

Creating Racial Equity in Your Organization



Va Lecia Adams Kellum, Ph.D.
President & CEO
St. Joseph Center
April 9, 2019

ST. JOSEPH CENTER


SIC OVERVIEW	RACIAL DISPARITIES	DEFINING: HOW?	CREATING RACIAL EQUITY	GROUP ACTIVITY
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St. Joseph Center's mission is to provide working poor families, as well as homeless, men, women and children of all ages, with the inner resources and tools to become productive, stable and self-supporting members of the community.



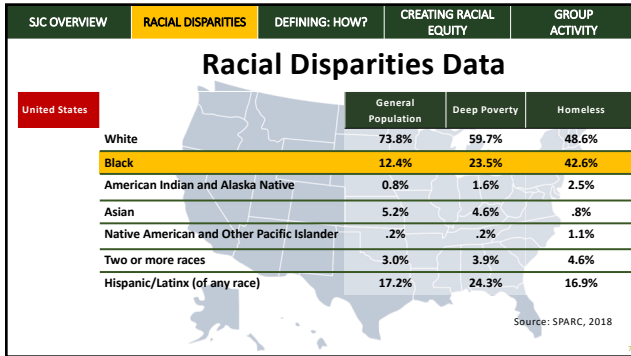
St. Joseph Center (SJC) was founded on July 8, 1976 by two Sisters of St. Joseph of Carondelet. Though we are a separately incorporated 501(c)(3) non-profit organization, we retain an affiliation with the Sisters as a "Sponsored Institution."

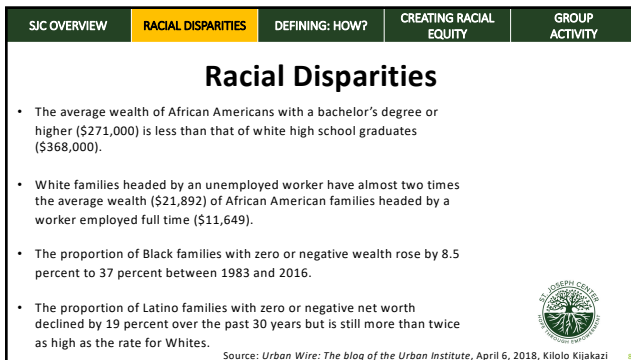


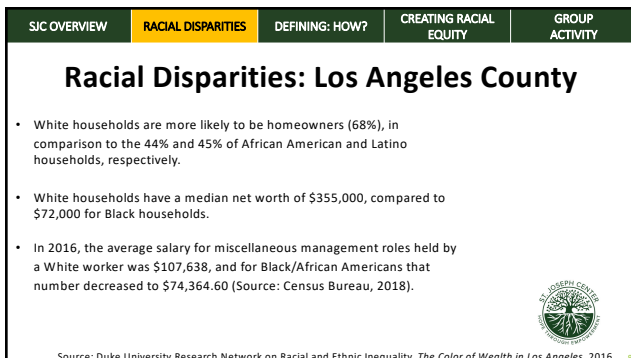
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<h2 style="text-align: center;">Benefits of A Diverse Workplace:</h2> <ul style="list-style-type: none"> • Increase in Creativity • Increase in Productivity • Increase in Positive Branding • Increase in Cultural Empathy and Community/Client Engagement 				

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<div> <div> 10,000+ <small>Low-income and homeless people reached through outreach and direct services</small> </div> <div>     </div> </div>												
<table border="0"> <tr> <td> Outreach & Engagement <ul style="list-style-type: none"> • 5,610 homeless men, women, and children engaged • 2,202 of these people were successfully linked to services/enrolled in housing program • 27,000 hot, nutritious meals served to homeless men and women at Bread and Roses Café • 150,000 meals prepared at home by Food Pantry clients using groceries received from St. Joseph Center </td> <td> Housing <ul style="list-style-type: none"> • 472 homeless people placed in permanent housing • 1,000 formerly homeless men, women, and children assisted to retain housing </td> <td> Education & Vocational <ul style="list-style-type: none"> • 42 men and women graduated from our Culinary Training Program; 75% found jobs • 35 women graduated from Codetalk, our web development training program; 75% found jobs • 60 children ages 18 months to 5 years old received educational and enriching childcare </td> </tr> <tr> <td colspan="3"> Mental Health <ul style="list-style-type: none"> • 333 men, women, and children benefitted from life-changing mental health services </td> <td colspan="2">  </td> </tr> </table>					Outreach & Engagement <ul style="list-style-type: none"> • 5,610 homeless men, women, and children engaged • 2,202 of these people were successfully linked to services/enrolled in housing program • 27,000 hot, nutritious meals served to homeless men and women at Bread and Roses Café • 150,000 meals prepared at home by Food Pantry clients using groceries received from St. Joseph Center 	Housing <ul style="list-style-type: none"> • 472 homeless people placed in permanent housing • 1,000 formerly homeless men, women, and children assisted to retain housing 	Education & Vocational <ul style="list-style-type: none"> • 42 men and women graduated from our Culinary Training Program; 75% found jobs • 35 women graduated from Codetalk, our web development training program; 75% found jobs • 60 children ages 18 months to 5 years old received educational and enriching childcare 	Mental Health <ul style="list-style-type: none"> • 333 men, women, and children benefitted from life-changing mental health services 				
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<small>*FY 17-18 Totals</small>												

<h2 style="margin: 0;">RACIAL DISPARITIES</h2>
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HOW DID WE GET HERE?

SIC OVERVIEW	RACIAL DISPARITIES	DEFINING: HOW?	CREATING RACIAL EQUITY	GROUP ACTIVITY
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How Did We Get Here?


- Historical Racism and White Supremacist Ideology
- Privileges associated with “whiteness”
- Disadvantages associated with “color”
- Institutional Racism
- Explicit/Implicit Bias

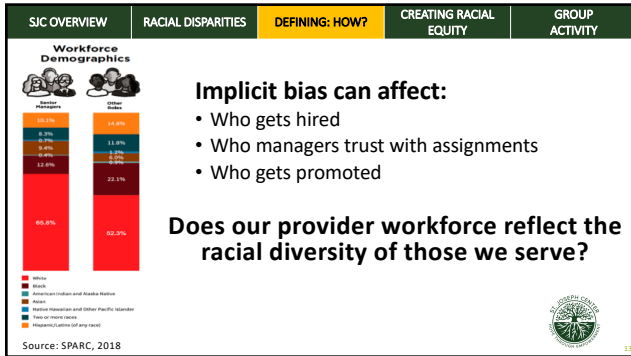


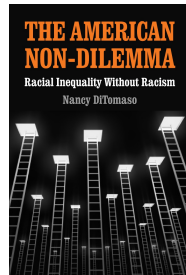
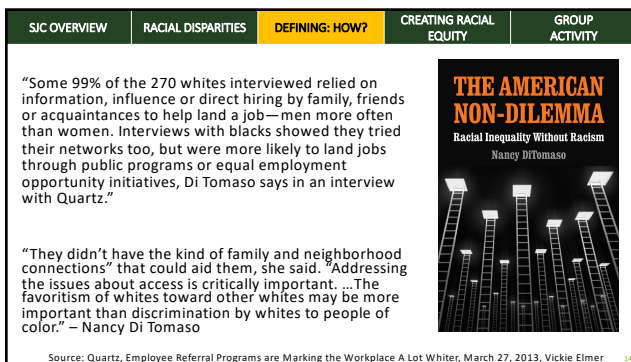
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How Did We Get Here?


<p><u>Explicit Racial Bias</u></p> <p>Definition Refers to the attitude and beliefs we have about a racial group on a conscious level</p> <p>Manifestations discrimination, stereotyping, hate speech, violence, exclusionary practices, lack of empathy, favoritism</p>	<p><u>Implicit Racial Bias</u></p> <p>Definition Refers to the attitude and beliefs we have about a racial group on a unconscious level</p> <p>Manifestations discrimination, stereotyping, micro-aggressions, violence, exclusionary practices, lack of empathy, favoritism</p>
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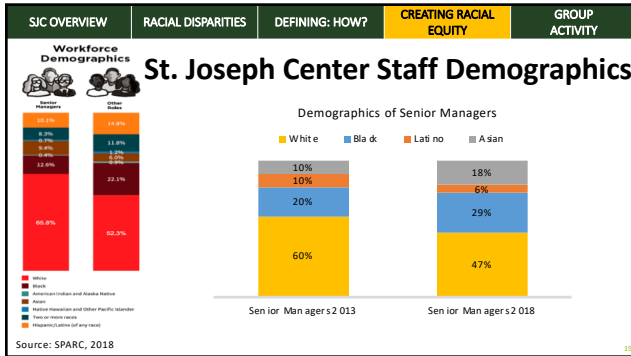


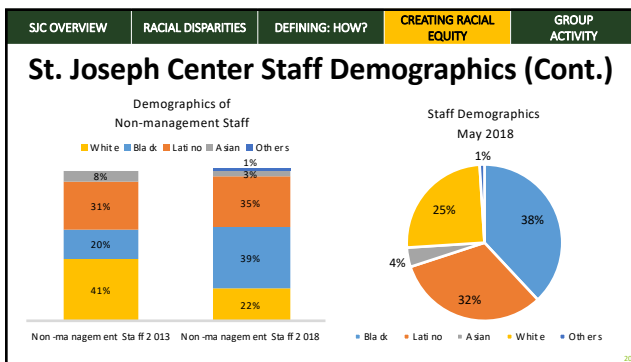
CREATING RACIAL EQUITY

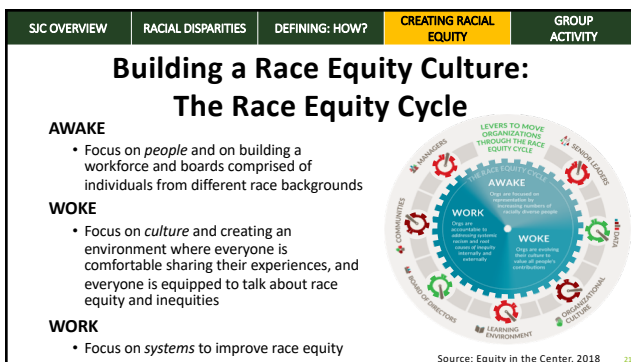
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<h2 style="text-align: center;">Creating Racial Equity</h2> <p style="text-align: center;">Strategic intention from the highest level – CEO and Executive Team committed to increasing diversity with respect to race and educational status</p> <ol style="list-style-type: none"> 1. Intentionally recruited service providers who had experienced homelessness and/or incarceration 2. Softened degree requirements whenever possible, and even removed degree requirements for a number of positions 3. Diversified staff at all levels 				

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<h2 style="text-align: center;">Intentional Recruitment</h2> <p style="text-align: center;">Relationships with community partners enabled us to recruit candidates with lived experience:</p> <ul style="list-style-type: none"> • Homelessness • Mental illness • Substance abuse • Domestic violence • Incarceration 				

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<h2 style="text-align: center;">Modified Employee Eligibility Requirements</h2> <p>Inclusive Job Descriptions</p> <p>Education:</p> <ul style="list-style-type: none"> • Bachelor's degree from an accredited college or university in social work, human services or a related field; a combination of education and experience may be substituted. <p>Lowered educational barriers for the following positions:</p> <ul style="list-style-type: none"> • Peer Advocate • Peer Specialist • Representative Payee • Housing Locator • Housing Navigator • Certain Case Manager positions 				







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<h2>Building a Race Equity Culture: The Role of Levers</h2> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <ol style="list-style-type: none"> Senior Leadership <ul style="list-style-type: none"> Individuals in a formal leadership role Management <ul style="list-style-type: none"> Individuals who oversee operations of teams Board of Directors <ul style="list-style-type: none"> Governing body of an organization Community <ul style="list-style-type: none"> Populations served by the organization Learning Environment <ul style="list-style-type: none"> Investment in staff capacity Data <ul style="list-style-type: none"> Metrics to drive improvements and focus Organizational Culture <ul style="list-style-type: none"> Shared values, assumptions, and beliefs </div> <div style="width: 45%; text-align: center;"> <p>Source: Equity in the Center, 2018</p> </div> </div>				

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<h2>Building a Race Equity Culture: Envisioning A Race Equity Culture</h2> <ul style="list-style-type: none"> Leadership ranks hold a critical mass of people of color Staff, stakeholders, and leaders are skilled at talking about race, racism, and their implications Programs are culturally responsive and explicit about race, racism, and race equity Communities are treated as stakeholders, leaders, and assets to the work Evaluation efforts incorporate the disaggregation of data Expenditures reflect organizational values and a commitment to race equity Continuous improvement in race equity work is prioritized <div style="text-align: right;"> </div> <p>Source: Equity in the Center, 2018</p>				

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<h2>Group Activity</h2> <p>In your table groups, discuss the following:</p> <ul style="list-style-type: none"> How racial disparities affect you in the workplace (10-minutes) Barriers to reducing racial disparities in the workplace (10-minutes) What is key to creating racial equity in the workplace (10-minutes) <div style="text-align: right;"> <div style="background-color: black; color: white; padding: 10px; font-size: 2em; font-weight: bold;">30:00</div> <div style="background-color: black; color: white; padding: 2px 5px; font-size: 0.8em;">Stop</div> </div>				

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<div>REPORT BACK TO BIG GROUP!</div>				

Thank You
<p>Va Lecia Adams Kellum, Ph.D. vadams@stjosephctr.org</p>
