Creating Racial Equity in Your Organization	
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ST. JOSEPH CENTER	
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SIC OVERVIEW RACIAL DISPARITIES DEFINING: HOW? CREATING RACIAL GROUP EQUITY ACTIVITY	
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."	

SIC OVERVIEW RACIAL DISPARITIES DEFINING: HOW? CREATING RACIAL GROUP ACTIVITY	
Benefits of A Diverse Workplace:	
Increase in Creativity Increase in Productivity Increase in Positive Branding Increase in Cultural Empathy and Community/Client Engagement	
•	
PACIAL DISPARITIES DESIMING, NOME CREATING RACIAL GROUP	
SIC OVERVIEW RACIAL DISPARITIES DEFINING: HOW? CREATING RACIAL ENDOTTED SHOULD	
Outreach & Engagement Housing  - 5,610 homeless men, women, and children engaged - 1,202 of these people were successfully linked to services/ enrolled in housing program - 2,202 of these people were successfully linked to services/ enrolled in housing program - 3,000 formerly homeless men, women, and children assisted to retain housing - 3 swomen graduated from Codetalk, our	
27,000 hot, nutritious meals served to homeless men and women at Bread and Roses Cafe     150,000 meals prepared at home by Food Partry Clients using groceries received from St. Joseph  FY 17.18 Totals	
RACIAL DISPARITIES	

SJC OVERVIE	w	RACIAL DISPARITIES	DEFINING: HOW?		ING RACIAL QUITY	GROUP ACTIVITY
		Racia	al Dispari	ities	Data	
United States				ieneral pulation	Deep Poverty	Homeless
	Whit	e {		73.8%	59.7%	48.6%
	Black	:	:	12.4%	23.5%	42.6%
	Ame	rican Indian and Alaska	Native	0.8%	1.6%	2.5%
	Asiar			5.2%	4.6%	.8%
	Nativ	e American and Other F	Pacific Islander	.2%	.2%	1.1%
	Two	or more races		3.0%	3.9%	4.6%
	Hispa	nic/Latinx (of any race)		17.2%	24.3%	16.9%
		3,7			Sc	ource: SPARC, 2018

SJC OVERVIEW	RACIAL DISPARITIES	DEFINING: HOW?	CREATING RACIAL EQUITY	GROUP ACTIVITY
	Raci	ial Dispari	ities	
The average we	alth of African America	ans with a bachelor's	degree or	
-	0) is less than that of v		-	
the average wea	eaded by an unemplo olth (\$21,892) of Africa d full time (\$11,649).			
The proportion	of Black families with a	ero or negative wealt	th rose by 8.5	
percent to 37 pe	ercent between 1983 a	and 2016.		OSEPH Cea.
declined by 19 p	of Latino families with ercent over the past 3			
as high as the ra		Urhan Wire: The blog of t	the Urhan Institute April 6-2	018 Kilolo Kijakazi

SJC OVERVIEW	RACIAL DISPARITIES	DEFINING: HOW?	CREATING RACIAL EQUITY	GROUP ACTIVITY
Racia	ıl Disparit	ies: Los A	ngeles Co	unty
	•		J	•
	ds are more likely to be ne 44% and 45% of Afr pectively.	, ,		
White household \$72,000 for Black	ds have a median net v k households.	worth of \$355,000, co	impared to	
	rage salary for miscella			
	was \$107,638, and for			
number decreas	ed to \$74,364.60 (Sou	rce: Census Bureau, 2	(018).	Sept.

HOW DID WE GET HERE?	
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SJC OVERVIEW RACIAL DISPARITIES DEFINING: HOW? CREATING RACIAL GROUP EQUITY ACTIVITY	
How Did We Get Here?	
Historical Racism and White Supremacist Ideology	
• Privileges associated with "whiteness"	-
Disadvantages associated with "color"	
• Institutional Racism	
• Explicit/Implicit Bias	
SIC OVERVIEW RACIAL DISPARITIES DEFINING: HOW? CREATING RACIAL GROUP ACTIVITY	
How Did We Get Here?	
Explicit Racial Bias Implicit Racial Bias	
Definition  Refers to the attitude and beliefs we  Refers to the attitude and beliefs we	
have about a racial group on a have about a racial group on a	
conscious level unconscious level Manifestations Manifestations	

discrimination, stereotyping, microaggressions, violence, exclusionary practices, lack of empathy, favoritism

discrimination, stereotyping, hate speech, violence, exclusionary practices, lack of empathy, favoritism

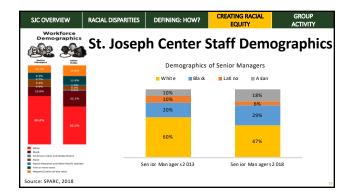
SIC OVERVIEW RACIAL DISPARITIES DEFINING: HOW? CREATING RACIAL GROUP EQUITY ACTIVITY	
Implicit bias can affect:  • Who gets hired • Who managers trust with assignments • Who gets promoted  Does our provider workforce reflect the racial diversity of those we serve?	
The state of the s	
"Some 99% of the 270 whites interviewed relied on information, influence or direct hiring by family, friends or acquaintances to help land a job—men more often than women. Interviews with blacks showed they tried their networks too, but were more likely to land jobs through public programs or equal employment opportunity initiatives, Di Tomaso says in an interview with Quartz."  "They didn't have the kind of family and neighborhood connections" that could aid them, she said. "Addressing the issues about access is critically important The favoritism of whites toward other whites may be more important than discrimination by whites to people of color." — Nancy Di Tomaso  Source: Quartz, Employee Referral Programs are Marking the Workplace A Lot Whiter, March 27, 2013, Vickie Elmer 14.	
CREATING RACIAL EQUITY	

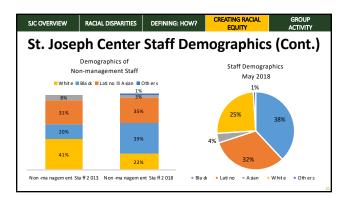
RACIAL DISPARITIES DEFINING: HOW? SJC OVERVIEW **Creating Racial Equity** Strategic intention from the highest level -CEO and Executive Team committed to increasing diversity with respect to race and educational status 1. Intentionally recruited service providers who had experienced homelessness and/or incarceration 2. Softened degree requirements whenever possible, and even removed degree requirements for a number of positions 3. Diversifed staff at all levels

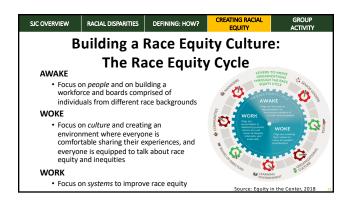
CREATING RACIAL EQUITY SJC OVERVIEW RACIAL DISPARITIES DEFINING:HOW? **Intentional Recruitment** Relationships with community partners enabled us to recruit candidates with lived experience: • Homelessness Mental illness • Substance abuse Domestic violence • Incarceration

SJC OVERVIEW RACIAL DISPARITIES DEFINING: HOW? **Modified Employee Eligibility Requirements** Inclusive Job Descriptions Education:

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. Lowered educational barriers for the following positions: • Peer Advocate • Peer Specialist Representative Payee Housing Locator · Housing Navigator Certain Case Manager positions







SJC 0	VERVIEW	RACIAL DISPARITIES	DEFINING: HOW?	EQUITY	ACTIVITY		
	Building a Race Equity Culture:						
		The	Role of Le				
1.		eadership als in a formal leade	rship role	LEVERS ORGAN THROUGH EQUITY	TO MOVE IZATIONS I THE RACE I CYCLE		
2.	Manage • Individua	ment als who oversee ope	rations of teams	AW/	AKE COLOR OF THE STATE OF THE S		
3.	Board of	f Directors		WORK	n hocused on well-time with the service of states diverse property.		
4.	Commu			Orga are accountable to addressing systemic recises and root course of inequity internally and	WOKE Orga are evolving their culture to		
5.	Learning	g Environment ent in staff capacity		* O	value all people's contributions		
6.	Data	to drive improveme	nts and focus	Or Thirt Policy	Carryte		
7.		ational Culture	and holiofe	Source: Equity	NG NMENT		

Building a Race Equity Culture:
Envisioning A Race Equity Culture

• 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

SJC OVERVIEW	RACIAL DISPARITIES	DEFINING: HOW?	CREATING RACIAL EQUITY	GROUP ACTIVITY
Group	Activity			
In your tab	le groups, discuss	the following:		
• How ra	acial disparities af	fect you in the w	orkplace (10-minu	tes)
Barrier	rs to reducing raci	al disparities in tl	he workplace (10-ı	minutes)
• What i	s key to creating r	acial equity in th	e workplace (10-m	ninutes)
			20	.00
			<b>30</b>	Ston

REPORT BACK TO BIG GROUP!	
BIG GROUP!	
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Thank You	
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