



September 2022

Dear Community Friends,

Thank you very much for your interest in joining the Racial Equity Learning Community! We are grateful to learn and serve with you in advancing racial equity and justice in our community.

Racial Equity Learning Community (RELC) Vision: To advance racial equity and justice in Bucks and Montgomery Counties, Pa through committed organizational learning, community-building, and action that deepens organizational and collective capacity for change.

- Racial Equity: The condition that would be achieved if one's racial identity no longer predicted the opportunities and barriers that one experiences.
- Racial Justice: The proactive reinforcement of policies, practices, attitudes, and actions that produce equitable power, access, opportunities, treatment, impacts, and outcomes for all.

Important Message: The RELC is a commitment of time, learning, change and action for your organization. By applying to join this learning community, you are making the deliberate choice to integrate this learning, work and action into the culture and services of your organization. This is a shift for many of us. It requires the commitment and support of your board. It requires all of us to continue the learning and action when this gets challenging! By completing this application, you are affirming that your organization is dedicated to these next steps of organizational learning, action and community-building and action.

If you cannot - for whatever reason - commit to these requirements, there will be other ways to learn and build community in the year ahead, including an optional, 3-workshop B-JEDI Training Series (Belonging – Justice, Equity, Diversity, and Inclusion) with Quaiser Abdullah, PhD, CPC.

If your organization is ready to make this commitment, then please submit your application and thank you! We are grateful to take this journey with you, and to build a more equitable community together!

Warmly,

The RELC Planning Partners

Bucks-Mont Collaborative, Interagency Council of Norristown, and Tri-County Community Network

Application & Instructions:



1. Please read these materials and the organizational commitment.



2. Complete your online application here!

This application includes step one of the *Tool for Organizational Self-Assessment Related to Racial Equity*, which is labeled as the “organizational readiness reflection.” This 16-question reflection should be completed by the Executive Director or CEO, with board or senior management consultation, if applicable. This reflection is designed to help you gather a more complete assessment of your organization’s current practices and policies as they relate to racial equity, as well as help guide you in using the tool to ultimately complete your organization’s racial equity action plan. This evidence-based tool was created by the Coalition of Communities of Color and All Hands Raised, and helps your organization assess current work in these areas, as well as create a plan with actionable steps for where you want to be.

Organizational Commitment, Leadership & Governance
Racial Equity Policies & Implementation Practices
Organizational Climate, Culture & Communications
Service-Based Equity
Data, Metrics & Continuous Quality Improvement

Service-User Voice & Influence
Workforce Composition & Quality
Community Collaboration
Resource Allocation & Contracting Practices

Organizational Commitment

By submitting your application to participate in the Racial Equity Learning Community (RELC), your organization is agreeing to the following:

Organizational Learning

1. Your organization will participate in ten, 2-hour, monthly, virtual training sessions, with the first session in-person (3-hrs). *Organization participation must include an Executive Director or CEO, and we highly encourage Board Chair participation, as possible.* We recommend the participation below based on organization size with the lower range as a minimum. This allows for consistent organization participation when individual members cannot be present. Each organization must participate in each training, with individuals allowed to miss up to two trainings. Please see the included schedule.

As you confirm employee participation, please consider including an HR employee or individual with similar roles and responsibilities, as well as employees who are change makers within your organization. Who are the influencers on your

- Organization of 10 Employees or Less = 2
- Organization of 11- 25 Employees = 2-5
- Organization of 26-50 Employees = 5-7
- Organization of 51-99 Employees = 5-10

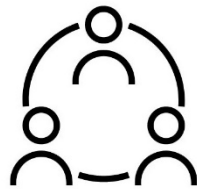
team? Who will help support your organization's commitment to this learning and work?

- Organizations of 100+ Employees. Please contact either the Bucks-Mont Collaborative, ICN or TCN regarding Learning Community participation.

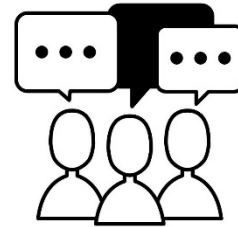
2. You will share the information learned organization-wide, and commit to internal, meaningful discussion and action throughout this process.
3. Within a week of each training, you will meet for a 1-hr session with a coach who is virtually available to offer continued learning, processing, and application support. Coaches will be virtually available for 1:1 or group sessions. Your coach will be a team member from one of the following organizations, matched by preference and mutual schedule availability: the Kaplan Consulting Network, Pearl S. Buck International, the Social Justice Initiative at the Graduate School of Social Work and Social Research of Bryn Mawr College, The Kyla Alliance, the YWCA Bucks County, and the YWCA Tri-County Area.



Trainings (Hrs)
21



Coaching (Hrs)
9



**Estimated, Independent Organizational Time
for Learning, Discussion & Application**
2-4 Hrs Monthly

Total Organizational Learning Hours: 30 Hours

Organizational Action: Organizational Assessment & Racial Equity Action Plan

4. The organization's Executive Director or CEO, optionally with a senior management team, will complete the [Tool for Organizational Self-Assessment Related to Racial Equity](#) within the first six months of the Learning Community, including the Assessment & Accountability Tool Summary Document.
5. The organization's executive leadership commits the organization to develop and/or implement an organizational racial equity action plan. Recommended plan templates and tools will be provided by the Learning Community.

Learning Impact & Adjustments

6. Complete a pre- and post-learning community survey that assesses progress in personal and organizational learning, racial equity action plan development, and learning community

satisfaction. In addition, check-ins throughout the year will help the trainers, coaches and planning partners respond to emerging needs and pivot with you.

Community Building & Action

1. The first session will be an in-person gathering – pending COVID health and safety policies - for RELC members to co-create values and agreements and lay a foundation for relationships, trust and brave space.
2. At least one representative from your organization will join a facilitated community work group on an issue area aligned with your organization’s mission and services; these are anticipated to begin in winter 2023 on these issue areas: Community & Power Building; Criminal Justice; Education; Financial Health & Wellness; Housing & Homelessness; and Public Health. We envision that these community work groups will continue beyond this year, applying learning to sustainable action and change.

Supplemental Materials:

1. **Racial Equity Learning Community Schedule**
2. nINA Collective [Trainer Information](#) and [Approach](#)

Supplemental Materials:

Racial Equity Learning Community

Session Dates

January 4
February 1
March 1
April 12*
May 3
June 7
September 13*
October 4
November 1
December 6

Session Times

9:00-11:00am, Zoom



Schedule Notes

- 1st Wednesday, Monthly
- *2nd Wednesday
- July & August: Summer Break
- January Session: 9am-12pm, In-Person

Meet the trainers: nINA Collective



jacquelyn l. boggess

University of Wisconsin
Law School (JD)
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about jacquelyn:

Jacquelyn L. Boggess is a Lecturer on Diversity, Oppression and Social Justice at the School of Social Work at the University of Wisconsin-Madison. In the classroom, she challenges students to think about systems of race, class, and gender more broadly, and in greater depth, than current popular models of difference and theories of discrimination and bias can accommodate. Ms. Boggess has been a policy analyst and a legal analyst focused on social welfare policy and practice. During her many years of work and study, she contributed to the national conversation on family support, income stability, intimate partner violence, and community violence—all with a racial and gender equity lens on the issues presented. She provides consultation and training nationally to advocates against domestic violence to help them infuse racial equity and cultural humility into their organizations and in their daily work with survivors and victims.

awards and board positions:

- 2019 Woman of Distinction – YWCA Madison
- Police Commission
- Governor's Council on Affirmative Action
- United Way of Dane County Board of Directors
- End Domestic Abuse Wisconsin President of the Board of Directors
- Kids Forward President of the Board of Directors

testimonial:

"Jacquie has given generously of her time and expertise to KIDS FORWARD and its Race to Equity work. Her commitment to equity is unwavering. Her insights are freely and wisely shared. She brings a very special blend of expertise, passion, urgent advocacy, penetrating questions, and persistent collaboration to make progress... There is no question in my mind that KIDS FORWARD would not be as diverse and inclusive and effective as a research and policy advocacy center as we have become, without Jacquie's leadership. In all our work together, she continually helps us see that we have more to learn, more to do, and the need to go forward. As she helps and prods us along, she shows the integrity and human values that make her a trustworthy leader and colleague."

Helene Nelson, Kids Forward Board of Directors



jordan bingham

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about jordan:

Jordan Bingham is an independent consultant with extensive experience in public health, racial justice and LGBTQ+ advocacy. Jordan was a founding leader of the City of Madison's enterprise-wide Racial Equity and Social Justice Initiative. During her tenure as a health equity coordinator, Public Health Madison & Dane County's health and racial equity work gained national recognition for its capacity-building strategies and use of racial equity tools to guide organizational priorities, projects and partnerships. Jordan works nationally as a project management consultant with Race Forward and the Government Alliance on Race and Equity, and in Wisconsin with organizations in the public, corporate, education and non-profit sectors. Jordan holds a BA in Education from Anderson University and a MS in Applied Health Science from Indiana University. Jordan leads with an emphasis on engaging white people to work for racial and social justice in solidarity with communities of color.

council and board positions:

- Government Alliance on Race and Equity Public Health Subject Area Co-Lead
- MMSD Wellness Advisory Council
- Wisconsin Partnership Program Review Panel
- American Public Health Association LGBTQ+ Caucus

testimonial:

"Jordan is a wonderful strategic partner. She has a calming manner, is approachable and very effective at working with all levels within an organization. Her knowledge and experience in the DEI space has assisted us in identifying steps and opportunities to develop our organization to be an inclusive workplace that is home to a diverse workforce. Her partnership has assisted us in taking steps to create a workplace where employees feel valued and respected for their distinctive skills, experiences, perspectives, and individual differences in order to create an environment where everyone can fully participate in the organization and team success."

Pam Peterson, Associate Vice President, Human Resources and Organizational Development, UW Credit Union

<https://www.ninacollective.com/approach>