

Proposal Summary



PROPOSAL PREPARED FOR

Hudson DEI Alliance

March 20, 2021

Proposal Summary

Hudson DEI Alliance & Collaborative Partners:

Based upon our recent conversation, active listening and experience, we believe the Hudson DEI Alliance & Collaborative Partners desires to not simply have all alliance members engage with racial equity training, but to provide an opportunity for the Hudson community to move toward adoption of race equity as a core culture for Hudson and by doing creates a stronger community fully prepared for the promise of tomorrow.

Progress will not happen overnight. Communities doing this work report taking years on average to reach a healthy working commitment to continuously improving a racial equity culture. This proposal provides content and program deliverables for 12 months.

The path to change is a process. Change models take on different names, but the journey for organizations seeking to become culturally competent through a racial justice lens is highly similar. The racial equity cycle of change to become a culturally competent institution includes an awareness state, wakened state, and work state. Each stage mutually reinforces the other and is not characterized by silos. We frequently describe this work as an ARC-A=acknowledge, awareness, address; R= redress, repair, re-evaluate and C= continue, commitment, coalesce.

About Us -- YWCA Greater Cleveland

The YWCA of Greater Cleveland has been on its own journey to operationalize anti-racism within its own organization. Yes, on the surface, this is not a surprising journey because the mission of YWCA is eliminating racism & empowering women. Despite that mission, in 2016 a clear-eyed review of the YWCA's own operations surfaced that it was not actively, or consistently identifying or eliminating its own practices that exposed bias, race and gender injustice. The journey to address that shortfall has been challenging and powerful for both the institution staff, board and agency leadership. Our learned resiliency has changed our policies, our practices and our humanity. We are not perfect but we are progressing and can support Hudson DEI Alliance.

- We are practitioners and thrive on being in community with others to learn, as well as lead and coach –we approach the work with compassion and humility
- We lead equity work in the City of Cleveland, with multi-county organizations and across the country with 30 YWCA
- 50% of our racial equity team identify as Black and 50% of our team identify as White. Our team includes CEO Margaret Mitchell, Paige Robar, Senior Manager of Digital Communications, Stephanie Sheeley, Manager of Strategic Initiatives and Heather Steranka-Petit, Racial Equity Trainer, Researcher and Analyst based in Akron, Ohio

Developing Equity – Hudson DEI Alliance

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Quarterly Recommendations: Community Building Awareness & Engagement Tools

1. Hudson DEI Alliance & Collaborative Partners – 21 Day Racial Equity and Social Justice Challenge
 - An online virtual challenge to build awareness, establish a shared vocabulary and community conversations. Option for Quarterly content
 - Community discussion guides & small group discussions hosted/ facilitated by Hudson DEI Alliance & Collaborative Partners and YWCA (virtual and or libraries when safe)
2. Hudson DEI Alliance & Collaborative Partners - Big Read – (book suggestions can be provided)
 - Trained justice facilitators— host and facilitate Big Read discussions
3. Hudson DEI Alliance & Collaborative Partners – Hudson: It’s Time for Equity Forum
 - Keynote Speaker or Hudson DEI Alliance & Collaborative Partners Panel
 - Circle conversation with World Cafe
 - Trained Hudson Alliance members serve as justice facilitators—facilitating the Circle Conversations
4. Community workshops
 - Brown Bag Lunch Series of 4 -workshops (@ Hudson Libraries) delivered by Heather Steranka-Petit for YWCA. Heather identifies herself as a white ally
 - Topics included:
 - Macroaggressions and the Subtle Acts of Exclusion
 - Managing Unconscious Bias
 - Talking about Racism and Social Justice
 - Inclusive Leadership and Talking about Racism

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Core Group Training and Support: Hudson DEI Alliance & Collaborative Partners

The following recommendations:

1. 21-Day Racial Equity and Social Justice Challenge
 - Prep, review, discuss content & discussion guides in advance of launch
 - Host kick off for core group
2. Justice Facilitator Training
 - Provide racial equity & social justice facilitator training. Develops skilled facilitation in large and small groups. Cross-functional usage. This is a formal session focused on facilitation of groups with crucial or sensitive conversations
3. Interactive Workshop
 - Deals exclusively with Racism and Social Justice (2 sessions of 90 min the expanded content is exclusive to the core group). This is not the same community brown bag workshop
 - This session especially speaks to white people however, BIPOC- black, Indigenous, people of color will also find the session valuable. The session is about helping people to understand why we need to talk about this, and whose work this is. The expanded session is about moving from Ally to Antiracist.
4. Hudson: It's Time for Equity
 - A Hudson-based panel or Hudson focused or Friendly speaker
 - While the challenge, Big Read and Workshops deal specifically with non-Hudson content. Hudson: It's Time for Equity is designed to be a more ...State of the Community, reflection, or strategy and action planning session. This session can be aimed at Hudson based or funded nonprofit organizations, or for the community or a selected municipality department led by the Hudson DEI Alliance with support of YWCA Greater Cleveland.

Partnership Deliverables & Investment

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- 21 Day Challenge - \$25,000.00
 - Marketing of challenge to Hudson Community by YWCA
 - Co-branding of logos with Hudson Alliance, Hudson Foundation
 - Manage all aspects of registration
 - Review content and discussion guides
 - Host launch KO
 - Quarterly digital content
- Facilitator Training - \$6,000.00
 - Conduct training
 - Attend and/or facilitate community discussions
- Hudson: It's Time For Equity - \$25,000.00
 - Support Alliance with project implementation linked to Hudson forum
 - Coordinate strategic planning, establish goal setting, measures and outcomes for Alliance, or community or partners
 - For Nonprofit organizations, YWCA will provide sessions on operationalizing equity related to HR/Staff, Policies, Practices, Board
 - i. Share examples of assessments, written equity plans and other tools including a session on changing narratives, marketing and communication from deficits to asset framing when discussing poverty and why its important
- Brown Bag Community Workshops & Core Group Workshop - \$12,000
 - Facilitate up to six workshops for community @ 90 or 60 minutes

Total Investment - \$68,000 Investment

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