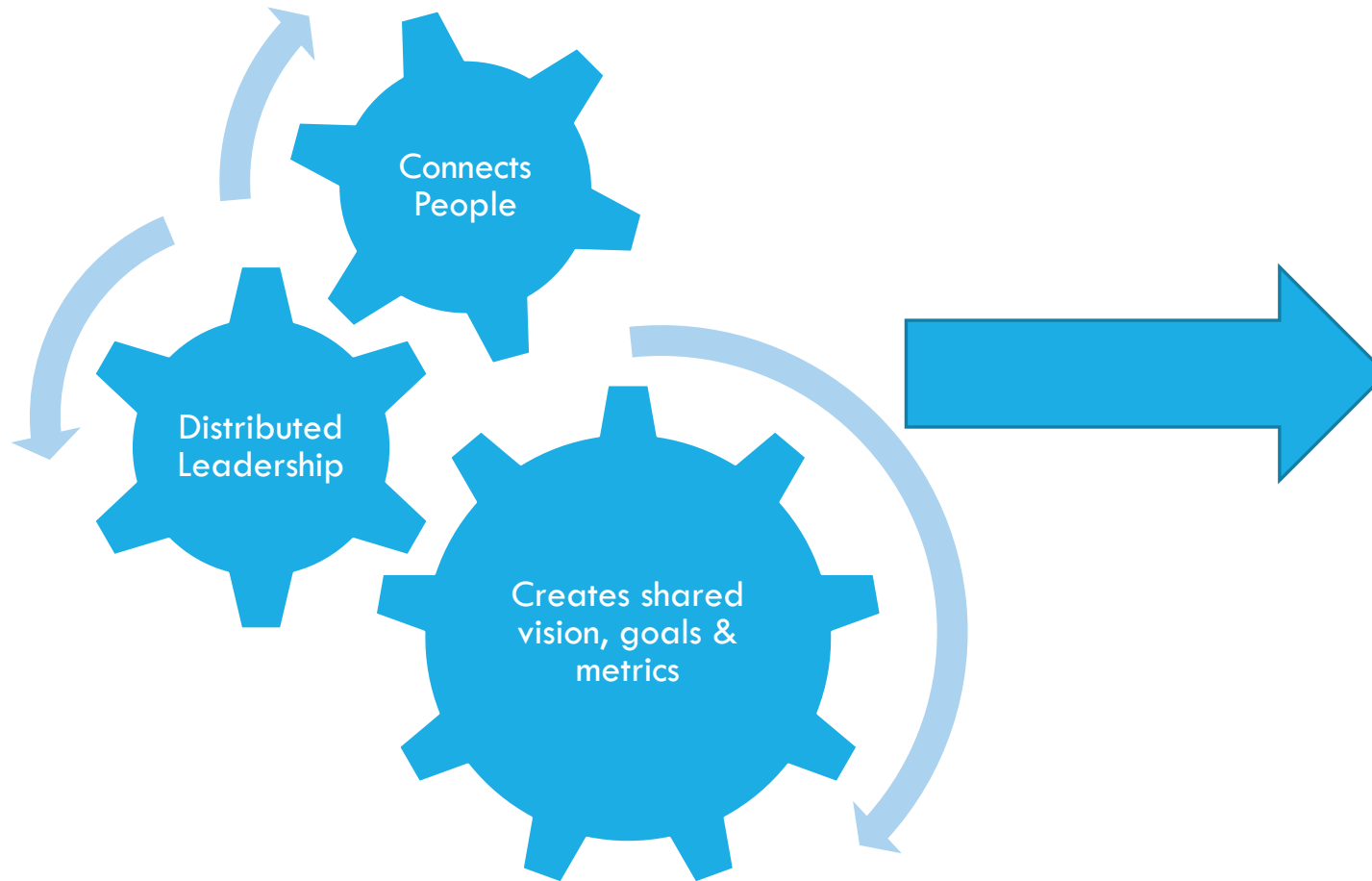


RACIAL EQUITY LEARNING COMMUNITY

Bucks-Mont Collaborative, Interagency Council of Norristown, Tri-
County Community Network

2/22/21, Philanthropy Network Greater Philadelphia, Montco
Fundors Group

RACIAL EQUITY LEARNING COMMUNITY



Racial Equity

The condition that would be achieved if one's racial identity no longer predicted the opportunities and barriers that one experiences.

Racial Justice

The proactive reinforcement of policies, practices, attitudes, and actions that produce equitable power, access, opportunities, treatment, impacts, and outcomes for all.

LEARNING COMMUNITY MEMBERS

Members: Social sector organizations

Members will:

- Deepen personal and organizational learning
- Develop an organizational racial equity action plan
- Work towards an organizational race equity culture
- Participate in community action

FRAMEWORK



TOOL FOR ORGANIZATIONAL SELF-ASSESSMENT RELATED TO RACIAL EQUITY

COALITION OF COMMUNITIES OF COLOR & ALL HANDS RAISED

STEP 1 ORGANIZATIONAL READINESS REFLECTION

Directions: Fill in the blanks with the number that best describes where your organization is in relation to the organizational characteristics and workforce competencies listed below. Then look at the reflections section for recommendations about next steps.

Haven't started work in this area yet	Plans exists to use in planning and implementation	This is in place and we have evidence of its use	This is part of our routine, and we model it for others
(1)	(2)	(3)	(4)

Organizational Characteristics:

- ___ Institutional commitment to addressing/eliminating racial and ethnic inequities
- ___ Hiring to address racial and ethnic inequities, prioritizing the hiring of employees who represent communities of color, immigrant and refugees
- ___ Structure that supports authentic community partnerships that are empowering and more fluid than hierarchical
- ___ Supporting staff to address racial and ethnic inequities
- ___ Inclusive and culturally-responsive internal communications
- ___ Institutional support for innovation to better meet the organization's mission
- ___ Creative use of categorized funds that (supporting programs/policies vital to or disproportionately needed by particular disadvantaged racial/ethnic communities)
- ___ Data and planning practices that are accessible to and, as appropriate, driven by community stakeholders, incorporating community narratives and experience.
- ___ Effective and coordinated administrative processes

Workforce Competencies:

- ___ Knowledge of racial equity components (e.g. public policy development, advocacy, data practices)
- ___ Understanding of the social, environmental and structural determinants of racial and ethnic inequities
- ___ Knowledge of affected community (can be developed by building and maintaining authentic relationships with communities of color, analysis of community-driven data, etc.)
- ___ Courageous leadership that is consistent around applying a racial equity lens and understanding of power and privilege
- ___ Community organizing and engagement skills (community organizing skills based on the principles and practices espoused by communities of color, immigrants and refugees)
- ___ Problem-solving abilities
- ___ Cultural responsiveness and humility

Reflections: If you notice that your answers tend toward the one and two range, we recommend that you next complete The First 20 Questions. If you notice that your answers tend toward the three and four range, we recommend that you next complete the entire Organizational Self-Assessment Tool.

STEP 2 THE FIRST 20 QUESTIONS

Directions: Please answer the questions below. Put a "Y," "N" or "?" in the blank to indicate yes, no, I don't know.

Organizational Commitment, Leadership & Governance:

- ___ Has your organization made a public commitment to racial equity?
- ___ Does your organization have a mission statement that incorporates racial equity?
- ___ Does your organization have an internal structure whose goal is to address issues of racial equity, for example an equity committee?
- ___ Do you collect the racial, ethnic and linguistic makeup of your board?

Racial Equity Policies & Implementation Practices:

- ___ Does your organization have a racial equity policy?
- ___ Does your organization have a written racial equity plan with clear actions, timelines, people responsible for each action, indicators of progress and processes for monitoring and evaluation?

Organizational Climate, Culture & Communications

- ___ Does your organization visibly post materials in languages other than English?

Service-Based Equity

- ___ Do you collect racial, ethnic and linguistic data on your clients or constituents?
- ___ Do you provide language interpreter/translator services for people who speak languages other than English?

Service-User Voice & Influence

- ___ Do you collect data on service-user or constituent satisfaction with your organization regarding racial equity?

Workforce Composition & Quality

- ___ Do you collect the racial, ethnic and linguistic makeup of your workforce?
- ___ Does your organization have written procedures to increase the recruitment, retention and promotion of people of color?
- ___ Does your organization have an internal structure or position dedicated to promoting workforce diversity?
- ___ Are racial equity and cultural competency training and capacity building made available to your workforce?

Community Collaboration

- ___ Does your organization have formal partnerships with organizations of color?
- ___ Does your organization allocate resources for engagement and outreach in communities of color?


Resource Allocation & Contracting Practices

- ___ Does your organization have a Minority, Women & Emerging Small Business (MWESB) policy?
- ___ Does your organization routinely collect data on MWESB utilization?

Data, Metrics & Continuous Quality Improvement

- ___ Does your organization have a written policy or formal practice regarding the collection of race and ethnicity data?
- ___ Does your organization meet regularly with leaders from communities of color specifically to discuss racial equity within your organization?

LEARNING



How do members
bring this back to
their organizations?
video trainings &
tools library

All: Create shared vision, goals & accountability

Tracks: 6-10 trainings that deepen personal & organizational learning

Understanding the Past to Change the Future: History of Racism & Racial Trauma

Understanding Ourselves: Implicit Bias

Understanding One Another: Building Multi-Racial Relationships, Trust & Healing

- How to Have Hard Conversations
- Understanding Microaggressions
- Media Literacy

Becoming an Anti-Racist Organization

- * Organizational Leadership & Governance. Building and equitably retaining a diverse team
- * Developing and implementing organizational racial equity policies & strategic plans
- * Organizational climate, culture & communications. Building a race equity culture
- * Service-based equity
- * Community collaboration
- * Data, metrics & continuous quality improvement

ACTION

Institutional

Racial Equity Action Plan

Trainings
Organization-Wide Learning

Commitment 3-5
Action Areas

Community

Community Action Teams

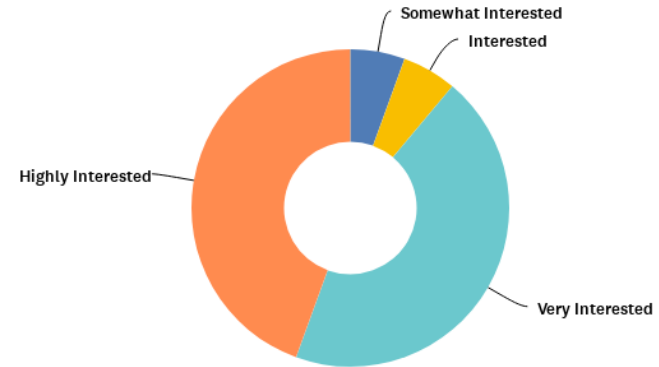
Racial Caucuses
Trainings on white allyship & sanctuary spaces for BIPOC to connect

Trauma Trainings

PARTICIPATION INTEREST FROM THE 2/16 LISTENING SESSION POST-SURVEY

11% RESPONSE RATE

What has challenged you or your organization to address this work in the past or present?



ANSWER CHOICES	RESPONSES	
Not Interested	0.00%	0
Somewhat Interested	5.56%	1
Interested	5.56%	1
Very Interested	44.44%	8
Highly Interested	44.44%	8
TOTAL		18

NEXT STEPS

Planning Discussions
with Montgomery
County HHS

Convene Advisory Council

Listen to and learn from our community leaders

February 2021

Conduct Community Listening Sessions

Listen to and learn from social sector organizations and community members

February & March 2021

Draft Learning Community Overview

Begin Implementation Phase Fundraising

March & April 2021

Reconvene Advisory Council

Share learning community draft for reflections and adjustment

April 2021

Finalize Learning Community Operations & Open Applications

May-June 2021

Confirm Learning Community Cohorts

Launch Learning Community

July-September 2021

ADVISORY COUNCIL

Alison LaLond Wyant	Arcadia University, College of Health Sciences
Angela Bell, Esq	Montgomery County District Attorney's Office; Family Services of Montgomery County
Anthony Johnson	Partnership TMA; Bucks-Mont Collaborative
Ashia Cooper	Pottstown Area Health & Wellness Foundation
Chinwe Onyekere	HealthSpark Foundation
David Charles	Strive Initiative
Denise Ashe	Montgomery County OIC
Diana Doherty	VNA Foundation of Greater North Penn
Dr. D'Ana Waters	North Penn School District
George Choe	Philip Jaisohn Memorial Foundation
Im Ja Choi	Penn Asian Senior Services
Kareem Afzal	PDC Machines; North Penn Listening
Kyle Tribble	Your Way Home
Marissa Christie	United Way of Bucks County
Mark Talbot, Sr	Norristown Police Department
Nelly Jimenez Arevalo	ACLAMO
Stacey Woodland	YWCA TriCounty Area
Tara Gaudin	Montgomery County Health & Human Services

JOIN US!

Participate and invest in the Racial Equity Learning Community

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Holly Parker, Tri-County Community Network

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