



SHORT-TERM DIVERSITY EQUITY & INCLUSION (DEI) PLAN

Context: In December 2018, JVC Northwest created an 18-month plan to guide our equity work based upon the recommendations set forth in the assessment conducted by Resolutions Northwest. This is a working document, and goals may change somewhat over time, reflecting on-going learnings, trials, errors, and accomplishments gleaned from the completion and implementation of previous goals and plans. See the Resolutions Northwest Equity Assessment Recommendations for more information.

This timeline reflects *implementation only*. "DONE" indicates the initiative has been implemented and cyclic review of execution and effectiveness is now systematized and on-going.

By August 2020, JVC Northwest will incorporate the following:

SHIFT INSTITUTIONALIZED SYSTEMS OF POWER WITHIN OUR ORGANIZATION

- At the organizational level, include line item in budget (DONE) and fund it. (*In progress*)
- Begin use of equity lens across all operations and departments, with consultation. (*Pending arrival of permanent Executive Director, ED*)
- Examine, revamp, and document staff recruitment and interview process. (DONE)
- Examine all personnel and other organizational policies; apply equity lens to rewrite policies as necessary. (*Contingent on equity lens adoption*)
- Finalize equity statement (DONE) and share publicly across all channels. (*In progress*)
- Develop clear case statement to build narrative of why JVC Northwest is doing this work, lessons learned, and process committed to, and begin to share this publicly. (*In progress*)
- Secure grant funding to conduct equity assessment. (DONE)
- Consider Equity Officer on staff, funding & other implications. (*Pending arrival of permanent ED*)
- Get buy-in and support from most influential supporters of organization. (*In progress*)
- Establish annual equity meeting/training with all staff and board. (*In process. Scheduled for December 2019, contingent on fundraising efforts and arrival of new ED*)
- Co-create, secure, develop equity component of JV Orientation by program team. (DONE)
- Adopt agreed upon language, terms, and definitions for JVC Northwest to be shared with staff, board, volunteers, and other stakeholders. (*In progress*)

STAFF LEARNING SUPPORTS

- Purchase Equity and Inclusion Network passes through the Nonprofit Association of Oregon. (DONE)
- Provide annual DEI staff training for all staff grounded in deeper social science analysis. *(Scheduled to begin December 2019)*
- Clearly articulate DEI expectations in job descriptions *(in progress)*, talk about and measure annual performance. *(Tracking with DEI training)*
- Create plan for onboarding new staff to equity work to help catch them up and orient them to equity direction in the office. *(In progress)*

BOARD OF DIRECTORS

- *Mission and Planning committee will focus on racial equity until initiatives adequately institutionalized. (In progress)*
- Develop a plan for recruitment of People of Color (POC) in the board personnel/nominating committee. *(New initiative)*
- Establish training for recruiting new POC members and examine interview process for the board personnel/nominating committee. *(New initiative)*
- Provide annual DEI board training grounded in deeper social science analysis. *(Scheduled for December 2019)*
- Host conversations with donors, alums, potential donors by board members to discuss this work. *(New initiative)*

JV PROGRAM

- Formalize the orientation training for all JVs. (DONE)
- Increase efforts of talking about equity work with partner agencies. *(In progress)*
- Develop a process for partner agency selection to determine when agencies are safe/supportive for POC JVs. *(In progress)*

- Develop a process for JV selection for JVs who identify as white to determine preparedness to live in community with POC JVs. *(In progress)*
- Provide Member Assistance Program (MAP) for all AmeriCorps members. (DONE)
- Provide quarterly JV webinars; learnings on topics; speakers invited four times a year. *(In progress, see Learning Strategies)*
- Provide a library of books, articles, podcasts, and movies developed and made available to all JVs in the community. *(In progress, see Learning Strategies)*
- Provide 1- 2 books a year to JVs and special opportunities to discuss leanings through an online forum. *(In progress, see Learning Strategies)*
- Offer White and POC caucus as options for all JVs. (DONE) Monthly meetings to support continued discussions and learning. *(In progress)*

JVS OF COLOR: SUPPORT AND LEARNING

- Continue JV/Former JV mentoring program. (DONE)
- Fund a POC JV retreat twice a year. (DONE)
- Include retreat facilitators and Orientation facilitators who represent marginalized identities. (DONE)
- Increase POC formal/informal support people in local communities. *(In progress)*

RECRUITMENT OF JESUIT VOLUNTEERS

- Expand recruiting to more state and public universities and schools with more socio-economic and racial/ethnic diversity. *(In progress)*
- Increase recruitment within JV locales. *(In progress)*
- Provide education around how we support JVs with marginalized identities in our program. (DONE)
- Adapt language in recruitment materials to be inclusive of non-white, non-privileged class applicants. *(In progress)*
- Incorporate lived and cultural experience in JV program requirements. (DONE)

JV ENCORPS PROGRAM

- Empower Program Leads to provide at least two equity focused trainings each program year at Community Meetings in each locale by providing funding, contact information and bios of trainers/presenters in their area. *(In progress)*
- Provide baseline equity information and training materials (glossary of terms, handouts, prompts and reflection questions, etc.) on DropBox, available to Program Leads to use with JVEs during Community Meetings and retreats. *(In progress, see Learning Strategies)*
- In screening JVEs and Program Leads, include equity questions. *(In progress)*
- Encourage JVEs to participate in the JVC Northwest book club focused on Equity topics. (DONE)
- Each program year, provide JVEs with an updated bibliography of books on equity as well as other baseline resources. *(In progress, see Learning Strategies)*
- Update marketing materials with Equity and Inclusion Statement. *(In progress)*
- Build relationships with churches and organizations that embody DEI. *(In progress)*

SHARED VOLUNTEER PROGRAM LEARNING STRATEGIES

- Provide equity trainings and workshops jointly offered to JVs, JVEs, and FJVs via special events and webinars. *(In progress)*
- Provide a library of books, articles, podcasts, movies for access by JVs and JVEs: in communities as well as virtually for JVs; Goodreads account, resource page, and other methods for JVEs. *(In progress)*
- Provide baseline education for volunteers through resources such as glossary of social justice language, glossary of terms, handouts, reflection questions, and equity focus in interviews. *(In progress)*



LONG-TERM DEI SCOPE OF WORK

In addition to our short-term DEI plan, we have a second plan for longer-term changes to address how our model might need to change in order to be more equitable both internally and in the local communities in which our volunteers currently serve. This plan will include a research study to strengthen our understanding of the long-term effects of JVC Northwest's involvement in local communities as we seek to co-create and re-define JVC Northwest's mission, vision, and theory of change by engaging communities and leaders most in need of our work and framing the entire work within equity and social justice.

- Winter 2019: Identify how many / which communities to interview. Apply for grants. (DONE)
Community names withheld pending communication with those communities.
- Summer 2019: Secure funding for primary investigator. (DONE) Hire and onboard equity officer. *(Tabled pending funding and hire of permanent Executive Director)*
- Fall/Winter 2019/20: Release Request for Proposal for Primary Researcher and review submissions. *(In progress)*
- Winter 2020: Contract with primary researcher (PR). PR provides detailed process plan. JVC Northwest communication with communities
- Spring 2020: Introduction of PR. PR initiates interviews.
- Summer 2020: PR submits report. Draft mission, vision, Theory of Change.
- Fall 2020: Draft strategic plan; circulate for board committee input. Finalize strategic directions, including next steps for implementation.