

2021 Advancing Equity Summit Takeaway

Now that you've attended ACCP's 2021 Advancing Equity Summit, here are items to consider as you look to understand equity and authentically engage your community.

<p><i>In the fireside chat, Sudha Nandagopal shared Race Forward's definition of Racial Equity:</i></p> <p>"As an outcome, we achieve racial equity when race no longer determines one's socioeconomic outcomes; when everyone has what they need to thrive, no matter where they live. As a process, we apply racial equity when those most impacted by structural racial inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives." – Race Forward</p>	<p><i>Marcus Walton shared a set of guiderails for engaging across communities:</i></p> <ul style="list-style-type: none"> • Be an ACTIVE LISTENER with an open mind. • Speak from "first person" or use "I" language. • Be curious, ask questions. • Respect each point of the racial equity journey. • Allow space for discomfort & uncertainty.
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Key Questions

- How can your CSR efforts help work towards a time and place where people's racial identity cannot be used to predict their life outcomes?
- What are the areas you still need to learn about? Who are the leaders already doing this work that you can learn from and build upon?
- What laws, practices, or policies are in place (in your company, in your community) that you can address to create opportunities for equity and social impact?

Authentic Engagement

<p><u>In the Community</u> <i>Building open and honest relationships is a key factor to authentically engaging community. Here are some important considerations to begin this work:</i></p> <ul style="list-style-type: none"> • How can you create transparency in your work in community? • How can you support your community by "going beyond the check?" • How are you educating yourself on the realities of the communities you are looking to serve? • Have you gathered feedback from your community partners on your programs, on their needs, on the issues they want addressed, etc.? 	<p><u>With your Employees</u> <i>It is important to foster authentic relationships between employees and community, and to support equitable practices for employees. Here are some important considerations to begin this work:</i></p> <ul style="list-style-type: none"> • What barriers can you remove that may stand in the way of employees serving? • How can you better equip employees to show up with an equity mindset in the community? • How can you support ERGs as a safe space for participants AND a resource to the business? • How are you educating employees on the needs of the nonprofits and communities being served?
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Resources

<ul style="list-style-type: none"> • US Systemic Racism in Charts • Trust Based Philanthropy Principles • Racial Equity Tools • Chicago Beyond: Research Equity & Whole Philanthropy 	<ul style="list-style-type: none"> • Jerome Tenille • Race Equity in Volunteerism • Responsive Philanthropy in Black Communities • Equitable Evaluation Initiative: Equitable Evaluation Framework & Shifting the Evaluation Paradigm
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