

Organizational Prime For Racial Equity

This organizational prime, created by founding partner Dreamyard, is a tool that ensures accountability for decision making that includes but is not limited to taking on new partnerships, programming opportunities, hiring, firing, and/or promoting. The prototype will be used at monthly leadership team meetings, with HR policies/procedures, program design sessions, etc. to ensure that race is at the forefront of conversations that affect internal and external factors.

Assessment questions

1. Who is benefitting from this decision?
2. How are we being explicit about our commitment to racial justice?
3. How does this decision affect the POC we serve (young people) and POC staff members?
4. What is the desired outcome of this decision? How does this outcome connect to our commitment to racial justice?
5. Who are we excluding? How can we be more inclusive with this decision?