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

Removal of Employment Barriers
Re-evaluated various hiring practices to be more inclusive

Success Beyond Measure, Inc.
Partnered with the diversity consulting firm to assist in our DEIA evolution

Jun 2020
Jul-Nov 2020
Feb 2021
Staff Training
Completion of anti-racism training for all current staff members.

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

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

Aug 2021

Dec 2021

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**

- **Being Accountable**
- **Listening**
- **Learning**

**What we aim to achieve**

- Assessing ourselves internally and setting up processes and systems to be and stay accountable
- Listening sessions, ongoing discussions within the DEIA group meetings, ongoing engagement with the Board
- Completed and ongoing trainings, brown bag sessions, & DEIA Resource Library
## Important Numbers & Milestones

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
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<tbody>
<tr>
<td># of employees hired due to changes in hiring policies and practices</td>
<td>19*</td>
</tr>
<tr>
<td># of employees that have utilized our PCA program in 2021</td>
<td>12*</td>
</tr>
<tr>
<td># of employees that received DEIA training as of 10/3/2021</td>
<td>195</td>
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<tr>
<td># of books donated to Interfaith's DEIA Resource Center</td>
<td>26</td>
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<tr>
<td># of listening sessions executed amongst staff; completed as of 12/2021</td>
<td>7</td>
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<td># of staff actively involved in the DEIA Working Group</td>
<td>8</td>
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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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