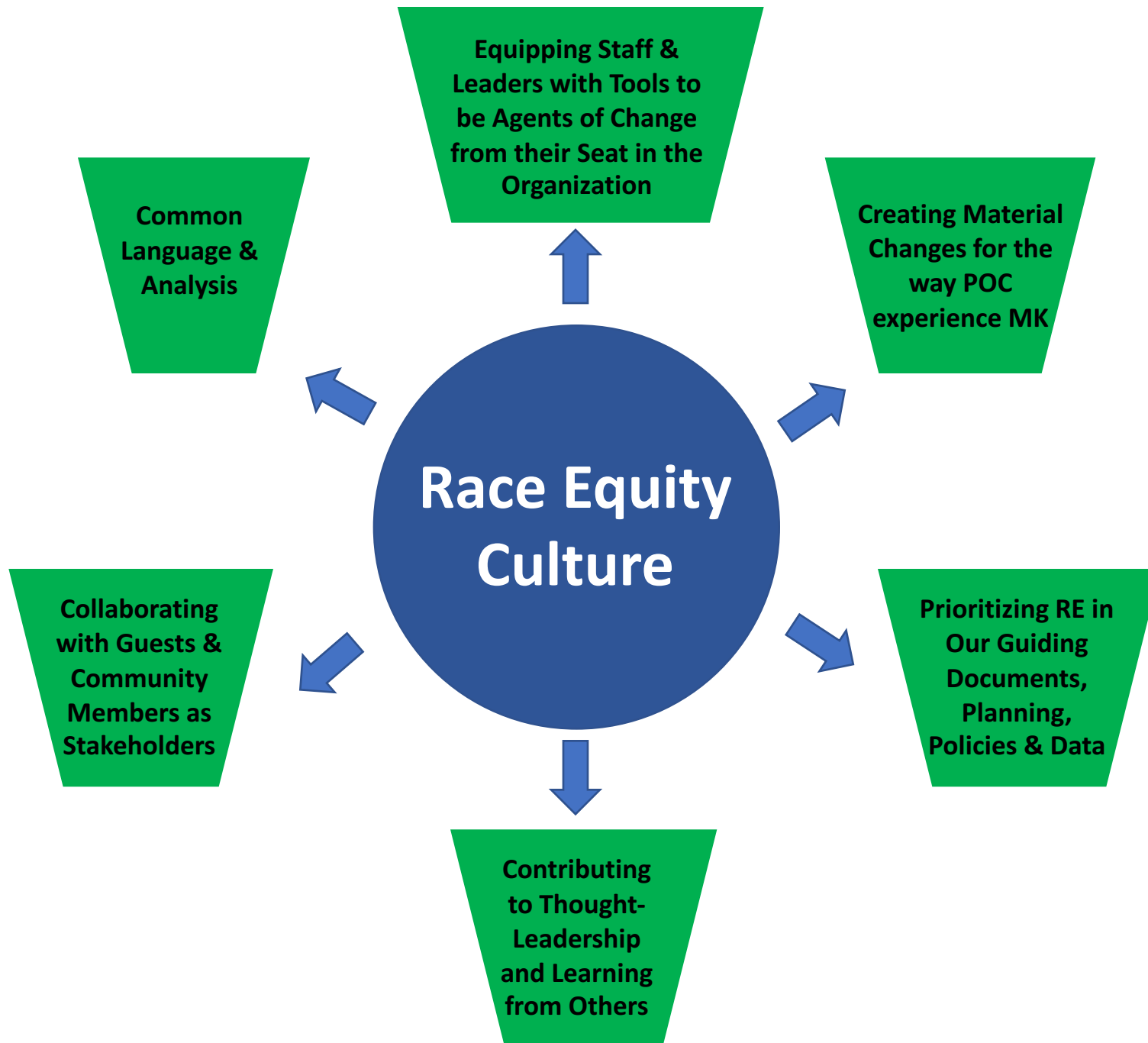
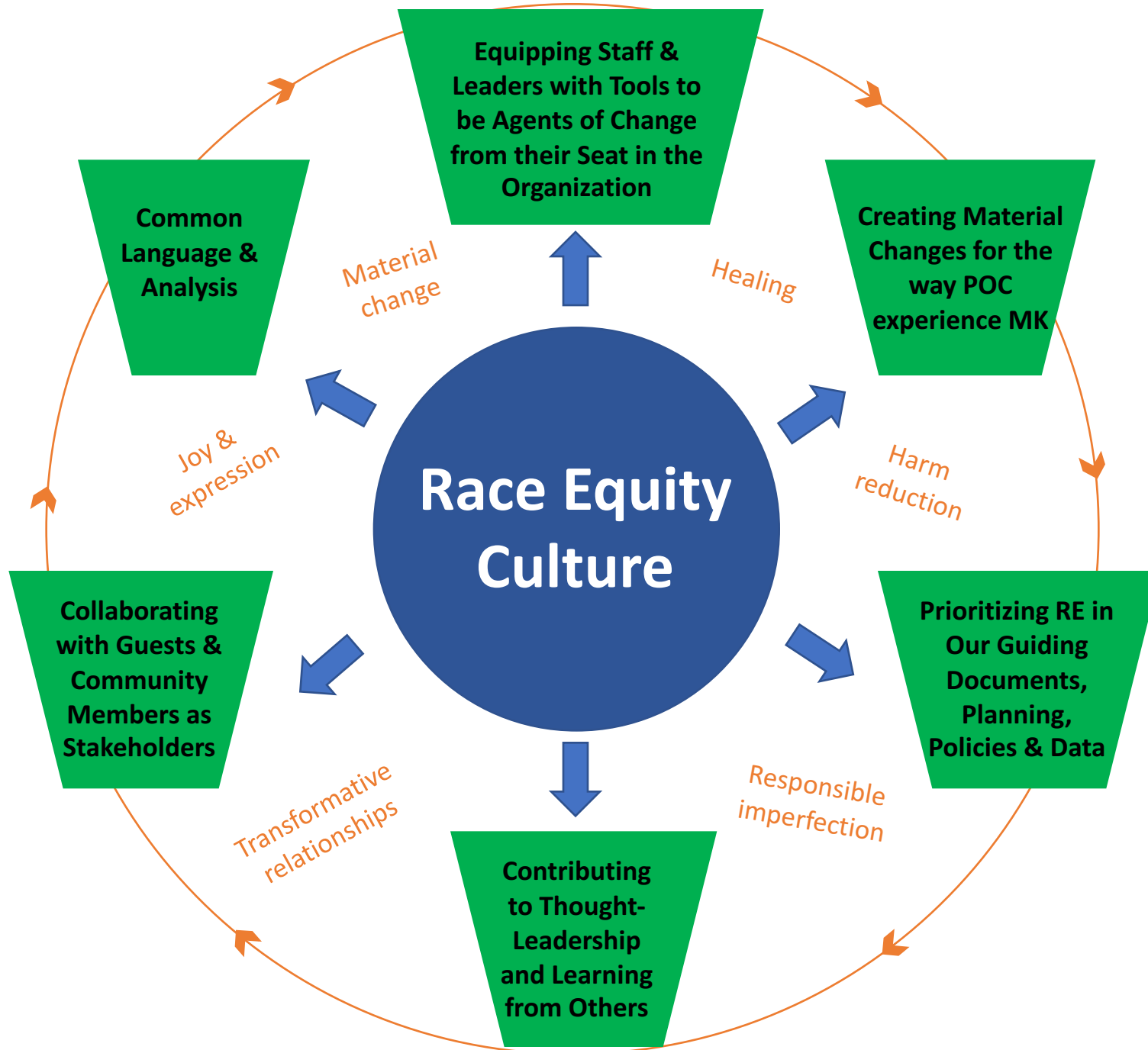




**Race
Equity
Culture**





Race Equity Culture

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

Creating Material Changes for the way POC experience MK

- POC Caucus
- MK culture analysis

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

- Strategic Planning
- HR Policies & Practices
- Performance Reports

Contributing to Thought-Leadership and Learning from Others

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

Collaborating with Guests & Community Members as Stakeholders

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

Common Language & Analysis

- Staff education
- Reading Group and Trainings
- Caucusing

Material change

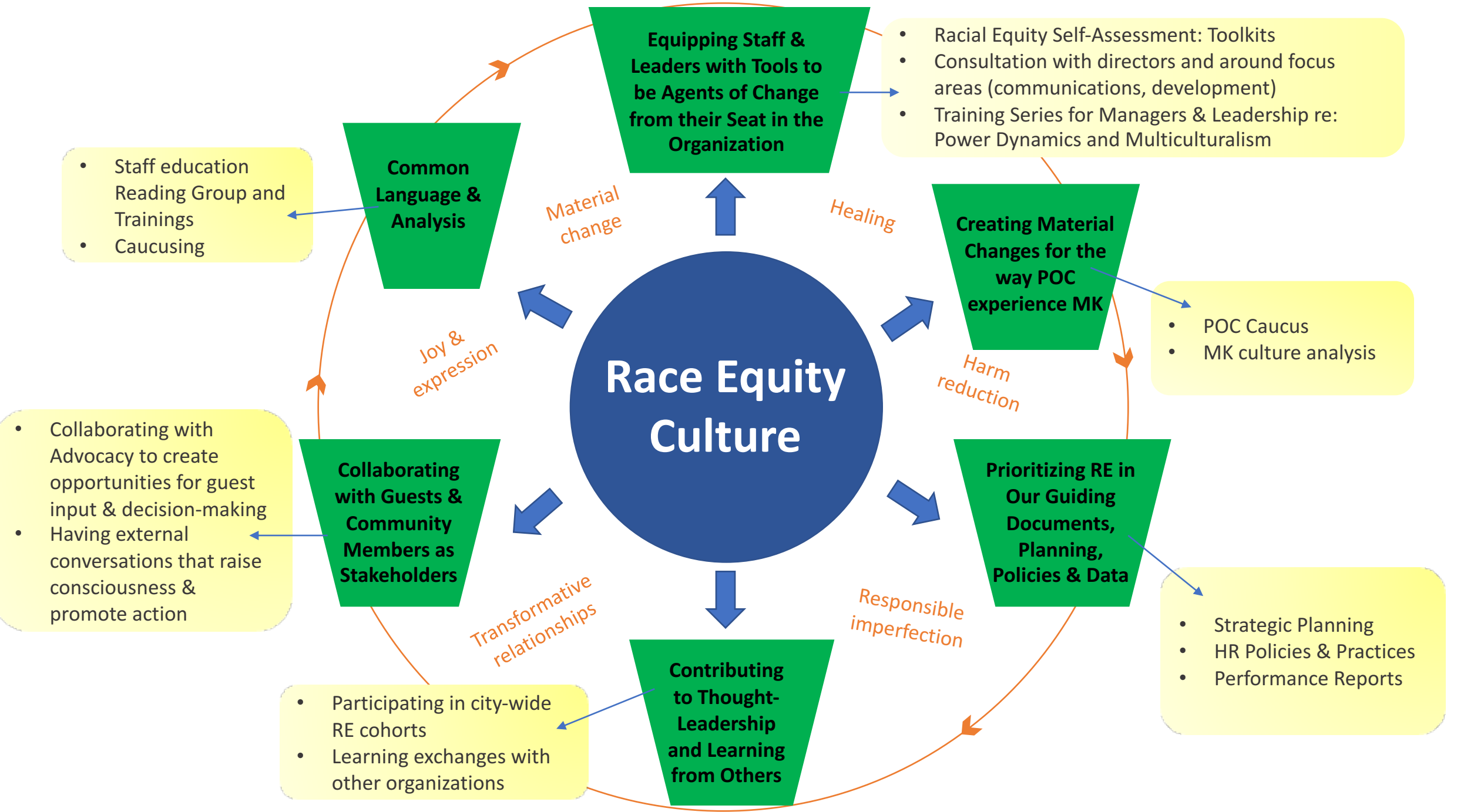
Healing

Harm reduction

Responsible imperfection

Transformative relationships

Joy & expression



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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
