



ADVANCING ORGANIZATIONAL EQUITY

THANK YOU . _____



Round Table Discussion 1

General Conversation Notes:

- Give good apology [on a personal level]
- Identify the disruptors in the organizations and bring them into the process
- Invite the disruptors into the room and let the “drama”/process unfold
- Push organizations to identify/own their history and ask how the history impacts how the community you serve engages with the organization
- George Floyd as a catalyst for conversation
 - Overcoming initial skepticism of work
 - Boards vs. staff—due to power structures, boards are more conservative than staff
- Swimming partnership to teach students how to swim
- “We write our stories with the choices that we make.” –Dr. Maysa Akbar Today you are writing a story today you made the choice to prioritize this choice [to attend the symposium] “Decolonizing Wealth” by Edgar Villanueva
- Unpacking the lack of diversity
- Include diversity, equity, and inclusion (DEI) in performance standards/reviews
- Need to unpack Y-History and expand diversity, equity, and inclusion (DEI) to all team members organizationally
- Look inward—self awareness
- Better leverage our positions to be at the table to address importance of diversity, equity, and inclusion (DEI)
- Jumped straight to action in diversity, equity, and inclusion (DEI) journey but want to go back to history

1. What steps has your organization taken towards racial equity?

- Looking at population served and modeling our staff and Board of Directors from those characteristics
- Having external perspectives at the table when making decisions (i.e. not just internal decision making)
- Expanding reach of constituents/clients
- Identifying the right way to be equitable racially (i.e. not just inviting people of color (POC) to join boards)
- Prep work to get org read for racial equity trainings
- Acknowledge problems
- Community outreach:



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- Intentional strategic partnership
- Hired outside consultant to perform audit
- Increasing representation among the staff
 - Internship opportunities as added pipelines
- Training
- Y-USA looked at history; allows local Ys to look critically and advance equity; expanded partnerships with smaller non-profits & Black, Indigenous, People of Color (BIPOC) populations.
- Looking at leadership for representation, bilingual employees, finding voice of cultures they work with, moving the board to understand the importance of diversity, equity and inclusion (DEI)
- Recreating visuals representative of all history/cultures
- Reinterpreted exhibits to be more inclusive
- Hiring with more intentionality
- Being truthful in stories and telling the full history
- Embracing resistance
- Adding equity in job titles

2. What challenges have you or your organization faced in the journey to racial equity?

- Bringing in trainings that haven't really helped us grow equitably
- Hard to pinpoint where to start or what to address
- Founders' syndrome—not letting go to allow for new leadership to flourish
- Lack of representation on our Boards/staffs
- Ineffective staff recruitment for more diverse representations
- Not enough conversations about equity at all levels of organization (so not enough engagement)
- Board/stakeholder resistance, defensiveness, blind spots

3. In what ways have you encountered resistance to change at your organization?

- No specific resistance, but not enough prioritization so that is stymying progress which is acting as the resistance

4. Why do you want your organization to become racially equitable?

- Representation, leadership, workforce
- Be more disruptive to help drive change
- Be more intentional about hiring



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- Take a deeper dive into our institution's histories and systems evolution and impact on communities we serve
- Don't waste time, make sure diverse employees aren't burdened
- It strengthens the work we do

Round Table Discussion 2

Action Steps

- Monthly discussions and training support for non-profit board
- Dig deeper into organizational history & our founders & to take action to change funding sources to address historical/modern inequities
- Not taking the resistance personally and not personalizing the misinformation given to that person
- We don't have to make everyone comfortable all the time; this is our direction and you can come a long or not
- Use your energy wisely and there will be some who choose not to move on
- Read and discuss "Decolonizing Wealth"
- Be the crockpot/thermostat, don't let things go quiet, standing agenda item on internal staff meetings
- Make sure decisions are made with diversity, equity and inclusion (DEI) lens
- More direct advocacy for diversity, equity and inclusion (DEI) in Philanthropy