

# **BUILDINGENERGY BOSTON**

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## **Anti-Racism In Action**

**Asher Greenberg, steveworks**

**Kate Stephenson, HELM Construction Solutions**

**Andrew Webster, Graphite Studio**

*Curated by Aidan Mayer*

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**Northeast Sustainable Energy Association (NESEA) | March 20, 2025**

# BUILDINGENERGY BOSTON

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## **Continuing Education Units**

This session is approved for 1.5 credit hours toward AIA (LU), BOC, and NAHB certification. Those who attend a full day of the conference are additionally eligible for credit toward MA CSL, NARI, PHI, Phius, and RESNET certification.

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**Northeast Sustainable Energy Association (NESEA) | March 20, 2025**

# BUILDINGENERGY BOSTON

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## Learning Objectives

- Instigate and organize peer-led discussions on anti-racism topics
- Develop a group structure for learning conversations
- Create ground rules for participation in anti-oppression conversations and establish group norms
- Navigate being uncomfortable in a supportive setting

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**Northeast Sustainable Energy Association (NESEA) | March 20, 2025**

# ANTI RACIST ACTION GROUP

ARAG DEFINED



# Rules of Engagement

- One conversation at a time.
- For those who always speak - hold back. For those who hold back - try to step forward
- Guard rails around someone saying something “wrong”.
  - Don’t interrupt. Let them speak.
  - Assume good intent.
  - Ask curious questions instead of correcting.
- It’s always OK to “pass”.
- Facilitators reserve the right to redirect, conduct the flow.

# ANTI RACIST ACTION GROUP

## **NESEA's Vision:**

We envision a vibrant and resilient built environment that supports climate justice and equity.

# ANTI RACIST ACTION GROUP

## NESEA's Strategic Priority #1

**Embrace the work of anti-racism and become more just and equitable.** Our ability to fulfill our mission and our continued relevance and vitality as an organization require that we stand against racism and other forms of oppression, and stand for justice and equity. With this strategic priority we commit to actively engage individuals who identify with groups who have historically been marginalized because of their identities and/or abilities; to highlight the linkages between anti-oppression, equity, justice and sustainability in our programming; and to evaluate everything we do through the lens of equity and justice.

# ANTI RACIST ACTION GROUP

## GOALS

- Instigate and organize peer-led discussions on anti-racism topics
- Develop a group structure for learning conversations
- Identify resources and tools to allow the group to take informed and supportive action against racism
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- Navigate being uncomfortable in a supportive setting
- PRACTICE, PRACTICE, PRACTICE....



# ANTI RACIST ACTION GROUP

**2020** - An informal group meets in response to George Floyd's murder & the Black Lives Matter movement

**2021** - Worked with NESEA to host a series of *Uprooting White Supremacy Culture* trainings with AORTA for NESEA community members, staff and Board

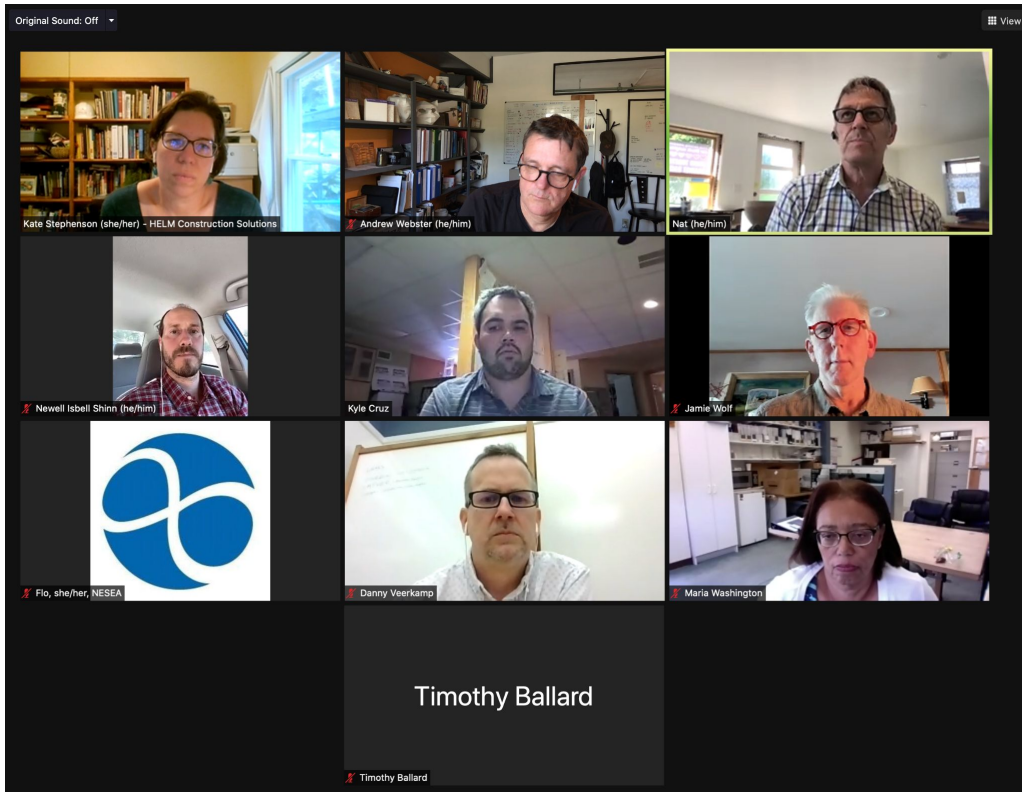
**2022** - NESEA Strategic Plan identifies Anti-Racism as a strategic priority

**2023** - BE Boston conference session *Addressing Racism and Subtle Acts of Exclusion in the Workplace*

**2024** - BE Boston conference session *Tools for Connection: Practicing Inclusion*

# ANTI RACIST ACTION GROUP

AAAND ACTION!



Online 2021



BE Boston 2024

# Active Listening Exercise

## Speaker

- Pick **one** question to answer
- Use it as a jumping off point to share something genuine
- Try to fill the whole time

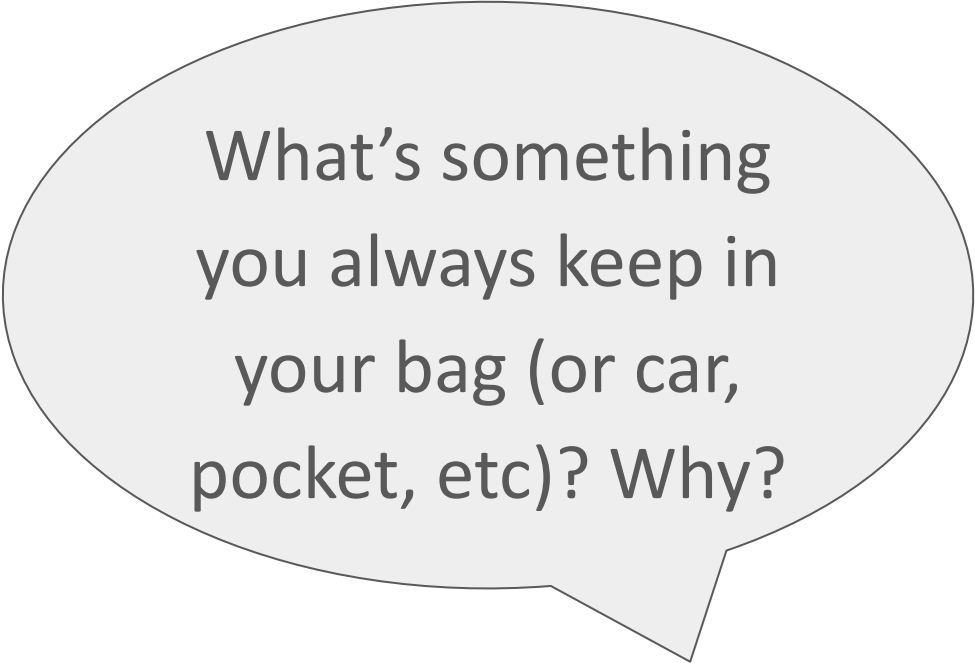
## Listener

- Warm & attentive listening
- No interruptions
- Try to use body language to show attention

**Three minutes**, then swap!


You don't have to answer the same question.

# Active Listening Exercise



What's something you always keep in your bag (or car, pocket, etc)? Why?

OR



What's a challenge you've had lately and how are you approaching it?

# Model ARAG Discussion

**Topic:** Housing Segregation & Redlining in America

**Agenda:**

- Introduce the video
- Watch a short video
- Small Group Discussion
- Large Group Sharing



<https://www.youtube.com/watch?v=O5FBJyqfoLM>



900 N

Martin Luther  
King Jr. Blvd.

# RACE & REDLINING

Housing segregation in everything

n p r

<https://www.youtube.com/watch?v=O5FBJyqfoLM>



# Small Group Discussion

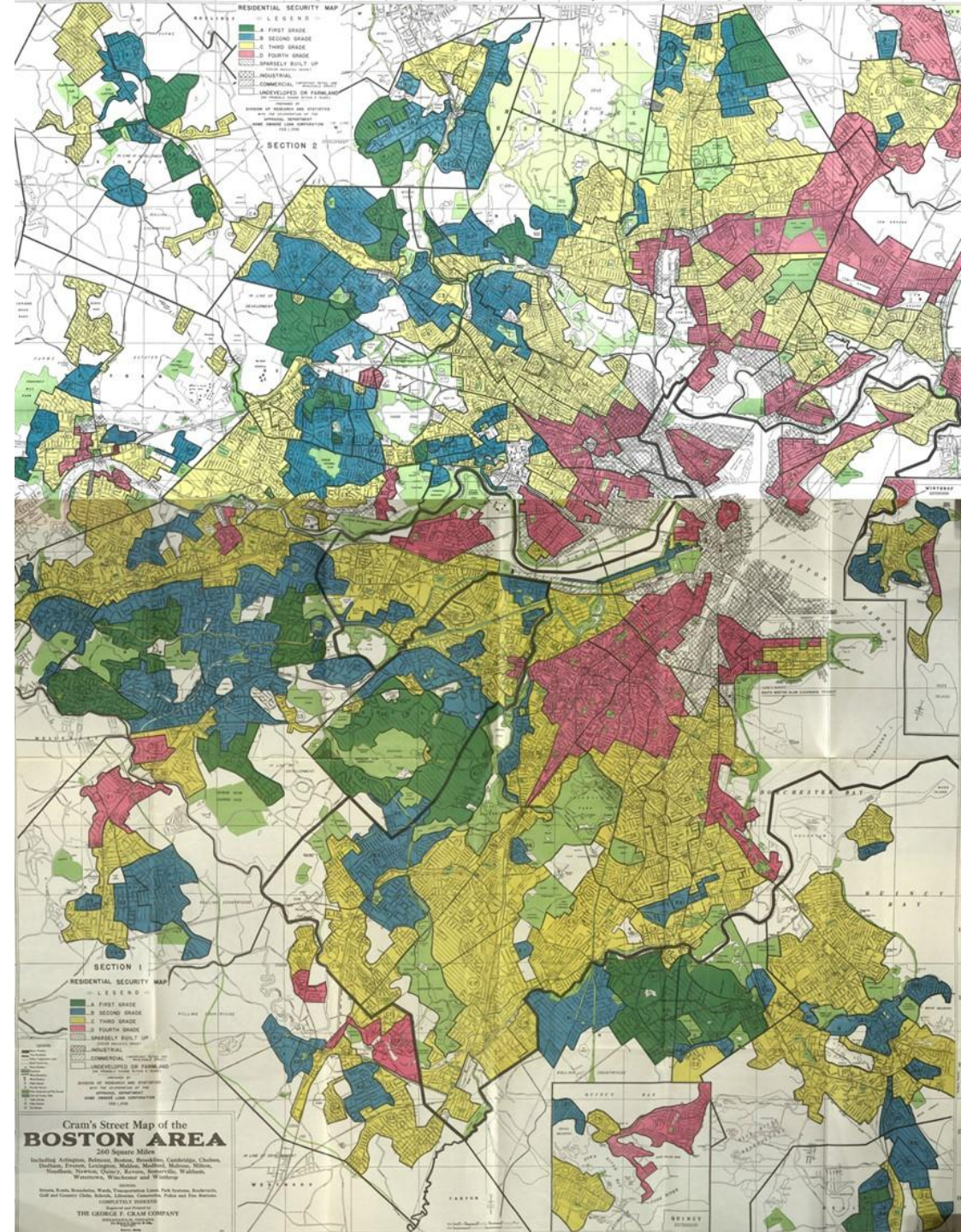
## Prompt questions:

1. What was your biggest takeaway from the video?
2. How have you experienced the effects of redlining in your community? In your workplace/the work you do?
3. What did you learn from the video that was new for you? To how many of us is this news?
4. How does knowing this affect the work that you do going forward?
5. What can you do personally to solve for the damage of redlining?
6. What's one thing your company could do in response to this?
7. How could you influence these issues in your town/city?
8. Now that we understand more about the origins and history of redlining, how is it surviving, what comes next?





# Boston Map





# Join ARAG!

Join our April meeting to discuss the  
impacts of the government's dismantling of DEI Programs

**Thursday, April 10th at 4pm (on Zoom)**

Bring this model back to your company, your neighborhood,  
or any groups you are a part of

QR to join Google Groups for notifications:



Reminder about Diversity Caucus -  
in this room over lunch





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# ANTI-RACISM

# IN ACTION

## ARAG @BE 2025



March 20, 2025

Building Energy Boston

NESEA

ARAG Co-Executives

Ashley Greenberg, Emily Dale, Paul Saperstein, Matt Washington, Justin Wilson



# ANTI RACIST ACTION GROUP

ARAG DEFINED



# ANTI RACIST ACTION GROUP

TIMELINE/HISTORY?



# ANTI RACIST ACTION GROUP

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# ANTI RACIST ACTION GROUP

AAAND ACTION!

[PHOTO (S) OF GROUP ON ZOOM CALL] SHOWING  
UP...WORKING THROUGH IT

-presenting at NESEA Boston.... (photo from last year?)



# Rules of Engagement

Some rules of engagement:

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# Active Listening Exercise

## Creating Connection

Turn to the person next to you and introduce yourself - 3 minutes to listen to the other person answer one question from the slide - when the listener should ask no questions - then switch!

- What's a challenge you've had lately and how are you approaching it?  
OR
- Talk about something you keep in your car always and why?





# Model ARAG Discussion

Housing Segregation & Redlining in America

Intro, Short video, Small Group Discussion,  
Large Group Sharing



<https://www.youtube.com/watch?v=O5FBjyqfoLM>



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