for the philanthropic community, please adapt it for use with your community/sector.



**Topic: Building a Regional, Multi-Ethnic Movement for Racial Equity**

**Speaker: Dr. Manuel Pastor**, Professor, Sociology and American Studies & Ethnicity, University of Southern California

- Dr. Pastor discusses the anxiety that demographic change is creating in cities and regions around the country. What demographic trends do you see happening in your city/region? What narratives about these trends predominate? What are the positive narratives about growing diversity that you think need to be elevated in your region?
- Dr. Pastor identifies metropolitan fragmentation as a factor that limits growth. How does this impact your region? What do you think are the strategies or messages that would resonate across jurisdictions and help foster collaboration, rather than competition?
- Dr. Pastor says “collaboration is principled conflict.” Who are the stakeholders with whom you/your organization may not see eye-to-eye, but who need to be at the table for discussions about equitable change in your region? What are the messages that could reach them? What are possible areas of alignment?
- Dr. Pastor argues that, while we need to make the economic case for equity, addressing persistent racial disparities has to be at the center of our narratives, policies, and practices. What kinds of racial inequities do you see in your region that might be holding back economic growth? How would you make the connection for other key stakeholders about why understanding and addressing the roots of these inequities is necessary?
- Dr. Pastor closes his remarks with a call to “expand the table” to include authentic community voices – even when it is uncomfortable. How can we break down the power dynamics in coalitions that often elevate the voices of the powerful, rather than those living with economic and racial inequities? What can we gain by centering marginalized communities in a movement for equity?

Video & viewing guide available at [www.puttingracismonthetable.org](http://www.puttingracismonthetable.org).