



RACIAL EQUITY STRATEGY

Our purpose in this work:

- 1) Ensure ECCF is an equitable and inclusive organization.
- 2) Actively leverage our resources, relationships, and platforms to advance racial equity and racial justice in Essex County and beyond.
- 3) Continuously assess and evaluate learning, operational practices and investments for effectiveness at advancing racial equity and racial justice.

LISTEN, LEARN & REFLECT	ORGANIZATIONAL ACTION	SYSTEMIC CHANGE
<p>VISION: ECCF, as a part of its learning process, continuously reflects on why and how racial inequities exist to inform our work and spur action and change within the Foundation and throughout Essex County.</p>	<p>VISION: ECCF and its work are grounded in equitable and inclusive practices, creating conditions and modeling actions that advance racial equity towards a racially just world.</p>	<p>VISION: ECCF, in its role as community leader, inspires philanthropy and influences efforts that result in more equitable systems and structures, giving greater access and opportunity to all in Essex County.</p>
<p>GOAL #1 Staff, board, and volunteers build their knowledge, skills, and capacity to advance racial equity and work effectively across difference.</p> <p>GOAL #2 Staff, board and volunteers learn and understand how community foundations can contribute to advancing racial equity and racial justice.</p> <p>GOAL #3 Staff, board and volunteers deepen their understanding of nonprofits and other organizations advancing racial equity and racial justice and authentically listen to the needs and opportunities that our work can support.</p>	<p>GOAL #1 Ensure that racial equity and inclusion are core values of ECCF’s organizational and workplace culture.</p> <p>GOAL #2 Recruit and support diverse staff, board, and volunteer leaders that represent the communities of Essex County.</p> <p>GOAL #3 Review ECCF programmatic work (e.g. community leadership, grantmaking, scholarships, nonprofit services) with a racial equity and inclusion lens, making changes and expanding where needed.</p> <p>GOAL #4 Review ECCF operations and administrative practices (e.g. finance, communications, development, donor services) with a racial equity and inclusion lens, making changes where needed.</p>	<p>GOAL #1 Educate/engage donors, fundholders, and external stakeholders on systemic racism and racial inequities and inspire philanthropy and other efforts that advance racial equity and racial justice.</p> <p>GOAL #2 Use our resources and competencies to engage in advocacy and public policy efforts that advance racial equity and racial justice.</p> <p>GOAL #3 ECCF funds and donors invest in leaders, communities, organizations, and programs that advance racial equity and racial justice.</p>