## Racial Equity Strategy

**Listen, Learn & Reflect**

**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.

**Goal #1**
Staff, board, and volunteers **build their knowledge, skills, and capacity** to advance racial equity and work effectively across difference.

**Goal #2**
Staff, board and volunteers learn and understand how community foundations can contribute to advancing racial equity and racial justice.

**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.

## Organizational Action

**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.

**Goal #1**
Ensure that **racial equity and inclusion are core values of ECCF’s organizational and workplace culture.**

**Goal #2**
**Recruit and support diverse staff, board, and volunteer leaders** that represent the communities of Essex County.

**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.

**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.

## Systemic Change

**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.

**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.

**Goal #2**
Use our resources and competencies to **engage in advocacy and public policy efforts** that advance racial equity and racial justice.

**Goal #3**
ECCF funds and donors **invest in leaders, communities, organizations, and programs** that advance racial equity and racial justice.