

MCCOY Equity and Anti-Racist Commitment

This document outlines the commitment that Marion County Commission on Youth, Inc. (MCCOY) makes regarding equity, inclusion and anti-racism as it relates to our organizational policies, (best) practices and approaches in the work we do. These efforts will guide MCCOY 's efforts leading to equitable, anti-racist environments and systems for the youth and families we serve.

DEFINITIONS

Diversity is the existence of difference. We seek to use the broader, more inclusive definition of classes; including but not limited to the following: race, ethnicity, religion, sex, gender, age, language, economic, employment, ability, citizenship status, marital/parental status or, service status, criminal history, or any other grouping that may be considered minority or impactful in one's participation.

De-center: When possible elevate the minoritized voice (not the dominant/white/non-minority voice).

Racism exists when a person, group of people, or system either intentionally or unintentionally uses power to oppress another based on race.

Non-racist is not using racism to create barriers or impact intentionally. You can be non-racist and not be anti-racist. (passive beliefs versus actionable assertion)

Anti-racist is actively and intentionally dismantling racism within individuals and systems

Equity is the fair treatment, access, opportunity, and advancement of all people while eliminating barriers that have prevented full participation.

Inclusion is an environment that fosters acceptance, engagement, and involvement to ensure all people share power and fully belong.

PERSONNEL

1. Board Recruitment and Retention: We commit to recruiting and maintaining a diverse and representative group of people for our board of directors and our board committees that reflects the diversity of our community.
 - a. We will recruit from and communicate opportunities to local leadership groups, businesses, systems, media sources led and respected by under-represented and under-resourced populations.
 - b. We will maintain members by providing safe space and a path to leadership for members.
2. Staff Recruitment and Retention: MCCOY commits to employing and retaining a diverse staff of professionals, interns and student volunteers.
 - a. We will recruit from and communicate opportunities to local leadership groups, businesses, systems, media sources led and respected by under-represented and under-resourced populations.
 - b. We will support and retain people by providing safe spaces and equitable voice to all, continued education and open conversation between and among all staff to encourage healthy dialogue, growth, and support of continued and evolving equitable practices.

ORGANIZATIONAL CULTURE

1. We commit, as an organization, to a continuous process of both Learning and Unlearning, including but not limited to, the following:
 - a. Learning of diverse populations, cultures, customs, social norms.
 - b. Learning of historically accurate structures and systems and their impact on the communities we impact through policies and programming.
 - c. Understanding of racist systems, barriers set as norms
 - d. De-centering (self, whiteness, dominant culture)

2. Capacity

We commit to the ongoing professional and personal growth of our organization and its people

- a. Dedicated resources and dollars annually for ongoing capacity building opportunities (this includes but is not limited to adding budget line in organizational budget, seeking grant dollars, allocating staff time, etc)
- b. Mandated and recommended learning at organization, staff and board level to increase knowledge of diversity, equity and inclusive practices to include, but not limited to the following:
 - i. Individual bias
 - ii. Cultural competencies
 - iii. Systemic impact
 - iv. Intersectionality and disproportionality
 - v. Additional gaps in knowledge as needed for the individual or scope of work
- q. Safe space
 - a. For vulnerable dialogue. Staff, board members and community partners will not feel penalized for seeking understanding.
 - b. For asking for needed resources and support for personal and professional growth.
 - c. For expressing concerns on non-equitable policies, procedures and experiences without fear of repercussion.
 - d. If applicable/necessary, provide a safe space/group/resource for staff outside of MCCOY

PROGRAMMING

Equitable Approach

1. We commit to equitable access to offerings and information
 - a. physical and technical access.
 - b. Accommodations provided when necessary and applicable
 - c. Cost barrier removed when feasible
 - d. Materials adapted to variable languages
2. We commit to having partners that share our commitment to equity
 - a. Work and connect with other equitable-focused partners only.
 - i. Note this includes DISCONNECTING from inequitable or racist partners, funders or resources.
 - b. Support and grow partners and community to be more equitable through capacity building and assessment
3. Diverse providers and leadership in programming
 - a. Decenter by contracting and elevating diverse leaders for content delivery or expertise
 - b. (See also equity audit)

External Program Commitment

1. We commit to building the capacity of our community stakeholders to create safe spaces for the positive development of youth.
 - a. Dedicated resources/dollars annually for external learning opportunities for organizational leadership, staff and community leaders to gain knowledge of diversity, equity and inclusive practices to include, but not limited to the following:
 - i. Individual bias
 - ii. Cultural competencies
 - iii. Systemic impact
 - iv. Intersectionality and disproportionality
 - v. Additional gaps in knowledge as needed for the individual, organization, or current community needs
2. We commit to leading and supporting advocacy efforts that lead to equitable policies for youth and families

COMMUNICATIONS

1. We commit to equitable and empowering language
 - a. Equitable language used internally and externally.
 - b. Choose asset-based language that positively portrays populations we serve.
 - c. Focus on naming the situation versus the individuals or groups of people
 - d. Language and terms re-evaluated regularly to be current with population representing. When in doubt, choose the terms based on impacted population's preference.
 - e. Annual update for language as part of the Communications plan.
2. Equitable and appropriate representation through imagery and voice
3. Outputs and methods
 - a. Directed to audiences we serve
 - b. Connections and partnerships with sources read and respected by diverse populations
 - c. Equitable access
4. Storytelling
 - a. Conduct interviews and outputs with respect to participant and their community.
 - b. Create authentic outputs to de-center the dominant group(s)
 - c. Not used without permission, or for non-agreed upon purposes.

DATA AND EVALUATION

1. We commit to conducting an annual DEI audit
 - a. Financial: gather and assess MCCOY's equity relating to the use of businesses, contractors and community partners.
 - i. End of 2020 gather baseline data
 - ii. 2021 identify process, metrics and gather additional data
 - iii. 2022 and ongoing – begin usage of metrics, assess based on goals. Identify diversity of partners to reach goals and/or fill gaps as needed.
 - b. Forms: Review and update all internal and external forms that influence decisions (Including but not limited to: Personnel descriptions, staff evaluations, RFP, staff handbook)
2. Organization Equity Evaluation
 - a. 2021: Identify evaluation tool and gather baseline data
 - b. 2022: Identify goals
 - c. Ongoing usage of tool to measure, create best practices and implement plan.
3. Plan Implementation
 - a. 2021: Identify any additional programmatic metrics to evaluate, resources needed to evaluate/collect and create evaluation plan and goals accordingly.
 - b. 2022 and ongoing: Use above metrics, tools and resources to increase equity within all facets of the daily interactions and outputs.