



## Racial Justice Cohort Opportunities

This information was collected based on feedback from the Racial Justice Cohort (RJC) – Black Indigenous People of Color (BIPOC) youth, staff and board in July 2020. These opportunities also reflect the voice of BIPOC staff from listening sessions during the summer 2020 with new executive director, Lisa Mears. The Bridge gleaned additional insight during a number of healing circles held in January and February 2021 with board and staff led by consultant Dr. Raj Sethuraju, noted specialist in restorative justice and conflict resolution as seen through a racial equity lens. This is not an exhaustive list of priorities, rather it is a preliminary draft vetted by the Cohort to frame the immediate and long-term focus of RJC.

### Structure and Governance

- Establish cohort norms/rules/expectations
- Define racial justice at / for BFY and establish position (vision) statement
- Establish goals and finalize priorities for the cohort
- Define ideal governance structure

### Programming @ BFY

- Evaluate BIPOC youth retention rate in programs
- Identify supportive services for youth in response to their trauma
- Address micro-aggression toward youth of color
- Develop equity in the acceptance, rights and needs in youth of color in comparison to the LGBTQ youth
- Address biases and competencies in white staff, particularly females, working with youth of color, particularly males
- Evaluate and make adjustments to the law enforcement policy in programs

### Human Resources

- Evaluate BIPOC staff hiring and internal opportunities (training, promotions, etc)
- Evaluate BIPOC staff retention rates and address disparities
- Address micro-aggression toward staff of color
- Identify and address staff bias in in the workplace
- Review BFY's HR policies, hiring and employment practices for equity
- Succession plan to engage BIPOC board members in executive board leadership

### Community Relations / Communications

- Elevate voice of black and brown youth in the community to inform change
- Finalize organizational platform regarding racial justice and reform
- Initiate more broad conversations about BFY's involvement in and support of Black Lives Matter
- Repair reputation / relationships in community and within BFY