

Jefferson Community Collaborative Diversity Equity and Racial Justice Plan

Team Purpose

Team Purpose: The Jefferson Community Collaborative has long held the core value of diversity and inclusion in our vision statement. Through this team, the Collaborative will work together to embody the following principles through our work and activities:

- 1) celebrating differences
- 2) striving for equity and inclusion in the Jefferson Area
- 3) championing racial justice

Desired Outcomes (Vision for the Future)

Team Approaches

- 1) **Education & Self Education is Crucial** – invest time and commitment to developing a deep understanding of key issues and opportunities
- 2) **Equity is Intersectional** - explore the intersection of related issues: gender, race, disability, the experiences of refugees and immigrants, etc.
- 3) **Apply a Racial/Equity Lens** – we are only successful when this is ingrained in the Collaborative’s priority areas and other work

2021 Plan

Goals

- Assess Collaborative Member DEI needs
- Engage in intentional learning and dialogue
- Develop Collaborative foundational knowledge of Diversity, Equity and Inclusion and understanding of implicit bias
- Amplify community voices and stories
- Share best practices and encourage Collaborative to initiate discussions at their own organizations

Strategies to Achieve

- Offer training/learning opportunities for Collaborative Members
- Feature storytelling and lived experiences from the Jefferson Area
- Engage people in conversations about diversity, equity, inclusion, and racial justice
- Identify and share equity resources with Collaborative Members

Tactics

- Implicit bias training at Spring Collaborative Meeting
- Community conversation opportunities (Around the Table South in the Fall?)

Resources Needed

Measuring Success

2022 Plan

Goals

- Assess Collaborative Member DEI needs
- Integrate DEI best practices within Collaborative Vision Council & Action Teams
- Engage in Collective Action and Policy Work to Fight Structural Racism
- Amplify community voices and stories

Strategies to Achieve

- Explore demographics—collect and analyze, explore the value of disaggregated data

Tactics

- Mini-Grants
- Collective Action (TBD)
- Additional Members

Resources Needed

- Facilitator (LaTrenda Leonard Sherrill) Racial Wealth Gap Simulation

Measuring Success

- Opportunities for data sharing