

Putting Racism on the Table

Discussion Guide

We encourage you to watch the videos in the *Putting Racism on the Table* series with your colleagues and to then use these discussion questions to facilitate conversation and action. For more information and links to the videos, visit www.washingtongrantmakers.org.



Session Five

Topic: The Racial Mosaic of America

Speaker: Manuel Pastor

Professor, Sociology and American Studies & Ethnicity
University of Southern California

- Dr. Pastor notes that changing demographics in the United States are creating anxiety. Who are these changes creating anxiety for? How are these anxieties manifesting?
- How are suburbs changing and what is the significance of the change for your foundation's grant making?
- Census data is gathered in order to help determine federal/local needs and to make planning decisions about community services (job training centers, schools, etc.). Dr. Pastor noted that in filling out the census, many Latinos/Hispanics reject the black/white binary. What impact might this have on how services are delivered in communities?
- Dr. Pastor talked about the need for him and his co-authors (a black woman and an Asian American man) to spend two days talking about race before they could embark on writing their book, *Uncommon Common Ground: Race and America's Future*. Why is it critical for there to be a place where people of color can talk to each other about race?
- Dr. Pastor talked about why it is important for everyone to have a seat at the table, and if for some reason someone is missing, it becomes the responsibility of those at the table to speak as if the missing group is in the room. Who do you have to speak for because they're not in the room? How do you get them in the room?

While this discussion guide was developed for the philanthropic community, please adapt it for use with your community/sector.