



# Natasha A. Harrison

RACIAL EQUITY AND JUSTICE  
THOUGHT PARTNER





# Summary of Experience

## ABOUT NATASHA A. HARRISON

Natasha is an award winning racial equity practitioner and philanthropist. She provides community and heart-centered conversations and experiential learning opportunities to help leaders and organizations understand, embrace and embody racial equity. She actively provided spaces to build individual attributes of confidence, intuition, and integrity to consistently deepen racial equity and justice. She loves to help audiences investigate healing and self-care because BIPOC have experienced racial and caste based trauma.





## TOPIC 1

SO YOU THINK YOU KNOW RACIAL EQUITY:

# Reflection and Dialogue on Key Competencies

Change culture and you change lives. You can also change the course of history... When strategy competes with culture, culture wins- every time. This is one of the reasons why the most brilliant anti-white supremacy strategies in the world have failed to dislodge white-body supremacy from our culture...But we can never belong to a strategy. We can never belong to a movement, either, though we can be part of it. We can only belong to a culture.

**Resmaa Menakem**, My Grandmother's Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies

**IN LEADING RACIAL EQUITY, MANY LEADERS FOCUS SOLELY ON STRATEGY RATHER THAN CHANGING THEIR CULTURE.**

Racial equity culture transformation includes honing key skills: Noticing, Practicing Accountability, Holding Space, and Strengthening Curiosity. Participants will complete the So You Think You Know Racial Equity Survey and then go on a journey to begin to define how to focus on these skills to lead racial equity within their institutions.



# Key Lessons

## DEFINE

Define how to focus on key skills to lead racial equity within their institutions.

## BECOME

Become comfortable with making oneself vulnerable at work internally and externally with partners based on the understanding that racial equity work is personal and that we are all learners.





## TOPIC 2

# Creating Psychologically Safe Spaces



# A “container” is a required prerequisite for community members that seek to discuss race, racism, or racial equity.

A supportive working container assists community members, representing diverse spectrums, with developing a connection to each other, the work ahead, and themselves. Brave Space Building™ is a framework for building a container that allows members to “unmask” -

show up fully - so they can share experiences authentically, and engage more deeply in conversations that center race. CommunityBuild Ventures' Brave Space Building™ framework contains 6 elements that create a foundation for transformational work.

# THE CHANGES THAT WE WANT TO SEE IN OUR OWN COMMUNITIES CAN ONLY COME THROUGH OUR OWN WILLINGNESS TO OPEN OURSELVES TO THE HEALING PROCESS.

The assumption of the “professional archetype” holds that individuals in the confines of white dominant cultural norms, where individuals cannot show up as human beings. Participants will engage in Brave Space Building™ and confronting personal biases to feel connected to each other, the work ahead, and themselves.



# Key Lessons

## LEARN

Learn community practices that support psychological safety and authenticity.

## IDENTIFY

Identify community norms that shifts culture.





## TOPIC 3

**SHIFT THE POWER. FREE THE MONEY.**

# Centering the Voice and Experiences of Black People in Grantmaking

**Foundations of all sizes put out racial equity or solidarity Black Lives Matter statements in May 2020 after the lynching of George Floyd.**

**Many shared a commitment to shifting power to center the voice and experiences of Black people.**

## **SO, HOW CAN A FOUNDATION BEGIN TO SHIFT POWER IN THEIR WORK?**

In recent years, there has been a slow wave of foundations using participatory grantmaking as a demonstration of their commitment to racial equity and shifting power. CommunityBuild Ventures has facilitated “community-led grantmaking” for a few years for organizations that are providing place-based support in a defined community.



## COMMUNITY-LED GRANTMAKING IS AN ESSENTIAL STRATEGY OF SHIFTING POWER.

Shift the Power. Free the Money. is a reflection on how to effectively shift power and center the voice and experience of Black people especially when a foundation is committed to place-based community support. In this session, Natasha will share working definitions, how to get started and provide a spotlight on community-led grantmaking initiatives.



# Key Lessons

HOW TO GET STARTED  
IN COMMUNITY-LED  
GRANTMAKING

RECEIVE KEY DEFINITIONS

RECEIVE BEST PRACTICES





Natasha helped us see the pieces of the puzzle from angles that we had not previously considered. She provided tools and resources that not only helped us go deeper but to actually understand what "deeper" looks like.

- **Karen Griffin**, Manager, External Affairs  
Gas South





[Natasha] provided a forum that allowed us to safely approach some topics and internal issues we've identified previously. Your moderation skills made it easier to discuss and produce some real solutions.

- **Wakeeta P. Rosser**, Sr. Community Relations Coordinator  
Gas South



THE ANNIE E. CASEY  
FOUNDATION



Excellent presentation! She [Natasha] had us working in groups and discussing, as well as giving direct instruction, so it was a nice change.

- **GCN NPO 210 The Nonprofit Organization Attendee**



# Book Natasha

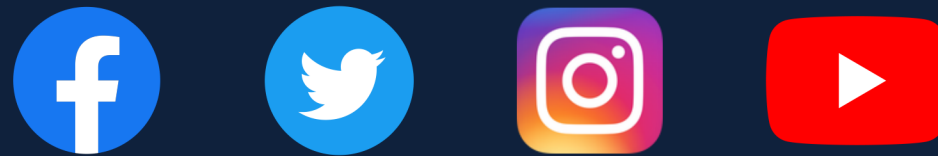
If you would like to learn more about booking Natasha as a speaker for your next event, contact us below.

[EMAIL CBV](#)



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