

eliminating racism
empowering women

ywca

Clark County

RACIAL EQUITY PLAN 2022-2024

RACIAL EQUITY POLICY

In light of the history of racism in our region, persistent disparities and injustice faced by people of color in our community and an explicit commitment to eliminating racism in our mission, YWCA Clark County has adopted a racial equity policy to declare that **racial justice is an imperative for our collective work.**

Every YWCA Clark County staff person, board member and volunteer is responsible for advancing racial justice within the organization and in the broader community. YWCA’s racial equity policy promotes our vision for a racially just community, establishes the need to eliminate racism in Clark County and outlines our commitment to advancing racial equity. Within this policy, we recognize the role of partnerships and resource allocation, define responsibilities for furthering this work and establish concrete actions and mechanisms for accountability.

MISSION & VALUES

At the YWCA Clark County, we’re dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all. We have six core values that fuel all of our work:

DIVERSITY

We celebrate and respect our differences and recognize the dignity of each individual.

TEAMWORK

We cooperate to achieve our shared vision.

COMMITMENT

We believe in and live our mission and we are authentic in our word and deed.

SERVICE

We are leaders in providing quality and innovative service in a caring, compassionate, safe environment.

RESPECT

We value and honor individual ideas, contributions, and opinions.

EMPOWERMENT

We provide the tools and support that build self-esteem and foster positive life choices.

RACIAL EQUITY PLAN

This plan was created through a six month process utilizing the Housing Development Consortium’s racial equity assessment. YWCA Clark County staff, board, and community members were involved in surveys and focus groups during the assessment process. This information was captured by the YWCA Clark County racial equity committee, and used to draft the following 2022-2024 Racial Equity Plan. This is the fourth time YWCA Clark County has implemented a racial equity plan. Racial Equity is at the center of our work, and paramount to our mission.

ORGANIZATIONAL COMMITMENT

The goals under this domain uphold our commitment to eliminating racism through reviewing and reporting our work to be accountable to the communities we serve.

Goal 1: *Share information about YWCA's racial equity work, increasing communication with both staff and external partners*

- » Create an internal and external Racial Equity newsletter
- » Share information about YWCA's racial equity work on our website and update annually
- » Update Racial Equity work in mission and values training
- » Implement a system to capture linguistic data of volunteers, staff and board members
- » Create Racial Equity deographics dashboard, and add linguistic data collected

Goal 2: *Establish racial equity goals for YWCA Clark County Board of Directors*

- » Establish a YWCA Board Chair that will sit on Racial Equity Committee as a liaison for the Board of Directors, which will lead Racial Equity work with the Board.

Goal 3: *Operationalize Racial Equity Committee with bi-laws and Diversity, Equity & Inclusion policy*

WORKPLACE COMPOSITION & POLICY

The goals under this domain ensure that we consider key priorities to uplift and support BIPOC staff through internal processes, leadership growth, and prioritizing staff cultural and linguistic competencies.

Goal 1: *Identify models for increasing the recruitment of people of color*

- » Partner with community organizations to identify best practices and strategies in recruitment of people of color
- » Analyze data to find hiring gaps and explore how to increase the employment of specific groups

Goal 2: *Identify models for increasing the retention of people of color*

- » Offer annual Racial Equity training to all staff with eight hours required
- » Trainings will cover cross cultural communication and effective strategies for all staff
- » Priority training areas are ethnicity versus race and colorism

Goal 3: *Identify models for increasing the promotion of people of color*

- » Create a formal process that includes a clear guide and procedure for implementing upward mobility

Goal 4: *Develop key priorities around cultural competencies among staff and leadership*

- » Identify gaps in understanding of Racial Equity and cultural competencies to focus on those areas for Racial Equity training
- » Clearly define racial equity and cultural competency goals for the organization and programs
- » Use newly defined goals to determine investment in training

SERVICE BASED EQUITY

The goals under this domain to ensure we collect information from and engage the communities we serve to center our programming in racial equity first and foremost.

Goal 1: *Create and apply a framework that ensures decisions are made with an equity lens agency wide*

- » Research equity based decision making tools to share with program managers and directors agency wide
- » Create components of racial equity lens for implementation in program decision making

Goal 2: *Engage Black, Indigenous and People of Color in the community needs assessment process, then ensure participant and community input on program design*

- » Create stakeholder survey for community needs assessment
- » Offer focus groups and surveys for feedback on program design

Goal 3: *Engage external partners in Racial Equity work, then begin to plan engagement strategies and outreach to specific stakeholders*

- » Create policy and continued practice of engaging REAC in Racial Equity assessment beyond survey and focus group
- » Have external partners participate in completion of the next racial equity assessment

Goal 4: *Establish intentional outreach and expand services to build relationships with communities we are not currently serving*

- » Conduct a community needs assessment
- » Gather demographic information of who we serve, then compare with demographic makeup of the local community
- » Identify ways to partner with or support agencies that have access to communities that are not currently served by the Y

ORGANIZATIONAL CLIMATE, CULTURE AND COMMUNICATION

The goals under this domain ensure our internal culture aligns with our mission and we communicate the ways we center inclusivity with the community we serve.

Goal 1: *Create an organizational policy for interpretation, and continue to improve on language based services*

- » Provide volunteer background checks in preferred languages
- » Conduct impact evaluations with participants to identify gaps in services
- » Identify best practices through participant feedback loop

Goal 2: *Implement results of facility audit for signage, art and culturally specific toys and books for children*

- » Add land acknowledgement to facility audit
- » Identify and apply for funding to create our inclusive space that includes a mural

Goal 3: *Increase involvement in anti-racist public policy initiatives at local, state and federal levels*

- » Engage with lobbyists
- » Engage with YWCA USA's racial equity initiatives
- » Incorporate regular communication regarding major local events and policy initiatives



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