



COLLECTIVE SENSE-MAKING OF BLACK RESOURCING LISTENING SESSIONS

A component of the BuildBlackHou Research Project. Written by Erin McClarty, Erin McClarty, PLLC

OVERVIEW & INTENT

Hello!

The Black Resourcing Listening sessions were a component of the BuildBlackHou Research project, you can learn more about the project [here](#).

As part of the project, we set out to better understand how Black-led initiatives around Houston think about resourcing, talk about resourcing, and desire to be resourced. We also wanted to equip Black-led initiatives with the time, and *resources*, to think intentionally about their relationship with resourcing as well as their resourcing needs. In the process, holding participants in their power to develop language and clarity on needs and desires, as well as requests to inform their individual and collective advocacy around resourcing.

As part of this process we honored existing relationships and ecosystems by inviting ecosystem builders and orchestrators to host their own compensated sessions. Gatherings took place over the course of two months with participants ranging across stages, form, and intent. Some participants are founders of purpose-driven businesses focused on Black-centered initiatives, some are community initiatives with no formal “entity”, while others are fiscally sponsored nonprofits or formal 501(c)(3)’s. This diversity was intentional—a way of honoring the multitude of ways the Diaspora responds to its communities. We also took an expansive, abundant approach to the discussions on resources. Slides and a sample agenda from discussions are available [here](#). Please feel free to use these and hold your own conversations around resourcing.

The intent of this write-up is to document the discussions to inform individuals and institutions resourcing Black-led initiatives. Note the word “Resourcer” has been used to describe the variety of organizations responsible for resourcing in Houston. These include government offices, corporate venture capital firms, corporate impact initiatives, academic institutions, quasi-governmental service offices, foundations, investors, incubators/accelerators, etc. However, this write-up is also intended to inform Black-led initiatives on how we can resource one another. How might it look to build our own trans-city resource hubs and networks?

Eternal thanks to those who supported this work, as well as the community members who took time out to share their thoughts. Please let us know if you have any questions.

DEFINITION OF RESOURCES

To start, it was important for us to develop clarity on language. When we say “resource” what do we mean?

Participants were asked what they mean when they use the word “resource” and the following answers were given.

- Someone or an entity creating access to something that can help me or my business make progress
- A piece needed to help you/r business run
- A source or means to an end goal
- Meaningful, tangible help that is directly applicable to our needs
- A means/tools available to assist in accomplishments. A network.
- A person, place or thing that can help leverage and or advance toward achieving a vision or goal.
- Help us overcome an obstacle
- Resource that points us in a direction that we didn't even know that we needed to pursue
- Connecting with the right people or organizations in order to accomplish your goals.
- Valuable, instrumental, informational, or affiliation support to help someone to overcome a barrier
- Engagement
- Tools that will help further a business/organization
- Things needed to thrive
- Knowledge of real numbers that are possible

To counter tendencies toward paternalism, it is essential Resourcers develop clarity on what “resource” means for those it is resourcing. Throughout sessions, participants noted it was the first time they’d sat to think about what “resource” meant for them. Or, to discern how resources might look if embodying their lived experience, culture, vision, etc. These are conversations we must have at every exchange, as what is a “resource” can be mutable and evolving.



DEFINITION OF RESOURCING

Next, we began to develop clarity on what “resourcing” as a verb means when we say it. When asked what participants mean when they say “resourcing” or “I need to be resourced” the following answers were given.

- Someone or an entity providing me with a tangible gift (monetary or in kind) that helps me or my business make progress
- Increase of business
- Impactful or reputable
- Connecting
- Getting answers
- Connection
- Making people or things available to others
- I need support to accomplish my goal or bring my vision to life
- Teamwork
- Engagement
- resource as a process would guide me to problem solving, enlighten me on options
- Make use of my skill set
- Creating space and seeing folks consistently arrive. And folks building pockets of community. Safe space and be filled.
- Proper funding for programming
- Staff
- Funding for necessary assets
- people/staff 1
- Delegating, partnering, connection
- Relationship building
- Personal board of directors composed of people coming from different backgrounds/professions/disciplines/ways of thinking.
- Replenishing-psychological and emotions replenishment and sustenance
- Access to champions-people who can make intros to key people as well as who engender trust that elicits being comfortable with vulnerability.

Note, while defining “resource” was tricky, defining “resourcing” appeared even trickier. Most participants found “resourcing” to be a challenge, one reason why the list is much smaller and varied. As a facilitator, I wonder if the challenge is because resourcing comes so naturally to us as human beings that we don’t think about it in linguistic terms. Something to explore in future discussions is whether the challenge to define still exists when participants talk about personal or intimate resourcing (i.e. among family for example) versus less intimate or personal resourcing.



CURRENT GAPS IN RESOURCES AND APPROACHES TO RESOURCING

After working through definitions, participants engaged in brainstorming exercises to think more explicitly about the resources they use day-to-day as well as the ways they are currently resourced. Then, they engaged in imagination and creative exercises to think about the resources they might need or want, as well as the way they might want to be resourced. Participants were asked how “resources” and “resourcing” might look if their visions, histories, triumphs, travails, culture, and even Blackness were centered. After doing so, participants were invited to share thoughts on the gaps that exist between the resources they currently have or use versus what they might have or use, as well as the way they are resourced versus how they might be resourced. Their thoughts on the gaps follow.

- Resourcing tends to center a transactional interaction that focuses on how an initiative currently looks and not what it wants to become.
 - Rarely do participants find resourcing from institutions or foundations support growth in alignment with their values, culture, history, etc. Additionally, there is an “exponent” component missing— i.e. resourcing focuses on implementation of a thing, but does not support seeding for continuing support. For example, developing infrastructure, external relationships, internal people support, etc.
- While participants do receive introductions from Resourcers, introductions are “lukewarm”, non-responsive, and do not yield more introductions.
 - Resourcers make introductions according to what they believe is best based on their identities and experiences instead of asking those being resourced what they want.
- Physical space is a re-occurring need that most institutions or foundations in Houston do not resource on a community level.
 - Complex needs such as inroads in real estate, acquiring buildings, and acquiring land aren’t often on the table as resourcing possibilities.

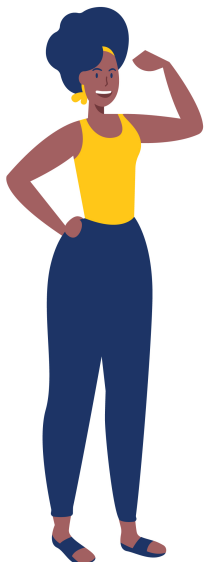
“[A] gap I see is construction for a facility (housing, community center, storage for emergency preparedness supplies...also land acquisition). That type of funding seems to be out of reach for those in the communities trying to successfully do the work. Many of these poor areas need this type of infrastructure.”

- While Resourcers encourage initiatives work collaboratively, Resourcers fund on a hyper-individualistic level that discourages or incapacitates the ability to grow networks.
 - Resources tend to focus on an individual initiative and rarely do participants find themselves resourced in a collective, relational, or communal way.
- Resources tend to focus on an “output”, without resourcing initiatives around the “action” outputs require.
 - The expectation is for an initiative to take action necessary to attain the output. However, there is little to no consistent help outside themselves in the work they’re doing. Consequently, there is a struggle to do the task because there are so many other tasks. Or, there may be a general lack of knowledge and to work on the task first requires a significant investment of time into research and understanding before taking action.
- Restrictions on resources present more challenges than before the resourcing occurred.
 - For example, limitations on how funds can be spent and “small m&g allowances on grants.”
- Funders appear to remain comfortable, even once aware of the gaps.

CURRENT GAPS CONTINUED...

- Equity is missing in the way Resourcers resource and the resources they make available.
 - This is clear in access—i.e. the ways Resourcers publicize their resources. Resourcing often happens in an “echo chamber.” Participants don’t have a full understanding of what is available from Resourcers throughout Houston and how to access as there is not much marketing to the community. Additionally, a participant noted that, “grant opportunities are written that do not reflect [themselves] but the larger organizations. [Often requiring] certain things smaller organizations will not have.”
- If an initiative wants to build infrastructure as a Black-led initiative, “no one wants to pay [for] or resource that.”
 - Participants experience having to constantly justify asks for resources, create justifications for resources, or assimilate their work to make it more appealing for resources. This means, “in order to receive resources sometimes you have to do work that you don’t want to do to appeal.” This often translates into Black leaders having to engage in work that is performative or exhibitionist in nature, however, “Black-led are not always trying to be on stage...shuck[ing] and jiving.” Black-led initiatives want, “...to do real work that’s not just about entertaining.” There is a desire to build more infrastructure and ecosystems, however, resourcing is not keeping pace.
- Participants find it is difficult to be resourced as interdisciplinary and multidisciplinary initiatives in Houston.
 - Community responsiveness requires that Black-led initiatives work across community needs, which could include workforce, foodways, arts and culture, etc. all under the same initiative. But, initiatives find this is met with resistance in Houston.

“[We’re] not just [art], but [art] and social justice. There’s a fluidity that Houston struggles with funding. Realizing that it’s not just a hobby, this is done for a number of reasons. Survival being one. Black initiatives are purpose-driven.”



- Community partners are not included in resource planning or decision-making.
- Resourcers do not honor the lived experience, expertise, and self-determination of Black leaders when asking Black-led initiatives, “Why can’t you be more like this organization,” or “Why don’t you operate this way?” before being curious.
 - Participants experience this as the weaponization of power by deciding which “Black” org gets funding based on the Resourcers comfort or familiarity. In the process, this pits communities against one another as people may like an organization and what it’s doing but have a problem with it being the only one resourced on a specific type of work or in a specific community.

SHIFTS PARTICIPANTS WANT TO SEE FROM RESOURCERS

Following a discussion on gaps, participants were invited to discuss shifts they would like to see Resourcers make in the way they resource Black-led initiatives. Notice, the types of interventions, and the level of their “radicalness” range. While reading this list, we invite Resourcers to take an abundant attitude of curiosity by framing these thoughts as “How might we” questions before thinking about what is and isn’t possible.

Similarly, we invite Black-led initiatives to also to reflect – “How might we” leverage existing networks that meet some of these suggestions, and “How might we” construct networked infrastructure for the remaining suggestions?

- Resource tangible tools such as equipment and technology, but prioritize resources and resourcing around the intangible—for example around encouragement, affirmation, community building, mental health, knowledge, personal growth, etc.
 - Supporting the tangible and intangible speaks to a more holistic approach to resourcing. Where there are long term relationships built with Resourcers that allow for guidance, feedback, and dialogue.

“I want to be resourced with a comprehensive, holistic approach that assesses every component of running a successful nonprofit. Then giving feedback, recommendations, and resources based on that assessment.”

- More focus on relationships that result in the development of knowledge, networks, and guidance.
 - While a mentor could fill this role, many participants were in formal relationships with mentors (who also had close relationships with a Resourcer) that did not allow for a certain level of authenticity and honesty by those being mentored— all of whom felt they needed to present in the relationship in certain ways.
- When resourcing marginalized populations, Resourcers tend to work through an intermediary process that can be very extensive (applications, pitches, etc.) and demoralizing.

“White-led initiatives don’t have a grant or pitch [process]. When it is a Black initiative, \$100,000 turns into \$50,000 to the intermediary org, and then [the remaining] \$50,000 into 10 or 5 grants...and I’m filling out this [long] app for \$5,000 that my white colleagues [are doing] for millions. It’s demeaning.”

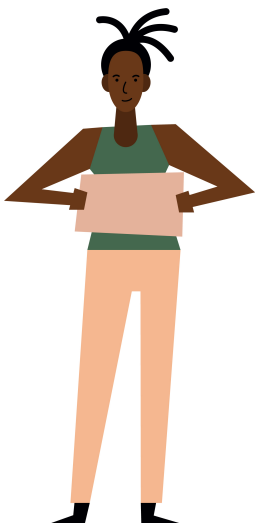
- Resource in a way that allows initiatives to grow networks, ecosystems, and collaborative partners. Resources that allow initiatives to reach further, and set them up for sustainability.
 - The concept of “stretching” carried across sessions. One participant wanted resourcing to “Stretch my mind [and] my will so I can grow,” while another stated, “I would like to be resourced with expertise not already available in the community, such as community development/revitalization, small business assistance, or affordable housing.”

SHIFTS PARTICIPANTS WANT TO SEE FROM FUNDERS AND OTHER

- Multiple participants spoke of financial funding as “crisis dependent” in Houston with little support following a crisis to institute preventative measures.
 - Resourcing must cultivate agency and authority. Participants shared experiences of being resourced in ways that don’t support long-term agency, autonomy, or pre-emptive action. Instead, they found they were resourced in crisis driven ways that create cultures of cyclical dependency. For example, a participant spoke of their work in sex trafficking and how difficult it is to find resourcing that supports those who experienced trafficking to achieve economic independence following those experiences. While another local leader spoke of asking that a time-limited grant include resources to hire a development director to ensure long-term sustainability and being told no multiple times.

“I want to be resourced with buy-in with more thoughtful processes instead of reactionary changes and results. Less band aids and more root causes addressed.”

- Resourcers must inquire and better understand the funding complexities and nuances of initiatives throughout Houston before making assumptions about resource needs.
 - Resourcing often reinforces the narratives of the Resourcer instead of the expertise of those being resourced. In other words, “Stakeholders are not connecting directly with Blacks to understand what resources they need for themselves and their [initiatives].” Some participants, for example, mentioned the disconnect between funding in Houston and the data.* Resourcers must, “understand the demographics and make funding available based on the needs of the target area.” This would include interrogating the focus on 501(c)(3)s in lieu of the fluidity of Black-led initiatives mentioned in the context note.
- Resourcers such as developers and partners in community must introduce themselves as a person first, professional second, and collaborate with the community instead of fearing them.
- Resourcers must develop entirely new structures and forms of resourcing.
 - Resourcing must take a more systems oriented approach. Looking not just at the manifestation of one specific problem, but looking at things such as systemic racism, where people live, etc. In the process, tearing down old systems and building new systems that result in forms of accountability to those being resourced and the communities they serve.
- Black-led initiatives shouldn’t have to conform to be resourced.



“There needs to be opportunities for me, for my skills to be put at the table and placed on the table as well...or opportunities for me to build up my own table.”

* A concrete example of funding not aligning with data was in given in the work of supporting those who have experienced sex trafficking. While the data supports a high occurrence among Black women and young men, the funding doesn’t align with the data. And, the funding focuses on shelters instead of long-term economic development and healing.

SHIFTS CONTINUED...

- Prioritize placing decision-making and policy in the hands of the communities being served.
 - Currently, there is a savior mentality that prioritizes, “[getting] people off of the street and [feeling] good about it, but there is no one thinking about the economic sustainability of those being serviced. How will individuals thrive for the rest of their lives? Versus just the crisis?” Resourcing must move from a focus on individuals to one of community support by, “...understanding that bad things happen and we’re all in this together, normalize this. So in a perfect world you can say okay, you’ve experience this. Here are the solutions, here are the prevention opportunities, etc.”

“I want resourcing to offer me a buffet of opportunities.”

- Resource to develop organizations—such as building capacity and infrastructure.

“We need time to develop solid programs, systems, and policies and practices before we have the pressure of delivering programs that are measured the same way as those that do or have been resourced much better than we have.”

- Resource to support ecosystems and collective work.
 - Currently, funding seeds competition. One participant noted when their initiatives get chosen, and others don’t, this creates self-conscious competition. Primarily because there are so few opportunities when most “don’t look like us” and that, “...it feels like it’s the one or two getting supported. So people reach out and ask a lot, how are you getting all of those grants? Really, the tone and message are how are YOU getting them and I’m not? This ultimately makes collaboration difficult.”



REQUESTS PARTICIPANTS HAVE AROUND THE RESOURCES THEY RECEIVE AND THE WAYS THEY ARE RESOURCED

To translate the discussion into actionable items Resourcers can take next steps on, participants were asked to close out by sharing requests they have of Resourcers when it comes to providing resources or the processes of resourcing them. Requests were:

1. More open access to resources without the conditional or labor intensive work—more specifically when it comes to financial funding.
 - Accessing resources often requires time intensive work that is a struggle for leanly resourced initiatives. And post-acquisition, many resources still require a level of activity or involvement that is challenging for initiatives already struggling to be resourced.
2. Intentionality around resources provided and approaches to resourcing.
 - Specifically, there is a desire for collective and communal learning, that allows founders to share journeys, stories, intentions, etc. Founders expressed a desire to share deeply personal insights and connect on much more intimate ground.
3. Work with organizations where they are and support developing them to be able to receive more resources.
4. As part of the listening sessions, participants engaged in visioning and reframing exercises to support seeing the resources they have more expansively, as well as think more expansively about the resources they want. Everyone found this helpful, and would like similar support when being resourced.
5. Resource recipients to set up communal practices of learning and be able to resource one another.
 - One participant mentioned a desire to have, “Access to groups within the community that could benefit from the tools that I offer/teach.” Another mentioned, “...the creation of black entrepreneur roundtables with “newer people to the space to see the resources and knowledge they have.” Participants collectively wondered how an infrastructure for resourcing one another would look. How would it look to create an infrastructure that supports connection, bridging (between their different realities), and translating (between those same realities)?
 - These communities should not be manufactured by the Resourcers themselves.
6. Work with community to bridge the disconnect between intent stated by Resourcers and the approaches they use.
7. Stop treating time as a scarce resource, with a focus on the production of a specific thing. This encourages burn-out and the manufacture of outputs instead of a focus on community outcomes.
8. “Resource in ways that allow Black bodies to rest.”
9. Create more access to information and access to people.
 - Participants want access to more connectors, ambassadors, facilities, safe spaces and environments, and communities.

“Resource in ways that allow Black bodies to rest.”



REQUESTS CONTINUED...

10. Acknowledge the complex and nuanced reality white supremacy has not only on the forms of resourcing, but the expectations of those resourced. Resourcers need to be equipped to navigate the emotional and psychological side of resources and resourcing.
 - Asks from initiatives may be informed, and shaped, by years of social conditioning and messaging that will be unique to Black founders. Resourcers must acknowledge the needs, barriers, and challenges that come with this.
 - Most participants noted they didn't have access to individuals within their families or existing networks that had started their own initiatives. Of those who did, those initiatives were almost always staffed entirely by the person they knew or hyper-local and hyper-small in context. However, Resourcers often expect a level of running knowledge that cannot exist when there hasn't been exposure.
 - The data continues to show that Black-led initiatives are severely underfunded. This means they will not have the financial resources to hire out jobs, or the financial cushion to step away from day-to-day responsibilities. Yet, participants felt the expectations on them were blanket expectations centered on white colleagues who (on average according to various data sources) have a larger savings, larger capital pool of funding from which to start, more options in terms of subsidizing their initiatives, and may be more likely to have household support while running an initiative.
 - This means that resources such as an introduction to a CPA become taxing if that CPA expects to meet with a founder and have that founder execute on a bunch of tasks after the meeting. A participant stated, "I need people to understand I [do this alone] and need people to execute because me executing is taking time away from something else."
12. See people in positions of resourcing that reflect themselves, so there is an empathy, intuiting, and understanding.
 - One participant stated that as a result of their various identities (specifically their Blackness) that they, "...feel like I have to explain more. I have to prove more. And it's difficult for me when I'm interacting or collaborating with partners or with people that lack the cultural competency." While another stated, "I would want to be resourced by those who share our experience and leverage what is proven successful in communities like ours (those who have walked in our shoes, but now in a position to help others)."

RECOMMENDATIONS

The write-up will close with recommendations from the author, based on the discussions. Again, we invite Resourcers to adopt a mindset of curiosity reading through each of these. Where there is resistance or defensiveness, we invite you to take a moment to reflect on how recommendations might challenge ideas, frameworks, approaches, identities, or myths that have been held dear, and have an opportunity to evolve.

While the focus is on institutional Resourcers, we also invite Black-led initiatives to imagine how we might take action on some of the recommendations—whether that is continued dialogue, interrogation, or implementation.

- In a number of different spaces market research is done consistently throughout the year, understanding the conditions and needs of demographics change quickly and often. However, when apprising the needs of Black initiatives, these efforts are often taken sporadically, in isolation, and with a gap of years. It is recommended that some collective initiative in Houston do this more often.
- Resourcing must shift to support the development of infrastructure in ways that are autonomous and sustainable. This means that each opportunity must have more variety in the types of resources made available, as well as include the development of strong, long-term relationships across stakeholders.
- Work with community councils that have decision-making power to co-design resource opportunities for Black-led initiatives.
- Resourcers (particularly foundations, corporations, and institutions) must hire community navigators, consultants of these institutions with strong relationships in the community that are paid a living wage to help share resources, bridge, translate, and co-design processes with institutions to mitigate harm. Additionally, as representatives that reflect the various identities of those being engaged navigators can work directly with initiatives to scaffold opportunities to make them meaningful and impactful to each participant. Navigators can bridge, translate, and empower participants alongside Resourcers. This requires time, and formal training of these representatives to ensure they are not reinforcing harmful paradigms or approaches in the process. And differs from program officers by way of accountability and focus.
- Resource communally. While the approach has been to take on a “cohort” model, looking to mutual-aid and cooperative spaces will yield case-studies more appropriate to the work being done. For example, as part of a grant participants could also be resourced to participate in learning circles. This removes the one-way, hierarchical, perfectionist approaches often embedded in a cohort model and supports dialogic learning.
- Resource to support Black founders in experimenting, making mistakes, and sharing those mistakes with their larger communities.



RECOMMENDATIONS

- Resource the formal development, maintenance, and sustainability of ecosystems along the natural cycles of ecosystem work—this includes sunsetting and transition to community. Additionally, resource a variety of ecosystem roles, allowing initiatives to learn how to work with the community and work with one another. For example, there are those initiatives that may only want to be responsible for holding community stories and knowledge. Or, initiatives that work alongside community with a pure focus on building relationships and resourcing the community to work together—priming the community to resource and support those in need as identified by service organizations. Asking Black-led initiatives to deliver services as well as focused, intensive, and concerted community building places them at a disadvantage. And, is labor that is rarely compensated for, as community-building is resource intensive and often falls outside the bounds of “project” line items.
- Resource and financially fund the building of community designed, centered, staffed, and embedded knowledge and resource hubs across dozens of communities that includes access to knowledge, seconded employees (or hired consultants) to serve as an extra set of hands.

Create systems of mobility and ease and transport of info and resources.

- When designing an opportunity, build into it intimate pre-processes to engage directly with Black-founders. As part of this pre-process, participants should be paid to advise

on design, language, and approach. They should also have access to facilitation before participating in an opportunity that helps them cultivate individual, community, and social awareness to support the design of their asks as well as the asks themselves. For example, instead of Resourcers moving immediately toward providing a specific resource they can resource to create time, space, and relationship to help founders develop an understanding of their needs rooted in their lived experience, values, identities, vision, goals self-knowledge, self-awareness, and a release of social conditioning. This is in addition to, and not lieu of, resource opportunities for immediate crisis.

- As Resourcers limit resource opportunities to the reactionary and surface, the asks of Founders will continue to become more reactionary and surface in response. The cycle becomes self-perpetuating. However, neither stakeholder will be satisfied with the results yielded from the opportunity because the challenges Black founders are navigating are systemic and deep-rooted. There is a level of unlearning we all must do, and Resourcers must support deep reflection by resourcing to counteract the manufactured conditions of urgency and scarcity US systems create. This means resourcing Black Founders around mental health, personal community building, rest, timelines that move 1-3 years to 5-10 years, and metaphorical space to develop the clarity and consistency their work necessitates.
- Develop processes, resources, and materials that builds the capacity of Resourcers throughout Houston to unlearn the harmful ways in which Black-led initiatives are currently being resourced and relearn alongside Black leaders in community. Invest in new infrastructure that supports the dismantling of current resource practices to meet the needs and desires of Black leaders. This includes the hiring of trauma-informed practitioners and facilitators, healers, coaches, organizers, knowledge holders, elders etc.—all economically participating in the ecosystem to support Black leaders and Black initiatives.

HOW THIS INFORMS YOUR WORK

- Resource multiple organizations in a space as well as multiple forms of work in a space to honor the the non-linear way Black-led initiatives work as well as the complex challenges they are addressing. Looking at the Cynefin framework, Resourcers tend to apply “complicated” approaches to “complex” challenges. In the process, seeding division, competition, and unresponsive practices. While forgetting about the importance of concepts such as redundancy. It takes more than one organization in a space to respond to complex needs, and it takes more than one kind to support needs. Instead of resourcing one or two organizations within a space, resource a collective of organizations doing the work in different ways, along with horizontal and vertical partners that support the ecosystem.
- Offer resources that aren’t one-offs, but lead to and support the development of additional resources such as new resourcing opportunities.
- Resource in a way that treats time much more abundantly, as, “...not enough time and space [is] given to the the work.” One participant noted encountering an organization in New York, where, “... they had three years just to raise funds.” Understanding that Black-led initiatives are “Dealing with the fact that the needs in our communities are great and pressing,” there is also a desire for more ease. Time to research, reflect, strategize, and resource. While, “Funders want to know what you are doing now and have the capacity for now,” there must be less of a focus on outputs and longer timelines honoring deep time.
- Resource in ways that give Black folx an “opportunity to be” Participants wanting an “opportunity to be” arose in every single session. This is likely because Resourcers apply a capitalist model to decolonizing and anti-capitalist work. Which results in manufactured competition, scarcity, and urgency. However, as a participant noted, “Blacks...are more embodied and need restorative practices to heal inter-generationally.” Participants want to be resourced in a way that leaves them, “Human, whole, and healed.”



“Things feel fast and transactional. I don’t like this flow.
Doesn’t feel imaginative.”

ADDENDUM: LIST OF RESOURCES

For your information, including a list participants developed of the resources they use day-to-day. The first list is the result of a cold brainstorm. The second is a list participants developed after an introduction to the 8 Forms of Currency framework and a visioning exercise. Note, where there is a number this is the number of times it was repeated.

- Educational opportunities
- Knowledge access
- Funding
- Space/facilities
- Wellness and Medical
- Systems of support
- Respite Care
- Space (space in order to do things)
- Systems support
- Access to knowledge,
- Grants,
- Relationships,
- Collaborations
- Partnerships
- Local history
- Culture and experience
- Relationships within the community;
- Professional counseling / advice
- Books podcasts
- Mentors
- materials and supplies (clothes, food, packaging),
- access,
- psychological support (confidence building and intentional conversations around risk,
- Access to business info
- Assets
- Money (funding from individuals and local communities)
- People with different skillsets to initiate actions
- Trainings
- Relationships that extend beyond the community (e.g., those who are rooted in the community)
- Past failures
- Educational background
- Relationships
- Acquired information
- Observation of others
- Workshops, seminars
- Resident experts
- Conferences
- Team collaboration
- Data
- Project management software
- CRM
- Financial accounting services
- Legal guidance & support
- Fundraising consulting
- Donor management software, etc.
- Others [of] varied professional expertise and experience
- Community partners
- Information-articles, research
- Mentorship/Guidance
- Equipment
- Spaces
- Community decision making
- Access to funds and capital
- Time
- Basic needs
- Volunteers
- Skill sets
- Setbacks,
- Education
- Certifications
- Technology
- Our common bond within the community and others who have common experiences
- Network of women
- Mentors
- Advisors
- Chief of staff
- Home office
- Personal talents
- Savings account (personal)
- Other businesses I study
- Data
- Friends
- Family
- Word of mouth
- Work history
- Internet
- Grants +1
- Social media +1
- Products
- Consultants
- Workers
- Contacts
- Data
- Information
- Social (where I may lack in finances I am able to talk to people who can help)
- Water
- Policy changes
- Websites
- People (organizations , friends, family)
- Knowledge
- Work experience
- Experience in general
- Forums
- Networks
- Digital classes online
- Internet
- Blogs
- Social spaces
- Bank partner
- Intellectual capital of a lot of living in a little life
- Spiritual community
- Culture–being Black
- The intellectual capital of creators
- Using a little [financially] for a lot of equipment, mentoring, information access, community engagement, exposure to bigger audiences, funding, finances, Wisdom, knowledge
- Decision making
- Advocacy

- Storytelling +1
- Community Fellowship
- Communal Grief Circles
- Spiritual capital
- Ritual
- Vulnerability practices
- Alternative medicine
- Relationships
- Ideas +1
- Community +1
- Intellectual and experiential capital to avoid common pitfalls
- Technology
- Education
- Branding and Marketing
- Contract collaboration
- Cultural representation in housing typologies
- Reduced land costs
- Association with a known brand
- Start [resourcing discussions] by thinking about how the world you want to create looks
- Teachings (chakra balancing, sound healing, yoga, breath-work)
- Community fellowship
- Intention setting
- Prayer
- Space holder
- Intergenerational healing
- Meditation
- Acupuncture
- Mindfulness, sitting quietly, observation, listening
- Apps with affirmations
- Leadership intros
- Thinking flexibly
- Financial backing
- Consistent support
- Intellectual capital +1
- Social capital
- Cultural capital +1
- Dedicated space that centers Black wellness beyond a commercialized, codified lens with access to communities that is consistent.
- Connections+1
- Intention+1
- Wisdom +2
- Faith
- Knowledge +3
- Purpose-driven mindset
- Clearer minds to yield enhanced intellectual capital
- Money
- Connections
- Materials
- Prayer
- Water
- Resource directory or co-op
- Ambassador for Cause
- Social media
- Education about real estate
- Community organizations-- schools, churches, health organizations, grassroots, cultural all with a common vision to
- Action
- Safety PPE
- Testimonies
- Yoga teacher training, Personal development program
- A sustained community focus on supporting each other's vision of success and goals extending from the vision. The community meets at least weekly and is akin to church the willingness of all parties to see a new community vision where there is enough.

ADDENDUM: WHAT EXCITED FOLKS

The impetus of doing this work is meeting people where they are, and tapping into what excites them. Sharing statements from participants when asked, "What are you most excited about moving forward?"

"I would say endless possibilities, which is so exciting to me. I feel it in my body"

"New ways to thinking about resources"

"I appreciate being able to, to think about the resources in different ways. I think the the graph that you showed us with the eight different types was very informational to me, and helped me helps me think about it and different aspects. That I'm not used to."

"A new way to brainstorm how to think of resources. Also gave me a lot of self-reflection on what it is I'm actually trying to accomplish so I know what resources to ask for."

"I like the resource chart. I like the way it was laid out because it made me see some things as "capital," that I did not initially see as that."

"It is wonderful to learn these types of conversations are happening throughout the country. The interest is exciting and hopeful for change."

"That Houston is is great city in which to serve the black community because there are conversations and movement around augmenting & support black led organizations."

"the collection of ongoing work/effort"

"The introduction of new tools."

"Meeting other amazing people and the interconnectedness of our work and how do we get all of our work supported"