

## Racial Equity Value Statements

This document contains racial equity value statements from various organizations located in different places. On this document, you will also find the summary of the purpose of each organization and what they are doing as a whole.

### 1. Race Forward: The center for Racial Justice Innovations:

**Summary:** This organization is involved in a lot of activities; however, they are mainly focused on conducting cutting edge and original research on pressing racial justice issues focused on significance of race to social and economic outcomes in our society, creates media that shows the conversation on race in the media and supports advocacy and action on complex racial justice issues in various ways.

Fundamentally, Race Forward's work to advance racial justice is embedded in the following core values:

- **People of Color:** We value the voices, experiences, cultures, intellect and multi-dimensionality of people of color.
- **Justice:** We value fairness, the best foundation for unity among all people.
- **Transformation:** We value the ability of individuals and systems to change in ways that make racial justice possible. We recognize the importance of struggle in fueling transformation.
- **Bridging:** We value the insights, relationships and holistic understandings that are deepened when divergent paths come together.
- **Expression:** We value voicing and sharing our viewpoints with integrity even when difficult, unpopular or risky.
- **Adaptability:** We value relevance and resourcefulness in the face of changing social, economic, political and ideological environments.
- **Delight:** We value making space for laughter, beauty, and joy in the work of social change.

### 2. Land Stewardship project:

**Summary:** This organization provides a way for the individual family legacy on the land to continue by using it to support LSP's work or to provide opportunities for a new generation of stewardship farmers. They secure financial resources to support the work of this project.

- LSP believes that by working together, culturally and racially diverse rural and urban people can take practical steps that result in greater stewardship of the land, more family farmers, healthy food for all and resilient, racially just communities.

### 3. The Center for the Study of Social Policy (CSSP):

**Summary:** This organization works to secure equal opportunities and better future for all children and families, especially those left behind most often. They improve public policies, communities and systems by reducing risk factors, creating opportunities and building protective factors.

- The work of the Center for the Study of Social Policy (CSSP) is based on six core values. Adherence to these values promotes organizational integrity and effectiveness and strengthens the relationships that are critical to all CSSP's work. The values are:

- *Equity & Diversity:* We are committed to equal opportunity and to diversity of experience, background and thought.
- *Respect:* We believe the worth of all individuals and communities we meet should be valued and protected.
- *Transparency:* We strive to conduct our business with clarity and directness, so that others will always know where we stand. This includes thoughtful and proactive information sharing.
- *Accountability:* We understand that accountability is mutual and reciprocal and is the glue that holds good interactions and transactions together.
- *Optimism:* We share a profound belief in each other and in the people and places with which we work. Our optimism about the possibility of change is rooted in our sense of hope and a determination to persist until our goals are achieved.
- *Excellence and Integrity:* We strive to always work to the highest standards, encouraging innovation, risk taking and leadership. We are always open to new thoughts and maintain a sense of urgency in our work.

4. Alliance for Strong Families and Communities:

**Summary:** This organization work with other committed social sectors leaders to help Alliance for Strong Families and Communities to have more of a positive impact on their community. This organization allows for individuals to learn and create new solutions for society's toughest problems and aggregates the best sector of knowledge.

We celebrate diversity and its power to improve any endeavor. The values that guide our work are:

- Compassion
- Inclusion
- Trust
- Love
- Engaging all voices
- Respect for human dignity

5. The Praxis Project:

**Summary:** This organization collaborates with tribal, national, regional, local and state partners to achieve justice in health for all communities. They support policy advocacy and local organizing as part of a strategy which is comprehensive.

Amend or revise jurisdiction's value statements (or develop a set of findings and values) to guide this process. A jurisdiction should articulate clear statements or findings that support policymaking that considers equity, fairness and historic institutional bias. A set of value statements could include the following: *f* The [jurisdiction] is committed to ensuring that each policy enacted reflects democratic principles of equity and fairness. *f* The [jurisdiction] understands that carrying on its business in a fair and equitable manner that considers critical issues of bias and discrimination requires concerted and purposeful action. *f* The [jurisdiction] recognizes that institutions can play a negative role in issues of racial equity. It seeks to proactively and positively address both present day and past patterns of bias and discrimination in a way that truly creates equitable opportunities for all its residents.

6. CTCORE Racial Justice Platform:

**Summary:** This organization call meetings for different trades and professions specifically bringing Minorities together from differences parts of Connecticut. They are trying to create a process that will eventually develop a statewide platform or agenda, which are evolved around shared experiences of Minority Connecticut Residents.

We affirm, and we have a right to affirm our humanity and the necessity of our liberation. We have a right to environments that likewise affirm our humanity and our liberation. We have a right to define both.

7. Racial Equity Toolkit:

**Summary:** This is a toolkit for using racial equity established by GARE which is a national network of government working together to achieve racial equity and advanced opportunities for all. This toolkit was designed to incorporate explicit consideration of racial equity in decisions including practices, policies, programs and budgets.

GARE provides a multi-layered approach for maximum impact by:

- supporting jurisdictions that are at the forefront of work to achieve racial equity. A few jurisdictions have already done substantive work and are poised to be a model for others. Supporting and providing best practices, tools and resources is helping to build and sustain current efforts and build a national movement for racial equity.
- developing a “pathway for entry” into racial equity work for new jurisdictions from across the country. Many jurisdictions lack the leadership and/or infrastructure to address issues of racial inequity. Using the learnings and resources from jurisdictions at the forefront will create pathways for the increased engagement of more jurisdictions;
- supporting and building local and regional collaborations that are broadly inclusive and focused on achieving racial equity. To eliminate racial inequities in our communities, developing a “collective impact” approach firmly grounded in inclusion and equity is necessary. Government can play a key role in collaborations for achieving racial equity, centering community, and leveraging institutional partnerships.

8. Child Haven:

**Summary:** This organization creates programs and policies that are educated by and prioritized in response to perspectives, experiences and needs of families and children of color. They are taking the time out to strategically choose an organization to look at all forms of oppression through racial equity lens to ensure their program doesn’t leave anyone behind.

We recognize that the communities Child haven serves are disproportionately impacted by racism and other social injustices.

- We are committed to creating an environment that is equitable, transparent, and inclusive.



- We value self-reflection, growth, and collaboration from staff, families we serve, and leaders in the community.
- We value deep listening, understanding, and active participation to keep the conversation going and to dismantle barriers to social and racial justice.

#### 9. The Pullman Human Rights Commission:

**Summary:** Pullman is a community which is made up of parks paths, businesses and its historical roots is in agriculture. This community is a great place to stay, has high levels of technology, higher education and highest quality of life.

As a commission committed to achieving human rights and social justice for all members of our community, the Pullman Human Rights Commission:

- Accepts our responsibility to make Pullman a community where all people are welcomed, secure, and valued;
- Values respect, appreciation, collaboration, diversity and friendship in our relationships with each other;
- Proclaims with words and deeds that ours must be a just community where harassment, intimidation, discrimination and violence are totally unacceptable;
- Communicates a strong, clear message that all forms of prejudice and hatred will not be tolerated;
- Challenges all who live in our community and region to act in ways that reflect a commitment to, and accountability for, racial and social justice-equality in our personal lives, families, neighborhoods, workplaces, schools, clubs, association, institutions and places of worship.

We believe these values are fundamental to the health and growth of our community.

#### 10. Baltimore Racial Justice Action

**Summary:** This organization organizes various events monthly that provides sources that contain information to the entire Baltimore community. They aim to inspire learning, action, inspire continuous dialogue, challenge white supremacist, connection to achieve racial equity and culture in Baltimore and Maryland.

To work against racism & other forms of institutional oppression.