Race Equity Culture

Equipping Staff & Leaders with Tools to be Agents of Change from their Seat in the Organization

Creating Material Changes for the way POC experience MK

Prioritizing RE in Our Guiding Documents, Planning, Policies & Data

Contributing to Thought-Leadership and Learning from Others

Collaborating with Guests & Community Members as Stakeholders

Common Language & Analysis
Race Equity Culture

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- Prioritizing RE in Our Guiding Documents, Planning, Policies & Data
- Collaborating with Guests & Community Members as Stakeholders
- Contributing to Thought-Leadership and Learning from Others
- Joy & expression
- Healing
- Harm reduction
- Responsible imperfection
- Transformative relationships
- Material change
Strategic Planning
• HR Policies & Practices
• Performance Reports

Staff education Reading Group and Trainings
• Caucusing

Collaborating with Advocacy to create opportunities for guest input & decision-making
• Having external conversations that raise consciousness & promote action

Collaborating with Guests & Community Members as Stakeholders

Participating in city-wide RE cohorts
• Learning exchanges with other organizations

Prioritizing RE in Our Guiding Documents, Planning, Policies & Data
• Strategic Planning
• HR Policies & Practices
• Performance Reports

Creating Material Changes for the way POC experience MK
• POC Caucus
• MK culture analysis

Equipping Staff & Leaders with Tools to be Agents of Change from their Seat in the Organization
• Racial Equity Self-Assessment: Toolkits
• Consultation with directors and around focus areas (communications, development)
• Training Series for Managers & Leadership re: Power Dynamics and Multiculturalism

Contributing to Thought-Leadership and Learning from Others

Material change Healing

Common Language & Analysis

Transformative relationships

Joy & expression

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Bucket of Work Activities within Bucket of Work

Race Equity Culture

Healing Harm reduction

Responsible imperfection

Bucket of Work

Activities within Bucket of Work
RE in real-time: Strategic Planning Groups

- **Outreach** considering health disparities in different Wards when considering where to work
- **PSH** considering client choice, how to become more involved in systems change, organizing, and advocacy
- **Advocacy**-led conversations around root causes of homelessness and racial equity considerations for solutions
- **Dining Room & Kitchen** considering levels of power in guest engagement and decision-making
- **Communications** stating that RE not a niche, but a lens
How Can The Board Support RE Work?

• Ensuring that RE appears in strategic planning
• Ensuring that RE is prioritized in the organizational budget
• Help REI and REWG connect with other thought-leaders doing RE work
• Have RE conversations in your spheres of influence
Questions and Take-Aways