Race/Equity:
Turning Talk into Action

How can organizations actionably discuss, define, and diffuse Race Equity efforts

Panelists:
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Congratulations!

You have a race equity statement at your company...now what?

Now Comes Action and Accountability...

ACCOUNTABILITY

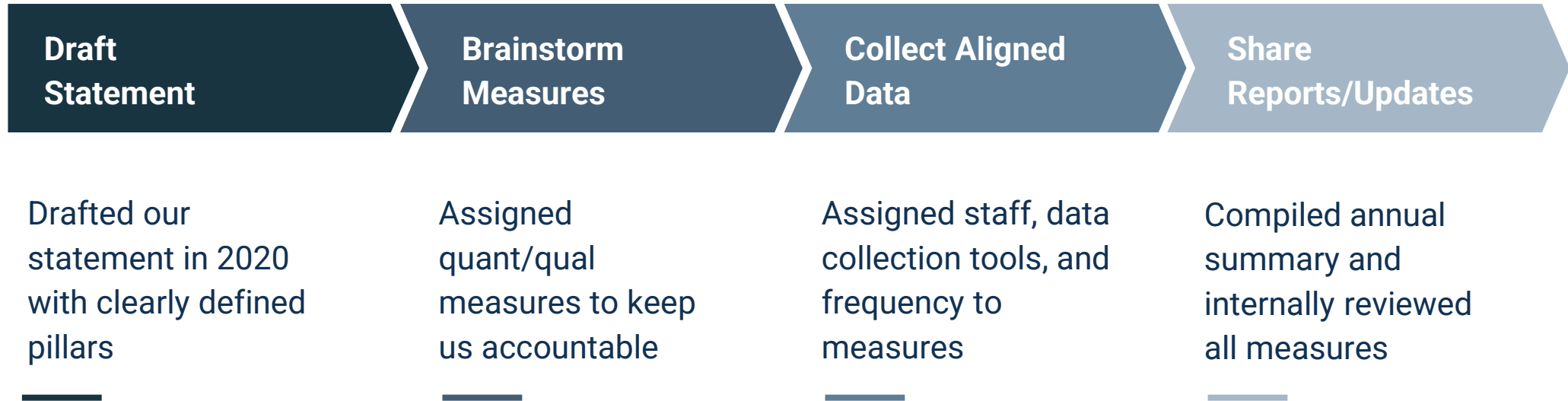Actions speak louder than words. What actions are you taking related to the words you have stated?

IMPACT OVER TIME

What actions can you measure over time to see change or impact? How will you know if your efforts are working?

DATA AWARENESS

How you measure and use data must also be considered. Data can be collected, interpreted, and communicated in ways that perpatuate inequities.

Four Key Steps to Measuring Our Race Equity Work

Draft Statement	Brainstorm Measures	Collect Aligned Data	Share Reports/Updates
Drafted our statement in 2020 with clearly defined pillars	Assigned quant/qual measures to keep us accountable	Assigned staff, data collection tools, and frequency to measures	Compiled annual summary and internally reviewed all measures

Centering BIPOC Voices

Centering Black, Indigenous, Latinx, Asian, and people of color in our work, ensuring their voices are heard, valued, and elevated for their power and authority.

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What Might This Look Like?

1. Ensuring a diverse and representative group of partners, leaders, and staff at SC2C.

2. Ensuring transparent communication internally and externally.

3. Creating opportunities to involve families and youth in co-creation of solutions related to SC2C's work

Assigning Measurable Outcomes

Putting it all together so there are outcomes aligned to the objectives

Ensuring a diverse and representative group of partners, leaders, and staff at SC2C.

1. % of CANs who identify as person of color

2. % of Executive Team who identify as person of color

3. % of SC2C staff who identify as a person of color

4. % of CAN members who feel a sense of ownership for the results of their work with SC2C

Ensuring transparent communication internally and externally.

1. % of CAN members who feel they have enough information to make informed decisions

2. Reviewing how, when, and where we share information

Creating opportunities to involve families and youth in co-creation of solutions related to SC2C's work

1. Creation of youth engagement frameworks

2. Creation of family engagement frameworks

3. Preparation of CANs to engage with youth and families

4. Creating opportunities for youth and families to co-create solutions

Keeping Track of the Work

Tracking outcomes over time in a centralized place

Outcome Area	Objective	Measure	Frequency	Result (Baseline)	Current Outcome	Target	SC2C Staff Support	Notes
Centering BIPOC Voices	Ensuring a diverse and representative group of partners, leaders, and staff at	Demographic composition of CANs & Workgroups (% POC)	Annually (Jun)					
Centering BIPOC Voices	Ensuring a diverse and representative group of partners, leaders, and staff at	Demographic composition of Executive Team (% POC)	Annually (Jun)					
Centering BIPOC Voices	Ensuring transparent communication internally and externally	% of CAN members who feel they have enough communication to make	Annually (Jun)					
Breakingdown Policies & Power Structures	Identifying internal policies and practices that require a shift in approach	Reviewing internally our hiring process and where, when, how posts are being shared. Are there new outlets to share opportunities with that we were not using?	Annually (Jun)					

Applying an Equity Lens to Reporting Data

USE PEOPLE FIRST LANGUAGE

Label data centering the person not the characteristic: ex: people with disabilities vs. disabled person

CONSIDER WHAT OR WHO MIGHT BE MISSING

What groups might be missing from your data, intentionally or otherwise. Note this for the consumer

THE ORDER OF DATA MATTERS

Consider ordering by focus of study, a story you want to highlight, or magnitude of results. But be clear about this choice and explain why

CAREFULLY CONSIDER COLORS

Avoid gendered colors when labeling gender, and avoid using light to dark gradations when labeling demographic groups

CAREFULLY CONSIDER ICONS

Icons can help people summarize the data points but be careful not to reinforce sterotypes in icons used

CONNECT WITH COMMUNITIES OF FOCUS

Share your data intentionally with the community it came from. Build these relationships before and after data is collected

Taking Action

INTEMPO's work to ensure educational and cultural equity to their organization

Our Mission & Core Values

*At INTEMPO, our mission focuses on **relevant, accessible, inclusive** programming. We welcome people that honor and share our values. Along our intercultural journey, our board, staff, students and stakeholders will share:*

- Passion for youth, music and cultures
- Great sense of cultural sensitivity and respect for cultural differences
- Entrepreneurial spirit
- Highly adaptive and flexible
- Support and embrace innovation
- Responsive to a fast-paced environment and community needs
- Commitment to uplifting immigrant and underrepresented populations
- Commitment to equity, inclusion, diversity, representation and belonging

"Educational equity means that each child receives what they need to develop to their full academic and social potential."

- National Equity Project

"Cultural equity embodies the values, policies, and practices that ensure that all people... are represented in the development of arts policy; the support of artists; the nurturing of accessible, thriving venues for expression; and the fair distribution of programmatic, financial, and informational resources."

– Americans for the Arts.

We Focus on Taking Action

BOARD
Recruiting based on mission and core values

STAFF
Hiring, onboarding, ongoing work

PARTNERS
Starting relationships based on shared values

STUDENTS
Incorporating student voice and increased responsibility

2023 DIVERSITY SCORECARD

☑ **Staff** = 72% Diverse

☑ **Board** = 50% Diverse

☑ **Flagship Music School** = 97% Diverse

Mirroring **Stamford Public Schools** demographics

Over 50% of the students in SPS are latino as of this school year
(The Advocate)

Diverse Representation in Senior Leadership
positions and Executive Board Committee

The Danger of A Single Story

"The single story creates stereotypes, and the problem with stereotypes is not that they aren't true, but they are incomplete. They make one story become the only story."

– Chimamanda Ngozi Adichie

It's a Journey

The Ferguson Library's journey to becoming an anti-racist organization internally and externally

Engaging the Community

Evaluating and ensuring our programming is reflective of our community and a resource for those wanting to learn more.

1. Facing Racism series

2. Curated Art Shows

3. Black Lives Matter Mural

4. Diversifying our author visits

Ensuring Internal Work Mirrors the External Efforts

As we looked at how we met external needs we also looked internally at areas of need.

1. Leadership Team

2. EDI Council

3. Having meaningful conversations

4. Trainings, Workshops (and more conversations)

5. Benchmarking

6. Reading: *The Conversation*

Changes Internally

Through our ongoing internal work, we have been making the following changes:

1. Policy changes

2. Service changes

3. Board retreat

4. DEI Committee