

Progress Toward Becoming an Actively Anti-Racist Organization

2012-2013 Report to the Unity Church Congregation from the Anti-Racism Leadership Team

Submitted by the Anti-Racism Leadership Team

Pauline Eichten, Brooke Darst Rice, Rob Fulton,
Alana Howey, Mary Morris, Avi Viswanathan, Mary-Margaret Zindren

Introduction

The Anti-Racism Leadership Team (ARLT) is pleased to present this report to the Unity Church Congregation. It is our intention to share the efforts and assess the progress of the ARLT and the Unity Church community over the past year toward becoming an actively anti-racist organization.

We want to especially recognize the work of Alana Howey, long-serving member of the ARLT who will be stepping down this year. During her five years on the team, Alana has put many hours and great effort into its success. We also thank Mary Morris for her service on the ARLT this past year. Unfortunately, she felt the need to resign due to other responsibilities. In addition, Rob Fulton has taken a break from his work on the team this year due to a personal issue. Consequently, the team is down in numbers and needs new members.

In July, we asked the Board of Trustees to initiate a recruiting process for new team members and to make sure there is funding to offer training for ARLT and Board members. These are both necessary steps to supporting a vital anti-racism leadership team with a focus on helping to create a sustainably anti-racist institution. The funding question is still pending, but the Board did initiate recruiting new ARLT members. As we write this report, interviews with potential additional members have taken place. We look forward to incorporating new team members and to the perspectives they will bring to our work.

Thank you for taking the time to review this progress report and for making anti-racism a growing priority in your life and in the life of this faith community.

Overview

The Anti-Racism Leadership Team (ARLT) is focused on ensuring Unity's effort to become an actively anti-racist organization is deliberate, sustained, and comprehensive. In this annual report to the congregation, we summarize the accomplishments of Unity's volunteers and staff in this regard, and recognize where the work remains unfinished. This report highlights:

- Some significant events and efforts of the past year
- Progress on the ARLT's recommendations for 2012-2013
- Recommendations for 2013-2014

Significant Events and Efforts of the Past Year

The Board of Trustees and the Executive Team have built upon the progress made in previous years, including in the areas of minority hiring and broadly institutionalizing our anti-racism values into the life and operations of the Unity community. We're also encouraged and inspired by actions taken by the Racial Justice and Restorative Justice Teams as well as individual congregants. They have taken the work of dismantling racism to heart and are bringing it to life at Unity Church. The following activities and events exemplify the commitment of Unity to becoming an anti-racist institution. This is by no means a comprehensive listing.

◆ Construction Contracts

In setting the requirements for the Unity Tomorrow construction project, it was recommended that the companies the church contracted with be held accountable for ensuring diverse employment. The goal was set at employment of at least 31% women and minorities for each contractor. The five companies that worked on the project exceeded the goal by achieving 41.5% employment of women and minorities.

◆ Policy J

A policy was added to Unity's governing policies last year that identified specific actions expected of the Executive Team to support Unity's commitment to anti-racism and racial healing (*see Attachment A*). One provision asks the Executive Team to hold conversations annually with all vendors contracted for more than \$2,500 regarding diversity in employment. Another provision asks that the Executive Team report at least annually to the congregation on the work being done to live out Unity's anti-racism values, and the measurable outcomes of that work. This policy provides for ongoing effort to combat institutionalized racism beyond major construction projects — an important step in ensuring anti-racism efforts are built into the life and operations of the church. We look forward to seeing the Executive Team's report on these measures.

◆ Efforts to Defeat the Proposed "Voter ID" Amendment

A number of congregation members worked to educate the Unity community about the proposed "Voter ID" amendment and the possible ramifications, including disenfranchisement of communities of color. These volunteer leaders wrote articles, letters to the editor, staffed information tables, provided Q&A sessions, attended trainings and presentations, and worked with church staff and members of the Board of Trustees to decide how best to engage the congregation on this issue. While the ARLT would have liked a formal institutional response to the proposed amendment, we want to commend the volunteer leaders who engaged in these educational efforts for their commitment to putting Unity's anti-racism values into action.

◆ All-Congregation Book Read: *The New Jim Crow*

The Unity Church Restorative Justice and Racial Justice outreach ministry teams and the ARLT co-sponsored an all-congregation book read of Michelle Alexander's *The New Jim Crow: Mass Incarceration in the Age of Color Blindness*. Approximately 150 people — primarily Unity congregation members, but also individuals from the local community — turned out in February to discuss the book. Participants were strongly action-oriented, expressing the desire to establish follow-up efforts to address sentencing disparities and other policies that underlie the issue of the disproportionate incarceration of people of color, particularly young black men.

As a follow-up, the Restorative Justice and Racial Justice outreach teams have developed a year-long *Ending the Cradle to Prison Pipeline* program focusing on education, jobs, housing, drug policies, and the Minnesota criminal justice system.

◆ **“Speak Up!” Event**

In May, the ARLT held a session titled “Speak Up!”, a workshop curriculum developed by Teaching Tolerance.org (a project of the Southern Poverty Law Center) to provide guidance in dealing with situations of everyday prejudice and discrimination — within the workplace, in interactions among friends and family members, and in everyday activities. Participants reviewed common scenarios and shared their experiences. They also learned and demonstrated strategies for responding to situations of prejudice and discrimination with integrity.

◆ **Rededication Service — Guest Speaker Van Jones**

On the afternoon of May 19, the congregation of Unity Church gathered to rededicate our church home. The guest speaker was Van Jones, who has founded or led organizations and movements focused on social and racial justice, a clean-energy economy, and a newer hybrid (Rebuild the Dream) that does both, with special focus on organizing urban youth for constructive change. His visit to Minnesota included speaking at the Growth & Justice conference looking at racial equity in hiring. Bringing Jones to speak at Unity’s rededication highlighted the importance of Unity’s anti-racism and equity efforts to the congregation’s future.

◆ **Engaging with the Larger Community**

There is a new openness and receptivity to the larger community within Unity Church. The Circle of Peace continues to meet weekly in church space, and there are ongoing conversations about expanding the work. There was a gathering to meet representatives of Ujaama Place, a nonprofit organization working to assist young African American men, who have experienced repeated cycles of failure, find success through education and skills training. This led to a picnic, hosted with nearby churches, to welcome the organization’s clients to the neighborhood. In addition, during the new Ends development process, members of the Board of Trustees met with several community groups who are considered moral owners of Unity Church, i.e. they yearn for the Beloved Community and see Unity Church as an instrument for its realization.

In the summer of 2013, Pastor Danny Givens approached the church looking for a space where his congregation could worship. Above Every Name Ministries (AEN) is a non-denominational Christian church with a congregation of 80 people. Barbara Hubbard and Rev. Lisa Friedman met with Pastor Givens. As they reported to the Board of Trustees, although there are theological differences, there is a shared broader mission in common. They developed a plan for sharing space with AEN, confirmed with the co-ministers who were out of town during the negotiations. AEN has been meeting in the sanctuary on Sunday afternoons since August.

In addition, beginning in October individuals from Unity Church are participating in facilitated conversations along with individuals from Morning Star Baptist Church, Above Every Name Ministries, and others. “Beloved Conversations” is a curriculum developed by Dr. Mark Hicks that involves face-to-face and faith-to-faith conversation with our neighbors as a way to “develop the resources, skills and confidence to create a world where all are welcomed and reconciled.”

Progress on the ARLT's 2011-2012 Recommendations

Over this past year, the Team has operated with sub-teams in the areas of Education, Monitoring, and Communication. Each of those sub-teams has taken responsibility for one of the core functions of the ARLT. The ARLT's 2011-2012 report contained the following recommendations. Progress on each recommendation is noted below:

1. Determine potential providers and financial commitment involved in conducting an external audit.

Progress to date: Last year, we recommended looking into what would be involved in conducting an external audit in FY 2014. The idea was to work with individuals or organizations who understand the work of building anti-racist institutions and get a benchmark of Unity's progress on its journey. Based on the Executive Team interpretation of the recommendation, the ARLT researched potential sources, methods, and the related costs of conducting such an audit.

The Monitoring sub-team identified three potential sources: Partners for Racism-Free Community, based in Grand Rapids, Michigan; the YWCA of Minneapolis; and the Hackman Consulting Group. The group gathered information from those groups and brought it back to the ET (*see Attachment B*). In discussions over time with Rob Eller-Isaacs, the Executive Team liaison to the ARLT, it became clear that the ET was more comfortable with the idea of a consulting arrangement. The appropriate next step would be for the Executive Team to address contracting for such a consultation in their interpretation of this report.

2. Research models and examples of anti-racist churches, such as the Unitarian Universalist (UU) church in Washington DC, and identify what we might learn from these churches.

Progress to date: The Monitoring sub-team talked with UUA staff, several UU churches, and a Diocese of Minnesota Episcopal church. They also reviewed best practice definitions from Crossroads, Community Church of New York, Partners for a Racism Free Community and the YWCA Greater Cleveland. The general impression is that few churches in the UUA have come very far on the path.

Below is a list of best practices for an anti-racist church identified by the Monitoring sub-team. These are general and global definitions, but they lay the groundwork for assessing how well Unity Church is moving to becoming an anti-racist institution.

- The Board of Trustees (BOT) as policy maker and the Executive Team (ET) as policy implementer participate in regular education on anti-racism; review, revise, and implement policies to develop a racism-free environment; and commit to the transformation of the congregation into an intentionally anti-racist community.
- The ET exhibits racism-free policy implementation in areas of programming, personnel, and purchasing.
- The ET provides an annual work plan to the BOT on its efforts to move the congregation into an intentionally anti-racist community.
- The church provides anti-racism education and programming for children and adults that include learning about other people and their culture, exploring the unfamiliar and experiencing being in the visible minority.

- The BOT regularly assesses anti-racism beliefs within the congregation and maintains ongoing monitoring for anti-racism practices.
- Unity Church has opportunities for members to participate in external relationships with surrounding community, business, social, and legislative networks in support of racism-free environment.

Other local UU churches are just beginning their anti-racism efforts. In August 2013, members of the ARLT, the Executive Team, and church staff attended a half-day racial justice summit with local UU churches organized by First Universalist Church in Minneapolis. The ARLT is hopeful that future gatherings will build upon this event and lead to allies in this work.

3. Within the church budget process, propose financial and staff resources to be devoted to anti-racism efforts for FY2014 (beginning July 2013).

Progress to date: During the 2012-13 year, Unity staff member Drew Danielson was asked by the Executive Team to designate a portion of his time to providing assistance to the ARLT. This role has proven to be very helpful and effective. However, the Unity budget has yet to reflect this staff assignment, which is over and above Drew's defined job. In addition, \$2,500 is budgeted for ARLT efforts in general for 2013-2014, a portion of which was used to fund the Beloved Conversations initiative. This is a small budget and how or whether the ARLT can use these funds is not clear.

4. Ensure that anti-racism curriculum components are included in more than 25% of Wellspring Wednesday programming.

Progress to date: The Education sub-team and Drew Danielson met with Rev. Lisa Friedman, Director of Congregational Life, to discuss how to incorporate anti-racism into the programming life of Unity Church. The group identified what it believes are the components of an actively anti-racist congregation: foundational knowledge, competencies or "tools" for responding to racism, and engagement around issues that work to eliminate racism.

The ARLT proposed a framework for incorporating these components in the adult education curriculum, rotating the offerings over a span of up to 3 years. The third component, engagement around issues, fits into the work of the church's Community Outreach teams. The hope is that this proposal will inform Wellspring Wednesday programming for the upcoming year and the development of a long-term vision for anti-racism education and activities.

Prior to the departure of Kerri Meyer from the position of Director of Religious Education (RE), Education sub-team members met with her to learn about the RE curricula. The ARLT looks forward to opportunities for discussion with Rev. K.P. Hong, Unity's recently hired Director of Religious Education, about an approach to appropriate anti-racism education for children and parents, and how we might collaborate.

5. Develop a policy for implementing anti-racism efforts in staffing and in recruitment of Board of Trustees position, including broad public posting of open position and outreach efforts to create a racially diverse pool of applicants.

Progress to date: ARLT is not aware of any policy development to address this concern nor has it offered any proposed language.

6. Establish a regular safe space for discussions related to becoming anti-racist individuals and institutions.

Progress to date: No regular practice has been established yet. The well-attended discussions of the all-congregational book read of *The New Jim Crow* and the “Speak up!” workshop affirm the continued desire for facilitated discussions around race. There is a need for greater clarity around which Unity group might take this on as a task going forward.

Recommendations for 2013-2014

1. As part of any consulting arrangement designed to move Unity’s anti-racism efforts forward, we recommend that the ET, the Board, and the ARLT develop an institutional vision for Unity’s anti-racism work and determine how to integrate it fully into church life and governance.
2. Send one or more members of the ARLT, the Executive Team and the Board of Trustees, to events like the Conference on Multicultural Worship, held each spring in New York City, to gather models and examples to inform Unity’s anti-racism efforts.
3. The budget for anti-racism is clear, and the ARLT has opportunities to provide input into developing that budget and determining how it will be spent. Within the church budget process, identify financial and staff resources to be devoted to anti-racism efforts. This includes a plan for regular training on systemic racism for church leaders (both staff and volunteer leaders), with the intent of delivering this plan as part of the FY 2014-15 budget submitted to the Board of Trustees. The plan would identify key positions to be included in the training, the frequency of such training, and the cost of training.
4. Come to consensus on a framework for anti-racism curricula integrated with both Adult Education and Religious Education efforts, and aim for a plan for 2014-15 that includes anti-racism components in more than 25% of Wellspring Wednesday or other adult education programming. This would likely involve joint planning throughout the year with representatives of the Executive Team, the ARLT, the Racial Justice and Restorative Justice Outreach Teams, and other key staff members.
5. Develop a policy for implementing anti-racism efforts in staffing and in recruitment of Board of Trustees position, including broad public posting of open positions and outreach efforts to create a racially diverse pool of applicants (continued from 2012-2013).
6. Establish a regular opportunity for facilitated discussions related to becoming anti-racist individuals and institutions (continued from 2012-2013). The ARLT is hopeful that the “Beloved Conversations” effort will result in greater clarity regarding how to best create and sustain such meaningful, ongoing discussions.

Attachment A

Note: Policy J is in the Executive Team Limitations section of Unity's governing policies. As such, it is a directive to the Executive Team about what is expected of them and what the Board holds them accountable for.

Policy J: Anti-Racism and Racial Healing Commitment

With respect to Unity's commitment to becoming an actively anti-racist institution, the Executive Team may not fail to:

1. Maintain an active conversation with its vendors by engaging them in a process of evaluation and education, applying a matrix of values with all vendors above a threshold of \$2,500.00 annually.
2. Report annually on diversity of staff on payroll, including the percentage of positions and salary paid to people of color.
3. Report annually on the percentage of Sunday Offerings that go to organizations with an anti-racist agenda and/or that serve communities of color.
4. Ensure that staff members receive training in anti-racism analysis.
5. Consider Unity's anti-racism commitment in interpretation of the Ends Statements, and how that commitment is implemented in covenant with local communities of color.
6. Report at least annually to the congregation on the work being done to live out Unity's anti-racism values, and the measurable outcomes of that work.

Fully approved by the Board of Trustees in Nov. 2012 (Items 2-6 approved on 05-12-12; Item 1 approved on 11-03-12). The policy has been added to the governing policies of Unity Church.

Attachment B

1.1 Partners for a Racism-Free Community Assessment & Credentialing Guide

Eliminating racism begins with self-examination and understanding of why and how as Americans we still suffer and struggle with inequity. The bigger picture of racism is that it has been pervasive in the structures, policies, and practices of the past that are still a part of our acceptable institution, organization and business practices, whether by some refusing to change, or some trying to gloss over the harsh truth, or simply because we may not know the questions to ask, or the solutions to try.

The purpose of the assessment is to both act as an impetus to change, and act as a measurement tool to assess where an organization/company/ group, etc. is regarding the journey to become racism-free. This is a process that can't be done as a 'check the box' sort of assessment. The intention is to bring organizations along on the journey to be inclusive and free of racism in the workplace.

Why would my organization go through this program?

- Assist in gauging your efforts to treat all employees fairly and justly
- Enhance retention and employee satisfaction
- Give equitable access to all employees
- Promote racial harmony
- Puts practices and policies that are part of the culture of inclusion in writing
- Achieve specific results and outcomes that support diversity within your constituency
- Be part of the solution to create a racism-free community

What Are The Designations?

Provisional Partner:

- The completed on-line Organizational Assessment Part I document has been submitted to the PRFC.
- Documentation reviewed by the PRFC Accreditation Committee supports at least five out of the six categories of the submitted Organizational Assessment Part I.
- Receipt of a signed Partnership Designation and Rationale document from the Assessment Team detailing the feedback identified during the assessment process.
- Submission of an improvement plan to support movement towards full partnership within one year

Full Partner:

- Completion of the above bullets for Provisional Partner
- Documentation reviewed by the PRFC Accreditation Committee supports all six of the six categories of the submitted Organizational Assessment Part I.
- Submission of an improvement plan to support movement towards credentialed partnership within three years

Credentialed Partner:

- The completed on-line Organizational Assessments - Part I and Part II documents have been submitted to the PRFC.
- Documentation reviewed by the PRFC Accreditation Committee supports all six of the six categories of the submitted Organizational Assessments.
- Receipt of a signed Partnership Designation and Rationale document from the Assessment Team detailing the feedback identified during the assessment process.
- Submission of an improvement plan to support maintaining the credentialed partnership

Partners has defined racism-free as: The individual and systemic condition achieved when all persons, regardless of skin color, feel welcomed and wanted in all places and treat others the same way.

The following are clarifications of the standards and helpful hints that may make this process easier. It is not necessary to submit several documents for each question. One document that answers the question will suffice. However, if you want to highlight internal practices, we welcome their submission to our pool of best practices.

I. Leadership Engagement

Description: Active, intentional and on-going involvement by those designated as “in-charge” at their respective organizational levels

This includes, but is not limited to titles like, CEO, Director, Executive Director, General/Managing Partner, Manager, Minister, Pastor, President, Priest, Rabbi, School Superintendent

Goal: Evidence of leaders exhibiting racism-free behavior and promoting a racism-free environment

Example Outcome/Measure: The [CEO] will exhibit corporate behavior that promotes and maintains a racism-free workplace environment through racism-free policies, procedures, and, personal actions.

Example Indicators: 1) Documentation provided that exhibits racism-free commitments through professional memos, written statements, announcements, speeches, directives, written policies, etc. with Board of Directors, company leadership, champion, and other employees. 2) Interaction of leadership with Board, Champion and Staff.

Example Measurement Tools: [CEO] evaluations by the Board, employee evaluations of the CEO (company leadership), employee surveys, or other appropriate tools.

Can you provide documentation that the most senior organizational leader:

- a **Has personally communicated to the organization his or her expectation and/or vision that the environment will be racism — free?** *Helpful hint: this question is looking to see if the CEO, President, etc. has communicated to all staff that their personal vision/goals of the organization is to become racism-free. This could be an all staff memo, an email to all staff, address at an all staff meeting*
- b **Is actively collaborating with a designated champion and other internal leaders to identify and eliminate organizational barriers?** *Helpful hint: this is designed to show the CEO, etc. is actively supporting and involved in the process to becoming racism-free.*

2. Internal Policies, Practices and Processes

Description: Internal actions, activities, practices and behaviors, consistently held in place over time

Goal: Evidence that the organization demonstrates internal practices and policies that create and sustain a deliberate and intentional racism-free environment

Example Outcome/Measure: Company must demonstrate at least one policy, procedure, and business practice, that displays a culture consistent with a racism-free environment, for each question.

Example Indicators: Written documentation necessary to achieve (a.f.g.j. below) such as a retention policy, recruitment strategy, support or mentoring programs, all staff development opportunities or other appropriate indicators.

Example Measurement Tools: 1) Matrix documenting by date and employee, constituents, and other stakeholders, of continuous education attendance, and/or mentoring programs, and/or other company initiatives showing inclusive participation 2) Annual or otherwise scheduled and documented reviews of corporate policies and practices 3) employee survey

Can you provide documentation of your organization's:

- a. **Recruitment, selection and retention strategies, within all constituencies and at all levels, designed to ensure a racism-free environment?** *Helpful hint:* this question is designed to demonstrate efforts to hire and retain a diverse workforce. It asks: how well are the employees welcomed into the workplace? Examples could be: an interview team that asks the exact same questions to each interviewee, and/or internal communication for all employees

- j. **Internal racism-free practices align with public statements and behaviors?** *Helpful hint:* Do you say what you mean and mean what you say? Are all employees given equitable access to trainings, seminars, continuing education?

3. External Collaborations and Relationships

Description: Being visible and influential in business, community, social and legislative networks

Goal: Evidence that the organization is supporting and/or doing business with organizations that are committed to becoming racism-free

Example Outcome/Measure: Consistent and on-going participation (collaborations, partnerships, relationships and support) of racism-free organizations and community activities.

Example Indicators: Annual promotion and/or participation and/or sponsorship of at least one racism-free community event

Example Measurement Tools: 1) Annual report to community summarizing their racism-free collaborations. 2) Business or strategic plan inclusive of racism-free collaborations

Can you provide documentation of your organization's:

- a. **Sponsorship, promotion, and/or participation in racism-free business and community activities?** *Helpful hint:* As an organization, do you support racism-free events and activities that you either sponsor monetarily, send employees to the event, or simply promote events company-wide and encourage attendance.

4. Contractor, Supplier, and/or Vendor Practices

Description: Organizational behaviors with contractors, suppliers, and vendors providing products, services and/or other inputs

Goal: Evidence that racism-free expectations have been established for suppliers

Example Short-Term Outcome/Measure: Within one year, at least x amount of contractors, suppliers, or vendors the organization does business with have racism-free policies and practices within own business.

Example Long-Term Outcome/Measure: Within five years, contractors, suppliers, or vendors the organization does business with, demonstrate a process to create racism-free policies and practices within own business.

Example Indicators: 1) Written policies, procedures, and/or practices outlining vendor expectations regarding racism-free practices. 2) Documentation of a and b below.

Example Measurement Tools: 1) Matrix documenting bids, solicitation, and/or contracts upholding at least one outcome. 2) Annual review or audit of supplier racism-free practices 3) Survey tailored to this standard.

Can you provide documentation that:

- a. **Solicitation and retention strategies communicate expectations for racism-free contractor, supplier, and/or vendor policies and practices** *Helpful hint:* this question is about equitable access to your supply chain. It is designed so that you are inclusive in whom you solicit bids from. We are asking, what are the 'abc' things you do that invite people in. What is

your intention? How do you communicate to the outside that your organization is inclusive?

5. **Client, Congregation, Customer, and/or Marketplace Practices**

Description: Clients, congregants, consumers, members, patrons, students; people that your products and/ or services are intended to satisfy

Goal: Evidence that the organization's products and services target the needs of multi-racial client/congregation/ customer base

Example Short-Term Outcome/Measure: Within two years of successful completion of assessment, it becomes common knowledge within the immediate community that the organization upholds inclusive and racism-free practices, operations, and culture

Example Long-Term Outcome/Measure: Within five years of successful completion of assessment, it becomes common knowledge with the community at large that the organization upholds inclusive and racism-free practices, operations, and culture.

Example Indicators: 1) Public statements in an annual report, newsletter, and/or website indicates organization's racism-free practices and/or policies 100% of the time. 2) Organization communication with client, congregation, customer and/or stakeholders indicates racism-free policies and/or practices

Example Measurement Tools: 1) Provide annual survey to client/customer base
2) Annual review and evaluation by champion and leadership team/Board of Directors

Can you provide documentation that your organization's:

- a. **Public statements and constituent practices align with internal racism-free behaviors and expectations?** *Helpful hint:* this is where most organizations put a statement on their RFPs, Bids, and website that tells who they are and why they value a racism-free workplace.

6. **Measurement and Results**

Description: Methods of evaluating racism-free behavior determined by the organization for monitoring its progress and identifying areas of continuous improvement

Goal: Evidence that the organization has established a measurement process to support a racism-free environment

Example Outcome/Measure: Within the next x month(s), each standard will have an active measurement tool such as a matrix/survey/employee evaluation that will be utilized by the diversity champion/supervisor/team and results of the measurement tool will be evaluated for progress towards becoming racism-free.

Example Indicators: Measurement tools are in place for each standard (i.e. matrix, survey, evaluations).

Example Measurement Tools: Report provided to the supervisor/management team/diversity champion that includes the completed measurement tool from each standard.

Helpful Hints: *Questions to ask: Does the measurement tool show you what you want to achieve? Are the measurement tools and their use, tied to an individual's or group's job responsibility? Are they specific? Will you be able to see the change you want to happen with each standard?*

Can you provide documentation that:

- a. **At least one appropriate measure or success indicator has been established for each category of the standards?** *Helpful hint:* This could be a document that lists each goal or outcome, who is responsible, what are the timeframes, and what are the results?

What Does an Assessment Cost?

PRFC - Assessment Fees	
Organizational Assessment and Credentialing Part I	
1-25 Employees	\$ 750
26-100	\$ 1,000
101-250	\$ 1,250
251+	\$ 1,500
PRFC - Assessment Fees	
Organizational Assessment and Credentialing Part II	
1-25 Employees	\$ 500
26-100	\$ 750
101-250	\$1,000
251+	\$1,250

Please note: If money is prohibitive to your submitting an assessment, please call us at 466-6187. There are possible subsidies available to help defray costs.

Below is a listing of feedback received from current partners regarding the assessment & credentialing program. The question asked of everyone was, “What changes have you noticed in your organization/company since completing the assessment program?”

- Working with someone outside the organization to use as a measuring stick...eyes from the outside looking in
- Made connections with other institutions
- Practices and policies put in writing (including a vendor policy)
- Incorporated anti-racism into strategic planning
- Systems put in place to ensure continuity
- Increase awareness of racism in many facets (eg. activities and educational opportunities for all employees; opportunity for employees to talk about racism without being judged)
- More willingness to acknowledge issues of racism
- Customers and suppliers interested in organization’s racism-free journey
- Created supplier assessment with focus on creating a racism-free supply chain
- Staff seeking ways to educate themselves regarding racism free behavior; opportunities listed on staff intranet page
- Statement of racism-free and inclusion expectations will be infused into all areas of the organization

It is often very affirming to speak with others who have gone down this path and chosen to make a commitment to become a racism-free workplace. Many of our current partners have spoken with one another either before they made the decision or while they were in process of completing the assessment & credentialing program. For that reason, we have included a listing of our partners along with contact information.

Our current Partners include:

Provisional Partners

Tall Turf Ministries (Jack Kooyman, 452-7906)

YWCA of West Central Michigan (Carla Blinkhorn, 459-4681)

Full Partner

Calvin College (Michelle Loyd-Paige, 526-8703)

Goodwill Industries (Colin Smith, 532-4200 x1160)
Grand Rapids Community Foundation (Marcia Rapp or Jonse Young, 454-1751)
Heart of West Michigan United Way (Rich Liberatore, 752-8644)
Kent Intermediate School District (Julie Mushing, 301-8847)
Madison Square Christian Reformed Church (Victoria Gibbs, 560-4250 or Laura Carpenter, 245-2684)
United Church Outreach Ministry (UCOM) — Erin Mann or Jawaun Kenney, 241-4006)
Warner Norcross & Judd LLC (Rodney Martin, 752-2000)

Credentialed Partner

Cascade Engineering (Sharon Darby, 254-4170)

Contact Information:

Partners for a Racism-Free Community
616-466-6187

Lisa Mitchell (lmitchell@prfc-gr.org)
Linda Quist (lquist@prfc-gr.org)

1.2

YWCA of Minneapolis



May 8, 2013

OBJECTIVES

1. Enhance the already existing commitment to building an anti-racism community at Unity Church so staff and congregation can participate through shared power and mutual accountability through the following steps:
 - a. Creating thought-provoking and challenging dialogues to incorporate knowledge of one another into the workplace
 - b. Facilitate internal assessment to support and guide the inclusion and engagement efforts of the organization
 - c. Develop deliberate space for staff to identify tactics to help them reach inclusion and engagement goals
 - d. Create a strategic path for increased learning and commitment

2. **SCOPE OF SERVICES — the YWCA of Minneapolis will provide the following:**
 - a. Consultation to discuss the goals and details of audit and roadmap, as well as desired outcomes (YWCA expected total hours for desired outcome: 15 hours) *(In-kind)*

 - b. Facilitate Conversations, Internal Assessment and Analyze Data (Possible Unity staff/leadership hours: 2-3 hours) (YWCA expected total hours for desired outcome: 20 hours) (\$650) *Timeline: 6months from start of contract*
 - i. Plan and facilitate means for Unity Community to give input with the goal of understanding Unity community culture

- c. Implement Intercultural Development Inventory™ (IDI) assessment tool (\$15 per person) *Timeline:* 6months from start of contract (Possible Unity selective staff and leadership hours: .5 hour) (YWCA expected total hours for desired outcome: 3 hours)
 - i. Administer IDI for a comprehensive of Unity staff/leadership base understanding of what it takes to build true inclusion and engagement. The IDI will assist in understanding and recognizing the various levels of cultural competence, inclusion and engagement.
- d. Facilitate IDI feedback session with the goal of helping Unity staff/leadership understand their role and ways they can support the inclusion and engagement efforts of the church community. Feedback will also give an understanding of Unity’s overall approach to intercultural relations, inclusion and engagement. (\$500) *Timeline:* 1 month after implementation of IDI assessment (d) (Possible Unity selective staff/leadership hours: 1 hour) (YWCA expected total hours for desired outcome: 3 hours)
- e. Consult Unity on possible strategic path to support on-going Anti-Racism, inclusion and engagement strategies. (\$250) *Timeline:* 9 months from start of contract (Possible Unity selective staff and leadership hours: 4-3 hours) (YWCA expected total hours for desired outcome: 10 hours)
 - i. Consult Anti-Racism Leadership team in the understanding and development of strategic path
 - ii. Consult Unity staff in the understanding and development of strategic path
- f. Offer technical and consultation support for twelve months after from the start date of the contract (*In-kind*)

CLIENT RESPONSIBILITIES

Client will be responsible for providing a meeting space that is conducive to dialogue, as well as marketing any events.

ASSOCIATED FEES

The YWCA of Minneapolis appreciates Unity Church continued support for our Racial Justice program through its dedication to this work internally.

The Client’s rate for this proposal is: \$900 (with optional IDI: \$500 + \$15 (#of IDIs))

This fee includes preparation, program facilitation, facilitator recruitment and travel for YWCA Racial Justice Program staff, online IDI and materials for participants. There will not be additional charges for this package unless additional time and/or items are requested by the client. Client agrees to pay fees no later than 3 weeks after invoice is received from the YWCA of Minneapolis.

We appreciate the opportunity to continue the great work we have established together. If you choose to accept this proposal, please sign one copy and return it to the YWCA Minneapolis as noted above. The YWCA of Minneapolis welcomes feedback and conversation regarding this proposal.

Sincerely,
Alicia Frosch

1.3

Dr. Heather W. Hackman Hackman Consulting Group

Conversation held by Alana Howey with Heather Hackman on August 12, 2013, regarding engaging her to consult with Unity Church on its anti-racism journey.

Recommends scheduling a meeting of **decision makers** in September or October- about 1 hour to:

- Develop clarity about what Unity wants to do
- What is Unity willing to commit to?
- Heather's work focuses on Power and privilege, and challenging white supremacy.
- Is Unity willing to lose white members to forward this work?

She would develop a proposal based on outcomes of this conversation. Her vision would be to work backward with tactic development with a train the trainer piece down the road. It would include intensive BOT training.

Dr. Hackman prefers the term "Racial Oppression work" to anti-racism.

No ballpark estimates of costs given at this time until first meeting.

Dr. Hackman would be able to start the work/training probably in January.

Alana's impression: It would be going deep and taking risks. Language and action is bold and confrontational, which could be a good thing!

<http://www.hackmanconsultinggroup.org/about/>