



**EQUITY ADVISORY
COUNCIL
EAC**

Equity Advisory Council FY 2020/21 Action Plan

EAC PRACTICAL VISION¹

STRATEGIC DIRECTIONS: *WHAT INNOVATIVE, SUBSTANTIAL ACTIONS WILL DEAL WITH THE UNDERLYING CONTRADICTIONS AND MOVE US TOWARDS OUR VISION?*

STRATEGIC DIRECTION I

Creating an Antiracist Culture Through Coaching and Training

Sharing/Informing Morrison's Antiracist Values

- In-depth orientation of the business case: Morrison's mission, vision, and values = why race equity first
- Morrison uses the Sanctuary Model to address the trauma of racism
- Staff convenings that inform around Morrison's antiracist journey:
 - Wall of History of Racism in America
 - Dismantling systemic, institutional racism model
 - Debriefing 'White Fragility'
 - An 'equity lens' and how to apply it

Consistent Morrison Supervision Strategies

- Supervisor/manager accountability relative to anti-racist principles, i.e. performance evaluations, supervision, E&I consultations, etc.
- Sustainable onboarding/orientation platform that preps those in leadership roles. This learning experience is mandatory for:
 - Those currently in leadership roles
 - New hires in supervisory/management roles
 - Those pursuing supervisory/management career plans²

¹ Strategic Planning Document addendum I

² Portland Business Alliance Supervisory Framework

Antiracist Learning Experiences

- Create and implement a revised, sustainable E&I training curriculum with an emphasis on antiracism
 - Provide sufficient training resources³
- Incentivize departments and programs to experience trainings about antiracism, diversity, and equity as a team and to initiate discussions (at team/staff meetings)
- Create a structure for race caucusing in departments and programs

STRATEGIC DIRECTION II

Telling Our Story: Communications, Branding and Outreach

Embedding Fundamental Conversations about Antiracism, Equity, and Inclusion

- Talking points ('elevator speech') for EAC cohort *and* CEO, board members, officers, directors, managers, supervisors, other leaders
 - Defining antiracism and how this focus addresses the other 'isms'
 - How does Morrison define equity?
 - What is an 'equity lens' and how is it used?
 - Describing the 'dismantling systemic, institutional racism model' and how it is implemented
 - Communicate how being trauma informed must include addressing the trauma of inequity and racism
- Creating a template for E&I topic discussions in team meetings, committees, etc. (including translation resources) to stimulate team/staff dialogue

Structure for Internal Communications and Branding

- Create and implement internal communications plan, i.e., website, webinars/podcasts, other visuals (brochures/swag/electronic newsletter), social media, YouTube
 - Procedures for document translation/translation services

Structure for External Conversations, Communications and Branding

- Recruit and appoint a community member to serve on the Equity Advisory Council (EAC); and establish an intermediate objective of recruiting and appointing a Community Advisory Board⁴
 - EAC bylaws revision
- Create and implement an external publicity and outreach campaign targeting communities of color
 - Produce a video presentation that showcases Morrison's *authentic* antiracist journey and future commitment
- Provide community based anti-racist/equity lens trainings

³ E,I&S Department pending Resource Development Proposal

⁴ Protocol for Culturally Responsive Organizations addendum 2

STRATEGIC DIRECTION III

Institutionalizing Antiracist Staff Development

Antiracist Recruitment Strategy and Culturally Responsive Hiring Process

- Implementation of the proposal “Equity Policy implementation – HR/EI&S Plan for institutionalizing Antiracist Staff Development”⁵

STRATEGIC DIRECTION IV

Implementation of Assessments and Measures

Implementation of the Protocol for Culturally Responsive Organizations at Morrison

- An organizational scan/assessment (coordinated by the EAC and an external objective expert) to assess the current state of diversity, equity, inclusion, and Sanctuary and how it is impacting the culture and workforce. Further “this Protocol was created to assist organizations to improve their ability to serve communities of color. It is... covering the full arena of an organization’s governance and operations, integrating nine different domains, a set of 99 standards to establish the ideals for our work, and a set of 109 pieces of ‘evidence’ that support an organization to assert its capacity to well-serve communities of color. This evidence will allow an organization to respond to the question , ‘Where’s the equity in your organization?’”⁶

⁵ Equity Policy Proposal Document addendum 3

⁶ Protocol for Culturally Responsive Organizations addendum 2