



RACIAL EQUITY IN THE YOUTH DEVELOPMENT FIELD: A CONVERSATION SERIES FOR YDEKC MEMBERS TO INCREASE AWARENESS, INTENTION AND ACTION AROUND ISSUES OF INEQUITY WITHIN YOUTH SERVING ORGANIZATIONS.

Session 1: A report back on YDEKC's first Racial Equity Community of Practice

Come learn from participants in our 1st Racial Equity Community of Practice, engage in table conversations about the issues related to racial equity in non-profit youth organizations, and help shape the rest of our conversation series for 2019.

January 24th, 2019, 10 – 12:30 @ Rainier Vista Boys & Girls Club

Lunch will be provided



About the Racial Equity Community of Practice

In 2016, Youth Development Executives of King County (YDEKC) explored our role and capacity to support increased racial equity work within member organizations through an exploratory research project with a team from Leadership Tomorrow (LT); within our strategic planning process for 2017-2019; and through engaging with current research and known challenges in the field. **Core to all of the planning work we engaged in was the understanding that many youth serving organizations are working to improve life outcomes for children of color, but are often led (particularly at the board level) by white people.** One of YDEKC's 2017-2019 Strategic Plan goals is to *build tools, disseminate practices, and foster skills that strengthen the youth development field*; supporting racial equity work within member organizations is a key tactic in reaching that goal.



Informed by the LT project, and shaped by YDEKC's Racial Equity Committee, in the spring of 2017, YDEKC launched its first Racial Equity Community of Practice (RE CoP) to offer an opportunity for members who are working to embed Racial Equity Policy, Practice and Programming in their organizations to come together and learn from one another.

Project Goals (as stated at launch):

- To strengthen the organizational capacity of each participating organization to deepen their racial equity practice, policies and internal structures that embed racial equity in their work;
- To create a multicultural professional learning community of YDEKC member organizations deeply engaged in racial equity work, with at least 50% of those organizations represented by a person of color in a leadership role to learn from one another, share successes, and troubleshoot challenges.
- To surface resources, tools or tactics that may be shared with other cohort members or the broader youth serving field.
- Collaborate toward strategies of how to resolve conflict and value all voices in a multicultural setting.

Before recruiting members to participate in the Community of Practice, YDEKC opened an RFQ to consultants in the Racial Equity space in King County, particularly those led by people of color, and who had shared their input with the Leadership Tomorrow team's exploration of YDEKC's appropriate place in the RE landscape, to facilitate the cohort. The Nonprofit Assistance Center (NAC) represented by Morgan Wells in partnership with Fostering Real Opportunities (FRO) represented by Regent Brown, responded to the RFQ and contracted with YDEKC to facilitate the cohort.

NAC and FRO's role was to:

- Partner with YDEKC staff to further refine the overarching plan, schedule, meeting agendas, and recruitment of community of practice participants;
- Facilitate the community of practice with a focus on peer learning, troubleshooting organizational challenges, and community building;
- Support the development of a community that supports one another to seek out their own "growing edges," challenge assumptions and call out/call in for deeper learning;
- Offer connection to tools and resources.

Participants:

Nine organizations, including YDEKC, were selected to participate out of 13 organizations that submitted applications based on the eligibility criteria below which included "readiness" calls conducted by the facilitators, Regent Brown and Morgan Wells.

- YDEKC Member Organizations, represented by one or two individuals who are actively engaged with implementing or leading racial equity focused work within their own organizations.
- Organizational commitment from Executive Director or CEO and Board Chair (as indicated by signature on application).
- Be available for brief interview with facilitators and YDEKC staff.
- Mix of participants that is 50% or more people of color.

So What Happened? Join us on January 24th to find out and help us shape future offerings!
