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Cultures Connecting
Addressing Race Relations
in the 21st Century

Ilsa Govan

# ADDRESSING INSTITUTIONAL RACISM: ONE ORGANIZATION'S MODEL FOR EQUITY



### SESSION OVERVIEW

History of racial equity work at and Board support at The Arc of King County

**Equity Team process** 

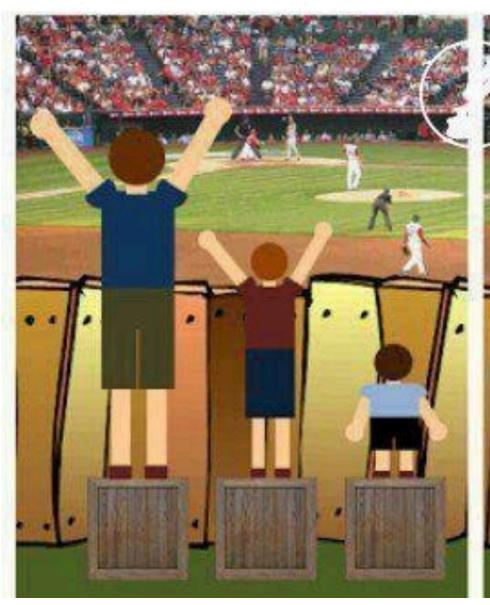
What have we learned?

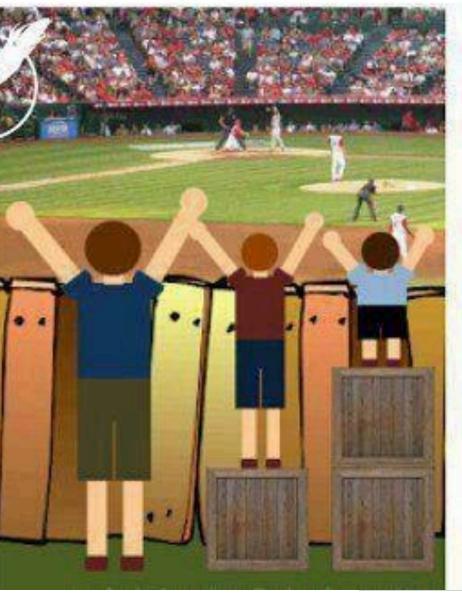
What are we doing?

Q & A

## **Equality**

# **Equity**





### STARTING AN EQUITY TEAM

- What has your organization already done to address equity? Any ghosts?
- What support do you have and who do you need on board?
- How will you identify Equity Team members?
- How will you announce the opportunity?
- How should leadership of the team be decided?
- How/When will progress be reported?
- How will you gain commitment?
- What resources, including funds for professional development are available?
- How will an area of focus be identified?
- Logistics: Meeting day, time, duration, location, etc.