

EVALUATIONS

The Partnership Wants Your Feedback!



Please be sure to **complete** the evaluation for this session **online**, via the **MLTC Event App**, or by using the paper evaluation provided during the session.

Thanks in Advance for your Cooperation!



**Institutional Indicators for Racial Equity and Beyond: Building the
Case for Racial Equity Strategies**

Panel Presentation to Community Action Partnership Management Leadership and
Training Conference

January 12, 2017

Long Beach, CA

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Rochester, NY

Why Talk About Racial Equity Now?

- The equity work that the Partnership began in 2008 is not close to being completed—there remains a nexus between race and poverty
- There has been a resurgence of intolerant attitudes and behaviors
- There is a new respectability to divisive rhetoric and regressive public policy perspectives
- “Disremembering” is being reinforced

Rochester's Structural Racism Work

- Rochester Initiative for Structural Equality (**RISE**) 2009-2012
- Facing Race, Embracing Equity (**FR=EE**) 2012 to present (represents an expansion of RISE)

FR=EE's Mission—FR=EE convenes and encourages candid, respectful and inclusive community dialogues on race in the process of leading actions to eliminate structural barriers that maintain racial oppression and inequities in Greater Rochester.

FR=EE's Vision—Greater Rochester has dismantled racial oppression and achieved social equity and justice for all.

Rochester's Structural Racism Work (cont'd) (examples)

- Produced Racial Equity Community Agenda (RECA)
- Will hold 4th Annual Community-Wide Summit on Race in April 2017 (over 300 attended last summit)
- Stimulated ongoing “I’m Not Racist, Am I?” discussion groups among Rochester area secondary school students
- Influenced the structure and guiding principles of the Governor’s Office initiated Rochester Monroe (County) Anti-Poverty Initiative
- Stimulated other racial equity initiatives, such as the Interagency Collaborative on Structural Racism (agency self-assessment project)—18 non-profits involved. Action for a Better Community, Inc. is a participating organization.

Elements of an Effective Racial Equity Initiative

- Defined Leadership Structure
- Transparent Decision-Making Process
- Dedicated Staff Support Resources
- Organizational Backbone
- Internal, Continuing Education Process (for member development)
- Trusting Relationships between Initiative Members/Stakeholders
- Agreed upon Theory of Change
- Guiding Principles
- Functional Communications Mechanisms
- Grassroots involvement
- Youth Engagement
- Broad-based Civic Engagement
- Relationships with other Social Justice Groups
- **REALIZATION THAT MEANINGFUL CHANGE CAN ONLY BE ACHIEVED BY PERSISTENT, MULTIPLE-STRATEGY EFFORTS**

Ideas About Building a National Response

- Develop or Collaborate with a National Racial Equity Training Institute (with CSBG eligible entities as the primary customers)
- Develop and Distribute Anti-Racist Educational Materials (in various media formats) to the network at a nominal cost
- Offer on-site T&TA re: building and sustaining local racial equity initiatives
- Either at the Annual or January Partnership Conference create a structured opportunity for networking and cross-learning by local racial equity initiatives
- Create a way to celebrate and disseminate breakthrough accomplishments by local racial equity initiatives (perhaps via an awards process)

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