



Journey to Becoming an Anti-Racist Organization

A discussion of Interfaith's ongoing evolution in the DEIA space..
Presented by: Odetta Delsol & Shira Jacobs



Our Commitment to DEIA

Interfaith aspires to ensure a just and equitable work environment by engaging in the development of internal policies, practices, and procedures that allow all Interfaith staff, volunteers, collaborators, and donors to feel valued, supported, and respected. Our pledge to combat systemic racism and all forms of oppression and marginalization is central to our mission. As a leader and community partner, we work diligently to bring to fruition our vision of a society in which all people can lead healthy, self-sufficient lives.



Our Evolution

Racial Justice Working Group

Established in the wake of George Floyd's murder. Multi-city faith leaders' coalition also established

Jun 2020



Removal of Employment Barriers

Re-evaluated various hiring practices to be more inclusive

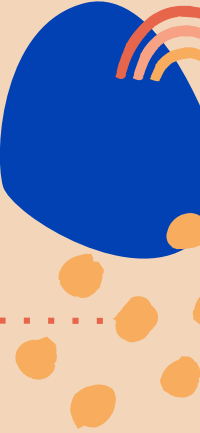
Jul-Nov 2020



Success Beyond Measure, Inc.

Partnered with the diversity consulting firm to assist in our DEIA evolution

Feb 2021



Our Evolution

Staff Training

Completion of anti-racism training for all current staff members.

Aug 2021



Library

Formal launch of our DEIA resource library at our 613 location. Goal is to expand as a sort of internal library.

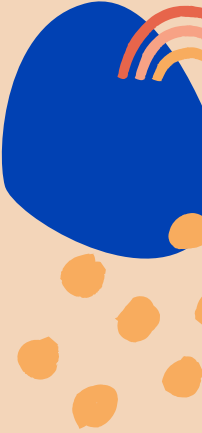
Dec 2021



Broadening Scope

Review of listening sessions; micro-aggression policy/handbook; internal recruitment efforts

Now



DEIA STRATEGY



Removal of Barriers

Continual barrier analysis of employment and promotional opportunities as well as career advancement via our PCA program



Policy

Continual matching of intent and culture into our policies and practices



Education

Initial staff training and supplemental training to go accompany new policies w/goal of ongoing DEIA training



Guiding Principles



What we are doing

What we aim to achieve

Being Accountable



Assessing ourselves internally and setting up processes and systems to be and stay accountable

Listening



Listening sessions, ongoing discussions within the DEIA group meetings, ongoing engagement with the Board

Learning



Completed and ongoing trainings, brown bag sessions, & DEIA Resource Library



Important Numbers & Milestones

19*



of employees hired due to changes in hiring policies and practices

12*



of employees that have utilized our PCA program in 2021

195



of employees that received DEIA training as of 10/3/2021

26



of books donated to Interfaith's DEIA Resource Center

7



of listening sessions executed amongst staff; completed as of 12/2021

8



of staff actively involved in the DEIA Working Group

Upcoming Goals

Projects

- Recruitment
- DEIA Calendar

..... Initiatives

- Micro-Aggression Policy
- DEIA Brown Bags
- DEIA Resource Library Expansion
- Interfaith Family Traditions

... Future Goals

- Currently fleshing out data from the listening sessions which will then inform and determine future steps/goals in our DEIA work





Thank you



Do you have any questions?
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