



Advancing Racial Equity by Creating Space

July 20, 2022

Agenda



Introductions



Presentations



Moderated Q&A



Audience Q&A

Advancing Racial Equity by Creating Space

Virginia CSBG Office

Virginia, why is it important?

- Agencies wanted to address the constant disparities among various groups.
- Agencies wanted to find best practices for supporting their organizations and communities by having healthy dialogue when it came to racial inequities.
- Agencies wanted to develop skills, tools, and resources that assisted in the ever changing community climate.
- The commitment to use data collection.

Virginia Community Action Partnership Proposed Regions

Region 1:

TAP, LynCAG, PCCA, STEP, NRCA, Rooftop, Mt. CAP, Clinch Valley, People, AppCAA, PD, SERCAP, VACARES

Region 2:

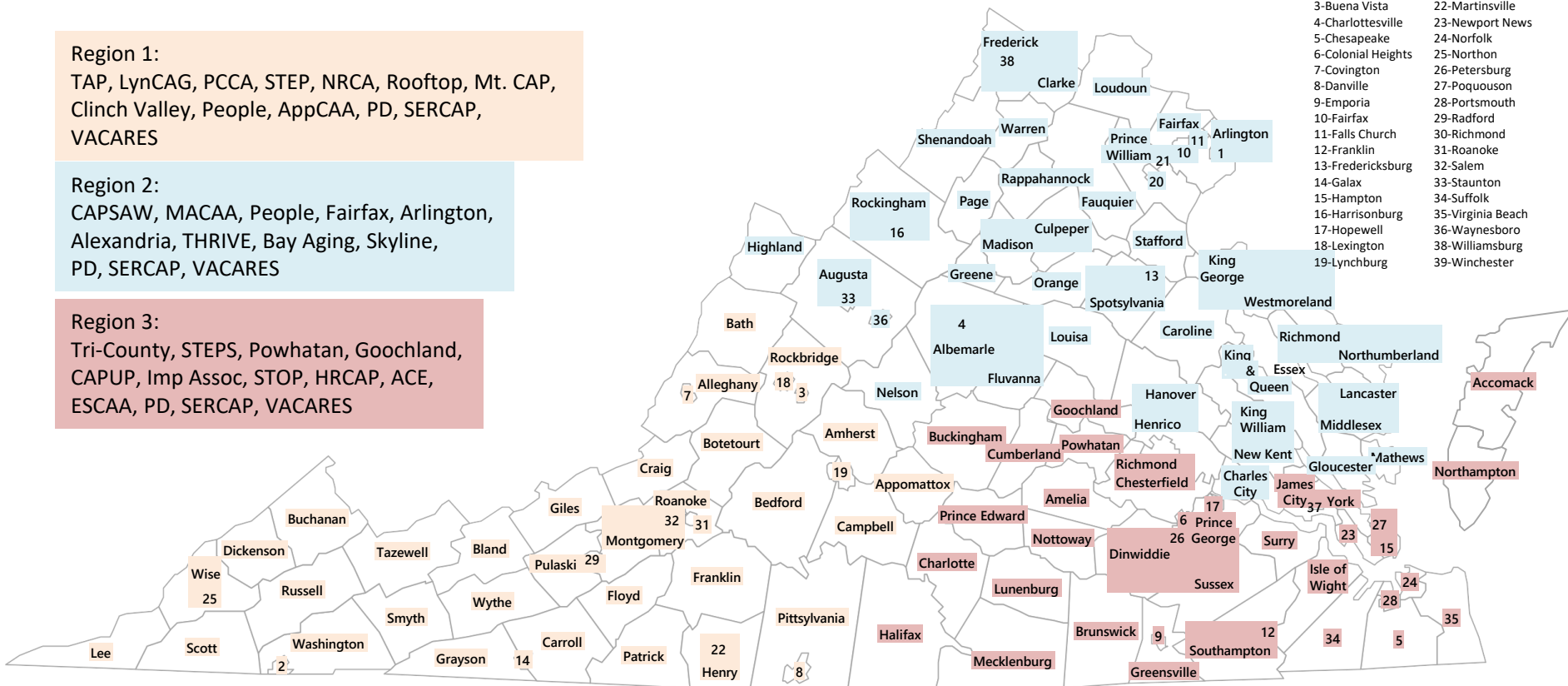
CAPSAW, MACAA, People, Fairfax, Arlington, Alexandria, THRIVE, Bay Aging, Skyline, PD, SERCAP, VACARES

Region 3:

Tri-County, STEPS, Powhatan, Goochland, CAPUP, Imp Assoc, STOP, HRCAP, ACE, ESCAA, PD, SERCAP, VACARES

Independent Cities

- | | |
|--------------------|-------------------|
| 1-Alexandria | 20-Manassas |
| 2-Bristol | 21-Manassas Park |
| 3-Buena Vista | 22-Martinsville |
| 4-Charlottesville | 23-Newport News |
| 5-Chesapeake | 24-Norfolk |
| 6-Colonial Heights | 25-Norfolk |
| 7-Covington | 26-Petersburg |
| 8-Danville | 27-Poquoson |
| 9-Emporia | 28-Portsmouth |
| 10-Fairfax | 29-Radford |
| 11-Falls Church | 30-Richmond |
| 12-Franklin | 31-Roanoke |
| 13-Fredericksburg | 32-Salem |
| 14-Galax | 33-Staunton |
| 15-Hampton | 34-Suffolk |
| 16-Harrisonburg | 35-Virginia Beach |
| 17-Hopewell | 36-Waynesboro |
| 18-Lexington | 38-Williamsburg |
| 19-Lynchburg | 39-Winchester |



Transformational Conversation

- The CSBG office wondered, how do we walk the line of informing organizations on being inclusive in their work while still serving as a state funder?
- What impact and outcome as a network are we trying to make?
- Are we trying to break down systemic barriers and oppressive behaviors that affects daily work?
- Everything must be conducted with intentionality.

Community Partner



VIRGINIA
COMMUNITY
VOICE

VIRGINIA COMMUNITY VOICE
BLUEPRINT



A Four Stage Process Toward
Thriving Communities

Leadership 101 – Foundational Principles

No matter where you are on your individual leadership journey, these topics are relevant.



Virginia Office of
**Economic
Opportunity**

DEI Narrative for Community Action Plan

Standards	DEI Narrative	
Community Action Plan	DEI Narrative ▼	
Needs	What efforts has your agency made related to the staff and board training or awareness of DEI issues?	Board members were all invited to participate in a training that was made available to all Fairfax County Human Services Boards presented by Racial Equity Institute. "The Groundwater Approach" is an interactive presentation on the nature and impact of structural racism. The CAAB's Diversity, Equity and Inclusion Committee's recommendations include the recommendation to build CAAB members' understanding of equity, diversity, and inclusion as it relates to board administration.
Gaps and Linkages		
Strategic Goals		
Programs		
ROMA Implementer	How is the agency committed to improving the diversity of its employees? (i.e. hiring practices, staff engagement, etc.)	Fairfax County has enacted the One Fairfax policy - a joint racial and social equity policy of the Fairfax County Board of Supervisors and School Board that commits the county and schools to intentionally consider equity when making policies or delivering programs and services. Across the entire organization Fairfax County is building the capacity of staff to consider equity through the process articulated in the One Fairfax Policy: training and capacity building, applying equity tools, equity impact action planning, an accountability framework, and community engagement.
DEI Narrative		
Financials		
Board Information	Part A: What data are you collecting specifically for use in evaluating Diversity, Equity, and Inclusion in your agency's hiring/culture; your agency's programs that are offered; and the communities you serve?	A: We collect a lot of data that can be disaggregated by race/ethnicity. We are endeavoring to ensure that data is more complete and reliable, as historically there are many "Unknown" in the demographic data collected by contractors. B: CAAB Staff presented needs assessment data disaggregated by race and highlighting disproportionality in need in several areas. Ensuring that the Board has adequate representation is addressed in the Diversity, Equity and Inclusion Plan and metrics will also be incorporated into the action plan of the newly adopted Strategic Plan.
Admin	Part B: How have you, and/or will you, incorporate community diversity into your community action planning processes (discuss needs assessment, strategic plan, program development, measurement tools, etc.)	
Help		
Reporting	Has the agency created any innovative ways to engage the community and staff in DEI work? If yes, explain. If not, what are your plans for FY22-23?	The DEI Committee recommendations include a recommendation to undertake outreach to specific populations underrepresented on the CAAB to improve representation on the board and to assess unmet needs in the community. The DEI Committee also recommends periodic site visits with contracted organizations to foster relationships and receive feedback to increase advocacy by CAAB members on behalf of clients and the community.
Supplemental		
	Anything else you would like to share in regards to agency DEI efforts?	The CAAB developed a statement on Equity that will be added to the CAAB's bylaws and provided to all new members. Another recommendation of the DEI Committee is to recommend the Board of Supervisors consider using an equity lens when selecting appointees to the CAAB and to review the democratic selection process for the low income sector with an equity lens to ensure inclusivity.
	Comments and History ▼	
	Staff Comments	

Office of

Economic
Opportunity

Our Network



- Virginia CAAs have begun to review their organizations policies and practices to create a culture of wellness.
- Organization boards have formed DEI workgroups or committees to support the work for progressive change.
- VACAP established a racial equity committee that meets every couple of months.
- VACAP racial equity logo was created to demonstrate communities commitment towards equitable practices.
- AmeriCorps Vista DEI position created.

Thank You

Advancing Racial Equity by Creating Space

Stephanie Insinna-Sahondo

Senior Program Manager

Colorado Weatherization Assistance Program

July 20, 2022

Creating Space

What does it mean to create space?

INCLUSION

ENGAGEMENT

EMPOWERMENT



COLORADO
Weatherization Assistance Program

Creating Space

CO WAP Purpose Statement:

~~“Helping~~ *Empowering* qualified Coloradans save money, increase comfort, and better their home and environment through proven energy conservation solutions.”

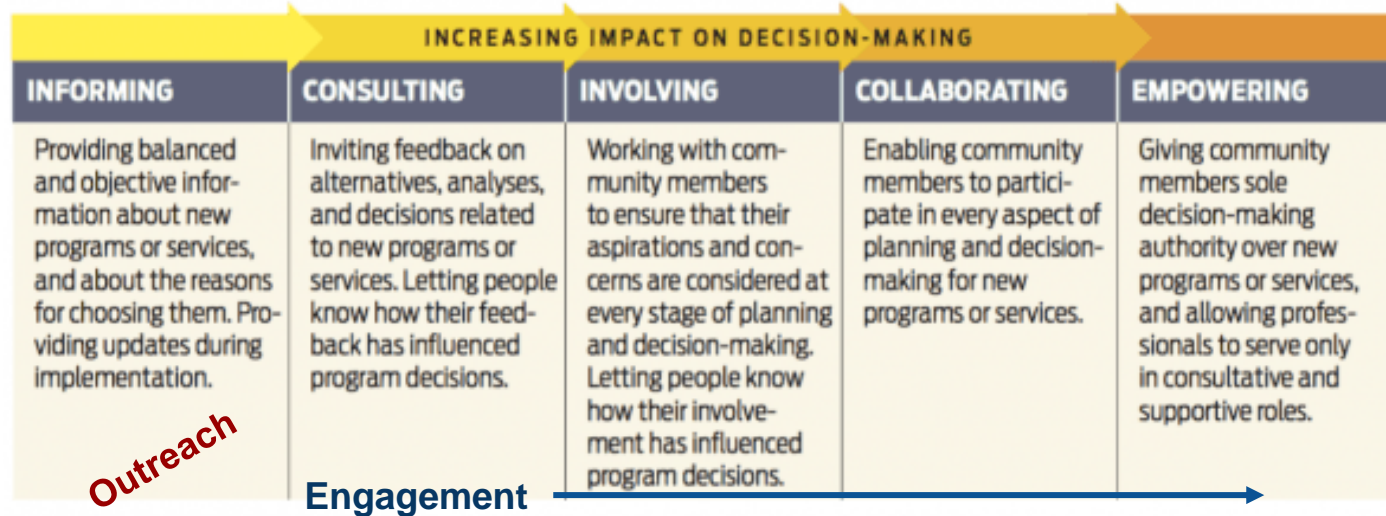


COLORADO

Weatherization Assistance Program

Outreach vs Engagement

The Spectrum of Community Engagement



Adapted from the IAP2 Public Participation Spectrum, developed by the International Association for Public Participation.

Note: Engagement activities can include community surveys, neighborhood outreach projects, partnerships with grassroots organizations, public meetings, and efforts to select community representatives

How Do We Create Space?

Build Relationships

Listen

Take Action



COLORADO
Weatherization Assistance Program

What Happens When We Create Space?

- Better understanding of barriers to entry
- Building trust in the program and State Government
- Resolve barriers - stop the top down approach!
- Build up workforce



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Weatherization Assistance Program

Opportunities to Create Space

Advisory Groups - who are our stakeholders?

Satisfaction Surveys - clients and subgrantees

Problem Solving Working Groups

Listening Sessions



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Weatherization Assistance Program



Questions?

For more information, please visit: <https://nascsp.org/racial-equity/>

A promotional banner for the NASCSP 2022 Annual Training Conference. The background is a night-time photograph of a city street with light trails from cars and a city skyline in the distance. In the top left corner is the NASCSP logo, which includes a stylized building icon and the text 'NASCSP'. To its right is the text 'JOIN US FOR THE...'. In the top right corner is the website 'WWW.NASCSP.ORG/CONFERENCES'. The main title 'NASCSP 2022' is in large, bold, white letters. Below it, 'Annual Training Conference' is written in a yellow, cursive script. To the right of the main title is a yellow QR code. Below the main title, the theme '"AGENTS OF CHANGE"' is written in white. At the bottom of the banner, a yellow arrow points to the text 'MINNEAPOLIS, MN'. On the left side, a yellow vertical bar contains the text 'OCTOBER 24 - 28'. A blue banner at the very bottom contains the text 'Early Bird Registration & Hotel Room Block Close on September 23rd'.

NASCSP Annual Training Conference
October 24-28 Minneapolis, MN