OUR RACIAL EQUITY JOURNEY: MILESTONES TO-DATE

2017-2018
Listening, learning, evolving
- Community listening sessions & local data reveal persistent disparities for local communities of color
- WSF commits to two new focus areas for community investment, Advancing Equity in Education & Building an Inclusive Economy

2018
Getting organized & developing shared language
- A racial equity survey is conducted to assess staff culture & an assessment is created with key themes & data disaggregated by race
- Equity Leadership Team (ELT) is formed & meets regularly to talk about how race & power operate within the Foundation
- All staff participate in training to develop common language & learn about systemic racism

2019
Turning learning into action
- Coaching sessions begin for staff to develop skill, will, & confidence for racial equity within their work
- All staff engage in strategic planning teams, centering racial equity in their research & thinking
- ELT begins work on tangible improvements to culture by reviewing staff policies & procedures using racial equity analysis

2020
Deepening our work
- Staff engage in additional training about cultivating an anti-racist culture & understanding white dominate norms
- Racial caucusing is launched with the full staff to continue dialogue
- Racial Equity Advocates group is formed to engage with donors
- Strategic plan is finalized with racial equity named as a focus

2021
Reflecting on our journey & committing for the long haul
- New workgroups are formed to focus on building an anti-racist workplace culture and strengthen racial equity competencies among staff
- A new racial equity survey is conducted to evaluate current staff culture
- Racial caucusing & ongoing training continues alongside new leadership

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