

# GOVERNANCE AND STRUCTURE

## 1. INCLUDE RACIAL EQUITY IN GOALS AND MEASURES

DESIGN VALUE AND MISSION STATEMENTS, ORGANIZATIONAL STRATEGY, AND FINANCIAL PLANS AND BUDGETS TO EXPLICITLY INCLUDE RACIAL EQUITY IN ORGANIZATIONAL GOALS AND MEASURES

## 2. ALIGN THE ORGANIZATION STRATEGY

ALIGN THE ORGANIZATIONAL STRATEGY AND PLANS WITH A COMPREHENSIVE RACIAL EQUITY FRAMEWORK, IMPLEMENTATION GUIDE, AND AUDIT PLAN

## 3. ESTABLISH DIVERSITY STRUCTURES

ESTABLISH DIVERSITY, EQUITY AND INCLUSION STRUCTURES WITH DIVERSE REPRESENTATION, C-SUITE SPONSORSHIP, AT LEAST ONE SENIOR-LEVEL STAFF MEMBER, AND TRANSPARENT MEASURES

## 4. REVIEW WITH AN EQUITY LENS

REVIEW ORGANIZATIONAL POLICIES, SYSTEMS, PRACTICES, PROCEDURES, SALARIES, AND LANGUAGE WITH AN EQUITY LENS AND INCLUDE PEOPLE OF COLOR IN ORGANIZATIONAL DECISION-MAKING AND REFORM

## 5. DIVERSIFY LEADERSHIP TEAMS

DIVERSIFY BOARDS AND LEADERSHIP TEAMS AND PROACTIVELY AND TRANSPARENTLY ENGAGE AND REINFORCE EQUITABLE GOVERNANCE AND STRUCTURES ON EXTERNAL PARTNERSHIPS AND COLLABORATIONS

*WE LAUNCHED A UNIQUE AND COMPREHENSIVE STRATEGY TO ACCELERATE SOCIAL AND ECONOMIC OPPORTUNITY AND ADVOCATE FOR POLICIES THAT PROMOTE EQUITY AND RACIAL JUSTICE.*

*CENTER FOR URBAN FAMILIES -*

*THROUGH A SIX-MONTH PROCESS, WE REVISED OUR VALUES STATEMENTS IN ORDER TO MORE EXPLICITLY ADDRESS VALUES AROUND DIVERSITY, EQUITY, AND INCLUSION.*

*- NEW DOOR VENTURES*

# ADVANCING RACIAL EQUITY IN SOCIAL AND ECONOMIC MOBILITY

*OUR LEADERSHIP AND STAFF HAVE EMBRACED DATA-INFORMED METHODS TO RAPIDLY TEST IDEAS AND LEARN QUICKLY... TO IMPROVE OPERATIONS THAT DRIVE GREATER IMPACT.*

*CONGRESSO DE LATINOS UNIDOS -*

*AS OF SEPTEMBER 2019, OUR STAFF INCLUDES 52% PEOPLE OF COLOR (INCREASED FROM 33% IN 2014), AND OUR BOARD INCLUDES 36% PEOPLE OF COLOR (INCREASED FROM 16% IN 2015).*

*- PROJECT FOR PRIDE IN LIVING*

# INSIGHT & EVIDENCE

## 1. DEVELOP METRICS FROM A RACIAL EQUITY LENS

DEVELOP ORGANIZATIONAL METRICS ALIGNED WITH THE STRATEGIC PLAN TO MEASURE IMPACT ON SOCIAL AND ECONOMIC MOBILITY FROM A RACIAL EQUITY LENS

## 2. COLLECT ROBUST DATA

COLLECT ROBUST DATA AMONG CLIENTS AND PROGRAM PARTICIPANTS AND DISAGGREGATE BY RACE AND GENDER IN ORDER TO UNDERSTAND INEQUALITIES IN OUTCOMES AND IMPACT

## 3. CONDUCT A COMMUNITY NEEDS ASSESSMENT

CONDUCT A COMMUNITY NEEDS ASSESSMENT, TO BETTER ALIGN SERVICE AND PROGRAM PORTFOLIOS WITH COMMUNITY-WIDE SOCIAL AND ECONOMIC MOBILITY & EQUITY PRIORITIES AND ASPIRATIONS

## 4. BUILD A MEASUREMENT PLAN

BUILD AND IMPLEMENT A LONGITUDINAL OUTCOMES MEASUREMENT PLAN WHICH CROSSWALKS AND INTEGRATES SOCIAL DETERMINANTS OF HEALTH WITH LONG-TERM RACIAL EQUITY GOALS

## 5. LEVERAGE DATA TO LAUNCH CHANGE INITIATIVES

LEVERAGE DATA AND INSIGHTS TO LAUNCH COMMUNITY-WIDE SYSTEMS CHANGE INITIATIVES AND INFORM POLICYMAKING ON EQUITY IN SOCIAL AND ECONOMIC MOBILITY

# SERVICES & SOLUTIONS

## 1. DEVELOP AN INNOVATION PLAN

DEVELOP AN INNOVATION PLAN THAT BUILDS DIMENSIONS OF SOCIAL AND ECONOMIC MOBILITY, PARTICULARLY RACE-BASED, INTO THE DESIGN AND TRANSFORMATION OF SERVICES AND PROGRAMS

## 2. IMPLEMENT HUMAN-CENTERED DESIGN

IMPLEMENT HUMAN-CENTERED DESIGN PRINCIPLES TO INFORM SERVICE AND PROGRAM INNOVATION AND INCORPORATE THE CLIENT EXPERIENCE AND VOICE IN ENHANCING AND RE-DESIGNING SERVICE PORTFOLIOS

## 3. ENGAGE COMMUNITY MEMBERS

ENGAGE SERVICE AND PROGRAM ALUMNI IN DIVERSITY, EQUITY AND INCLUSION INITIATIVES AND ENGAGE COMMUNITY MEMBERS TO CO-DESIGN NEIGHBORHOOD-BASED SERVICES, PROGRAMS, AND POLICY AGENDAS

## 4. COLLABORATE ACROSS SECTORS

EXTEND THE CAPACITY AND IMPACT OF SERVICES BY COLLABORATING ACROSS SECTORS IN THE DEVELOPMENT OF NEW SOLUTIONS FOR COMMUNITY-WIDE RACIAL EQUITY AND SOCIAL AND ECONOMIC MOBILITY GROWTH

## 5. BRING TOGETHER COMMUNITY LEADERS

CREATE OPPORTUNITIES TO BRING TOGETHER COMMUNITY LEADERS AND CLIENTS FOR IN-DEPTH, ONE-ON-ONE CONVERSATIONS FOCUSED ON CREATING A BRIGHTER, MORE EQUITABLE FUTURE FOR YOUR COMMUNITY

# PEOPLE & CULTURE

## 1. DEVELOP A HUMAN CAPITAL PLAN

DEVELOP A HUMAN CAPITAL PLAN THAT INTENTIONALLY INTEGRATES EQUITY AND ELIMINATES BIAS IN OUTREACH, RECRUITMENT, HIRING, PERFORMANCE REVIEWS, AND ADVANCEMENT

## 2. ADMINISTER A STAFF SATISFACTION SURVEY

DEVELOP AND ADMINISTER A STAFF SATISFACTION AND ENGAGEMENT SURVEY THAT INCLUDES A SECTION ON RACE EQUITY AND CULTURE, AND LEVERAGE FINDINGS TO IMPROVE ORGANIZATIONAL PRACTICE AND CULTURE

## 3. EQUIP LEADERS WITH PROPER SKILLS

EQUIP ORGANIZATIONAL LEADERS WITH THE KNOWLEDGE AND SKILLS TO TALK ABOUT STRUCTURAL AND SYSTEMIC RACISM AND ITS IMPACT ON THE EFFECTIVENESS OF SERVICES AND PROGRAMS

## 4. EXPAND CAREER ADVANCEMENT OPPORTUNITIES

EXPAND PROFESSIONAL GROWTH AND CAREER ADVANCEMENT OPPORTUNITIES TO ENSURE INCREASED REPRESENTATION OF PEOPLE OF COLOR AND MARGINALIZED COMMUNITIES IN LEADERSHIP ROLES

## 5. ADVANCE RACIAL EQUITY ACROSS BOUNDARIES

ADVANCE RACIAL EQUITY ACROSS ORGANIZATIONAL BOUNDARIES BY ADVOCATING FOR AND INCENTIVIZING PARTNERSHIPS AND COLLABORATIONS THAT FOSTER RACIAL EQUITY IN SOCIAL AND ECONOMIC MOBILITY