

2018



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new orleans  march 14-16

WELCOME



# We Are The Ones We Have Been Waiting For

## Real Talk About Real Change For Achieving Racial Equity





# Agenda

- Welcome/Introductions
- Where is your organization on racial equity work?
- Process Overview
- Small Group Work
- Q/A
- Adjourn



# Are You Ready to Work on Racial Equity in Your Organization?



# Centering Racial Equity

- The work of centering racial equity at the core of your organization's values and operations is a **continuous process**
- Racial equity is not “achieved” at any given moment
- Working to center racial equity becomes a way of being for your organization



# Process to Center Racial Equity

- Pride Foundation has adopted this model through:
  - Assessment
  - Retreat
  - Action Plan
  - Implementation
  - Evaluation
- Throughout every step of the process, Pride Foundation has practiced ongoing maintenance, monitoring, and revision



# Initial Questions

- Why are you thinking about working on racial equity at your organization?
- Is there past experience on this topic in your organization?
- Is the interest in this topic the result of particular factors in the organization? If not, why now?
- Have you had conversations with stakeholders about engaging in this work?
- What has been the response to those conversations?



# Tips for Beginning the Conversation

- Create a safe space for dialogue
- Provide regular opportunities for staff and Board to discuss their interests, concerns and challenges around racial equity work
- At this point, if there is significant interest, develop a racial equity committee
- Conduct a **racial equity assessment** with the help of an outside party, provide a **training** based on the findings and develop a **plan** for how to continue the work





# Tips for Beginning the Conversation (cont.)

**Determining how the work will become an integral part of the organization and not a separate project will be key to its success.**



# Racial Equity Committee and Capacity Areas

- Establish a body of active staff and board members to serve as leaders and stewards
- A Racial Equity Committee or Task Force will have responsibility and oversight for the following capacity areas:
  - Vision, Planning, Impact and Evaluation
  - Board and Staff
  - Administration, Infrastructure and Systems
  - Programs
  - Resource Development + Marketing and Communications



# Process Documentation

*Small Group Work*



# Centering Racial Equity Process and Framework

## Activation

- Collaboration on Racial Equity Initiative
- CEO Participation in D5 Cohort
- Board & Staff Training
- Coaching & Consulting Partnership
- Board & Staff Task Force

## Assessment & Alignment

- Comprehensive Organizational Audit
- Racial Equity Assessment
- Presentation of Results
- Board Interviews
- Organization Document Review
- Site Visits with Stakeholders

## Action

- Racial Equity Action Plan
- Ad Hoc Practices
- Ongoing Learning Sessions
- Affinity Group Caucuses
- Internal Case Statement
- Operationalize Action Plan
- Strategic Visioning



# Centering Racial Equity Process and Framework

## Activation

- What are the necessary steps for you to start the work?*

## Assessment & Alignment

- Data collected on current environment*
- Action plans reflect an understanding of structural and institution racism—and how to address them*
- New strategies are added to address unforeseen challenges and to help resistance to change*

## Action

- Operationalizing the plan with tangible, measurable outcomes.*



# Questions?



# Panelists

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**Thank You!**